

3 Labour



INTRODUCTION

The major topics covered in this chapter are the labour force, employment, unemployment, earnings, hours of work, labour costs, education and training, industrial disputes and trade unions. The data provided has been derived from the Monthly Labour Force Survey and associated Supplementary surveys and employer based labour collections. The conceptual framework adopted by the ABS for collecting labour force statistics (see figure 6) is compatible with the standards recommended by the International Labour Organisation (ILO). Further detail regarding these statistics is contained in the publications listed at the end of this chapter.

The labour force

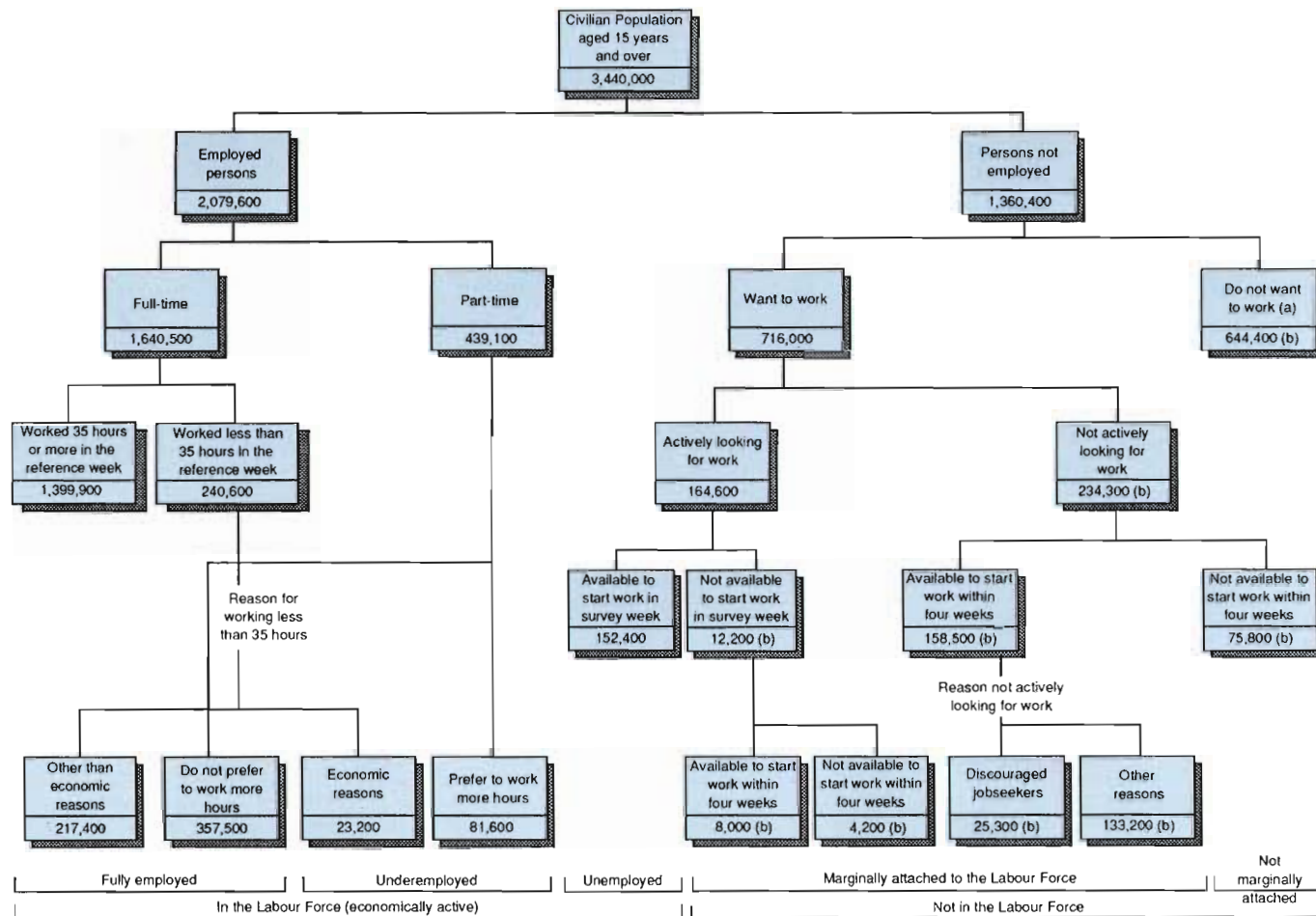
The concept of the labour force is the basis for the measurement of employment and unemployment. The labour force is a measurement of the total official supply of labour which is available to the labour market in a given reference week. It is broadly defined as those persons aged 15 and over who are either employed or unemployed during a particular reference week.

Employment and unemployment

In August 1991 there were 1,972,100 persons employed in Victoria. This figure comprised 1,120,800 males (57 per cent) and 851,300 females (43 per cent). Of the employed females, 60 per cent were married. The number of employed persons in Victoria represented 57 per cent of the civilian population aged 15 years or more, a decrease of 1.5 percentage points over the August 1981 figure. However, there was an increase in the employment of females, rising from 22 per cent of the civilian population in August 1981 to 24 per cent in August 1991. By comparison, the male employment/population ratio decreased from 36 per cent in August 1981 to 32 per cent in August 1991. Almost 54 per cent of persons employed are in the 25-44 year age group.

A total of 212,200 Victorians were unemployed in August 1991, compared with 138,800 unemployed in August 1990. Males comprised 64 per cent of the unemployed in August 1991 and females comprised 36 per cent. The majority of unemployed females (58 per cent) were not married.

The trend of declining unemployment rates which had been occurring in Victoria since 1983 has undergone a reversal since August 1989. The August 1991 Victorian unemployment rate of 9.7 per cent increased by 3.4 percentage points from the August 1990 rate, and was slightly above the Australian rate of 9.5 per cent. The unemployment rate for Victorian males in August 1991 was 10.5 per cent compared with the rate of 8.2 per cent for females. A significant difference existed in the unemployment rates of married and unmarried women. The unemployment rate for married females was 5.9 per cent compared with a rate of 11.5 per cent for unmarried females.



(a) Includes the institutionalised, boarding school pupils, and persons permanently unable to work. (b) Includes persons aged 15 to 69 only.

Figure 6. The Labour Force framework, Victoria, September 1990

TABLE 3.1 EMPLOYED PERSONS BY AGE VICTORIA
(^{'000})

Month	Age group (years)								Total	
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65 and over		
MALES										
1990 -	June	89.3	153.5	331.2	304.1	208.1	69.0	46.7	19.8	1222.0
	July	90.1	151.6	326.8	302.8	207.7	71.3	46.4	21.0	1217.7
	August	85.9	147.3	321.6	302.9	209.2	72.0	46.1	15.3	1200.2
	September	85.8	149.6	318.9	301.9	208.6	69.5	46.5	17.3	1198.0
	October	87.4	147.5	316.9	300.8	203.6	70.2	46.2	21.3	1193.9
	November	81.2	146.4	315.8	297.0	205.3	70.0	45.3	20.2	1181.4
	December	88.0	149.6	314.3	300.1	206.5	70.8	42.8	21.1	1193.3
1991 -	January	84.1	143.9	309.6	294.7	203.9	69.3	39.2	19.5	1164.3
	February	80.5	140.0	313.6	295.5	210.5	67.3	44.1	19.1	1170.5
	March	72.1	135.4	312.9	297.8	207.5	62.2	39.9	18.0	1145.8
	April	73.4	137.2	305.8	294.5	205.5	63.5	40.9	17.1	1137.8
	May	69.4	137.4	305.4	295.7	209.0	63.1	38.2	17.6	1135.8
	June	67.6	135.1	305.1	294.3	207.6	63.7	35.6	17.0	1126.0
	July	67.5	135.8	307.6	290.7	205.1	62.2	35.1	18.0	1122.0
	August	67.7	131.8	304.7	289.5	207.3	61.0	37.4	21.4	1120.8
FEMALES										
1990 -	June	79.5	133.1	235.9	234.5	137.7	33.2	17.6	6.7	878.4
	July	86.3	130.5	241.1	238.0	129.8	33.1	17.8	8.9	885.5
	August	79.3	130.1	237.2	233.6	136.1	31.1	19.2	6.3	872.9
	September	78.0	129.1	239.6	236.8	136.9	35.3	19.4	6.4	881.5
	October	75.1	130.0	240.1	233.7	133.3	33.1	20.6	7.4	873.3
	November	74.1	127.1	235.6	235.4	141.2	33.1	20.6	7.9	875.0
	December	81.0	131.7	234.7	237.5	138.4	32.9	19.3	6.5	882.0
1991 -	January	77.0	126.5	224.6	218.0	133.6	34.5	18.3	6.7	839.2
	February	67.0	130.7	229.1	229.2	137.6	32.7	18.6	7.8	852.7
	March	69.9	129.7	230.5	226.2	142.9	28.3	17.0	6.6	851.0
	April	67.7	128.7	227.7	228.8	140.4	30.0	17.0	7.1	847.5
	May	62.7	126.7	232.0	228.8	139.7	30.8	16.3	7.0	844.0
	June	62.2	127.1	226.9	230.8	141.5	34.0	13.8	7.9	844.2
	July	62.1	130.3	224.2	229.0	139.1	29.2	11.9	6.8	832.6
	August	63.7	128.9	232.7	231.7	143.2	30.3	12.8	8.2	851.3
PERSONS										
1990 -	June	168.9	286.6	567.2	538.6	345.9	102.3	64.4	26.6	2100.4
	July	176.4	282.1	567.9	540.8	337.5	104.4	64.2	29.9	2103.2
	August	165.2	277.3	558.8	536.5	345.3	103.1	65.3	21.6	2073.1
	September	163.8	278.7	558.5	538.7	345.5	104.8	65.9	23.7	2079.6
	October	162.5	277.5	557.0	534.4	336.9	103.4	66.8	28.7	2067.2
	November	155.3	273.5	551.4	532.4	346.5	103.2	65.9	28.2	2056.4
	December	169.0	281.3	549.0	537.6	344.9	103.8	62.1	27.6	2075.2
1991 -	January	161.1	270.5	534.2	512.7	337.5	103.8	57.5	26.2	2003.6
	February	147.5	270.7	542.7	524.7	348.0	100.0	62.6	26.9	2023.2
	March	142.0	265.1	543.4	524.0	350.3	90.6	56.9	24.6	1996.8
	April	141.1	266.0	533.5	523.3	345.9	93.5	57.9	24.3	1985.4
	May	132.0	264.1	537.3	524.5	348.7	93.9	54.5	24.6	1979.8
	June	129.8	262.1	532.0	525.1	349.1	97.7	49.4	24.9	1970.2
	July	129.6	266.1	531.8	519.7	344.2	91.4	47.0	24.9	1954.5
	August	131.5	260.7	537.4	521.1	350.5	91.3	50.2	29.5	1972.1

Unemployment rates vary markedly by age group. The highest unemployment rates are consistently experienced by persons in the age group 15-19 years. In August 1991, the unemployment rate for this age group was 21.6 per cent, compared with rates of 14.9 per cent for those aged 20-24 years, 9.3 per cent for those aged 25-34 and 6.7 per cent for those aged 35 years or more.

