

**Overview**

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

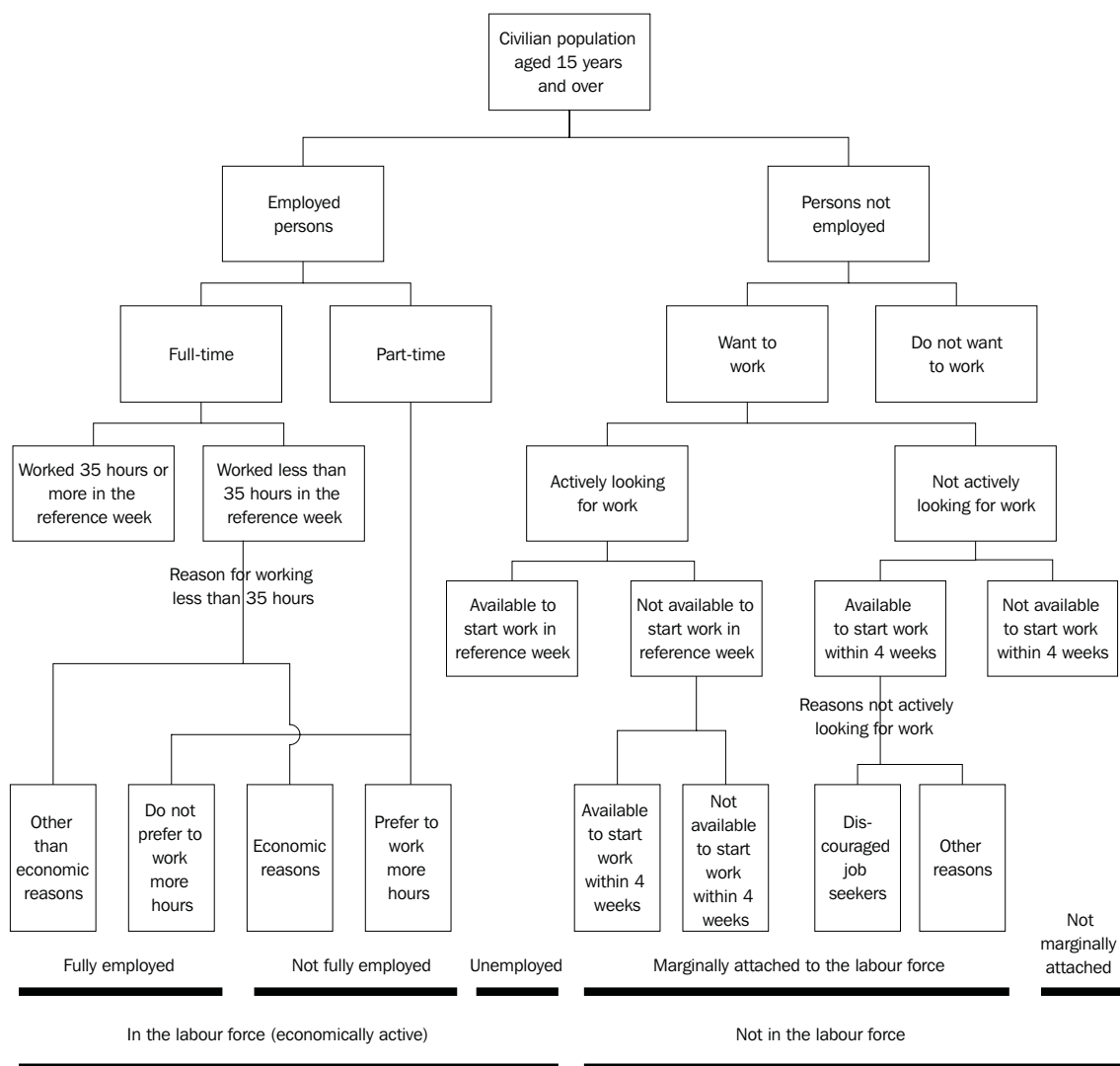
The data in this chapter include statistics on employment, unemployment, underemployment and persons not in the labour force. Data sources include the monthly Labour Force Survey; average weekly earnings and the labour costs index, which are derived from employer-based surveys; and industrial disputes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

**The labour force**

The labour force concept is the basis for measuring employment and unemployment, and measures the total official supply of labour available to the market (table 6.1). It is broadly defined as persons aged 15 years and over who are either employed or unemployed in a given reference week. The employed can also be looked at in terms of full-time and part-time status.

