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EMPLOYMENT AND UNEMPLOYMENT

UNEMPLOYMENT IN VICTORIA, 1974 TO 1979

Introduction

The statistics of unemployment referred to in this article relate to estimates derived from the labour force survey conducted by the Australian Bureau of Statistics. Unemployed persons, as defined by the Australian Bureau of Statistics, are those aged 15 years and over who were not employed during the survey week, and:

(1) Had actively looked for full-time or part-time work at any time in the four weeks up to the end of the survey week and:

(i) were available for work in the survey week, or would have been available except for temporary illness (i.e., lasting for less than four weeks to the end of the survey week);
or

(ii) were waiting to start a new job within four weeks from the end of the survey week and would have started in the survey week if the job had been available then; or

(2) were waiting to be called back to a full-time or part-time job from which they had been stood down without pay for less than four weeks up to the end of the survey week (including the whole of the survey week) for reasons other than bad weather or plant breakdown.

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

The number of unemployed persons in Victoria increased markedly between 1974 and 1979, from 41,300 persons in August 1974 to 95,300 persons in August 1979. Male unemployment increased by approximately 175 per cent during this period, while female unemployment rose by 97 per cent. Unemployment in Victoria has accounted for approximately 25 per cent of total Australian unemployment over the last six years. The unemployment rates for Victoria did not differ significantly from the rates for Australia as a whole in 1974 and 1975, but have been somewhat lower than the overall national rates since then.

The number of job vacancies in Victoria declined significantly between 1974 and 1978, from 51,600 in March 1974 to 11,500 in March 1978. Job vacancies for males declined by 83 per cent during this period, while those for females fell by 91 per cent. The number of job vacancies in Victoria has accounted for about one-third of total vacancies in Australia during these years. Victorian job vacancy rates tended to be slightly higher than the rates for Australia as a whole during the period under review.

From data collected regularly in the labour force survey it is possible to identify some of the major characteristics of unemployed persons, for example, their sex, marital status,

age distribution, regional distribution, birthplace, occupation, and duration of unemployment.

Unemployment rates have consistently been significantly higher among women than among men during the 1974 to 1979 period, in terms of most of the characteristics of the unemployed available for analysis. For example, in August 1979, the overall unemployment rate among males in Victoria was 4.5 per cent, compared with 7.2 per cent for females, while among unmarried teenagers aged 15–19 years the male unemployment rate was 13.1 per cent, compared with 19.6 per cent for females.

Young persons are relatively over-represented among unemployed persons in Victoria. Fifty-one per cent of unemployed persons in August 1979 were under 25 years of age. The 15–19 years age group has accounted for approximately one-third of total unemployed persons during the years from 1974 to 1979. The unemployment rate for this group has risen from 5.7 per cent in August 1974 to 15.9 per cent in August 1979. The 20–24 years age group has accounted for about another 20 per cent of total unemployed persons during this period. The unemployment rate for this group has increased from 2.8 per cent in August 1974 to 7.0 per cent in August 1979. Unemployment rates for persons over 25 years of age have generally been below the overall Victorian unemployment rate during the period under review.

The labour force survey cannot provide reliable estimates for small areas of geographical aggregation within Victoria, but it can be said that overall unemployment rates for metropolitan Victoria (i.e., the Melbourne Statistical Division) are not significantly different from those for non-metropolitan Victoria (i.e., the rest of the State). For example, in August 1979, the overall unemployment rates were 5.4 per cent and 5.6 per cent, respectively.

Migrants who have arrived in Australia since 1971 have experienced significantly higher unemployment rates than either persons born in Australia or migrants who arrived in Australia before 1971. For example, in August 1979, migrants who had arrived since 1971 had an unemployment rate of 10.0 per cent, more than twice as high as the unemployment rate for migrants of longer standing (4.1 per cent) and almost twice as high as the unemployment rate for persons born in Australia (5.6 per cent).

Unemployment has tended to more adversely affect the lesser skilled, lesser qualified members of the labour force. For example, among those unemployed in Victoria in August 1979 who had worked full-time for two weeks or more at any time in the two years to August 1979, almost half were tradesmen, production-process workers, or labourers. The unemployment rate for this "blue-collar" occupation group (5.4 per cent) was significantly higher than the unemployment rates for such "white-collar" occupation groups as clerical workers (3.1 per cent) and sales workers (3.8 per cent).

Higher levels of unemployment and inadequate numbers of job vacancies have contributed to a significant lengthening in the average duration of unemployment experienced by persons who have been unemployed during the years from 1974 to 1979. In August 1974, the average duration of unemployment was about 1½ months, and this had risen progressively to about six months by August 1979. Whereas in August 1974 more than 60 per cent of the unemployed had been in such a situation for less than four weeks, by August 1979 that proportion had declined to about 22 per cent and about one person in three of the unemployed had been so for six months or more.

Tables which include data on unemployment in Victoria are presented in the following section.

Further reference: *Victorian Year Book 1979*, pp. 243–7

Statistics

Summary information from recent labour force surveys is provided in the following tables, showing the employment status of the civilian population, the age distribution of the civilian labour force, the industries and occupations of employed persons, and aspects of unemployment. More detailed current, and historical, data is available on request from the Australian Bureau of Statistics. An explanation of the conduct of the labour force survey can be found on pages 255–6

**VICTORIA — CIVILIAN POPULATION AGED 15 YEARS AND OVER
BY EMPLOYMENT STATUS**

August—	Employed	Unemployed	Labour force	Not in labour force	Civilian population aged 15 years and over	Unemployment rate (a)	Participation rate (b)
	'000	'000	'000	'000	'000	per cent	per cent
MALES							
1974	1,028.1	18.0	1,046.1	252.9	1,299.0	1.7	80.5
1975	1,028.0	37.0	1,065.0	256.2	1,321.2	3.5	80.6
1976	1,029.9	35.2	1,065.1	270.7	1,335.9	3.3	79.7
1977	1,036.2	41.9	1,078.2	277.0	1,355.2	3.9	79.6
1978	1,035.8	51.6	1,087.4	290.7	1,378.1	4.7	78.9
1979	1,044.0	49.5	1,093.4	307.2	1,400.6	4.5	78.1
MARRIED FEMALES							
1974	372.8	14.8	387.7	512.7	900.4	3.8	43.1
1975	368.6	19.8	388.4	520.8	909.3	5.1	42.7
1976	380.5	16.9	397.4	515.8	913.2	4.3	43.5
1977	389.9	22.9	412.9	508.0	920.8	5.6	44.8
1978	381.3	23.0	404.3	516.3	920.5	5.7	43.9
1979	380.0	20.7	400.7	517.6	918.3	5.2	43.6
OTHER FEMALES (c)							
1974	199.1	8.5	207.4	234.2	441.6	4.1	47.0
1975	193.8	21.1	214.9	238.8	453.6	9.8	47.4
1976	201.9	18.5	220.4	247.2	467.6	8.4	47.1
1977	207.8	25.1	233.0	247.8	480.7	10.8	48.5
1978	206.7	25.4	232.1	274.1	506.2	11.0	45.9
1979	215.0	25.1	240.2	290.7	530.9	10.5	45.2
ALL FEMALES							
1974	571.9	23.3	595.1	746.9	1,342.0	3.9	44.3
1975	562.4	40.9	603.3	759.6	1,362.9	6.8	44.3
1976	582.4	35.4	617.8	763.0	1,380.8	5.7	44.7
1977	597.8	48.1	645.8	755.7	1,401.5	7.4	46.1
1978	588.0	48.4	636.4	790.4	1,426.8	7.6	44.6
1979	595.0	45.9	640.9	808.2	1,449.2	7.2	44.2
PERSONS							
1974	1,600.0	41.3	1,641.3	999.8	2,641.0	2.5	62.1
1975	1,590.4	77.9	1,668.3	1,015.8	2,684.1	4.7	62.2
1976	1,612.3	70.6	1,682.9	1,033.7	2,716.6	4.2	61.9
1977	1,634.0	90.0	1,724.0	1,032.7	2,756.7	5.2	62.5
1978	1,623.8	100.0	1,723.8	1,081.1	2,804.9	5.8	61.5
1979	1,639.0	95.3	1,734.4	1,115.4	2,849.8	5.5	60.9

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

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

(c) Never married, widowed, and divorced.

VICTORIA — CIVILIAN LABOUR FORCE (a) BY AGE, AUGUST 1979

Age group (years)	Number ('000)					Participation rate (b) (per cent)				
	Males	Married females	Other females (c)	All females	Persons	Males	Married females	Other females (c)	All females	Persons
15-19	102.7	(d)	83.9	87.8	190.6	58.6	(d)	51.7	52.3	55.6
20-24	144.6	48.1	69.8	117.9	262.5	87.7	62.1	82.5	72.8	80.3
25-34	289.8	123.7	38.2	161.9	451.7	96.1	47.9	78.9	52.8	74.3
35-44	221.0	115.1	12.8	127.9	348.9	95.7	57.6	52.9	57.1	76.7
45-54	195.3	79.0	17.9	96.9	292.2	92.4	45.7	61.1	47.9	70.6
55-59	80.0	20.3	7.9	28.2	108.2	83.7	27.3	35.6	29.2	56.3
60-64	39.0	7.5	5.8	13.4	52.3	53.7	14.3	23.3	17.2	34.8
65 and over	21.1	(d)	(d)	6.9	27.9	14.2	(d)	(d)	3.2	7.7
Total	1,093.4	400.7	240.2	640.9	1,734.4	78.1	43.6	45.2	44.2	60.9

(a) Civilians aged 15 years and over.