In relation to people born overseas, the unemployment rate varies considerably according to the language spoken in the country of origin. Persons from main English-speaking countries experienced an unemployment rate of 9.2 per cent, compared with the rate of 13.5 per cent for persons from countries where English is not the main language and 9.7 per cent for all Victorian persons (including Australian born).

Within the state, the unemployment rate ranged from 9.4 per cent in the Melbourne Statistical Division (MSD) to 10.5 per cent in country Victoria. Within the MSD, the highest unemployment rate of 12.3 per cent occurred in the North Western Melbourne region and the lowest of 7.2 per cent occurred in the Inner Eastern Melbourne region. In country Victoria, the highest unemployment rate of 12.3 per cent occurred in the Western Victoria region, while the lowest of 9.6 per cent occurred in the South Western Victoria region.

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	
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
1984	68.7	6.3	75.1	39.4	15.2	54.6	108.1	21.5	129.6	7.0
1985	60.1	5.9	65.9	34.9	16.3	51.2	95.0	22.1	117.1	6.2
1986	65.9	8.2	74.1	38.7	19.5	58.2	104.6	27.7	132.3	6.7
1987	56.3	8.1	64.4	35.7	21.5	57.1	91.9	29.6	121.5	5.9
1988	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
1990	65.9	7.7	73.6	45.2	19.9	65.2	111.1	27.6	138.8	6.3
1991	125.3	11.1	136.5	56.9	18.9	75.7	182.2	30.0	212.2	9.7

TABLE 3.3 UNEMPLOYED PERSONS, BY AGE AND SEX, VICTORIA
(’000)

August	Age group (years)											Total	
	15 to 19			20-24			25 and over						
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	
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	
1984	18.6	18.5	37.1	15.5	11.9	27.4	41.0	24.1	65.1	75.1	54.6	129.6	
1985	17.5	14.5	32.0	12.7	11.1	23.8	35.7	25.6	61.3	65.9	51.2	117.1	
1986	21.0	16.9	38.0	14.5	11.0	25.4	38.6	30.3	68.9	74.1	58.2	132.3	
1987	16.2	16.7	32.9	10.7	12.5	23.2	37.5	28.0	65.5	64.4	57.1	121.5	
1988	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	
1990	16.5	14.5	30.9	18.1	15.4	33.5	39.0	35.4	74.4	73.6	65.2	138.8	
1991	19.7	16.5	36.2	26.6	19.0	45.6	90.1	40.2	130.4	136.5	75.7	212.2	

UNEMPLOYMENT RATES, VICTORIA AND AUSTRALIA
(August)

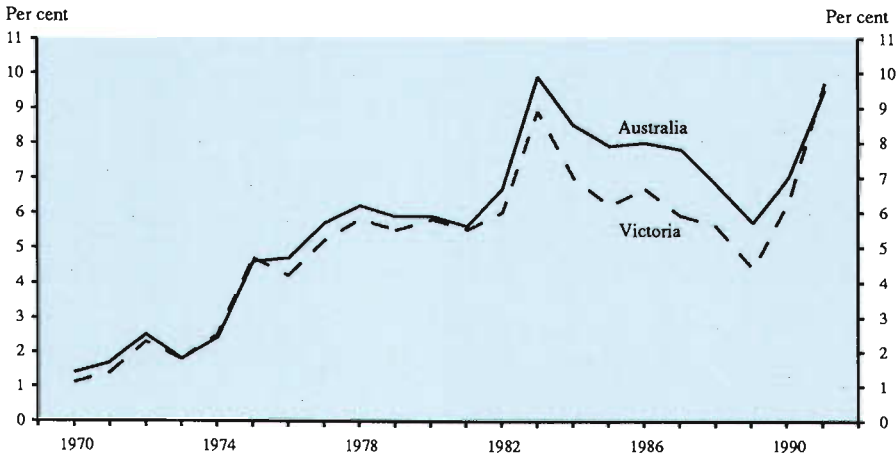


TABLE 3.4 YOUTH UNEMPLOYMENT: UNEMPLOYED PERSONS AGED 15-19 YEARS BY SCHOOL ATTENDANCE AND DURATION OF UNEMPLOYMENT, VICTORIA, AUGUST 1991

<i>Particulars</i>	<i>Males</i>	<i>Females</i>		<i>Persons</i>
		Number ('000)		
School Attendance				
Attending school	4.6	*3.3		7.9
Not attending school-				
Left before 1989	*4.0	*3.4		7.4
Left from 1989 to survey date	11.1	9.8		20.9
Total	19.7	16.5		36.2
Duration of unemployment-				
Under 13 weeks	7.4	6.5		13.9
13 weeks and under 52 weeks	9.0	8.4		17.3
52 weeks and over	*3.3	*1.6		5.0
Total	19.7	16.5		36.2
		<i>Duration of unemployment (weeks)</i>		
Average (mean) duration	25.4	23.3		24.4
Median duration	23.0	18.0		19.0

TABLE 3.5 CIVILIAN POPULATION AGED 15 YEARS AND OVER BY LABOUR FORCE STATUS, VICTORIAN REGIONS, AUGUST 1991

<i>Region</i>	<i>Employed</i>			<i>Unemp-loyed</i>	<i>Labour force</i>	<i>Not in labour force</i>	<i>Unemp-loyment rate</i>	<i>Partici-pation rate</i>
	<i>Full-time</i>	<i>Part-time</i>	<i>Total</i>					
	<i>('000)</i>	<i>('000)</i>	<i>('000)</i>	<i>('000)</i>	<i>('000)</i>	<i>('000)</i>	<i>(per cent)</i>	<i>(per cent)</i>
MALES								
Melbourne Statistical Division-	728.8	68.7	797.4	94.3	891.7	320.1	10.6	73.6
Outer Western Melbourne	109.8	8.4	118.2	17.2	135.4	50.4	12.7	72.9
North Western Melbourne	49.8	4.2	54.0	9.3	63.3	27.8	14.7	69.5
Inner Melbourne	50.4	6.1	56.5	5.5	62.0	27.8	8.9	69.1
North Eastern Melbourne	95.2	8.2	103.4	12.7	116.1	38.3	10.9	75.2
Inner Eastern Melbourne	98.5	13.7	112.2	9.4	121.6	43.3	7.7	73.8
Southern Melbourne	80.7	7.9	88.6	8.8	97.4	42.2	9.0	69.8
Outer Eastern Melbourne	113.5	10.2	123.6	11.9	135.5	36.8	8.8	78.6
Mornington Peninsula	130.8	10.1	140.9	19.5	160.4	53.4	12.2	75.0
Balance of Victoria-	292.2	31.2	323.3	42.2	365.5	132.2	11.5	73.4
South Western Victoria	77.7	4.4	82.0	10.0	92.0	38.4	10.9	70.6
Western Victoria	63.5	7.4	71.0	9.3	80.3	29.5	11.6	73.1
Northern Victoria	94.6	12.5	107.2	13.2	120.4	42.1	11.0	74.1
Eastern Victoria	56.3	6.8	63.2	9.7	72.8	22.2	13.3	76.6
Total	1,020.9	99.8	1,120.8	136.5	1,257.2	452.3	10.9	73.5

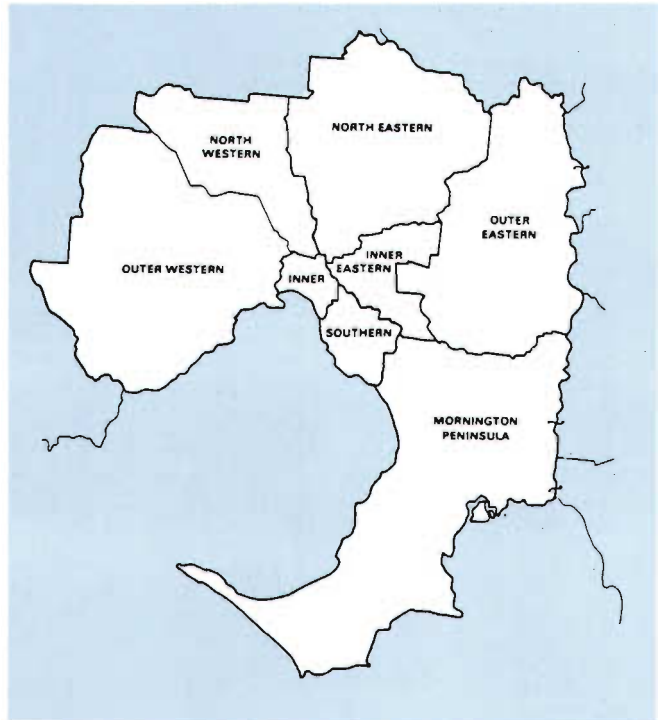
TABLE 3.5 CIVILIAN POPULATION AGED 15 YEARS AND OVER BY LABOUR FORCE STATUS, VICTORIAN REGIONS, AUGUST 1991 - continued