In May 1998, there were 2,342,100 persons in the Victorian labour force, of whom 2,152,800 were employed (table 6.2).

6.1 THE AUSTRALIAN LABOUR FORCE FRAMEWORK



**Participation rates**

The labour force participation rate is the number of persons in the labour force as a percentage of the civilian population of working age, and serves as a measure of those participating in economic activity.

In May 1998, the Victorian participation rate was 63.7%, up slightly from the May 1997 figure of 63.3%. There remains a significant difference between the participation rates of females and males (54.0% and 73.7% respectively).

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

May	Employed			Unemployed			Labour force '000	Not in labour force '000	Civilian population '000	Unem- ployment rate %	Partici- pation rate %
	Full-time '000	Part-time '000	Total '000	Full-time '000	Total '000						
MALES											
1993	990.2	111.1	1 101.3	148.1	166.3	1 267.6	449.4	1 717.0	13.1	73.8	
1994	1 006.4	119.2	1 125.7	131.4	144.3	1 269.9	454.4	1 724.3	11.4	73.6	
1995	1 035.7	130.7	1 166.4	103.6	116.5	1 282.9	454.3	1 737.1	9.1	73.9	
1996	1 057.5	130.4	1 187.9	96.9	109.2	1 297.2	458.6	1 755.8	8.4	73.9	
1997	1 040.9	142.3	1 183.3	101.9	115.7	1 299.0	477.7	1 776.7	8.9	73.1	
1998	1 060.1	157.6	1 217.7	93.7	109.7	1 327.4	472.7	1 800.1	8.3	73.7	
FEMALES											
1993	478.2	337.8	816.0	77.6	105.4	921.3	868.4	1 789.7	11.4	51.5	
1994	468.2	369.7	838.0	69.9	96.7	934.6	864.1	1 798.7	10.3	52.0	
1995	498.8	393.2	892.0	58.9	80.4	972.4	839.8	1 812.1	8.3	53.7	
1996	516.1	388.2	904.3	56.3	82.3	986.6	845.0	1 831.6	8.3	53.9	
1997	503.7	403.8	907.5	61.9	92.7	1 000.2	854.9	1 855.1	9.3	53.9	
1998	522.7	412.4	935.1	55.3	79.6	1 014.7	863.7	1 878.4	7.8	54.0	
PERSONS											
1993	1 468.4	448.9	1 917.2	225.7	271.7	2 188.9	1 317.8	3 506.8	12.4	62.4	
1994	1 474.7	489.0	1 963.6	201.3	240.9	2 204.6	1 318.5	3 523.0	10.9	62.6	
1995	1 534.4	523.9	2 058.3	162.5	196.9	2 255.2	1 294.0	3 549.3	8.7	63.5	
1996	1 573.6	518.7	2 092.3	153.2	191.5	2 283.8	1 303.6	3 587.4	8.4	63.7	
1997	1 544.6	546.2	2 090.8	163.8	208.4	2 299.2	1 332.6	3 631.8	9.1	63.3	
1998	1 582.8	570.0	2 152.8	149.0	189.3	2 342.1	1 336.4	3 678.5	8.1	63.7	

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

## Employment

At May 1998, there were 2,152,800 employed Victorians, a 3% increase over May 1997 and a 12% increase over May 1993. The proportion of employed persons working full-time has decreased from 77% in May 1993 to 74% in May 1998, while part-time workers increased from 23% to 26%.

## Under-employment

The concept of underemployment embraces two principal forms:

- visible underemployment, involving an insufficient volume of work; and
- invisible underemployment characterised by low income, under-utilisation of skills, low productivity and other factors.

The Australian Bureau of Statistics collects information on visible underemployment: defined at the broadest level as employed persons who worked less than 35 hours in the reference week who would have preferred to work extra hours (involuntary part-time workers).

In May 1998, there were 161,500 underemployed persons, an increase of 7,100 persons since May 1993.

## Unemployment

There were an estimated 189,300 unemployed persons in Victoria at May 1998, a decrease of 19,100 on May 1997, and an 82,400 decrease since May 1993.