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

(c) Never married, widowed, and divorced.

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

VICTORIA — EMPLOYED PERSONS (a) BY INDUSTRY (b), AUGUST 1979

Industry division or sub-division	Males				Females				Persons	
	Married	Other (c)	Total	Proportion of male total	Married	Other (c)	Total	Proportion of female total	Total	Proportion of total
	'000	'000	'000	per cent	'000	'000	'000	per cent	'000	per cent
Agriculture	50.3	17.8	68.1	6.5	18.0	(f)	21.2	3.6	89.3	5.4
Forestry, fishing, and hunting	(f)	(f)	(f)	(f)	(f)	(f)	(f)	(f)	(f)	(f)
Mining	(f)	(f)	5.4	0.5	(f)	(f)	(f)	(f)	6.1	0.4
Manufacturing—	201.3	79.9	281.1	26.9	83.9	27.0	111.0	18.7	392.1	23.9
Food, beverages, and tobacco	28.5	10.5	39.0	3.7	9.0	(f)	12.1	2.0	51.1	3.1
Metal products, mach- inery, and equipment	25.7	10.5	36.2	3.5	6.4	(f)	8.7	1.5	44.9	2.7
Other manufacturing	147.1	58.9	206.0	19.7	68.5	21.6	90.1	15.1	296.1	18.1
Construction	74.0	24.0	98.0	9.4	11.9	(f)	13.5	2.3	111.5	6.8
Wholesale and retail trade	126.0	70.3	196.2	18.8	84.6	62.5	147.0	24.7	343.3	20.9
Transport and storage	62.1	21.3	83.4	8.0	9.5	(f)	13.1	2.2	96.5	5.9
Finance, insurance, real estate, and business services	53.4	18.8	72.2	6.9	31.0	27.9	58.9	9.9	131.1	8.0
Community services (d)	73.2	22.3	95.4	9.1	94.0	55.6	149.6	25.1	245.0	14.9
Entertainment, recreation, restaurants, hotels, and personal services	16.2	14.5	30.8	3.0	29.1	18.2	47.3	7.9	78.1	4.8
Other industries (e)	82.0	28.0	109.9	10.5	17.6	14.8	32.4	5.4	142.2	8.7
Total	745.2	298.8	1,044.0	100.0	380.0	215.0	595.1	100.0	1,639.0	100.0

(a) Civilians aged 15 years and over.

(b) Industry is classified according to the Australian Standard Industrial Classification 1969.

(c) Never married, widowed, and divorced.

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

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

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

VICTORIA — EMPLOYED PERSONS (a) BY OCCUPATION (b), AUGUST 1979

Occupation group	Males				Females				Persons	
	Married	Other (c)	Total	Proportion of male total	Married	Other (c)	Total	Proportion of female total	Total	Proportion of total
	'000	'000	'000	per cent	'000	'000	'000	per cent	'000	per cent
Professional and technical Administrative, executive, and managerial	106.8	31.0	137.8	13.2	62.4	41.8	104.2	17.5	242.0	14.8
Clerical	91.4	10.0	101.4	9.7	8.6	5.6	14.2	2.4	115.7	7.1
Sales	53.6	26.7	80.3	7.7	116.8	80.8	197.5	33.2	277.8	16.9
Farmers, fishermen, timber- getters, etc.	43.9	29.9	73.7	7.1	41.2	32.9	74.1	12.5	147.9	9.0
Miners, quarrymen, and related workers	57.5	21.8	79.3	7.6	16.2	(d)	19.4	3.3	98.7	6.0
Transport and communication	(d)	(d)	(d)	(d)	(d)	(d)	(d)	(d)	(d)	(d)
Tradesmen, production-process workers, and labourers, n.e.c.—	62.7	20.1	82.8	7.9	7.4	(d)	10.7	1.8	93.6	5.7
Metal and electrical workers	290.3	139.0	429.3	41.1	68.0	19.5	87.4	14.7	516.8	31.5
Building workers	120.8	63.8	184.6	17.7	14.4	(d)	17.4	2.9	202.0	12.3
Other tradesmen, etc.	52.7	21.0	73.7	7.1	(d)	(d)	(d)	(d)	74.5	4.5
Service, sport, and recreation	116.8	54.2	171.1	16.4	53.1	16.1	69.2	11.6	240.3	14.7
	37.6	19.9	57.5	5.5	59.5	27.8	87.3	14.7	144.8	8.8
Total	745.2	298.8	1,044.0	100.0	380.0	215.0	595.1	100.0	1,639.0	100.0

(a) Civilians aged 15 years and over.

(b) Occupation is classified according to the Classification and Classified List of Occupations, Revised June 1976.

(c) Never married, widowed, and divorced.

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

VICTORIA AND AUSTRALIA — UNEMPLOYED PERSONS

August—	Victoria				Australia			
	Males	Females	Persons		Males	Females	Persons	
			Number	Unemploy- ment rate (a)			Number	Unemploy- ment rate (a)
'000	'000	'000	per cent	'000	'000	'000	per cent	
1974	18.0	23.3	41.3	2.5	67.9	73.1	140.9	2.4
1975	37.0	40.9	77.9	4.7	138.8	139.7	278.4	4.6
1976	35.2	35.4	70.6	4.2	156.6	136.1	292.7	4.7
1977	41.9	48.1	90.0	5.2	190.1	169.2	359.3	5.7
1978	51.6	48.4	100.0	5.8	221.5	174.2	395.7	6.2
1979	49.5	45.9	95.3	5.5	196.1	177.7	373.8	5.8

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

VICTORIA — ASPECTS OF UNEMPLOYMENT, AUGUST 1979

Particulars	Number of unemployed			Unemployment rate (a)		
	Males	Females	Persons	Males	Females	Persons
	'000	'000	'000	per cent	per cent	per cent
Total unemployed	49.5	45.9	95.3	4.5	7.2	5.5
Regional distribution —						
Melbourne Statistical Division	34.6	34.5	69.0	4.4	7.1	5.4
Rest of Victoria	14.9	11.4	26.3	4.8	7.4	5.6
Looking for —						
Full-time work	46.1	31.3	77.4	4.4	7.4	5.3
Part-time work	(c)	14.6	18.0	(c)	6.7	6.6
Marital status —						
Married	18.8	20.7	39.5	2.5	5.2	3.4
Not married (b) —	30.7	25.1	55.8	9.3	10.5	9.8
Aged 15-19 years	13.4	16.4	29.8	13.1	19.6	16.0
Aged 20 years and over	17.2	8.6	25.9	7.6	5.5	6.7
Age distribution (years) —						
15-19	13.6	16.7	30.3	13.2	19.0	15.9
20 and over —						
20-24	10.3	7.9	18.3	7.1	6.7	7.0
25-34	11.7	8.9	20.6	4.0	5.5	4.6
35-44	5.0	5.8	10.8	2.3	4.5	3.1
45 and over	8.9	6.7	15.5	2.7	4.6	3.2
Total 20 and over	35.9	29.2	65.1	3.6	5.3	4.2
Birthplace —						
Born in Australia	34.0	33.7	67.7	4.5	7.4	5.6
Born outside Australia —	15.4	12.2	27.6	4.6	6.6	5.3
Main English-speaking countries (d)	(c)	(c)	7.0	(c)	(c)	4.1
Other than main English-speaking countries	12.0	8.6	20.6	5.3	7.0	5.9
Arrived before 1971	10.3	7.0	17.2	3.8	4.9	4.1
Arrived from 1971 to 1979	5.1	5.3	10.4	8.3	12.5	10.0
Duration of unemployment (weeks) —						
Under 2	4.5	5.6	10.1	..	..	..
2 and under 4	6.1	5.2	11.2	..	..	..
4 and under 8	8.1	5.6	13.7	..	..	..
8 and under 13	5.2	4.6	9.7	..	..	..
13 and under 26	8.1	9.5	17.6	..	..	..
26 and under 52	10.3	8.6	18.9	..	..	..
26 and over	17.5	15.4	33.0	..	..	..
52 and over	7.2	6.9	14.1	..	..	..
	AVERAGE DURATION OF UNEMPLOYMENT (weeks)					
All unemployed persons	24.6	26.5	25.5	..	..	..

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

(b) Never married, widowed, and divorced.

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

(d) Comprises United Kingdom, Ireland, Canada, New Zealand, U.S.A., and South Africa.