Region	Employed			Unemp- loyed ('000)	Labour force ('000)	Not in labour force ('000)	Unemp- loyment rate (per cent)	Partici- pation rate (per cent)
	Full- time ('000)	Part- time ('000)	Total ('000)					
MARRIED FEMALES								
Melbourne Statistical Division-	204.0	165.4	369.4	23.1	392.5	320.8	5.9	55.0
Outer Western Melbourne	32.6	24.7	57.3	4.9	62.2	49.7	7.9	55.6
North Western Melbourne	13.4	8.6	22.0	*1.8	23.8	27.6	*7.6	46.3
Inner Melbourne	12.3	3.7	15.9	*2.5	18.5	11.0	*13.8	62.7
North Eastern Melbourne	25.0	19.4	44.5	*2.2	46.7	45.5	*4.8	50.6
Inner Eastern Melbourne	29.4	27.2	56.6	*1.5	58.1	42.9	*2.6	57.5
Southern Melbourne	19.2	18.9	38.1	*1.8	39.9	40.2	*4.6	49.8
Outer Eastern Melbourne	27.7	31.0	58.8	*2.7	61.5	42.8	*4.4	59.0
Mornington Peninsula	44.5	31.8	76.3	5.5	81.9	61.0	6.7	57.3
Balance of Victoria-	74.0	71.0	145.0	9.0	154.0	157.9	5.9	49.4
South Western Victoria	17.7	18.7	36.3	*2.2	38.6	41.4	*5.8	48.2
Western Victoria	15.2	15.6	30.8	*2.4	33.2	27.2	*7.1	55.0
Northern Victoria	27.1	22.8	49.9	*3.0	52.9	52.9	*5.6	50.0
Eastern Victoria	14.0	13.9	27.9	*1.4	29.3	36.4	*4.9	44.6
Total	278.0	236.4	514.4	32.1	546.5	478.7	5.9	53.3
ALL FEMALES								
Melbourne Statistical Division-	381.1	250.2	631.4	54.1	685.4	578.2	7.9	54.2
Outer Western Melbourne	53.2	37.8	91.0	10.0	101.0	85.9	9.9	54.0
North Western Melbourne	29.0	12.8	41.8	4.1	45.9	47.2	8.9	49.3
Inner Melbourne	40.9	9.2	50.1	6.6	56.7	36.0	11.6	61.2
North Eastern Melbourne	46.8	27.4	74.2	4.1	78.3	75.6	5.3	50.9
Inner Eastern Melbourne	58.1	43.9	102.0	7.2	109.2	83.1	6.6	56.8
Southern Melbourne	39.1	28.9	68.0	5.7	73.7	77.3	7.7	48.8
Outer Eastern Melbourne	47.8	42.6	90.4	6.4	96.8	72.7	6.6	57.1
Mornington Peninsula	66.3	47.5	113.8	10.1	123.9	100.4	8.1	55.2
Balance of Victoria-	120.2	99.8	220.0	21.6	241.6	265.7	9.0	47.6
South Western Victoria	30.0	26.3	56.4	4.8	61.1	74.2	7.8	45.2
Western Victoria	25.2	21.2	46.4	7.2	53.5	51.3	13.4	51.1
Northern Victoria	42.2	33.2	75.5	7.0	82.5	85.5	8.5	49.1
Eastern Victoria	22.7	19.0	41.8	*2.7	44.5	54.8	*6.2	44.8
Total	501.3	350.0	851.3	75.7	927.1	843.9	8.2	52.3
PERSONS								
Melbourne Statistical Division-	1,109.9	318.9	1,428.8	148.4	1,577.2	898.3	9.4	63.7
Outer Western Melbourne	163.0	46.2	209.2	27.1	236.3	136.4	11.5	63.4
North Western Melbourne	78.8	17.0	95.8	13.4	109.2	75.0	12.3	59.3
Inner Melbourne	91.2	15.4	106.6	12.1	118.7	63.8	10.2	65.1
North Eastern Melbourne	142.0	35.6	177.6	16.8	194.4	114.0	8.7	63.0
Inner Eastern Melbourne	156.5	57.6	214.2	16.6	230.8	126.3	7.2	64.6
Southern Melbourne	119.8	36.8	156.7	14.5	171.1	119.5	8.4	58.9
Outer Eastern Melbourne	161.3	52.7	214.1	18.2	232.3	109.5	7.9	68.0
Mornington Peninsula	197.1	57.6	254.7	29.6	284.3	153.9	10.4	64.9
Balance of Victoria-	412.4	131.0	543.3	63.8	607.1	397.9	10.5	60.4
South Western Victoria	107.7	30.7	138.4	14.8	153.2	112.6	9.6	57.6
Western Victoria	88.7	28.6	117.3	16.4	133.8	80.8	12.3	62.4
Northern Victoria	136.9	45.7	182.6	20.2	202.9	127.6	10.0	61.4
Eastern Victoria	79.0	25.9	104.9	12.4	117.3	77.0	10.6	60.4
Total	1,522.2	449.9	1,972.1	212.2	2,184.3	1,296.2	9.7	62.8



Figure 7(a) Labour Force Regions, Victoria

Figure 7(b) Labour Force Regions, Melbourne Statistical Division

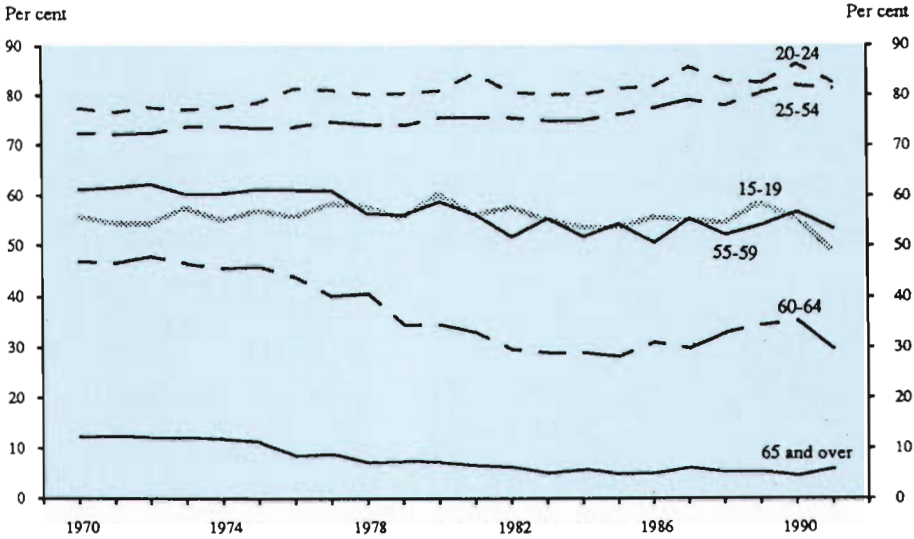


Participation rate

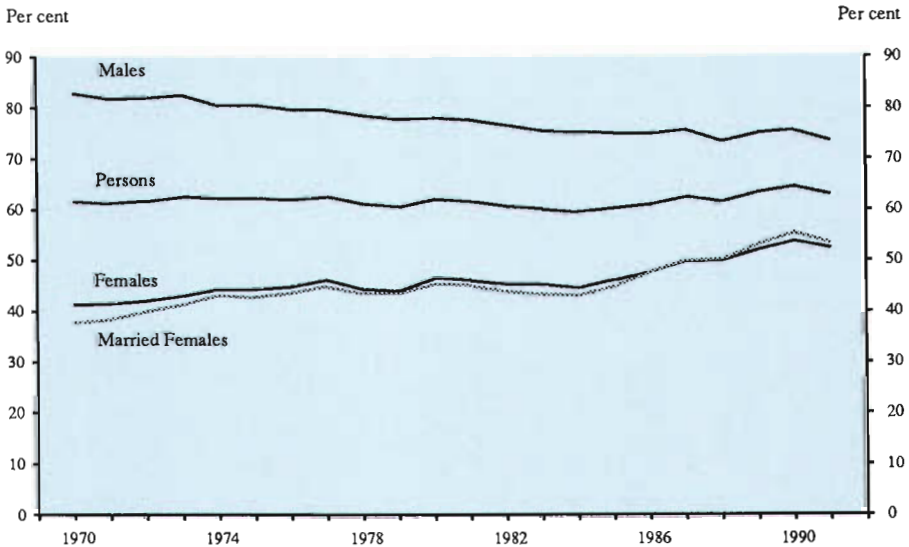
Over the past ten years the movement in participation rates varied according to age. The participation rates of the older age groups have declined, for example, for the 55-59 year age group. In the 15-19 year age group, participation rates have declined from 60 per cent ten years ago to 49 per cent in 1991. The 20-54 year age group participation rates have fluctuated between 74 per cent and 82 per cent.

During the last decade women have played an increasingly significant role in the labour force. The participation rate for all females rose from 46 per cent in August 1981 to 52 per cent in August 1991, the participation rate for all females rose from 46 per cent in August 1981 to 52 per cent in August 1991,

**PARTICIPATION RATES BY AGE, VICTORIA
(August)**



**PARTICIPATION RATES BY SEX, VICTORIA
(August)**



with the rate for married females increasing from 45 per cent to 53 per cent over the same period. The rate for males declined from 78 per cent in August 1981 to 74 per cent in August 1991.

Industry and occupation

Between 1986 and 1991 the number of employed wage and salary earners in Victoria increased by 9 per cent. The three industries which showed an increase were Recreation, personal and other services, (increasing by 50 per cent), Agriculture, forestry, fishing, and hunting (increasing by 24 per cent), and Finance, property and business services (increasing by 18 per cent). The largest decline was recorded for Electricity, gas and water (down by 35 per cent).

Over the 12 month period from August 1990 to August 1991 the number of employed wage and salary earners decreased by 5 per cent. The most significant decrease (25 per cent) was in the Construction industry. The largest increase in the number of employed wage and salary earners in the twelve months to August 1991 (10 per cent) was in the Transport and storage industry.

In August 1991, 40 per cent of people in the Community services industry were professionals, while only 4 per cent of persons in the Wholesale and retail industry were classified as professionals. In the Manufacturing industry 41 per cent of employed persons were plant operators, drivers or labourers, while in the Construction industry the corresponding figure was just over 22 per cent.