In May 1998, 57,500 persons were unemployed for 52 weeks or longer (long-term unemployed), of whom 24% were aged 15–24 years and 33% were aged 45 years and over (table 6.3). Generally, as a person's age increases so too does the likelihood that he/she will remain unemployed for longer. Of the unemployed aged 15–19 years, 21% were out of work for 52 weeks or longer, as were 39% of 45–54 year olds and 48% of those aged 55 years and over.

**6.3 UNEMPLOYED PERSONS—May 1998**

Duration of unemployment (weeks)	Age group (years)						Total
	15–19	20–24	25–34	35–44	45–54	55 and over	
Under 13	11.3	9.9	10.4	14.4	9.4	*3.6	58.9
13 and under 52	15.7	16.7	17.6	9.8	9.4	*3.6	72.9
52 and over	7.3	6.7	11.7	12.9	12.2	6.7	57.5
<b>Total</b>	<b>34.3</b>	<b>33.3</b>	<b>39.8</b>	<b>37.1</b>	<b>30.9</b>	<b>13.9</b>	<b>189.3</b>

Source: Unpublished data, Labour Force Survey, May 1998

The unemployment rate is the total number of unemployed persons expressed as a percentage of all those in the labour force. The unemployment rate in Victoria has fallen from 12.4% in May 1993 and 9.1% in May 1997 to 8.1% in May 1998.

From May 1997 to May 1998, the female unemployment rate dropped from 9.3% to 7.8%, while males dropped from 8.9% to 8.3%.

## Age

Employment and unemployment characteristics vary markedly according to age (table 6.4). Participation rates peak in the age range 20–54 years, reaching 85% for persons aged 20–24 years. The participation rates of persons in the age groups associated with entering or leaving the labour force are significantly lower; 54% for persons aged 15–19, 60% for 55–59 year olds and 32% for persons aged 60–64 years.

The unemployment rate for persons aged 15–19 years (20%) was more than twice the average rate of 8.1%. The lowest unemployment rates occurred for persons in the 35–54 year age range (6.4%), followed by 55–59 (6.6%) and 25–34 (6.7%) year age groups.

**6.4 LABOUR FORCE STATUS OF THE CIVILIAN POPULATION AGED 15 YEARS AND OVER—May 1998**

Age group (years)	Employed			Unemployed		Labour force '000	Not in labour force '000	Unemployment rate %	Participation rate %
	Full-time '000	Part-time '000	Total '000	Full-time '000	Total '000				
15–19	40.0	97.5	137.6	18.1	34.3	171.9	146.2	20.0	54.0
20–24	181.9	74.5	256.5	27.7	33.3	289.7	51.6	11.5	84.9
25–34	457.2	95.4	552.6	34.7	39.8	592.4	131.2	6.7	81.9
35–44	419.8	123.2	543.0	30.1	37.1	580.1	125.4	6.4	82.2
45–54	342.4	110.3	452.7	26.6	30.9	483.6	121.1	6.4	80.0
55–59	90.5	32.8	123.3	7.6	8.7	132.0	86.9	6.6	60.3
60–64	34.9	19.5	54.5	*3.8	4.6	59.1	127.7	7.8	31.6
65 and over	16.1	16.7	32.8	*0.3	*0.6	33.4	546.3	*1.7	5.8
<b>Total</b>	<b>1 582.8</b>	<b>570.0</b>	<b>2 152.8</b>	<b>149.0</b>	<b>189.3</b>	<b>2 342.1</b>	<b>1 336.4</b>	<b>8.1</b>	<b>63.7</b>

Source: Labour Force, Victoria, May 1998 (Cat. no. 6202.2).

**Birthplace**

In May 1998, 25.0% of employed Victorians were born overseas (table 6.5). Of these, 34.0% were from main English-speaking countries and 66.0% from other than main English-speaking countries. Of persons born overseas and in the labour force, 57.5% were from Europe and the former USSR and 6.1% were from Southern Asia.

Persons who came from a main English-speaking country had a much lower unemployment rate (6.4%) than persons from other than main English-speaking countries (11.4%).