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

August —	Age group (years)											
	15-19			20-24			25 and over			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
1974	(b)	6.6	5.7	(b)	(b)	2.8	1.3	3.4	2.0	1.7	3.9	2.5
1975	9.9	18.0	13.7	5.0	5.7	5.3	2.5	4.7	3.2	3.5	6.8	4.7
1976	12.5	13.9	13.2	5.4	5.3	5.3	1.9	4.1	2.6	3.3	5.7	4.2
1977	13.8	19.8	16.8	4.5	8.3	6.2	2.6	4.4	3.3	3.9	7.4	5.2
1978	15.1	17.7	16.3	7.6	8.6	8.1	2.9	5.2	3.7	4.7	7.6	5.8
1979	13.2	19.0	15.9	7.1	6.7	7.0	3.0	4.9	3.7	4.5	7.2	5.5

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

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

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

August —	Age group (years)											
	15-19			20-24			25 and over			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
1974	(b)	14.0	24.0	(b)	(b)	16.5	26.4	32.9	59.3	43.6	56.4	100.0
1975	12.1	20.1	32.2	8.6	7.9	16.6	26.8	24.5	51.3	47.5	52.5	100.0
1976	16.7	17.3	34.0	10.6	8.6	19.2	22.5	24.2	46.7	49.9	50.1	100.0
1977	15.0	21.3	36.4	7.1	10.5	17.7	24.4	21.6	46.0	46.6	53.4	100.0
1978	15.9	16.2	32.1	10.9	9.9	20.8	24.7	22.3	47.1	51.6	48.4	100.0
1979	14.3	17.5	31.8	10.8	8.3	19.2	26.9	22.4	49.1	51.9	48.1	100.0

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

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

VICTORIA — UNEMPLOYED PERSONS BY OCCUPATION
AND INDUSTRY OF LAST FULL-TIME JOB, AUGUST 1979

Occupation and industry groups	Number	Unemployment rate (a)
	'000	per cent
Had worked for two weeks or more in a full-time job in the last two years	59.8	3.5
Occupation group —		
Clerical	8.7	3.1
Sales	5.9	3.8
Tradesmen, production-process workers, and labourers, n.e.c.	29.5	5.4
Service, sport, and recreation	7.8	5.1
Other occupations	8.0	1.4
Industry division —		
Manufacturing	15.0	3.7
Construction	8.4	7.0
Wholesale and retail trade	15.8	4.4
Entertainment, recreation, restaurants, hotels, and personal services	7.0	8.2
Other industries	13.6	1.8
Other (b)	35.5	..
Total	95.3	5.5

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

(b) Had never worked for two weeks or more in a full-time job or had not done so in the last two years. Industry and occupation were not obtained for these persons.

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

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

August —	Males	Females	Persons
1974	5.0	6.0	5.6
1975	14.0	13.9	13.9
1976	19.9	16.7	18.3
1977	23.5	19.1	21.1
1978	20.9	24.0	22.4
1979	24.6	26.5	25.5

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

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

August —	Under 4 weeks	4 and under 8 weeks	8 and under 13 weeks	13 and under 26 weeks	26 weeks and over
1974	60.5	16.4	12.0	(b)	(b)
1975	25.5	21.5	18.6	14.3	20.1
1976	24.8	16.3	14.9	16.5	27.5
1977	17.2	16.4	17.3	17.9	31.3
1978	24.6	15.1	12.1	18.6	29.5
1979	22.4	14.4	10.2	18.5	34.4

(a) See footnote to previous table.

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

GOVERNMENT ACTIVITIES

Commonwealth Government

Administration

Commonwealth Department of Employment and Youth Affairs

The functions of the Commonwealth Department of Employment and Youth Affairs, which was established on 30 November 1978, include the formulation and implementation of national manpower policy; the development and operation of the labour market services of the Commonwealth Employment Service, including the administration of the National Employment and Training System, the Commonwealth Rebate Apprentice Full-time Training Scheme (CRAFT), and other youth training schemes; the analysis and interpretation of labour market data and provision of intelligence on the employment situation; secretarial services to the National Training Council, and on its behalf, advice and assistance to industry and commerce on systematic industrial training arrangements in the interests of effective deployment of manpower resources; co-ordination at all levels of government of Commonwealth Government programmes and proposals concerning young persons; research into youth needs and development of communication channels for youth and councils on the design of youth programmes and services; secretarial services to National and State Committees on Discrimination in Employment and Occupation; formulation of government policy on issues affecting the employment of women; research into these issues and dissemination of information to the Commonwealth Government and the public; and liaison and exchange of information with outside organisations on community attitudes and the needs of women in employment.

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

Commonwealth Employment Service

Statutory warrant for the Commonwealth Employment Service (CES) can be found in the *Commonwealth Employment Service Act 1978*. The principal functions of the Service are to help persons seeking employment by facilitating their placement in positions best suited to their training, experience, abilities, and qualifications, and to help employers seeking labour to obtain those employees best suited to their needs. The CES functions on a decentralised basis with offices in metropolitan and major provincial centres. There were 61 CES offices in Victoria in December 1979.

The National Employment and Training System aims at providing the opportunity for those who are unable to obtain employment with their current skills to train for employment in occupations which are in demand. The System has beneficial effects for the long-term restructuring of the labour force. It replaces a number of employment schemes previously administered by the former Commonwealth Department of Labour and Immigration.

Specialist facilities are provided for young persons (including the new Youth Job Centre concept), handicapped persons, older workers, ex-members of the defence forces, migrants, rural workers, and persons with professional and technical qualifications. Vocational counselling is provided free of charge by a staff of qualified psychologists. Counselling is available to any person, but is provided particularly for young persons who are leaving school and adults experiencing employment difficulties, as well as ex-servicemen and handicapped persons. The CES assists in the administration of the unemployment and sickness benefits provisions of the *Social Services Act 1947*.

All applicants for unemployment benefit under the *Social Services Act 1947* must register at an office or agency of the CES, which is responsible for certifying whether or not suitable employment can be offered to them. The CES is responsible for assisting migrant workers, sponsored by the Commonwealth Government under the Commonwealth nomination and similar schemes, to obtain suitable employment. This includes recommending the hostels to which migrants should be allocated on arrival and, where necessary, arranging their movement to initial employment. Assistance is also offered to other migrants. Since 1951, the CES has been responsible for recruiting Australian experts for overseas service under the Colombo Plan and the United Nations Expanded Programme of Technical Assistance (now replaced by the United Nations Development Programme). The principal spheres in which experts have been supplied are agriculture, education, engineering, geology, health, and economic and scientific research and development.

In association with placement activities, regular surveys of the labour market are carried out and detailed information is supplied to interested Commonwealth and State Government departments and instrumentalities and to the general public. Employers, employees, and other interested persons are advised on labour availability and employment opportunities in various occupations and areas and on other matters concerning employment.

Further reference: *International Womens Year, Victorian Year Book 1976, p. 296*

Employment training and assistance schemes

In October 1974, the Commonwealth Government introduced the National Employment and Training System (NEAT) as part of a national manpower programme. As well as offering some new provisions, NEAT consolidated a number of existing training schemes administered by several different departments into one scheme administered by the Department of Employment and Youth Affairs through the Commonwealth Employment Service (CES). The CES had in the past been limited to its traditional role of finding labour for employers and jobs for people, but with NEAT it was given the capacity to offer training assistance to unemployed persons. As well as unemployed persons there are special groups of persons who, for various reasons, require retraining to join or return to the labour force.

For a retraining scheme to be successful, trainees should not be subjected to financial hardship. For this reason, NEAT provides for a living allowance and payment of fees, books, and equipment. By providing such assistance NEAT enables assistance to be given to persons who have been unable to obtain a foothold in the labour market because they have been financially disadvantaged or lacked educational opportunity or suffered some other disability.

As well as being a comprehensive programme covering the full range of occupational skills, NEAT is characterised by its flexibility. NEAT provides for the use of formal courses at institutions providing full-time, part-time, or correspondence training. It offers subsidies to employers for in-plant training and provides financial assistance to employers who retain apprentices. It can also provide special courses of various kinds when they are required.

There is also assistance to young unemployed persons whose low or inadequate educational level is a primary barrier to their being able to find stable work. In conjunction with the Commonwealth Department of Education and the Technical and Further Education Council, NEAT assists these young persons by conducting courses under the Education Programme for Unemployed Youth (EPUY), which concentrates on

aspects relating to work preparation and motivation, and the imparting of basic work skills.

NEAT has demonstrated another aspect of its flexibility with the introduction in 1976 of a Special Youth Employment Training Programme (SYETP), designed to cater for the growing number of unemployed school leavers. SYETP offers, under a subsidy paid to employers, employment experience and training for young persons between 15 and 24 years of age who, while seeking work, are seemingly unprepared for the labour force because they lack work experience and confidence.

There were 28,685 approvals for NEAT assistance in Victoria for the twelve months ended 30 June 1979. Of these, 14,289 (50 per cent) were for males and 14,396 (50 per cent) were for females. The national figure for approvals for the same period was 95,591. Approvals were spread throughout Victoria with 18,506 (65 per cent) in metropolitan areas and 10,179 (35 per cent) in the rest of the State.