TABLE 3.6 EMPLOYED WAGE AND SALARY EARNERS BY INDUSTRY, VICTORIA
(‘000)

Industry division or subdivision	August					
	1986	1987	1988	1989	1990	1991
Agriculture, forestry, fishing, and hunting -	22.8	24.3	20.3	23.4	27.8	28.2
Mining	5.1	7.5	5.4	6.5	5.9	4.0
Manufacturing -	353.2	371.0	386.8	386.0	373.9	347.7
Food, beverages, and tobacco	41.3	52.3	48.1	42.4	45.9	51.2
Metal products	41.9	47.3	47.9	50.2	42.8	36.6
Other manufacturing	270.1	271.4	290.7	293.4	285.2	259.8
Electricity, gas, and water	40.5	33.4	33.9	31.9	28.6	26.5
Construction	77.3	76.6	79.6	93.9	96.1	71.9
Wholesale and retail trade -	276.1	294.9	316.9	344.3	353.4	326.8
Wholesale trade	90.2	98.1	109.0	107.7	113.4	99.8
Retail trade	185.8	196.8	207.9	236.7	240.1	227.0
Transport and storage	79.8	77.7	73.2	82.7	70.9	77.9
Communication	38.3	39.7	34.6	41.3	40.1	39.8
Finance, property, and business services	167.7	173.7	186.4	205.4	208.5	197.7
Public administration and defence	87.9	96.1	85.6	84.1	95.9	100.2
Community services	311.3	341.1	322.6	333.4	362.3	347.6
Recreation, personal, and other services	71.1	89.2	79.9	106.6	104.4	106.7
Total employed	1,531.1	1,625.3	1,625.2	1,739.4	1,767.8	1,675.0

TABLE 3.7 EMPLOYED PERSONS: INDUSTRY BY OCCUPATION, VICTORIA, AUGUST 1991
(^{'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 -	68.8	*0.8	*0.7	4.8	*2.5	*0.0	*2.0	19.3	98.8
Agriculture and services to agriculture	68.8	*0.3	*0.7	*4.4	*1.7	*0.0	*0.9	16.9	93.7
Mining	*0.8	*1.0	*0.3	*0.5	*0.7	*0.0	*0.2	*0.5	4.0
Manufacturing -	24.4	22.1	9.6	98.8	44.5	17.1	72.3	77.7	366.6
Food, beverages, and tobacco	*3.2	*1.3	*2.3	7.1	*4.4	*6.7	14.0	13.5	52.5
Metal products	*2.3	*3.1	*0.5	14.3	5.0	*1.1	5.2	8.0	39.5
Other manufacturing	18.9	17.8	6.8	77.4	35.0	9.4	53.2	56.2	247.6
Electricity, gas, and water	*0.8	*4.1	*3.7	7.8	*3.4	*0.0	*2.8	*4.0	26.5
Construction	7.9	*1.0	*2.1	66.6	13.6	*1.3	7.8	18.1	118.4
Wholesale and retail trade -	63.2	15.1	6.2	60.7	50.5	146.2	12.1	43.1	397.2
Wholesale trade	19.8	8.7	*3.0	7.7	25.4	23.9	7.3	13.6	109.4
Retail trade	43.4	6.4	*3.2	53.0	25.2	122.2	4.8	29.5	287.8
Transport and storage	6.1	*2.6	*3.7	6.9	15.3	12.2	36.0	9.1	91.8
Communication	*1.6	5.4	*1.8	10.0	17.7	*0.8	*1.1	*1.8	40.0
Finance, property, and business services	20.6	56.6	6.1	*3.1	87.5	35.0	*1.5	16.8	227.0
Public administration and defence	4.6	16.9	8.6	6.7	38.2	6.7	4.7	13.8	100.2
Community services	11.9	147.0	63.2	11.2	54.5	33.4	5.7	39.1	366.0
Recreation, personal, and other services	15.2	8.9	5.5	28.9	13.0	36.8	*1.6	25.6	135.4
Total employed	225.8	281.6	111.4	305.8	341.2	289.6	147.8	268.9	1,972.1

LABOUR

Earnings and hours

In Victoria, in August 1991, the average weekly hours worked by employed wage and salary earners was 34.2 hours. This has changed marginally in the five years since 1986. However, the average weekly hours worked varied considerably by industry. The highest average of 47.7 hours was worked by employees in the Mining industry. At the other end of the scale, average hours per week in the Retail trade and Recreation, personal and other services industries were just below 30.0. This reflects the greater usage of casual and part-time employees in these industries. Compared with the average weekly hours worked in August 1990, the greatest increase in hours worked was recorded for the Mining industry, going from 36.7 to 47.7.

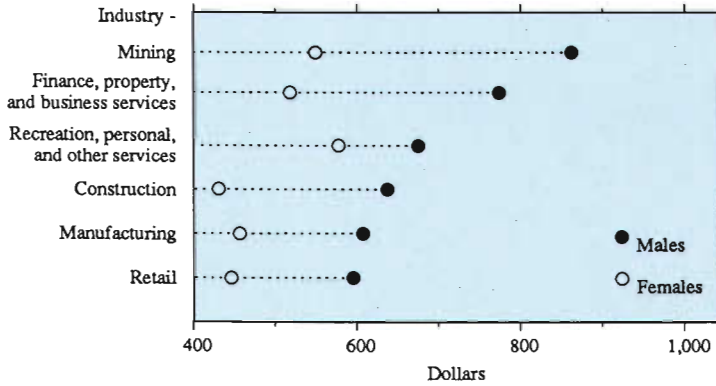
In 1990, the highest average weekly earnings of \$709.60 was recorded by employees in the Mining industry. The lowest average of \$319.60 was recorded for employees in the Agriculture, forestry and fishing and hunting industry. All industry divisions recorded an increase in average weekly earnings from August 1989 to August 1990. The greatest increase in average weekly earnings (13 per cent) was recorded by the Recreation, personal, and other services industry. Average weekly earnings for females were consistently lower than the average for males, with wide variations occurring between industry divisions. The largest difference was recorded in the Mining industry, where the average weekly earnings for females represented only 45 per cent of the male average. The smallest difference was in the Electricity, gas, and water industries, where the average for females was 81 per cent of the male average.

In August 1990, 12 per cent of full-time wage and salary earners aged 15 to 19 years earned \$360 or more per week, compared with 65 per cent of this age group who earned between \$120 and \$280 per week. Of full-time wage and salary earners aged 20-24 years, 65 per cent earned in excess of \$360 per week, compared with 57 per cent in August 1989. Overall, 280,800 full-time wage and salary earners earned \$640 or more per week, a 23 per cent increase since August 1989. Of full-time wage and salary earners who earned \$640 or more per week, 69 per cent were aged 25-44 years.

TABLE 3.8 AVERAGE WEEKLY HOURS WORKED BY EMPLOYED WAGE AND SALARY EARNERS BY INDUSTRY, VICTORIA
(hours)

Industry division or subdivision	August					1991
	1986	1987	1988	1989	1990	
Agriculture and services to agriculture	39.5	37.6	38.6	37.6	37.2	40.1
Mining	41.1	42.7	37.6	45.7	36.7	47.4
Manufacturing -	38.1	37.7	38.5	39.0	38.7	36.7
Food, beverage, and tobacco	38.1	35.2	37.6	36.9	38.8	36.1
Metal products	39.2	39.4	39.8	39.7	38.4	36.4
Other manufacturing	37.9	37.9	38.4	39.1	38.7	36.9
Electricity, gas, and water	36.6	36.7	33.0	37.5	34.6	35.2
Construction	38.2	38.0	36.6	38.9	38.6	37.6
Wholesale and retail trade -	34.0	32.7	32.9	32.4	32.6	31.3
Wholesale trade	38.7	39.2	38.7	38.4	38.6	38.3
Retail trade	31.7	29.5	29.8	29.6	29.8	28.2
Transport and storage	38.3	38.4	38.9	38.5	39.9	37.7
Communication	34.1	33.1	34.1	35.0	34.8	33.0
Finance, property, and business services	37.4	35.4	35.9	37.2	37.3	37.2
Public administration and defence	32.9	31.9	33.8	32.3	32.2	32.9
Community services	32.3	32.4	32.6	33.0	32.3	32.4
Recreation, personal, and other services	31.1	29.6	31.1	30.0	29.5	29.9
Total	35.4	34.6	35.0	35.3	35.0	34.2

AVERAGE WEEKLY EARNINGS: FULL-TIME ADULT EMPLOYEES BY INDUSTRY BY GENDER, VICTORIA, FEBRUARY 1991



PERCENTAGE CHANGE IN EMPLOYED WAGE AND SALARY EARNERS BY INDUSTRY, VICTORIA, 1986 TO 1991

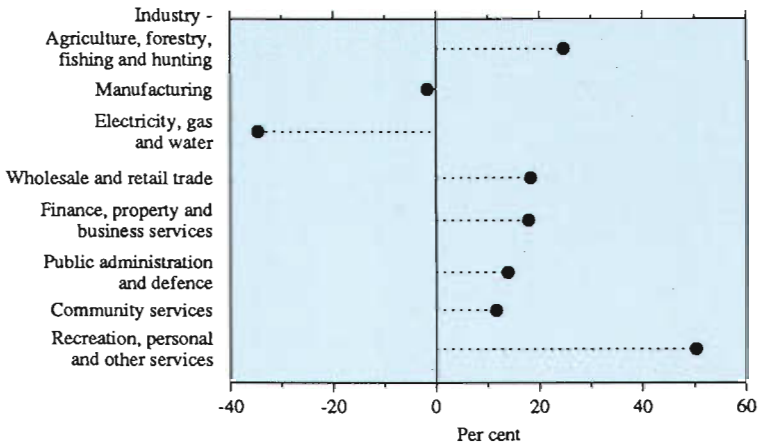


TABLE 3.9 AVERAGE WEEKLY EARNINGS: FULL TIME ADULT EMPLOYEES BY INDUSTRY, VICTORIA
(\$)