**6.5 LABOUR FORCE CIVILIAN POPULATION AGED 15 YEARS AND OVER BORN OUTSIDE  
AUSTRALIA—May 1998**

Country of birth	Employed full-time '000	Total employed '000	Total unemployed '000	Labour force '000	Not in labour force '000	Civilian population aged 15 and over '000	Unemployment rate %	Participation rate %
Oceania	31.9	41.8	*3.4	45.2	15.3	60.5	*7.5	74.7
Europe and former USSR	250.1	322.5	24.9	347.3	298.8	646.2	7.2	53.7
Middle East and North Africa	15.9	20.2	4.6	24.7	22.9	47.7	18.6	51.8
Southeast Asia	53.7	65.1	12.9	78.0	54.2	132.2	16.5	59.0
Northeast Asia	18.3	24.2	*4.1	28.3	27.4	55.7	*14.5	50.8
Southern Asia	26.9	33.6	*3.2	36.7	20.1	56.8	*8.7	64.6
Northern American	10.2	11.6	*0.3	11.9	5.9	17.7	*2.5	67.2
South and Central America and Caribbean	8.6	10.5	*3.6	14.1	7.9	22.0	*25.5	64.1
Africa (excluding North Africa)	11.3	15.2	*2.0	17.2	9.9	27.1	*11.6	63.5
Main English-speaking countries	142.7	185.1	12.6	197.6	106.7	304.3	6.4	64.9
Other than main English-speaking countries	284.1	359.6	46.3	405.9	355.6	761.6	11.4	53.3
<b>Total born outside Australia</b>	<b>426.8</b>	<b>544.7</b>	<b>58.9</b>	<b>603.6</b>	<b>462.3</b>	<b>1 065.9</b>	<b>9.8</b>	<b>56.6</b>

Source: Labour Force, Victoria, May 1998 (Cat No. 6202.2).

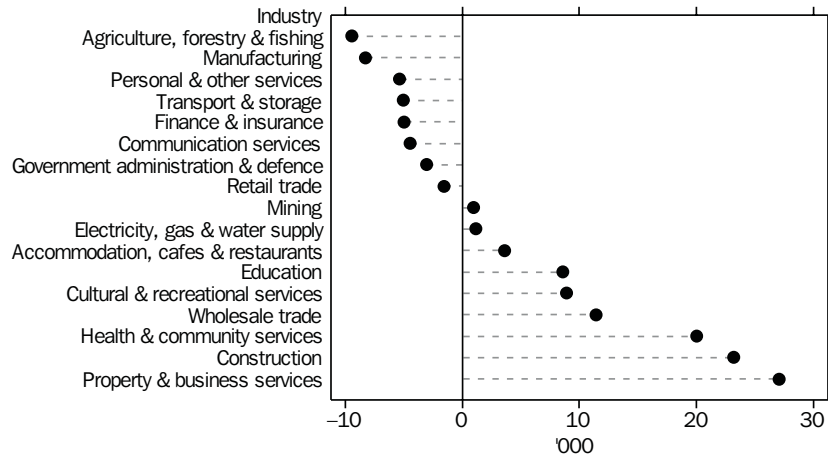
## Industry

The major employing industries in Victoria at May 1998 were Manufacturing (15.8%), Retail trade (14.3%) and Property and business services (11.3%) (table 6.7).

The industries to show the greatest decline in total employment between May 1997 and 1998 were Agriculture, forestry and fishing, and Manufacturing with decreases of 9,500 and 8,300 persons respectively (graph 6.6).

In contrast, the greatest increases were recorded in Property and business services (27,100 persons) and Construction (23,200 persons).

## 6.6 EMPLOYMENT, Annual Change to May 1998



Source: Labour Force, Victoria, May 1998 (Cat. no. 6202.2).