In the early stages of NEAT, there were considerably more approvals for formal training at institutions than for in-plant/SYETP training. However, greater emphasis has now been placed on in-plant/SYETP training. At 30 June 1979, there were 689 persons in formal training in Victoria compared with 4,286 persons in in-plant/SYETP training. These figures compare with 783 persons in formal training and 11,113 in in-plant/SYETP training at 30 June 1978. The following table shows the numbers involved in NEAT training schemes from September 1977 to June 1979:

VICTORIA—NATIONAL EMPLOYMENT AND TRAINING SYSTEM (NEAT) AND SPECIAL YOUTH EMPLOYMENT TRAINING PROGRAMME (SYETP):
NUMBERS IN TRAINING

Quarter ended	Formal			In-plant (a)			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
1977—									
September	705	596	1,301	2,538	2,918	5,456	3,243	3,514	6,757
December	345	347	692	3,046	3,328	6,374	3,391	3,675	7,066
1978—									
March	530	404	934	3,472	3,442	6,914	4,002	3,846	7,848
June	417	366	783	5,388	5,725	11,113	5,805	6,091	11,896
September	497	452	949	5,974	6,517	12,491	6,471	6,969	13,440
December	246	230	476	4,139	4,404	8,543	4,385	4,634	9,019
1979—									
March	413	387	800	1,989	1,859	3,848	2,402	2,246	4,648
June	360	329	689	2,014	2,272	4,286	2,374	2,601	4,975

(a) Includes SYETP participants.

Source: Commonwealth Department of Employment and Youth Affairs.

Further reference: Retraining schemes in Victoria, *Victorian Year Book 1979*, pp. 247-8

Victorian Government

Employment training and assistance schemes

The Victorian Government recognises the problems associated with unemployment and has initiated several programmes. The Rural Employment Scheme is designed to raise employment in country centres which have experienced above average unemployment, through the support of selected community projects. During 1979, \$5m in subsidies was provided to 137 municipalities.

The Apprenticeship System has encouraged an appreciable increase in the number of apprentices indentured (see also the article on this topic on pages 236-8). In 1979, Victoria had 38,261 persons in training. In December 1978, it was announced, as an additional form of assistance, that the cost of workers compensation premiums for first year apprentices would be met by the Victorian Government from 1 January 1979. The Victorian Government itself had 3,265 apprentices in training in its various authorities at 30 June 1979.

The Special Youth Employment Training Programme (SYETP) is used by the Victorian Government in its various departments and authorities. This Commonwealth Government operated scheme is directed towards young persons who are identified as having particular

difficulty in finding stable employment because of lack of experience and qualifications. In October 1978, 500 positions were allocated under the scheme. In March 1979, a further 500 positions were allocated.

The Work Experience Programme aims to familiarise young persons with an industry work situation, with the purpose of easing the school-to-work transition period. The programme applies to students who have reached either the second year of secondary schooling (i.e., Year 8) or who are over 13 years of age. The students can be employed in a work situation for up to twelve days per term (36 days a year). Some 42,500 persons were involved in this scheme during 1979.

The 1978 Employment Conference (entitled *Work for Tomorrow!*) was held from 12 to 14 December 1978. The Conference drew together representatives and experts from government, employers associations, industry, unions, education, and community bodies to hear and discuss detailed commentaries and issues relating to structural change and the employment situation. The Conference was not organised to discover "easy" solutions to the unemployment problem, but rather to provide a springboard for better community appreciation and understanding of the problem with a view to establishing a basis for future action. (See also the article on this Conference below.)

The Victorian Employment Committee arose out of the December Employment Conference. It was given a wide charter to examine unemployment measures in different areas through a system of eight sub-committees. (See also the article on this Committee below.)

The Public Works Programme has been maintained at the highest possible level. Expenditure in 1978 on government and semi-government projects amounted to \$1,209.3m, an increase of 9 per cent over the previous year.

The Skills Development Programme has been designed to assist young persons to bridge the gap between school and work through concentrated training in literacy, numeracy, personal development, and basic employment skills in specialised areas where an industry demand for workers is evident.

Work for Tomorrow! Conference

In September 1978, the Victorian Government announced that it would hold a national employment conference on structural change and employment issues under the title "Work for Tomorrow!" The Conference would take place over three days from 12 to 14 December 1978, with the participation of governments at all levels, employers, industry, unions, academics, and community groups.

The Conference was organised in the hope of producing short-term initiatives to alleviate unemployment and to seek new approaches to employment and related economic problems in the longer-term. Over 300 delegates and representatives attended the three day conference which was held at the State College of Victoria, Toorak, and chaired by the Vice-Chancellors of the University of Melbourne and La Trobe University.

The first day of the proceedings provided an analysis of structural change in the Australian economy, examining causes of unemployment levels, reviewing current measures, and forecasting future developments. The second day's presentation centred on the employment and social implications of structural change on primary, manufacturing, and tertiary industry; employment for youth; education, training, and re-training; alternative work modes; and the viewpoints of employers and unions.

The last day involved panel discussions on the main issues of the previous two days, followed by a reporting back session to the full conference. The panels discussed technological change and employment, education training and re-training, regional employment, alternative work modes, youth employment, the social consequences of structural change, migrants and employment, and measures designed to increase the opportunities of the unemployed. The Conference concluded with addresses from the leaders of the three major political parties in Victoria.

Victorian Employment Committee

The Victorian Employment Committee was established following the December 1978 *Work for Tomorrow!* Conference. The Committee, under the chairmanship of the

Minister for Youth, Sport and Recreation and Minister of Housing, held its first meeting on 1 February 1979.

The Victorian Employment Committee is a tripartite committee consisting of the main committee, eight sub-committees, and support staff. The main committee comprises representatives of eleven major government and non-government bodies keenly interested in employment matters, for example, the Youth Council of Victoria, the Technical Education Council of Victoria, the Victorian Employers Federation, and the Victorian Trades Hall Council. The eight sub-committees are made up of a chairman, who is a Victorian Employment Committee member, and several other invited members. The titles of these sub-committees are: Technological Change and Alternative Work Modes, Small Business and Co-operatives, Community Involvement and Public Awareness, Assistance to Groups with Special Needs, Economic Policy, Education, Training and Re-training, Youth Employment, and Regional Employment and Development.

The main functions of the Victorian Employment Committee are to:

- (1) Examine employment and employment related matters of relevance to Victoria;
- (2) report to the Victorian Cabinet Employment Sub-committee on employment and employment related programmes and policies upon which the Victorian Government might:
 - (i) recommend action to the Commonwealth Government;
 - (ii) take action itself;
 - (iii) recommend action by local government authorities; or
 - (iv) recommend action by the private sector; and
- (3) continually recommend additional employment policies for Victoria to meet changing needs.

The Victorian Employment Committee acknowledges that unemployment is a world-wide problem, and is likely to be so for the decade ahead. Thus, policy needs to be developed bearing in mind this extended period of time. The extent of the problem is indicated by the low and even negative growth in employment at the same time as a net increase in the labour force is occurring. The gravity of the problem is further illustrated by the disproportionate magnitude of youth unemployment which shows no immediate signs of abating.

The Committee further acknowledges that events overseas, as well as in almost all areas of Commonwealth, State, and local government policy, impinge either directly or indirectly on employment. In doing so, the Committee recommends that the impact on employment should be a major consideration in all policy decisions.

The Victorian Employment Committee sees its role, therefore, as seeking ways and recommending the policies to encourage the development of new and permanent jobs in Victoria. In addition, the Committee seeks ways and recommends policies to alleviate the burden of unemployment on the unemployed themselves and encourage means of improving their general employability and situation.

The Committee has funded a total of fifteen projects since its inception. These projects have various aims such as providing assistance for the unemployed, providing information on employment which had previously been unavailable, job creation, and investigating alternate work modes.

EMPLOYMENT AND UNEMPLOYMENT STATISTICS

Introduction

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

Comprehensive information on the major characteristics of the Australian labour force is derived primarily from three regular collections conducted by the Australian Bureau of Statistics: (1) the five-yearly Census of Population and Housing, which provides the most detailed data available; (2) the monthly population survey, which provides regular broad estimates of the labour force between population censuses; and (3) the monthly collections from employers who pay pay-roll tax and also from government bodies, which provide estimates by detailed industry groups of the number of wage and salary earners in the

community (excluding employees in agriculture and private domestic service). The statistical series showing this information is known as the civilian employees series. As well, the population survey and pay-roll tax frameworks are regularly used to provide more detailed information on specific significant aspects of the labour force, for example, job vacancies, overtime worked, school leavers, labour force experience, and the characteristics of persons looking for work and persons not in the labour force (for example, discouraged job-seekers).

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

Census data

At the 1976 Census, the following questions were asked to determine a person's labour force status:

- (1) Did the person do any work at all last week?
- (2) Did the person have a full-time or part-time job, business, profession, or farm of any kind last week?
- (3) Was the person temporarily laid off by employer without pay for the whole of last week?
- (4) Did the person look for work last week?

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

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

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

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

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

For some broad tables showing the occupational status and major industry and occupation groups of Victorians at the 1976 Census, and for additional information about the 1976 Census, reference should be made to the section entitled *Characteristics of the population, Census results*, on pages 187-90 of this *Year Book*.

The main value of Census information on the labour force is, however, to provide data for small geographic areas and for very detailed industry and occupation groups. Information on the labour force at this level of detail cannot be obtained from any other source because data from the monthly population survey, which is the most appropriate source of up to date, broad data on the labour force, would be subject to such high

sampling variability as to make it unreliable for most reasonable uses. Space considerations prevent the publication of this detailed Census data in the *Victorian Year Book*, but it is available on request from the Australian Bureau of Statistics.