Industry	February 1989			February 1990			February 1991		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Mining	832.60	530.90	799.50	788.2	451.9	764.1	863.8	550.2	838.6
Manufacturing -									
Food, beverage, and tobacco	530.30	417.50	504.10	561.2	437.6	524.8	604.2	474.6	562.6
Textile, clothing, and footwear	508.60	363.10	419.90	519.5	399.6	468.8	554.1	413.1	488.6
Paper, paper products, printing and publishing	584.10	411.00	535.70	633.8	463.6	581.3	613.7	461.8	570.5
Chemical, petroleum, and coal products	731.30	488.90	675.20	644.3	513.5	611.4	728.6	565.2	678.5
Metal products, machinery, and equipment -									
Basic metal products	636.00	459.40	614.00	655.4	509.2	633.1	701.6	443.0	663.5
Fabricated metal products, other machinery, etc.	554.10	388.90	510.70	556.1	414.5	524.9	608.0	446.0	577.8
Transport equipment	531.90	398.30	503.90	607.6	423.7	565.8	595.0	446.1	566.3
Total metal products etc.	555.60	395.70	518.70	584.4	424.3	549.7	612.9	445.8	582.1
Other manufacturing	554.50	393.50	503.80	574.9	438.7	536.9	558.9	432.9	531.3
Total manufacturing	555.00	394.30	510.00	579.1	433.6	542.3	605.6	454.9	567.5
Electricity, gas, and water	573.70	436.30	560.60	679.8	496.0	660.4	686.7	542.1	671.4
Construction	576.10	473.10	568.90	619.0	437.7	598.8	635.8	428.6	591.7
Wholesale trade	555.90	407.20	519.70	561.8	442.2	533.5	620.2	457.6	583.9
Retail trade	495.40	370.40	444.80	548.5	410.1	495.4	593.1	444.3	542.9
Transport and storage, communication	534.40	466.10	523.20	566.2	432.9	540.5	647.0	568.4	627.2
Finance, property and business services	679.40	460.80	586.80	716.0	484.0	613.1	774.8	518.8	655.4
Public administration, community services, etc.	597.80	496.80	546.40	647.2	534.5	587.5	675.2	577.7	624.1
Recreation, personal and other services	449.10	371.90	414.20	458.6	403.4	437.4	460.4	404.8	433.9
Total all industries	571.20	444.60	527.70	603.9	478.6	561.0	641.5	518.6	597.9

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>
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
May	94.8	313.8	45.2	453.8	1,257.1	1,710.9
August	93.0	317.2	45.8	456.0	1,278.1	1,734.2
November	92.0	316.0	46.0	454.0	1,278.0	1,732.0
1990 -						
February	94.4	308.1	45.7	448.2	1,261.2	1,709.3
May	93.0	316.3	46.5	455.8	1,258.6	1,714.4
August	92.3	317.1	46.0	455.4	1,246.1	1,701.5
November	92.5	315.9	46.1	454.6	1,252.4	1,707.0
1991 -						
February	104.2	290.7	46.2	441.1	1,199.7	1,640.8

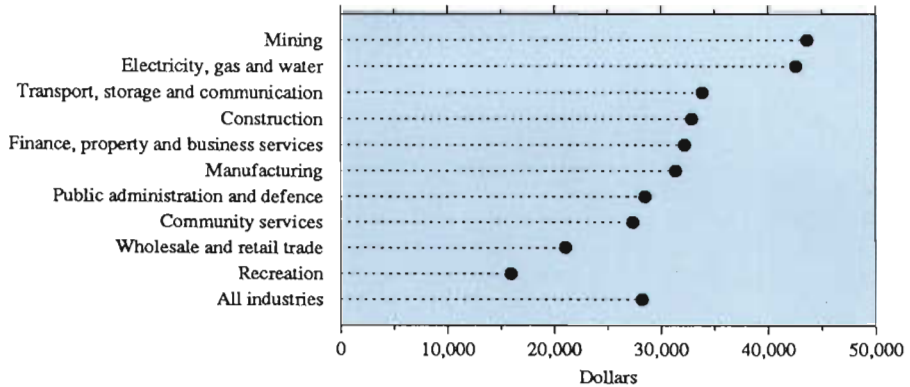
**TABLE 3.11 WEEKLY EARNINGS OF ALL WAGE AND SALARY EARNERS WHO
WORKED FULL TIME IN THEIR MAIN JOB, BY AGE, VICTORIA, AUGUST 1990**
(‘000)

<i>Weekly earnings (\$)</i>	<i>Age groups (years)</i>							<i>Total</i>
	<i>15-19</i>	<i>20-24</i>	<i>25-34</i>	<i>35-44</i>	<i>45-54</i>	<i>55 and over</i>	<i>20 and over</i>	
Under 120	*1.1	*0.8	*2.1	*1.4	*1.2	*0.6	6.2	7.3
120 and under 160	7.9	*1.1	*2.0	*2.1	*0.0	*0.0	5.2	13.1
160 and under 200	12.2	*4.4	*1.1	*1.4	*1.7	*0.7	9.3	21.6
200 and under 240	17.7	8.0	5.7	*4.4	4.8	*2.5	25.4	43.0
240 and under 280	15.7	10.2	5.4	7.1	6.4	*3.6	32.7	48.5
280 and under 320	10.6	22.8	18.4	11.4	12.5	5.6	70.7	81.3
320 and under 360	6.8	30.3	28.1	24.7	19.4	11.2	113.8	120.6
360 and under 400	*3.7	35.0	38.3	32.2	23.4	14.9	143.6	147.3
400 and under 440	*1.4	29.2	43.5	27.0	25.4	12.4	137.4	138.8
440 and under 480	*1.7	24.6	38.8	25.3	16.4	10.0	115.1	116.8
480 and under 520	*0.8	19.1	43.4	34.4	22.6	12.9	132.4	133.2
520 and under 560	*0.5	9.7	37.2	27.2	15.2	8.2	97.6	98.1
560 and under 600	*0.3	8.4	30.1	19.8	9.1	*4.1	71.4	71.7
600 and under 640	*0.9	4.6	22.9	25.0	8.4	*3.4	64.4	65.2
640 and under 680	*0.0	*2.9	20.0	14.8	9.6	*2.5	49.8	49.8
680 and under 720	*0.0	*3.2	19.4	14.7	8.1	*2.5	47.9	47.9
720 and under 760	*0.0	*1.3	9.3	14.1	6.9	*1.3	32.8	32.8
760 and under 800	*0.3	*2.1	17.5	16.3	8.3	*3.1	47.3	47.5
800 and over	*0.3	*1.9	16.8	21.4	13.3	5.6	59.0	59.3
Total	82.0	219.6	400.0	324.5	212.7	105.1	1,261.9	1,343.9
Mean weekly earnings (\$)	266.5	416.5	537.9	565.6	532.0	531.4	523.0	507.8

Labour costs

In Victoria, the total major labour costs per employee for 1989-90 averaged \$28,217. An average of \$24,815 was paid as earnings. The average value of the remaining major labour costs were superannuation, \$1,425 per employee; payroll tax, \$1,020 per employee; workers' compensation, \$783 per employee, and fringe benefits tax, \$175 per employee.

**TOTAL LABOUR COSTS PER EMPLOYEE (PUBLIC AND PRIVATE SECTOR),
BY INDUSTRY, VICTORIA 1989-90**



Labour force experience

There were 2,385,800 persons in the labour force at some time during the year ending March 1991. Of these, 1,783,200 or 75 per cent were in the labour force for the whole year, the remainder working for only part of the year. There were 722,500 persons who were not in the labour force at any time during this period. There were 438,536 persons looking for work at some time during the year 1991.

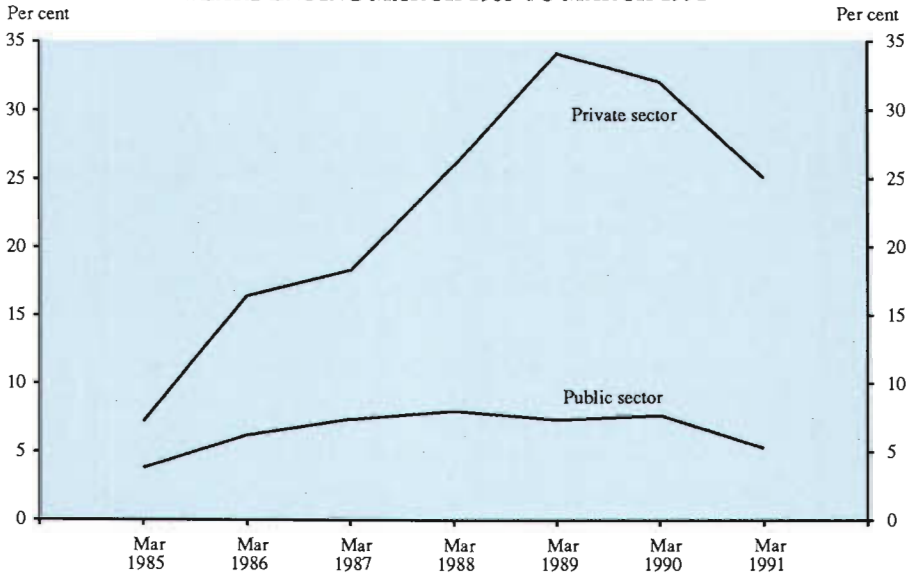
At March 1991 the participation rate for all persons over 15 was 64 per cent, but differences emerged for particular age and gender groups. Married males had higher participation rates than non-married males in all age groups except the 15-19 year age group and the over 70 year age group. In the 45-54 year age group the participation rate for married males was 91 per cent, compared with 80 per cent for non-married males. Conversely, married females had lower participation rates than non-married females in most age groups. The largest difference was in the 25-34 year age group, where married females had a participation rate of 64 per cent compared with 82 per cent for non-married females.

Labour mobility

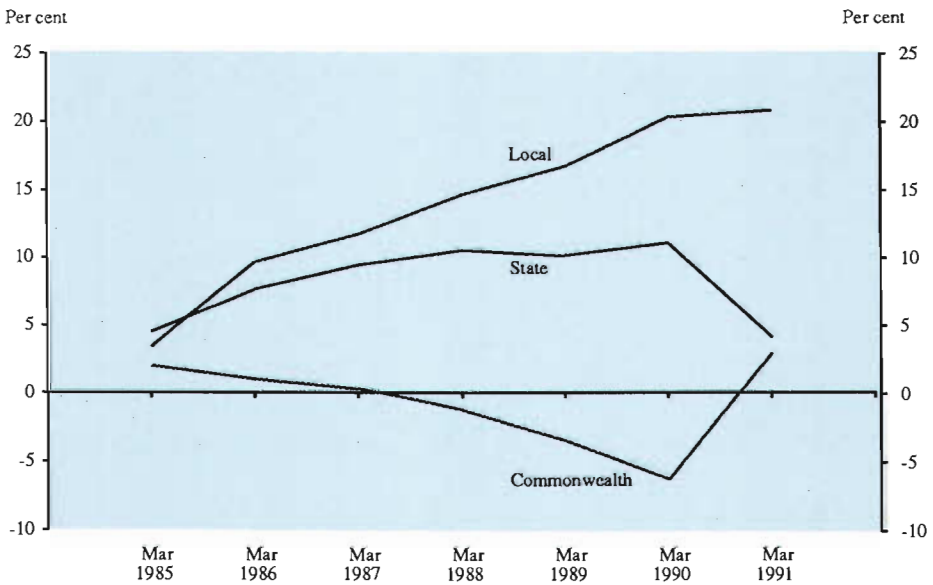
In Victoria, 2,031,800 persons were employed in February 1991. Of those employed persons, 19 per cent had been in their current job less than 12 months, while 24 per cent had held their current job for 10 years or more. Only 17 per cent of females had held their current job for 10 years or more, compared with 29 per cent of males. Of the 241,700 people who were working in both February 1990 and February 1991 but had held their current job for less than one year, 62 per cent had changed jobs within the same industry division, while 38 per cent had changed industry divisions.