## 6.7 EMPLOYED PERSONS, By Industry—May 1998

Industry	Number			Proportion		
	Males '000	Females '000	Persons '000	Males %	Females %	Persons %
Agriculture, forestry and fishing	62.1	31.8	93.9	5.1	3.4	4.4
Mining	*3.6	*0.3	*3.9	*0.3	*0.0	*0.2
Manufacturing	242.5	97.9	340.4	19.9	10.5	15.8
Electricity, gas and water supply	12.6	*2.9	15.6	1.0	*0.3	0.7
Construction	128.6	13.6	142.2	10.6	1.5	6.6
Wholesale trade	104.6	40.6	145.2	8.6	4.3	6.7
Retail trade	150.7	156.5	307.2	12.4	16.7	14.3
Accommodation, cafes and restaurants	39.4	49.3	88.7	3.2	5.3	4.1
Transport and storage	79.0	18.2	97.2	6.5	1.9	4.5
Communication services	22.2	12.4	34.6	1.8	1.3	1.6
Finance and insurance	40.0	48.1	88.1	3.3	5.1	4.1
Property and business services	134.8	108.3	243.0	11.1	11.6	11.3
Government administration and defence	36.1	35.9	72.0	3.0	3.8	3.3
Education	49.9	95.5	145.4	4.1	10.2	6.8
Health and community services	40.1	160.6	200.7	3.3	17.2	9.3
Cultural and recreational services	26.3	26.0	52.3	2.2	2.8	2.4
Personal and other services	45.5	37.1	82.6	3.7	4.0	3.8
<b>Total all industries</b>	<b>1 217.7</b>	<b>935.1</b>	<b>2 152.8</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: Labour Force, Victoria, May 1998 (Cat. no. 6202.2).

## Occupation

In May 1998, professionals comprised 19.0% of employed persons in Victoria, followed by intermediate clerical, sales and service workers (16.2%), and trades persons and related workers (13.7%) (table 6.8). The largest occupation group for employed males was trades persons and related workers (21.7%) and employed females intermediate clerical, sales and service workers (26.8%).

## 6.8 EMPLOYED PERSONS, By Occupation—May 1998

Occupation	Number			Proportion		
	Males	Females	Persons	Males	Females	Persons
	'000	'000	'000	%	%	%
Managers and administrators	133.5	42.4	176.0	11.0	4.5	8.2
Professionals	207.6	200.6	408.1	17.0	21.5	19.0
Associate professionals	128.9	79.0	207.9	10.6	8.4	9.7
Tradespersons and related workers	264.6	30.9	295.5	21.7	3.3	13.7
Advanced clerical and service workers	11.1	80.9	92.0	0.9	8.7	4.3
Intermediate clerical, sales and service workers	96.7	251.0	347.8	7.9	26.8	16.2
Intermediate production and transport workers	170.0	30.7	200.7	14.0	3.3	9.3
Elementary clerical, sales and service workers	75.9	140.9	216.8	6.2	15.1	10.1
Labourers and related workers	129.3	78.7	208.0	10.6	8.4	9.7
<b>Total all occupations</b>	<b>1 217.7</b>	<b>935.1</b>	<b>2 152.8</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: Labour Force, Victoria, May 1998 (Cat. no. 6202.2).

### Persons not in the labour force

In May 1998, 1,336,400, persons aged 15 years and over were classified as not in the labour force. These persons (65% of whom were female) were neither employed nor unemployed, and comprised 36% of the civilian population of Victoria aged 15 years and over.

### Wage Cost Index

The Wage Cost Index is an integrated set of indexes measuring quarterly changes in wage and salary costs for employee jobs. Compilation of the indexes is based on hourly costs collected for a fixed 'basket' of jobs. That is, the indexes measure changes over time in the cost of a representative sample of employee jobs, not changes in earnings of a representative sample of employees. Hence the quarterly index movements are unaffected by shifts in occupation and industry distributions, changes in paid hours, and changes for individual employees (e.g. Promotions).

In Victoria, the index of total hourly rates of pay excluding bonuses for all employee jobs increased by 0.5% from March quarter 1998 to June quarter 1998, and by 2.1% since the establishment of the index in September quarter 1997 (table 6.9).

## 6.9 TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES

Sector	Index numbers(a)			Percentage change		
	Dec qtr 1997	Mar qtr 1998	Jun qtr 1998	Sep qtr 1997 to Dec qtr 1997	Dec qtr 1997 to Mar qtr 1998	Mar qtr 1998 to Jun qtr 1998
Private	100.7	101.7	102.1	0.7	1.0	0.4
Public	100.8	101.5	101.9	0.8	0.7	0.4
<b>All sectors</b>	<b>100.7</b>	<b>101.6</b>	<b>102.1</b>	<b>0.7</b>	<b>0.9</b>	<b>0.5</b>

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

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



Increases in the indexes at the industry level from the March quarter 1998 to the June quarter 1998 ranged from 0.1% for Property and business services and Government administration and defence, to 0.9% for Manufacturing and Electricity, gas and water (table 6.10).

Increases in the indexes at the industry level from September quarter 1997 to the June quarter 1998 ranged from 0.7% for Personal and other services to 3.0% for both Mining and Manufacturing.