Population survey data

Introduction

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

The survey provides particulars of the demographic composition of the labour force, and broad estimates of occupational status, occupation, industry, and hours of work. The principal survey component is referred to as the labour force survey. Supplementary collections are also carried out from time to time in conjunction with the labour force survey (see pages 256-63).

As mentioned on page 254, estimates from both the labour force survey and the supplementary collections are subject to sampling error. Space considerations do not allow the inclusion of standard errors for all estimates from the population survey shown in this section. However, the following tables give the approximate standard errors for estimates of various sizes:

VICTORIA—POPULATION SURVEY: STANDARD ERRORS OF ESTIMATES
(’000)

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

VICTORIA—POPULATION SURVEY:
STANDARD ERRORS OF ESTIMATES OF MONTH TO MONTH MOVEMENTS
(’000)

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

Labour force survey

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

Each survey includes all persons 15 years of age and over (including full-blood Aboriginals) except: members of the permanent defence forces; certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations; non-Australians on tour or holidaying in Australia; and members of non-Australian defence forces (and their dependants) stationed in Australia.

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

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

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

Information available includes: (1) for *employed persons* the age, birthplace, year of arrival in Australia, participation rates, hours worked, the number by reasons for persons who worked less than 35 hours, and details of industry and hours worked by married women; (2) for *unemployed persons* the age, birthplace, unemployment rates, the number who were looking for full-time or part-time work, and details of occupation, industry, and duration of unemployment; and (3) for *persons not in the labour force* details of their major activity, their intentions regarding entering or re-entering the labour force, whether they had ever held a regular job and, if so, how long ago, and for what reasons they had left it, and their educational qualifications.

Summary information from recent labour force surveys is shown in the tables on pages 245-9.

Supplementary surveys

Although emphasis in the population survey is placed on the regular collection of data on demographic and labour force characteristics, supplementary surveys of particular aspects of the labour force are carried out from time to time. The results of these surveys are published separately. A brief description of the subjects for which results have been published up to the end of 1979, supported by some of the major data findings, follows.

Annual and long-service leave

Surveys conducted in February 1969 and August 1974 obtained information about the amount and timing of paid annual leave taken by wage and salary earners during a twelve month period. In May 1979, a survey was conducted in order to obtain information about the amount and timing of paid annual leave and long-service leave taken by employees during the period from May 1978 to April 1979.

VICTORIA—ALL EMPLOYEES (a) : NUMBER OF WEEKS OF PAID ANNUAL LEAVE (b) TAKEN, MAY 1978 TO APRIL 1979

Particulars	Number of weeks									Total
	Less than one	1	2	3	4	5	6	7	8 and over	
Number of employees ('000)	453.6	66.9	149.7	193.6	356.0	62.4	31.8	12.2	67.8	1,394.0
Per cent of total	32.5	4.8	10.7	13.9	25.5	4.5	2.3	0.9	4.9	100.0

(a) In May 1979.

(b) Annual leave (also referred to as recreation leave, holiday leave, vacation leave) is a period (usually four weeks) of paid absence from work for leisure or recreational purposes to which an employee becomes entitled each year after a continuous period of service with one employer or in an industry, as specified in awards, etc.

VICTORIA—NUMBER OF WEEKS OF LONG-SERVICE LEAVE (a) TAKEN BY EMPLOYEES AGED 25 YEARS AND OVER, MAY 1978 TO APRIL 1979

Particulars	Number of weeks				Total
	1-2	3-4	5-8	9 and over	
Number of employees ('000)	7.7	12.5	10.3	6.6	37.1
Per cent of total	20.7	33.7	27.8	17.8	100.0

(a) Long-service leave (or furlough) is a period of paid absence from work to which an employee becomes entitled after a number of years of continuous service with one employer, or in an industry, the initial entitlement usually being three months after ten or fifteen years service, as specified in Federal or State legislation.

NOTE. For further information, see Australian Bureau of Statistics publication *Annual and long-service leave, May 1979* (6317.0).

Child care

Surveys conducted in May 1969, May 1973, and May 1977 obtained for persons who were in the labour force and who also had the responsibility of the care of children under 12 years of age, information about the arrangements they made to have their children cared for while they themselves were at work (including arrangements for after-school and school holiday care). The inquiries were directed mainly to working mothers, but males with the sole responsibility for children were also included.

VICTORIA—PERSONS RESPONSIBLE FOR CHILDREN UNDER 12 YEARS OF AGE: LABOUR FORCE STATUS OF PERSON RESPONSIBLE BY NUMBER AND AGE OF CHILDREN, MAY 1977

Labour force status	Number and age of children for whom responsible								
	Under 6 years (a)			6-11 years (b)			Under 12 years		
	One	Two or more	Total	One	Two or more	Total	One	Two or more	Total
In the labour force—									
Number ('000)	65.2	30.1	95.2	77.5	52.8	130.3	75.8	105.7	181.6
Labour force participation rate (c)	40.3	27.9	35.3	49.5	48.0	48.9	46.5	40.2	42.6
Not in the labour force ('000)	96.7	77.7	174.4	79.0	57.3	136.3	87.1	157.2	244.2
Total ('000)	161.8	107.8	269.6	156.4	110.1	266.5	162.9	262.9	425.8

(a) Includes persons responsible also for children aged 6 to 11 years.

(b) Includes persons responsible also for children under 6 years of age.

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

NOTE. For further information, see Australian Bureau of Statistics publication *Child care*, May 1977 (4402.0)

Educational attainment of the labour force

A survey conducted in February 1979 obtained information about the highest educational qualifications attained by persons in the labour force. For persons with post-school qualifications, the information included the field of study and for those who did not complete their schooling, it included the age at which they had left school.

VICTORIA—PERSONS IN THE LABOUR FORCE:
EDUCATIONAL ATTAINMENT AND EMPLOYMENT STATUS, FEBRUARY 1979
(‘000)

Particulars	Males	Females	Persons		
			Employed	Unemployed	Labour force
With post-school qualifications—					
Degree or equivalent	83.1	36.5	115.3	(a)	119.7
Trade, technical level	322.1	159.0	462.5	18.6	481.1
Other	7.6	(a)	9.7	(a)	10.5
Total	412.8	198.5	587.5	23.8	611.3
Without post-school qualifications —					
Attended highest secondary level	114.6	75.3	174.5	15.4	189.9
Did not attend highest level of secondary school and left at age (years)—					
16-17	167.2	122.9	268.8	21.3	290.1
14-15	294.8	198.4	453.1	40.1	493.2
Under 14	86.6	44.4	121.5	9.5	131.0
Total (b)	560.1	372.0	859.8	72.2	932.0
Total (c)	676.0	449.1	1,037.0	88.1	1,125.1
Still at school (d)	15.7	16.4	26.4	(a)	32.1
Grand total	1,104.6	664.0	1,650.9	117.6	1,768.6

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

(b) Includes 17,700 persons (11,500 males) who left school at 18 years of age or over.

(c) Includes persons with no formal education.

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

NOTE. For further information, see Australian Bureau of Statistics publication *The labour force: educational attainment*, February 1979 (6235.0).

Employment status of teenagers

For the August 1978 survey period, detailed estimates of the labour force characteristics of persons aged 15 to 19 years were provided. Information on the employment status, industry, occupation, weekly hours worked, and duration of unemployment of teenagers was obtained.

Evening and night work

In November 1976, a survey, based on the then quarterly population survey, was conducted in order to obtain information about the number of wage earners who, in their

main job, had worked between 7.00 p.m. and 5.30 a.m. at any time during a specified four-week period. Data collected on such persons included their family status, marital status, birthplace, industry, and occupation.

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

Surveys in November 1974 and November 1975 obtained information by family status, and labour force characteristics, about the population aged 15 years and over.

Frequency of pay

In August 1974, 1976, and 1977, surveys were conducted of the frequency of pay (whether weekly, fortnightly, or monthly) of wage and salary earners employed, by industry and occupation.

VICTORIA — EMPLOYED WAGE AND SALARY EARNERS:
FREQUENCY OF PAY, AUGUST 1977

Particulars	Frequency of pay						Total (a)	
	Weekly		Fortnightly		Monthly		'000	per cent
	'000	per cent	'000	per cent	'000	per cent		
Males	536.2	63.3	238.7	28.2	62.6	7.4	846.7	100.0
Females	310.0	60.1	178.3	34.6	17.9	3.5	515.7	100.0
Persons	846.2	62.1	416.9	30.6	80.5	5.9	1,362.5	100.0

(a) Includes 9,200 males (1.1 per cent) and 9,500 females (1.8 per cent) paid at other intervals.

NOTE. For further information, see Australian Bureau of Statistics publication *Frequency of pay*, August 1977 (6320.0).

Job tenure

Surveys conducted in February 1974, February 1975, and August 1976 obtained details of the length of time employed wage and salary earners had been in the job.