Of the 2,265,600 persons who worked at some time during the year ending February 1991, 481,000 (20 per cent) ceased a job during the year. Of those who had left a job, 268,300 (56 per cent) had left voluntarily (job leavers), while 212,800 (44 per cent) had left involuntarily (job losers). This is a

**CUMULATIVE GROWTH IN THE NUMBER OF EMPLOYEES
SINCE MARCH 1984 BY SECTOR: VICTORIA,
YEARS ENDING MARCH 1985 TO MARCH 1991**



**CUMULATIVE PERCENTAGE CHANGE IN THE NUMBER OF EMPLOYEES
IN THE PUBLIC SECTOR SINCE MARCH 1984, VICTORIA,
YEARS ENDING MARCH 1985 TO MARCH 1991**



significant change from the situation in February 1990, when of the 541,100 persons who left a job, 383,500 (71 per cent) left voluntarily and 157,600 (29 per cent) left involuntarily. In the year ending February 1991, job losers were predominantly persons who had been retrenched (158,500 or 74 per cent). The highest rate of retrenchment (40 per cent) was experienced by persons who had been in their job for less than one year.

Education and labour force status

The level of educational attainment has a significant effect on the labour force status of Australian people. In Victoria, at February 1991, 1,200,100 persons had post-school qualifications whilst 1,726,500 did not have post-school qualifications. The participation rate of persons with post-school qualifications was 84.2 per cent, substantially higher than the participation rate of 66.3 per cent for persons without post-school qualifications. Similarly, persons with post-school qualifications experienced an unemployment rate of 6.5 per cent, compared with 11.3 per cent for those without post-school qualifications.

TABLE 3.12 LEAVERS OF EDUCATIONAL INSTITUTIONS WHO WERE AGED 15 TO 64 YEARS AND EMPLOYED: INDUSTRY AND OCCUPATION OF CURRENT JOB AND FULL-TIME OR PART-TIME STATUS BY TYPE OF EDUCATIONAL INSTITUTION ATTENDED FULL-TIME IN 1989, VICTORIA, MAY 1990
(^{'000})

	Attended school in 1989	Attended any educational institution (a) in 1989		
		Males	Females	Persons
Industry of current job -				
Manufacturing	5.0	6.4	*2.9	9.3
Wholesale and retail trade	14.8	9.3	9.8	19.2
Finance, property and business services	*2.8	4.6	6.2	10.8
Community services	*1.5	*3.7	8.9	12.5
Recreation, personal and other services	4.9	*3.5	*3.8	7.3
Other (b)	5.0	7.3	*4.0	11.3
Occupation of current job -				
Professionals	0.2	6.1	5.4	11.5
Tradespersons	10.0	10.2	*1.5	11.7
Clerks	*3.6	*2.4	8.2	10.5
Salespersons and personal service workers	11.8	4.5	14.3	18.8
Labourers and related workers	6.6	7.0	4.7	11.7
Type of employment -				
Full-time	27.5	30.1	28.1	58.2
Part-time	6.5	4.8	7.5	12.3
Males	18.3	34.9	..	34.9
Females	15.7	..	35.6	35.6
Total (c)	34.0	34.9	35.6	70.5

(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.

Of the persons who had post-school qualifications, 23 per cent held a degree, 32 per cent possessed trade or apprenticeship qualifications and 44 per cent held a certificate or diploma.

In May 1990, of an estimated 715,200 persons aged 15-24 years, 349,300 (49 per cent) were attending an educational institution. Of those attending full-time, 62 per cent were at school, 29 per cent were at a college or institute of higher education, 6 per cent were at TAFE or technical colleges and 3 per cent attended other institutions. Of the total aged 15-24 years attending an educational institution, 164,600 (47 per cent) were employed and 19,400 (6 per cent) were unemployed. The unemployment rate was 10.5 per cent for students in the age group 15-24 years.

In Victoria, an estimated 586,900 persons aged 15-64 years attended an educational institution in May 1989. Of these, 35 per cent were not attending an educational institution in May 1990. Of the 89,100 persons who left full-time education in 1990, the unemployment rate for persons who had left tertiary institutions was 16.5 per cent, compared with an unemployment rate of 16.0 per cent for those persons who had left school. This is a significant change from the previous year (1989) where the unemployment rate for tertiary leavers was 5.5 per cent and for school leavers 15.3 per cent. Of employed school leavers, 43 per cent were employed in the Wholesale and retail trade and 15 per cent in the Manufacturing industries. This contrasts with tertiary institution leavers; 30 per cent of whom were employed in the Community services industry, and 22 per cent in the Finance, property and business services industry. Of the 397,700 persons continuing their education, 45 per cent were attending school, 31 per cent were attending a university or college of advanced education and 18 per cent were attending a TAFE or technical college.

Education and work are combined in apprenticeships. In May 1990, there were 46,500 apprentices in Victoria. Of these, 65 per cent were aged 15-19 years and 35 per cent were aged 20-34 years. The majority of apprentices (57 per cent) were employed in the building, vehicle and electrical trades.

**TABLE 3.13 LEAVERS OF EDUCATIONAL INSTITUTIONS AGED 15 TO 64 YEARS:
LABOUR FORCE STATUS, AGE AND SEX, VICTORIA, MAY 1990**
(^{'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 -	25.2	22.8	48.0	9.8	12.3	22.1	41.7	42.4	84.1
Employed -	20.5	18.8	39.3	8.3	10.1	18.3	34.9	35.6	70.5
Full-time	17.1	14.3	31.3	7.2	8.6	15.8	30.1	28.1	58.2
Part-time	*3.4	4.5	8.0	*1.1	*1.5	*2.6	4.8	7.5	12.3
Unemployed	4.7	*4.0	8.8	*1.6	*2.3	*3.8	6.8	6.8	13.6
Unemployment rate (a)	18.7	17.7	18.1	*16.3	*18.7	17.2	16.3	16.0	16.2
Participation rate (b)	100.0	95.0	97.8	92.5	93.9	92.9	97.0	92.9	94.4

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

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

TABLE 3.14 PERSONS AGED 15-69 YEARS: EDUCATIONAL ATTAINMENT AND LABOUR FORCE STATUS, VICTORIA, FEBRUARY 1991

Region	Employed			Labour force ('000)	Not in labour force ('000)	Unemployment rate (Per cent)	Average duration of unemployment (weeks)	Participation rate (Per cent)
	Full-time ('000)	Total ('000)	Unemployed ('000)					
MALES								
With post-school qualifications	558.5	589.2	36.8	626.0	71.6	5.9	26.9	89.7
Degree	133.7	145.2	6.1	151.3	10.0	4.1	21.4	93.8
Trade qualification or apprenticeship	266.0	278.4	20.5	298.9	42.4	6.9	30.4	87.6
Certificate or diploma	155.2	162.1	9.5	171.7	18.6	5.6	23.1	90.2
Other	*3.5	*3.5	*0.6	*4.1	*0.8	*14.2	*23.8	*84.5
Without post-school qualifications (a)	503.3	546.7	70.6	617.3	149.9	11.4	35.2	80.5
Attended highest level of secondary school available	135.5	158.8	18.9	177.8	34.6	10.6	15.7	83.7
Did not attend highest level of secondary school available	365.2	385.3	51.4	436.7	111.9	11.8	42.2	79.6
Never attended school	*1.3	*1.3	*0.3	*1.6	*2.4	*16.5	*78.0	*40.1
Still at school	*0.0	21.2	7.4	28.7	60.8	26.0	14.0	32.1
Total	1,061.8	1,157.1	114.8	1,272.0	282.3	9.0	31.2	81.8
FEMALES								
With post-school qualifications	220.3	355.2	29.0	384.2	118.3	7.5	20.9	76.5
Degree	67.7	91.5	7.2	98.7	20.4	7.3	12.4	82.8
Trade qualification or apprenticeship	12.4	21.8	*1.7	23.5	13.4	*7.3	*11.8	63.7
Certificate or diploma	137.7	239.0	19.6	258.6	82.4	7.6	24.7	75.8
Other	*2.4	*2.9	*0.5	*3.4	*2.0	*14.5	*25.9	*62.8
Without post-school qualifications (a)	282.1	468.6	58.5	527.1	432.1	11.1	28.9	55.0
Attended highest level of secondary school available	83.1	135.6	19.5	155.1	73.4	12.6	17.4	67.9
Did not attend highest level of secondary school available	196.4	328.8	38.5	367.4	351.9	10.5	34.9	51.1
Never attended school	*1.5	*2.0	*0.5	*2.6	5.3	*19.6	*0.0	*32.4
Still at school	*0.0	22.9	6.8	29.6	57.2	22.9	19.9	34.1
Total	502.4	846.6	94.3	940.9	607.6	10.0	25.8	60.8