Increases in the indexes at the occupation level from the March quarter 1998 to the June quarter 1998 ranged from 0.1% for Intermediate clerical, sales and service workers, to 1.0% for Elementary clerical, sales and service workers (table 6.11).

Increases in the indexes at the occupation level from September quarter 1997 to the June quarter 1998 ranged from 1.1% for Advanced clerical and service workers to 2.9% for Professionals.

#### 6.10 TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES, By Industry

Industry	Index numbers			Percentage change		
	Dec qtr 1997	Mar qtr 1998	Jun qtr 1998	Sep qtr 1997 to Dec qtr 1997	Dec qtr 1997 to Mar qtr 1998	Mar qtr 1998 to Jun qtr 1998
Mining	100.2	103.0	103.0	0.2	2.8	0.0
Manufacturing	100.8	102.1	103.0	0.8	1.3	0.9
Electricity, gas and water supply	100.3	100.9	101.8	0.3	0.6	0.9
Construction	100.9	101.6	102.0	0.9	0.7	0.4
Wholesale trade	100.3	101.3	101.5	0.3	1.0	0.2
Retail trade	101.0	101.1	101.5	1.0	0.1	0.4
Accommodation, cafes and restaurants	100.1	100.6	100.8	0.1	0.5	0.2
Transport and storage	101.7	102.2	102.6	1.7	0.5	0.4
Finance and insurance	101.5	102.1	102.8	1.5	0.6	0.7
Property and business services	100.1	101.8	101.9	0.1	1.7	0.1
Government administration and defence	100.2	100.8	100.9	0.2	0.6	0.1
Education	100.6	101.3	101.9	0.6	0.7	0.6
Health and community services	101.1	101.8	102.2	1.1	0.7	0.4
Cultural and recreational services	100.5	100.8	101.3	0.5	0.3	0.5
Personal and other services	100.1	100.4	100.7	0.1	0.3	0.3
<b>All industries</b>	<b>100.7</b>	<b>101.6</b>	<b>102.1</b>	<b>0.7</b>	<b>0.9</b>	<b>0.5</b>

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

Source: Unpublished data, Wage Cost Index Survey.

## 6.11 TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES, By Occupation

Occupation	Index numbers(a)			Percentage change		
	Dec qtr 1997	Mar qtr 1998	Jun qtr 1998	Sep qtr 1997 to Dec Qtr 1997	Dec qtr 1997 to Mar Qtr 1998	Mar qtr 1998 to Jun Qtr 1998
Managers and administrators	101.3	101.9	102.6	1.3	0.6	0.7
Professionals	100.9	102.2	102.9	0.9	1.3	0.7
Associate professionals	100.9	101.4	101.7	0.9	0.5	0.3
Tradespersons and related workers	100.5	101.5	102.3	0.5	1.0	0.8
Advanced clerical and service workers	100.3	100.9	101.1	0.3	0.6	0.2
Intermediate clerical, sales and service workers	100.7	101.2	101.5	0.7	0.5	0.3
Intermediate production and transport workers	100.8	101.9	102.0	0.8	1.1	0.1
Elementary clerical, sales and service workers	100.4	100.6	101.6	0.4	0.2	1.0
Labourers and related workers	100.9	102.1	102.3	0.9	1.2	0.2
<b>All occupations</b>	<b>100.7</b>	<b>101.6</b>	<b>102.1</b>	<b>0.7</b>	<b>0.9</b>	<b>0.5</b>

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

Source: Unpublished data, Wage Cost Index Survey.

### Average weekly earnings

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

Table 6.12 presents trend estimate data, as they provide a more reliable guide to the data's underlying direction. For most business decisions and policy advice, trend estimate is deemed more suitable than seasonally adjusted or original estimates.

As at May 1998, the trend estimate for Victorian average weekly ordinary time earnings (adults working full-time) was \$765.90 for males, \$641.50 for females, and \$719.60 for all persons. The annual change to May 1998 was 2.9% for all employees total earnings and 3.3% for all adult employees full-time ordinary time earnings.