VICTORIA — EMPLOYED WAGE AND SALARY EARNERS:
DURATION OF CURRENT JOB (a), AUGUST 1976
(per cent)

Duration of current job	Males	Married women	All females	Persons
Under 3 months	7.1	10.3	11.6	8.8
3 months and under 6 months	5.7	7.3	8.0	6.5
6 months and under 1 year	8.0	10.3	11.6	9.3
Total under 1 year	20.7	27.8	31.1	24.6
1 year and under 2 years	9.9	14.6	15.3	12.0
2 years and under 3 years	9.5	12.4	13.0	10.8
3 years and under 4 years	7.4	10.1	9.6	8.2
4 years and under 5 years	5.7	6.7	6.0	5.8
5 years and under 10 years	18.8	18.0	15.6	17.6
10 years and under 15 years	11.5	5.6	4.8	9.0
15 years and under 20 years	6.0	2.5	2.3	4.6
20 years and over	10.5	2.2	2.2	7.4
Total	100.0	100.0	100.0	100.0

(a) The different definition of a job for this table as compared with the table for labour mobility on page 260 should be noted. For the purpose of this survey, a job was defined as employment as a wage or salary earner by a particular employer.

NOTE. For further information, see Australian Bureau of Statistics publication *Job tenure*, August 1976 (6211.0).

Labour force experience

Surveys in respect of the years 1968, 1972, 1974, 1975, 1976, and 1978 were conducted to obtain information about the labour force experience of civilians of 15 years of age and over. Details obtained included the length of time during which persons were employed, unemployed, or not in the labour force, the number of times they were unemployed, and other aspects of labour force experience.

VICTORIA — PERSONS IN THE LABOUR FORCE AT
SOME TIME DURING 1978: LENGTH OF TIME IN THE
LABOUR FORCE DURING THE YEAR
(’000)

Length of time in the labour force during 1978 (weeks)	Males	Married women	All females	Persons
1 and under 4	13.5	(a)	16.4	29.9
4 and under 13	27.2	28.5	52.7	80.0
13 and under 26	18.0	27.3	37.3	55.4
26 and under 39	32.7	34.3	47.5	80.2
39 and under 49	43.7	52.7	78.5	122.2
49 and under 52	38.7	22.8	32.3	71.1
52	961.0	300.1	470.8	1,431.8
Total	1,134.9	472.3	735.6	1,870.4

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

VICTORIA — PERSONS EMPLOYED AT SOME TIME
DURING 1978: NUMBER OF JOBS HELD DURING THE YEAR
(’000)

Number of jobs held during 1978	Males	Females	Persons
One	921.1	607.4	1,528.5
Two	130.7	61.2	191.9
Three	33.7	17.9	51.6
Four	9.7	9.6	16.8
Five	13.1		7.0
Six or more			8.7
Total	1,108.3	696.1	1,804.4

VICTORIA — PERSONS WHO LOOKED FOR WORK AT SOME
TIME DURING 1978: NUMBER OF PERIODS OF LOOKING FOR WORK
(’000)

Number of periods of looking for work	Males	Females	Persons
One	127.5	106.4	233.9
Two	17.5	13.4	30.9
Three	(a)	{ (a)	8.2
Four and over	(a)		7.4
Total	156.4	124.0	280.4

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

VICTORIA — PERSONS WHO LOOKED FOR WORK AT SOME TIME
DURING 1978: TIME SPENT LOOKING FOR WORK IN THE YEAR
(’000)

Time spent looking for work (weeks)	Persons	Time spent looking for work (weeks)	Persons
1 and under 2	18.9	8 and under 13	37.9
2 and under 3	21.0	13 and under 26	52.9
3 and under 4	14.0	26 and under 52	55.4
4 and under 5	30.5	52	22.2
5 and under 6	7.9		
6 and under 8	19.8	Total	(a) 280.4

(a) Fifteen per cent of persons in the labour force at some time during 1978 looked for work at some time during the year. The figures for males and females were 13.8 per cent and 16.9 per cent, respectively.

NOTE. For further information, see Australian Bureau of Statistics publication *Labour force experience during 1978* (6206.0).

Labour mobility

Surveys conducted in November 1972, February 1975, February 1976, and February 1979 obtained information about some aspects of the mobility of the labour force, e.g., for how long employed persons had held their current jobs and employees had worked at their current locations.

VICTORIA — PERSONS EMPLOYED AT THE END OF 1978: DURATION OF JOB (a)
('000)

Duration of job held at the end of 1978	Males	Married women	All females	Persons
Under 3 months —				
Temporary	16.5	(b)	15.0	31.4
Permanent	49.2	18.1	33.5	82.7
Total under 3 months	65.7	23.6	48.4	114.1
3 months and under 6 months	68.4	23.1	43.7	112.2
6 months and under 1 year	91.7	40.2	70.9	162.6
Total under 1 year	225.8	86.9	163.1	388.9
1 year and under 2 years	122.5	56.0	94.1	216.6
2 years and under 3 years	81.9	37.1	63.1	145.0
3 years and under 4 years	84.0	36.6	53.2	137.2
4 years and under 5 years	69.7	39.1	54.0	123.6
5 years and under 10 years	179.8	82.8	108.7	288.5
10 years and under 20 years	159.0	41.9	52.4	211.4
20 years and over	98.8	11.1	17.4	116.1
Total	1,021.5	391.6	605.8	1,627.4

(a) The different definition of a job for this table as compared with the table for job tenure on page 258 should be noted. For the purpose of this survey a job was defined as: (1) employment as a wage or salary earner by a particular employer, or (2) self-employment (with or without employees).

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

NOTE. For further information, see Australian Bureau of Statistics publication *Labour mobility* February 1979 (6209.0).

Leavers from schools, universities, and other educational institutions

Surveys were carried out in February of each year from 1964 to 1974 to obtain information about persons between the ages of 15 and 24 years who had attended full-time at a school, university, or other educational institution at some time in the previous year, and who were intending either to return to full-time education, or not to return to full-time education (described as leavers). In 1975 and 1976, the surveys were conducted in May and this enabled details to be obtained of those who either had, or had not, returned to full-time education in those years. Additional information obtained from the May 1975 survey concerned the employment status, the industry, and occupation of those in the labour force at that time, and some details about the tertiary education experience of persons who had left school during the years 1970 to 1974. Additional information obtained from the May 1976 survey concerned the current employment status of persons aged 15 to 64 years, their age on leaving school, and the year in which they had left. In 1977, the survey was conducted in August and information was obtained about persons aged 15 to 25 years who had attended an educational institution in 1976 or 1977. Leavers were classified according to employment status, birthplace, weekly earnings, industry, and occupation. In 1978, the survey was again conducted in August, while in 1979 the survey was conducted in May.

VICTORIA — LEAVERS (a) : EMPLOYMENT STATUS, MAY 1979

Particulars	Employment status				Total leavers		Total	
	Employed	Unemployed	Labour force	Not in labour force	Aged 15-19 years	Aged 20-25 years	Number	Participation rate (b)
	'000	'000	'000	'000	'000	'000	'000	per cent
Males	35.2	7.4	42.6	(c)	31.3	12.1	43.4	98.1
Females	24.3	6.4	30.7	(c)	27.2	6.5	33.7	91.2
Persons	59.5	13.8	73.3	(c)	58.5	18.6	77.1	95.1

(a) Leavers from schools, universities, or other educational institutions are defined as persons aged 15 to 25 years who, at the time of the survey, were not attending an educational institution full-time and who had completed or withdrawn from a course they were attending full-time at an educational institution in 1978.

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

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

NOTE. For further information, see Australian Bureau of Statistics publication *Leavers from schools, universities, or other educational institutions* May 1979 (6227.0).

Migrants in the labour force

From surveys conducted each quarter between 1972 and 1976, information concerning overseas-born persons in the civilian labour force was published in a special consolidated publication entitled *Migrants in the labour force, 1972 to 1976* (6230.0).

Multiple jobholding

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

VICTORIA — MULTIPLE JOBHOLDERS (a), AUGUST 1979

Particulars	Males			Females			Persons		
	Married	Not married (b)	Total	Married	Not married (b)	Total	Married	Not married (b)	Total
Number ('000)	26.2	9.3	35.5	9.6	6.6	16.2	35.8	15.9	51.7
Per cent of labour force (c)	3.4	2.8	3.3	2.4	2.8	2.5	3.1	2.8	3.0

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

(b) Never married, widowed, and divorced.

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

NOTE. For further information, see Australian Bureau of Statistics publication *Multiple jobholding*, August 1979 (6216.0).

Persons looking for work

Surveys conducted in May 1976, November 1976, May 1977, July 1978, and July 1979 obtained information about persons who had recently been looking for work, including particulars of their last job, difficulties experienced in finding a job, family status, and duration of last job.

VICTORIA — PERSONS LOOKING FOR WORK: MAIN DIFFICULTY IN FINDING WORK BY DURATION OF CURRENT PERIOD OF UNEMPLOYMENT, JULY 1979

Main difficulty in finding work	Duration of current period of unemployment (weeks)					Average duration of current period of unemployment
	1 and under 8	8 and under 26	26 and over	Total	Per cent of total	
	'000	'000	'000	'000	per cent	weeks
Own ill health or handicap	(b)	(b)	3.6	4.5	5.1	54.0
Considered by employers to be too young or too old	3.1	(b)	7.8	13.5	15.3	36.0
Unsuitable hours	(b)	(b)	(b)	4.5	5.1	20.7
Too far to travel/transport problems	(b)	(b)	(b)	4.4	4.9	17.1
Lacked necessary education, training, or skills	(b)	(b)	3.3	6.0	6.8	30.0
Insufficient work experience	(b)	(b)	3.2	8.0	9.0	28.0
No vacancies in line of work	6.8	5.1	5.5	17.4	19.6	23.8
No vacancies at all	7.4	7.1	8.4	22.9	25.9	26.7
Other difficulties (a)	(b)	(b)	(b)	4.9	5.5	28.7
No difficulties reported	(b)	(b)	(b)	(b)	(b)	2.8
Total	29.0	24.2	35.3	88.5	100.0	27.9

(a) Includes about 1,400 persons whose main difficulty was language problems.