TABLE 3.14 PERSONS AGED 15-69 YEARS: EDUCATIONAL ATTAINMENT AND LABOUR FORCE STATUS, VICTORIA, FEBRUARY 1991 - continued

Region	Employed			Labour force ('000)	Not in labour force ('000)	Unemployment rate (Per cent)	Average duration of unemployment (weeks)	Participation rate (Per cent)
	Full-time ('000)	Total ('000)	Unemployed ('000)					
PERSONS								
With post-school qualifications	778.8	944.4	65.8	1,010.1	189.9	6.5	24.3	84.2
Degree	201.4	236.7	13.3	250.0	30.4	5.3	16.6	89.2
Trade qualification or apprenticeship	278.4	300.1	22.2	322.4	55.7	6.9	29.0	85.3
Certificate or diploma	292.9	401.1	29.1	430.2	101.0	6.8	24.2	81.0
Other	6.0	6.5	*1.1	7.6	*2.8	*14.3	*24.8	73.0
Without post-school qualifications (a)	785.4	1,015.3	129.1	1,144.4	463.8	11.3	32.3	66.3
Attended highest level of secondary school available	218.6	294.5	38.4	332.9	108.0	11.5	16.6	75.5
Did not attend highest level of secondary school available	561.6	714.1	89.9	804.0	463.8	11.2	39.1	63.4
Never attended school	*2.8	*3.4	*0.8	*4.1	7.7	*18.4	*32.5	35.0
Still at school	*0.0	44.1	14.2	58.3	108.0	24.4	16.8	33.1
Total	1,564.2	2,003.8	209.1	2,212.9	890.0	9.4	28.7	71.3

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

Employee Training

Expenditure on formal training was reported by 21 per cent of all Victorian employers in the three month period July-September 1990. These employers spent a sum equivalent to 3.3 per cent of employees' gross wages and salaries on training, representing \$219.60 and eight hours training per employee. The cost of this training (i.e. wages and salaries, trainer costs, equipment, etc.) for Victorian employers was an average of \$27.40 per hour. Victoria's average training expenditure cost of 2.6 per cent of gross wages and salaries for all employers was equivalent to the Australian average.

Persons not in the labour force

In September 1990 an estimated 872,000 persons in the age group 15-69 years were not in the labour force (excluding institutionalised and boarding school pupils). These people represented 29 per cent of the civilian population in that age group. Females comprised 69 per cent of persons not in the labour force. Of these women, 71 per cent cited home duties or childcare as their main activity. Of the 270,300 males not in the labour force, 37 per cent reported their main activity as retirement or voluntary inactivity and a further 32 per cent cited their main activity as attending an educational institution.

Persons with marginal attachment to the labour force are those who are neither employed nor unemployed, but who want to work and are looking for work or are available to start work. In September 1990, these people numbered 170,700 in the age group 15-69 years. Of this number 73 per cent were females. An estimated 124,300 females were not looking for work, of whom 41 per cent stated family reasons (predominantly related to childcare) as their main reason for not looking for work. In contrast, of the 46,400 males not looking for work, 61 per cent reported personal reasons (predominantly attending an educational institution or own ill health/injury) as their main reason for not looking for work.

TABLE 3.15 PERSONS NOT IN THE LABOUR FORCE(a): GENDER BY MAIN ACTIVITY WHILE OUT OF THE LABOUR FORCE, VICTORIA

<i>Main activity</i>	<i>Sept. 1988 ('000)</i>	<i>Proportion (Per cent)</i>	<i>Sept. 1989 ('000)</i>	<i>Proportion (Per cent)</i>	<i>Sept. 1990 ('000)</i>	<i>Proportion (Per cent)</i>
MALES						
Home duties, childcare	21.0	7.4	21.8	8.1	10.4	3.8
Attending an educational institution	99.2	34.8	91.6	34.1	87.9	32.5
Retired, voluntary inactive	92.2	32.4	93.0	34.6	100.0	37.0
Unpaid leave	*0.8	0.3	*5.0	1.9	*1.4	*0.5
Own illness, injury, disability, handicap	57.6	20.2	43.2	16.1	55.7	20.6
Looking after ill, disabled person	*2.8	1.0	*5.7	2.1	*2.0	*0.7
Travel, moving house	4.6	1.6	*1.6	0.6	*4.4	1.6
Worked in unpaid voluntary job	*3.7	1.3	*2.8	1.0	*3.7	*1.4
Other	*3.0	1.1	*3.9	1.5	*5.1	*1.9
Total	284.9	100.0	268.5	100.0	270.3	100.0
FEMALES						
Home duties, childcare	483.7	76.6	448.7	74.2	425.9	70.8
Attending an educational institution	89.4	14.2	89.9	14.9	92.5	15.4
Retired, voluntary inactive	15.9	2.5	27.2	4.5	43.6	7.2
Unpaid leave	*0.8	0.1	6.8	1.1	*0.3	*0.0
Own illness, injury, disability, handicap	19.5	3.1	13.5	2.2	18.5	3.1
Looking after ill, disabled person	5.5	0.9	*3.7	0.6	6.5	1.1
Travel, moving house	*4.4	0.7	8.3	1.4	*4.2	*0.7
Worked in unpaid voluntary job	10.2	1.6	*3.9	0.6	8.1	1.3
Other	*2.3	0.4	*3.3	0.5	*2.2	*0.4
Total	631.8	100.0	605.1	100.0	601.7	100.0
PERSONS						
Home duties, childcare	504.7	55.1	470.5	53.9	436.2	50.0
Attending an educational institution	188.6	20.6	181.4	20.8	180.4	20.7
Retired, voluntary inactive	108.1	11.8	120.1	13.7	143.5	16.5
Unpaid leave	*1.6	0.2	11.7	1.3	*1.6	*0.2
Own illness, injury, disability, handicap	77.0	8.4	56.7	6.5	74.2	8.5
Looking after ill, disabled person	8.4	0.9	9.4	1.1	8.5	1.0
Travel, moving house	9.0	1.0	9.7	1.1	8.6	1.0
Worked in unpaid voluntary job	13.9	1.5	6.7	0.8	11.7	1.3
Other	5.3	0.6	7.2	0.8	7.3	0.8
Total	916.7	100.0	873.6	100.0	872.0	100.0

(a) In September 1988 figures relate to persons 15 years and over and not in the Labour Force. In September 1989 and 1990 figures relate to persons in the age group 15-69 years and not in the Labour force.

Industrial disputes

For the period June 1990 to June 1991, industrial disputes in progress accounted for a total of 317,400 working days lost in Victoria. Of this number, 25 per cent (78,400) of working days lost occurred in October 1990. The industries which recorded the highest working days lost were in 'Other' industries, which includes such industries as public utilities, wholesale and retail trade, business services, community services, and public administration. These 'Other' industries were responsible for 29 per cent (90,700) of the total days lost.

TABLE 3.16 INDUSTRIAL DISPUTES: INDUSTRIES, WORKING DAYS LOST, VICTORIA ('000)

Period	Manufacturing			Construction	Transport, storage and communication	Other industries (a)	All industries
	Mining	Metal products, and equipment	machinery, Other				
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	6.2	62.4	98.0	17.1	29.7	135.0	348.4
1990	56.0	38.9	44.3	21.4	86.0	144.6	391.2
1991 -							
January	-	3.5	3.2	-	0.7	1.1	4.9
February	-	0.5	9.5	1.1	0.2	1.0	12.3
March	-	-	2.7	3.1	0.1	2.0	7.9
April	-	0.3	7.8	1.1	0.2	-	9.4
May	-	0.4	10.7	0.2	1.5	0.7	13.4
June	-	41.4	0.1	16.3	1.5	5.5	64.8
12 months ended							
June 1991	47.9	77.8	65.1	22.4	13.5	90.7	317.4

(a) Comprises Agriculture, forestry, fishing and hunting; Electricity, gas and water; Wholesale and retail trade; Finance, property and business services; Public administration and defence, Community Services, Recreation, personal and other services.

Trade unions

In ABS statistics, a trade union is defined as an organisation consisting of predominantly employees, whose principle activities include the negotiation of rates of pay and conditions of employment for its members. Data on trade union membership is collected from a census of trade unions conducted each year. Because this data is supplied by individual trade unions, some duplication occurs where people are members of more than one union. In addition, the percentages shown in table 3.17 should be regarded as giving only a broad indication of union membership among employees. This is due to the percentages being based on estimates of total employees which are derived from the Survey of Employment and Earnings and the Monthly Labour Force Survey. The number of union members who are unemployed will affect these percentages and comparison of data over time.

Additional trade union data was collected in several supplementary surveys conducted between November 1976 and August 1988. The numbers of trade union members measured in these surveys were lower than those derived from the census of trade unions because membership was only counted if it related to the employees' main job. Thus duplication due to membership of more than one union was avoided. Also excluded were those members whose trade union membership related to their second job, regardless of their union membership status in relation to their main job.

**TABLE 3.17 TRADE UNIONS: NUMBER OF MEMBERS, VICTORIA
DECEMBER 1979 TO JUNE 1990**

Period	Separate Unions	Number of members (^{'000})			Proportion of total employees (per cent)		
		Males	Females	Persons	Males	Females	Persons
31 December -							
1979	174	514.5	235.5	750.0	60	44	54
1980	173	523.6	246.6	770.1	59	45	53
1981	173	522.9	248.8	771.7	58	45	53
1982	175	533.4	256.7	790.1	61	46	55
1983	174	529.1	259.1	788.2	61	46	55
1984	179	545.5	260.6	806.0	60	44	54
30 June(a) -							
1985	177	568.0	290.5	858.5	65	47	57
1986	176	586.9	299.5	886.4	63	44	55
1987	166	578.4	297.3	875.7	63	42	54
1988	166	589.6	311.9	901.5	63	43	54
1989	160	598.9	332.3	931.2	62	43	54
1990	157	598.5	316.7	915.2	62	41	53

(a) Break in continuity of series. At 31 December until 1984, at 30 June from 1985.