## 6.12 AVERAGE WEEKLY EARNINGS OF EMPLOYEES: Trend

Reference period pay period ending on or before	Males			Females			Persons		
	Full-time adults		All males	Full-time adults		All females	Full-time adults		All employees
	Ordinary time earnings	Total earnings	Total earnings	Ordinary time earnings	Total earnings	Total earnings	Ordinary time earnings	Total earnings	Total earnings
VALUE (\$)									
<b>1997</b>									
February	726.30	787.10	680.40	611.00	627.40	451.60	686.60	731.50	577.80
May	735.10	795.60	687.00	619.50	637.00	458.00	696.70	739.30	583.00
August	742.60	803.50	698.80	626.20	644.70	463.00	704.80	746.60	590.60
November	750.50	812.90	708.80	631.90	650.00	466.70	711.10	755.00	597.90
<b>1998</b>									
February	758.30	820.20	711.80	636.70	653.20	469.20	715.90	761.20	601.10
May	765.90	826.40	708.60	641.50	655.60	470.30	719.60	766.20	600.00
PROPORTION (%)									
<b>Quarterly change to</b>									
1997									
November	1.1	1.2	1.4	0.9	0.8	0.8	0.9	1.1	1.2
1998									
February	1.0	0.9	0.4	0.8	0.5	0.5	0.7	0.8	0.5
May	1.0	0.8	-0.4	0.7	0.4	0.2	0.5	0.7	-0.2
<b>Annual change to</b>									
<b>May</b>									
1996	3.0	3.5	1.4	3.1	2.9	0.2	3.4	3.8	1.7
1997	5.1	4.5	2.2	4.9	5.5	4.7	5.2	4.4	2.8
1998	4.2	3.9	3.1	3.5	2.9	2.7	3.3	3.6	2.9

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

## Employee earnings and hours

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

In Victoria during May 1996, the highest mean weekly total earnings were recorded for Managers and administrators (\$1,113.80) and Professional (\$726.60) occupations, while the lowest earnings were recorded by Labourers and related workers (\$416.60) and Elementary clerical, sales and service workers (\$329.20) (table 6.13). Part of the variation in these earnings is explained by the different proportions of part-time and junior employees in these occupation groups.

Across all occupation groups, male weekly total earnings were higher than for females. The greatest difference occurred for Trades persons and related persons, where average full-time adult female weekly earnings was 66% of the male level. In comparison, Managers and administrators female earnings were 85% of male earnings.

**6.13 WEEKLY TOTAL EARNINGS, By Percentiles—May 1996**

Occupation	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean earnings
	\$	\$	\$	\$	\$	\$
Managers and administrators	579.1	780.4	1 002.5	1 286.9	1 758.5	1 113.8
Professionals	258.2	520.8	728.6	869.5	1 103.1	726.6
Associate professionals	269.5	433.8	639.1	819.3	1 036.3	655.5
Tradespersons and related workers	293.6	441.1	579.8	753.5	946.1	611.9
Advanced clerical and service workers	200.2	398.1	546.6	670.7	761.3	522.1
Intermediate clerical, sales and service workers	111.2	261.7	464.9	596.6	730.5	446.4
Intermediate production and transport workers	266.1	407.1	527.6	725.1	964.6	579.6
Elementary clerical, sales and service workers	54.1	111.2	313.7	478.0	631.9	329.2
Labourers and related workers	85.4	230.7	415.8	551.6	696.0	416.6
<b>All occupations</b>	<b>150.0</b>	<b>354.5</b>	<b>540.8</b>	<b>756.6</b>	<b>980.2</b>	<b>580.8</b>

Source: Unpublished data, *Employee Earnings and Hours, May 1996*.

**Wage and salary earners**

The Survey of Employment and Earnings provides data on the monthly number of employees and quarterly earnings, for private and public sector employees. At February 1998, 1,401,000 Victorian wage and salary earners were employed in the private sector: about 17.8% of wage and salary earners (303,000 people) were employed in the public sector with 207,200 people in State, 61,600 in Commonwealth and 34,200 in local government (table 6.14). During March quarter 1998, gross earnings of Victorian private and public sector employees totalled \$10,646,100,000 and \$2,929,800,000 respectively.