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

NOTE. For further information, see Australian Bureau of Statistics publication *Persons looking for work* July 1979 (6222.0).

Persons not in the labour force

Surveys conducted in November 1975, May 1977, March 1979, and September 1979 obtained information about persons aged 15 to 64 years who were not in the labour

force. In particular, details obtained concerned their intentions regarding entering or re-entering the labour force, whether they had ever held a regular job and, if so, how long and for what reason they had left it, and their educational qualifications. Information was sought on the number and characteristics of discouraged job-seekers.

VICTORIA — PERSONS AGED 15 TO 64 YEARS WHO WERE NOT IN THE LABOUR FORCE AND WHO WANTED A JOB (a) : REASON FOR NOT LOOKING FOR WORK, MARCH 1979
(‘000)

Reason for not looking for work	Males	Females	Persons
Had a job to go to	(d)	(d)	(d)
Personal considerations (b)	20.6	40.9	61.5
Family considerations (c)	(d)	50.5	50.8
Discouraged —	(d)	12.3	14.8
Considered too young or too old	(d)	(d)	(d)
No jobs in locality or line of work	(d)	8.8	10.7
No jobs in suitable hours	(d)	(d)	(d)
Other reasons	(d)	(d)	5.6
Total	26.4	113.6	140.0

(a) Persons who wanted a job were those who were neither employed at the time of the survey nor had looked for work in the four weeks before the interview week, who answered "yes" or "maybe" to the question: "Even though you have not been looking for work would you like a full-time or part-time job now?"

(b) Includes own ill health, physical disability or pregnancy; studying or returning to studies; and no necessity to work.

(c) Includes such matters as ill health of another person; inability to find child care; children thought to be too young; a preference for looking after children; and disapproval by the person's spouse.

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

VICTORIA — REASONS FOR NOT LOOKING FOR WORK: ALL RESPONSES (a) OF PERSONS AGED 15 TO 64 YEARS WHO WERE NOT IN THE LABOUR FORCE AND WHO WANTED A JOB (b), MARCH 1979
(‘000)

Reason for not looking for work	Males	Females	Persons
Had a job to go to	(e)	(e)	(e)
Personal considerations (c)	20.6	41.1	61.7
Family considerations (d)	(e)	57.7	58.1
Considered too young or too old	(e)	4.5	5.1
Language or racial difficulties; lack necessary skills, training, or experience	(e)	(e)	(e)
No jobs in locality or line of work	(e)	16.0	19.8
No jobs in suitable hours	(e)	13.7	16.3
Other reasons	(e)	7.7	10.6
Total	32.5	146.4	178.9

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

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

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

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

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

NOTE. For further information, see Australian Bureau of Statistics publications *Persons not in the labour force*, March 1979 (6220.0) and *Persons not in the labour force*, September 1979 (6220.0).

Trade union members

In November 1976, questions were asked at a proportion of the dwellings included in the then quarterly population survey to obtain information about the number of wage and salary earners who were members of trade unions, their industry and occupation, and some of their demographic characteristics.

VICTORIA — TRADE UNION MEMBERS, NOVEMBER 1976

Particulars	Males	Females	Persons
Number ('000)	466.4	212.3	678.6
Per cent of all employees	55	41	50

VICTORIA — TRADE UNION MEMBERS: INDUSTRY AND OCCUPATION,
NOVEMBER 1976
(per cent of all employees)

Industry division	Per cent of all employees	Occupation group	Per cent of all employees
Agriculture, forestry, fishing, and hunting	(a)	Professional and technical	49
Mining	—	Administrative, executive, and managerial	(a)
Manufacturing	59	Clerical	44
Electricity, gas, and water	80	Sales	23
Construction	55	Farmers, fishermen, timber-getters, etc.	(b)
Wholesale and retail trade	24	Transport and communication	72
Transport and storage	68	Tradesmen, production-process workers, and labourers, n.e.c. (c)	65
Communication	95	Service, sport, and recreation	44
Finance, insurance, real estate, and business services	47		
Public administration and defence (b)	62		
Community services	49		
Entertainment, recreation, restaurants, hotels, and personal services	32		
Total	50	Total	50

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

(b) Excludes permanent defence forces.

(c) Includes miners, quarrymen, and related workers.

NOTE: For further information, see Australian Bureau of Statistics publication *Trade union members*, November 1976 (6325.0).

Work patterns of employees

A survey conducted in November 1976 obtained information about the work patterns of employed wage and salary earners, including the number of days worked in a week, the days on which they worked, and the incidence of weekend work.

VICTORIA — EMPLOYEES WHO WORKED IN THE SURVEY WEEK (a) : DAYS ON WHICH WORKED (b), NOVEMBER 1976

Days	Males		Females		Persons	
	Number	Proportion of male employees who worked	Number	Proportion of female employees who worked	Number	Proportion of all employees who worked
	'000	per cent	'000	per cent	'000	per cent
Monday	(c) 746.8	(c) 92.1	(c) 405.1	(c) 83.0	(c) 1,151.9	(c) 88.7
Tuesday	(c) 658.8	(c) 81.2	(c) 348.0	(c) 71.3	(c) 1,006.8	(c) 77.5
Wednesday	776.6	95.8	418.8	85.8	1,195.4	92.0
Thursday	781.9	96.4	424.4	86.9	1,206.2	92.8
Friday	771.1	95.1	419.7	86.0	1,190.8	91.7
Saturday	189.0	23.3	97.9	20.0	286.9	22.1
Sunday	65.7	8.1	37.4	7.7	103.1	7.9

(a) Includes part-time workers.

(b) In main job only.

(c) Affected by the Melbourne Cup Day holiday.

NOTE: For further information, see Australian Bureau of Statistics publication *Work patterns of employees*, November 1976 (6328.0).

Job vacancies surveys

In 1973, the Report of the Advisory Committee on Commonwealth Employment Service Statistics suggested that the Australian Bureau of Statistics should assist the Department of Labour (as it was then known) by participating in an appraisal of the Department's statistics on unemployment and job vacancies. Because of the importance of comprehensive and reliable vacancy statistics for framing general economic policy, the Committee strongly urged that the Bureau carry out quarterly job vacancy surveys. The Bureau conducted mail sample surveys in March 1974, March 1975, March 1976, March 1977, and March 1978 to investigate the practicability of such surveys and to find the most

suitable methodology. From this experience the first of the quarterly surveys was introduced in May 1977 and further surveys were conducted in August 1977, November 1977, February 1978, and May 1978. Details were obtained by telephone and employer respondents appreciated the fact that the reporting load was thereby reduced. Information was obtained quickly and results were usually published within six weeks of the survey date. The May 1978 survey was the last in the series. As part of the measures necessary to bring the activities of the Australian Bureau of Statistics within the resources available to it, the surveys of job vacancies were terminated. Following a subsequent re-appraisal of the situation, quarterly telephone surveys of job vacancies were re-introduced in May 1979 on a similar basis to their previous conduct.

Results from surveys conducted during 1979 are shown in the following table:

VICTORIA — ASPECTS OF JOB VACANCIES, 1979
(‘000)

Particulars	1979		
	May (a)	August	November
Total vacancies	10.6	9.5	8.9
Vacancies by sex —			
Males	4.2	3.3	2.4
Females	(b) 1.7	(b) 1.4	(b) 1.0
Males and females (c)	4.7	4.8	5.4
Vacancies by industry groups —			
Manufacturing (d)	4.1	3.6	2.7
Other industries (e)	6.5	5.9	6.2
Vacancies by employer groups —			
Government sector	2.9	2.3	4.0
Private sector	7.6	7.2	4.8
Job vacancy rate (per cent) (f)	0.9	0.8	0.8

(a) Re-introduction of survey following suspension after the May 1978 survey.

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

(c) Those jobs open to male or female applicants without preference.

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

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

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

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

Overtime surveys

Australian Bureau of Statistics overtime surveys commenced in July 1979 and provide statistics of overtime derived from a sample of employers each month. The survey is carried out by telephone in order to make it easier for respondents to provide the information, and to reduce delays in the collection and publication of results.

The surveys are designed to provide estimates of overtime hours actually worked, the average hours of overtime per employee working overtime, and the average hours of overtime per employee in the survey.