**TABLE 3.18 NUMBER AND PROPORTION OF EMPLOYEES WHO WERE TRADE UNION
MEMBERS: GENDER BY INDUSTRY, VICTORIA**

Industry	August 1986		August 1988		August 1990	
	Number (^{'000})	Proportion (per cent)	Number (^{'000})	Proportion (per cent)	Number (^{'000})	Proportion (per cent)
MALES						
Agriculture, forestry, fishing and hunting	*2.2	13	*2.9	*20	*3.9	*21
Mining	*2.5	52	*2.8	*66	*2.6	*66
Manufacturing	132.6	54	141.5	52	140.2	53
Electricity, gas, and water	30.0	79	24.1	83	21.4	84
Construction	37.8	55	36.0	53	48.9	57
Wholesale and retail trade	37.9	24	43.0	24	38.2	19
Transport and storage	49.3	78	42.5	71	32.6	59
Communication	23.6	85	21.4	82	24.2	80
Finance, property, and business services	24.9	32	25.5	28	25.6	26
Public administration and defence	36.6	65	33.0	68	37.9	72
Community services	58.8	56	59.3	55	63.3	55
Recreation, personal and other services	9.9	31	8.0	23	12.0	30
Total	446.2	50	439.9	47	450.8	45

TABLE 3.18 EMPLOYEES WHO WERE TRADE UNION MEMBERS: GENDER BY INDUSTRY, VICTORIA - continued

Industry	August 1986		August 1988		August 1990	
	Number ('000)	Proportion (per cent)	Number ('000)	Proportion (per cent)	Number ('000)	Proportion (per cent)
FEMALES						
Agriculture, forestry, fishing and hunting	*0.7	*14	*0.8	*19	*1.6	*20
Mining	*0.0	*0	*0.0	*0	*0.0	*0
Manufacturing	53.9	49	47.6	42	46.9	41
Electricity, gas, and water	*1.6	*48	*2.7	*67	*1.6	61
Construction	*0.5	*6	*1.3	*12	*0.5	5
Wholesale and retail trade	36.9	31	38.5	27	42.2	26
Transport and storage	6.8	46	*3.2	*25	4.6	30
Communication	6.7	61	4.9	56	4.9	44
Finance, property, and business services	26.4	32	27.6	28	25.0	25
Public administration and defence	14.3	43	16.8	48	19.0	41
Community services	93.8	46	87.0	40	107.0	44
Recreation, personal and other services	7.7	20	12.1	28	15.0	25
Total	249.4	40	242.5	35	268.6	35
PERSONS						
Agriculture, forestry, fishing and hunting	*2.8	*13	*3.7	20	5.4	20
Mining	*2.5	*47	*2.8	55	*2.6	*52
Manufacturing	186.5	52	189.1	49	187.0	50
Electricity, gas, and water	31.6	76	26.7	81	23.0	82
Construction	38.3	49	37.3	47	49.3	51
Wholesale and retail trade	74.9	27	81.5	26	80.4	22
Transport and storage	56.1	72	45.7	63	37.2	53
Communication	30.4	78	26.3	76	29.0	71
Finance, property, and business services	51.3	32	53.1	28	51.1	25
Public administration and defence	50.9	57	49.8	59	56.8	58
Community services	152.6	49	146.4	45	170.2	47
Recreation, personal and other services	17.7	25	20.1	25	27.0	27
Total	695.6	46	682.4	42	719.3	41

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Data sources

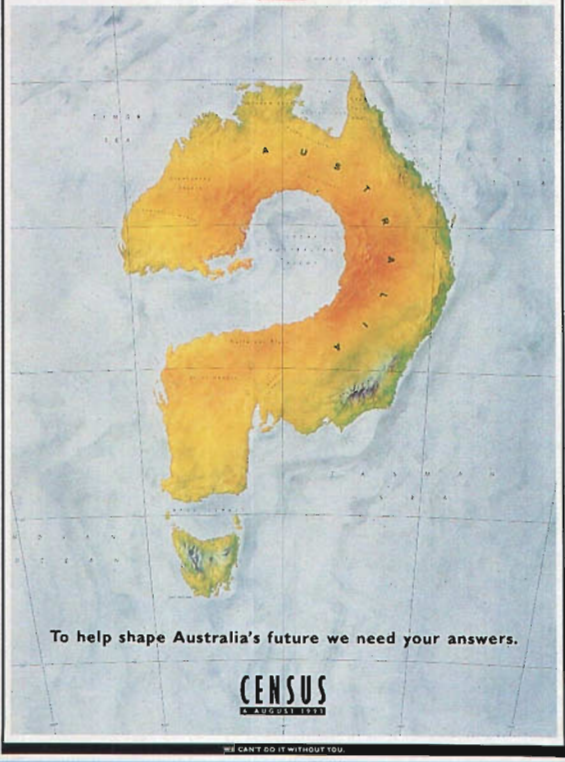
Currently, the ABS's principal sources of labour statistics are *household surveys* and *employer based surveys*. The ABS conducts a monthly household based labour force survey which provides estimates at a National, State and regional level. The major statistical indicators produced from the labour 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; however 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 were designed to identify the composition and rate of growth of labour costs.

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)
- Career Paths of Tradespersons, Australia* (6243.0) (irregular)
- Employed Wage and Salary Earners, Australia* (6248.0) (quarterly)
- 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)
- Career Paths of Qualified Nurses, Australia* (6277.0) (irregular)
- How Workers Get Their Training, Australia* (6278.0) (irregular)
- Information Paper: Measuring Employment and Unemployment, Australia* (6279.0) (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)
- Employer Training Expenditure, Australia* (6353.0) (irregular)

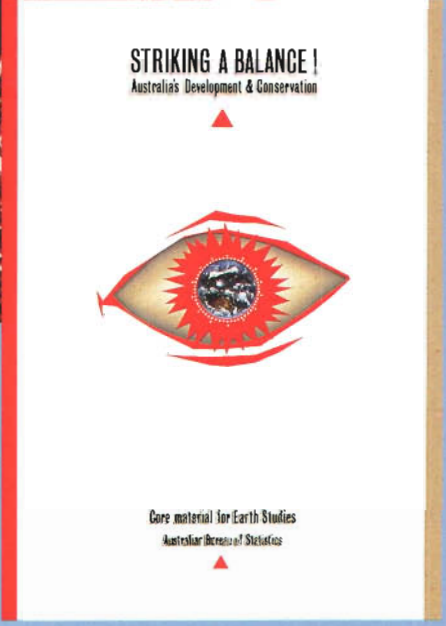
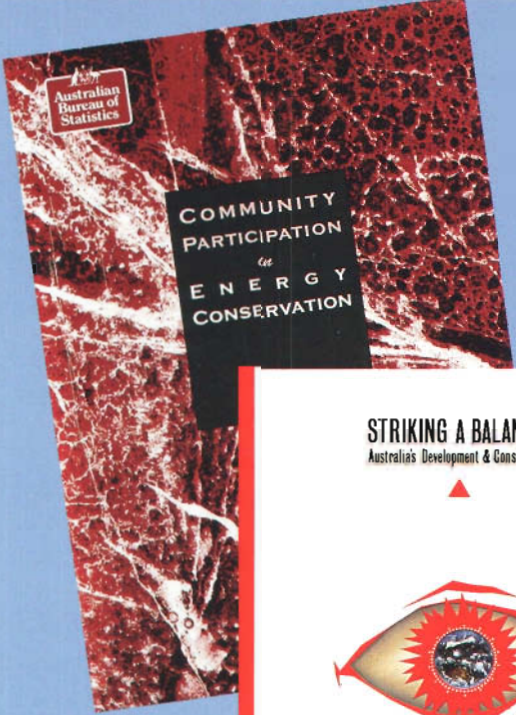
Australian Bureau of Statistics



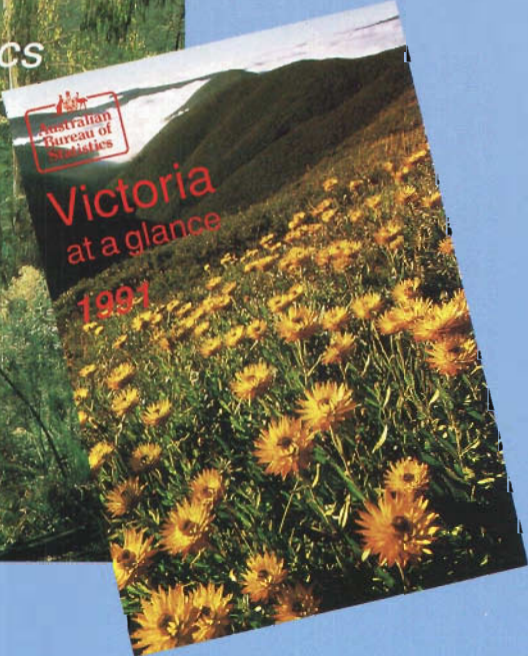
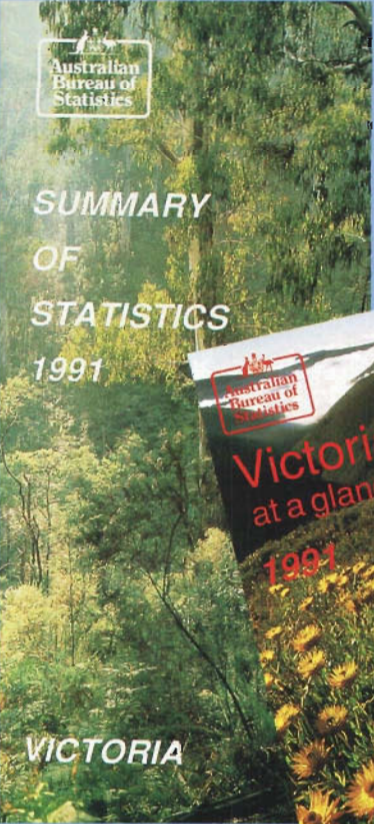
To help shape Australia's future we need your answers.

CENSUS
1991

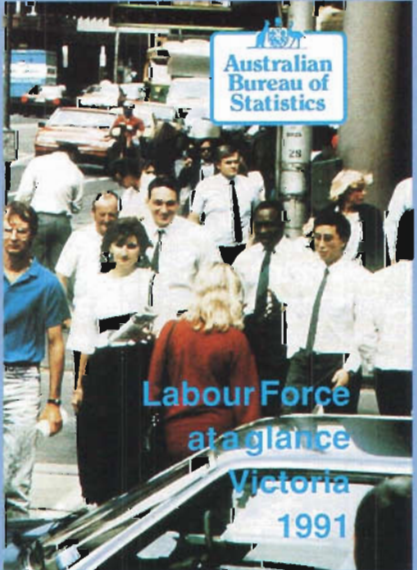
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Core material for Earth Studies
Australian Bureau of Statistics



A selection of ABS Victoria publications produced in 1991-92, together with the Census 91 poster.





LABOUR

Apprenticeship trainees in the Aircraft Maintenance (Electrical), Metal and Building Industries -
State Training Board of Victoria