**6.14 WAGE AND SALARY EARNERS, Gross Earnings: Original**

Industry	Employees Feb 1998		Gross earnings Mar qtr 1998	
	Private	Public	Private	Public
	'000	'000	\$m	\$m
Agriculture, forestry and fishing	..	*0.4	..	*3.8
Mining	6.7	..	117.9	..
Manufacturing	329.2	1.0	2 883.5	14.2
Electricity, gas and water supply	5.6	3.7	81.5	41.9
Construction	84.1	2.5	777.8	29.5
Wholesale trade	105.1	..	891.2	..
Retail trade	228.9	..	1 150.1	..
Accommodation, cafes and restaurants	77.0	..	347.1	..
Transport and storage	63.3	9.2	588.6	118.8
Communication services	4.5	30.6	37.6	353.6
Finance and insurance	67.6	2.0	874.8	22.7
Property and business services	183.5	4.5	1 486.8	53.5
Government administration and defence	..	65.6	..	564.1
Education	46.9	86.8	293.8	796.2
Health and community services	107.9	75.4	664.7	692.1
Cultural and recreational services	51.2	4.0	245.6	37.9
Personal and other services	39.4	16.6	205.2	195.6
<b>Total</b>	<b>1 401.0</b>	<b>303.0</b>	<b>10 646.1</b>	<b>2 929.8</b>

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

## Industrial disputes

The Industrial Disputes Survey collects information on industrial disputes where a stoppage of work has occurred, providing that at least 10 working days have been lost.

There were 112 industrial disputes reported in Victoria during 1997, an increase of 14 on 1996 (table 6.15). The number of Victorian employees involved in industrial disputes increased by 6.6%, from 121,100 in 1996 to 129,100 in 1997. This compares with a national decrease of 45.4% for the same period. The number of working days lost in Victoria decreased by 2.8%, from 218,100 in 1996 to 212,100 in 1997.

### 6.15 INDUSTRIAL DISPUTES

Year	Total disputes	Total employees involved	Working days lost
	no.	'000	'000
1992	114	598.8	586.4
1993	114	200.9	257.2
1994	109	52.2	87.0
1995	110	79.0	126.1
1996	98	121.1	218.1
1997	112	129.1	212.1

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

The highest levels of disputation occurred in the Manufacturing, Construction, and Education, health and community services industries. These industries combined accounted for 75% of all Victorian employees involved in disputation, and 80% of working days lost (table 6.16). Disputation in the Victorian Manufacturing industry resulted in the loss of 100,400 working days lost (47.3%), compared with 43,700 in Construction (20.6%) and 25,700 in Education, health and community services (12.1%).

### 6.16 INDUSTRIAL DISPUTES, By Industry—Year Ending December 1997

	Employees involved		Working days lost	
	'000	%	'000	%
Agriculture	0.1	—	—	—
Mining	—	—	—	—
Manufacturing	40.5	31.4	100.4	47.3
Electricity, gas and water supply	0.9	0.7	10.0	4.7
Construction	28.6	22.2	43.7	20.6
Wholesale and retail trade	0.1	—	0.1	0.0
Transport and storage	14.5	11.2	19.9	9.4
Communication services	5.9	4.6	5.1	2.4
Finance, insurance, property and business services	3.9	3.0	4.1	1.9
Government administration and defence	6.5	5.0	2.7	1.3
Education, health and community services	27.7	21.5	25.7	12.1
Cultural, recreational, personal and other services	0.5	0.4	0.3	0.1
<b>Total</b>	<b>129.1</b>	<b>100.0</b>	<b>212.1</b>	<b>100.0</b>

Note: Due to rounding, totals may not equal sum of components.

Source: *Industrial Disputes, Australia, 1997* (Cat. no. 6322.0).

## References

### Data sources

Currently the ABS' principal sources of labour statistics are household surveys and employer-based surveys. The ABS conducts a monthly household-based labour force survey which provides estimates at national, State and regional levels. The major statistical indicators produced from the Labour Force Survey are persons employed and unemployed, classified by age, sex, marital status and country of birth expressed as a proportion of the civilian population aged 15 years and over. However, additional questions to investigate particular aspects of the labour force are frequently included.

The ABS also conducts sample surveys of employers, based on the ABS register of business and organisations. Over recent years, new or upgraded quarterly surveys of employment and earnings, average weekly earnings, overtime, job vacancies, and an annual survey of employee earnings and hours have been introduced.

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

At this stage, a timetable has not been set for the initial release of results from the full LCI.

### ABS sources

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

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

*Labour Force, Australia* (Cat. no. 6203.0)

*Labour Force, Victoria* (Cat. no. 6202.2)

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

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