Results from surveys conducted during 1979 are shown in the following table:

VICTORIA — OVERTIME WORKED, 1979

Month	Average weekly overtime hours				Proportion of employees in the survey working overtime	
	Per employee in the survey (a)		Per employee working overtime (b)		Per cent	Standard error (c)
	Hours	Standard error (c)	Hours	Standard error (c)		
1979 —						
July (d)	1.4	0.10	6.7	0.27	20.1	0.60
August	1.4	0.10	7.3	0.28	19.5	0.76
September	1.3	0.10	7.0	0.28	19.1	0.73

VICTORIA — OVERTIME WORKED, 1979—*continued*

Month	Average weekly overtime hours				Proportion of employees in the survey working overtime	
	Per employee in the survey (a)		Per employee working overtime (b)		Per cent	Standard error (c)
	Hours	Standard error (c)	Hours	Standard error (c)		
1979— <i>continued</i>						
October	1.5	0.10	7.4	0.28	19.9	0.73
November	1.5	0.10	7.6	0.29	20.2	0.68
December	1.7	0.10	7.6	0.28	21.9	0.69

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

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

(c) See page 254 for information on the interpretation of standard error.

(d) First month in which the survey was conducted.

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

Labour turnover surveys

Labour turnover surveys were designed to provide estimates of engagement rates and separation rates in certain specified industry groups. Surveys were conducted in the month of March of each year from 1949 (except for 1951 and 1954) up to 1976 and in the month of September for the years 1954 to 1966. This series has since been suspended. Results from these surveys are available in Australian Bureau of Statistics publications *Labour turnover* (6210.0).

Civilian employees series

Details of collection

Estimates from the civilian employees series generally relate only to civilian wage and salary earners, not the total labour force. They therefore exclude employers, self-employed persons, unpaid helpers, and the unemployed. Also excluded, because of the inadequacy of current data, are wage and salary earners in agriculture and private households employing staff. The concepts and definitions applicable to these estimates are those adopted at the 1976 Population Census, which conformed closely to the recommendations of the Eighth International Conference of Labour Statisticians held in Geneva in 1954.

Current data supplied by reporting enterprises or establishments generally refer to persons on the payroll for the last pay-period in each month. Persons who are on paid leave or who work during part of the pay-period and are unemployed or on strike during the rest of the period are generally counted as employed. Those not shown on employers' payrolls because they are on leave without pay, on strike, or stood down for the entire period are excluded.

The estimates, except those relating to government employees and defence forces, are based on comprehensive data (referred to herein as "benchmarks") derived for the purpose from population censuses and other sources.

The data needed to derive the estimates for periods subsequent to benchmark dates are obtained from three main sources: (1) current payroll tax returns; (2) current returns from government bodies; and (3) some other current returns of employment (e.g., for hospitals); the balance, i.e., unrecorded private employment, is estimated. At July 1979, recorded employment obtained from the foregoing sources accounted for about 85 per cent of the employees in the industries covered. Month-to-month changes shown by current data are linked to the benchmark data to derive the monthly estimates.

Although the series generally measure the short-term trends in employment in the defined field reasonably well, they may be less reliable for longer-term measurement. There are conceptual differences between benchmark and current data, and changes in such factors as labour turnover, multiple jobholding, and part-time working all affect the trend over longer periods. Also, increases in payroll tax exemption levels may result in a reduction in the number of businesses liable for payroll tax and, as a consequence, increase the size of the unrecorded sector for which employment has to be estimated. Such a reduction is more significant in those industries, such as retail trade, in which there is a high proportion of businesses with few employees. With an increase in exemption levels a

greater degree of estimation may be required in producing employment estimates for those industries.

For these reasons, it becomes necessary to amend the series from time to time. A decision to do so depends upon an analysis of the estimates, trends in labour turnover, multiple jobholding, and part-time work, and comparisons of the estimates with data available from other sources such as population censuses, labour force surveys, and economic censuses and surveys. The series was extensively revised late in 1979. The revised estimates, which incorporate revised benchmarks, are not compatible with those published prior to the issue of Australian Bureau of Statistics publications *Civilian employees*, July 1979 (6212.0 and 6213.0).

Despite the conceptual difficulties surrounding it, the civilian employees series serves a useful purpose in that it provides more comprehensive monthly information on certain topics (e.g., industry breakdown of civilian wage and salary earners) than is available from the population survey.

Statistics

The following table shows, for Victoria, the estimated number of civilian employees in the principal industry groups at June for each of the years 1971 and 1976 to 1979. The industry classification used is the Australian Standard Industrial Classification (ASIC), described in the Australian Bureau of Statistics publication *Australian Standard Industrial Classification (preliminary edition)*, 1969, Volume 1 (1201.0). Employment estimates for this industry classification are available from June 1966 onwards.

VICTORIA — CIVILIAN EMPLOYEES: INDUSTRY GROUPS (a) :
AT LAST PAY PERIOD IN JUNE
(‘000)

Industry group	1971	1976	1977	1978	1979
Forestry, fishing, and hunting	2.6	2.8	3.0	2.9	2.8
Mining	6.2	4.8	4.7	4.8	4.9
Manufacturing —	446.0	414.5	403.2	392.2	396.3
Food, beverages, and tobacco	58.8	57.5	57.4	53.6	53.1
Textiles	29.2	24.1	20.8	20.5	20.1
Clothing and footwear —	60.6	49.3	45.2	44.8	45.3
Knitting mills, clothing	49.6	41.9	38.0	37.3	37.5
Footwear	11.0	7.4	7.2	7.5	7.8
Wood, wood products, and furniture —	19.5	20.2	20.1	19.4	18.8
Wood and wood products	13.2	13.2	13.2	12.7	12.2
Furniture and mattresses	6.3	7.0	6.9	6.7	6.5
Paper and paper products, printing	35.4	33.6	33.5	33.2	33.3
Chemical, petroleum, and coal products	22.9	21.1	21.3	21.6	21.7
Non-metallic mineral products	13.6	13.4	13.6	12.8	12.6
Basic metal products	11.8	10.8	10.8	11.0	11.3
Fabricated metal products	35.8	34.4	33.6	32.9	32.9
Transport equipment	61.8	63.1	62.3	60.9	64.8
Other machinery and equipment	67.2	59.1	57.4	54.7	55.2
Miscellaneous manufacturing	29.5	27.9	27.0	26.6	27.3
Electricity, gas, and water	29.5	30.5	30.6	31.7	32.1
Construction (b)	86.9	86.4	86.8	83.6	80.5
Wholesale and retail trade —	241.2	259.5	261.2	261.1	264.2
Wholesale trade	96.7	94.7	93.2	91.7	92.7
Retail trade —	144.5	164.8	168.0	169.5	171.5
Motor vehicle dealers and petrol and tyre retailers	39.1	42.2	42.8	41.8	40.6
Other retail trade	105.4	122.6	125.2	127.6	131.0
Transport and storage —	62.3	68.8	69.0	68.4	69.7
Road transport	25.1	27.3	27.6	27.1	27.9
Rail and air transport	21.8	23.9	23.7	23.7	23.6
Water transport	9.0	8.0	7.4	7.3	7.3
Other transport and storage	6.3	9.5	10.4	10.3	10.9
Communication (b)	32.2	35.1	35.2	35.1	34.6
Finance, insurance, real estate, and business services —	100.0	105.9	108.6	108.7	110.3
Finance and investment —	37.3	38.8	39.6	40.0	41.2
Banking	27.0	29.5	30.1	30.2	30.7
Other finance	10.3	9.2	9.6	9.8	10.4

VICTORIA — CIVILIAN EMPLOYEES: INDUSTRY GROUPS (a) :
AT LAST PAY PERIOD IN JUNE—*continued*
(^{'000})

Industry group	1971	1976	1977	1978	1979
Finance; insurance, etc.— <i>continued</i>					
Insurance	20.7	19.9	20.5	20.1	20.0
Real estate and business services	42.0	47.2	48.4	48.6	49.1
Public administration and defence (c)	44.8	55.5	56.3	58.5	59.3
Community services —	160.2	220.4	230.0	238.1	243.2
Health	62.5	90.3	95.1	98.8	101.3
Education, libraries, museums, and art galleries	66.0	92.1	96.6	100.1	102.4
Welfare, religious institutions, and other community services	31.7	38.0	38.4	39.1	39.5
Entertainment, recreation, restaurants, hotels, and personal services (d)	60.7	68.2	67.6	67.8	68.6
Total	1,272.6	1,352.4	1,356.3	1,352.9	1,366.5

(a) Excludes employees in agriculture and private households employing staff.

(b) Because estimates of Australian Telecommunications Commission employees are not available separately for the construction and communication industry groups, all employees of the Commission, except those in the manufacturing industry, have been included in the communication industry group.

(c) Excludes permanent defence forces.

(d) Excludes private households employing staff.

NOTE. The estimates contained in this table are based on revised benchmarks and other data and are not compatible with estimates published in previous editions of the *Victorian Year Book*. The revisions were made on the basis of data from the 1971 and 1976 Censuses of Population and Housing, labour force surveys, economic censuses and surveys, payroll tax returns, returns from government bodies, and other employment returns.

The following table shows, for Victoria, the estimated number of civilian employees in the government and private sectors at June for each of the years 1971 and 1976 to 1979. Government sector employees comprise not only administrative employees but also all other employees of government bodies (Commonwealth, State, local, and semi-government) on services such as railways, tramways, road transport, banks, postal and telecommunications, air transport, education (including universities, colleges of advanced education, etc.), radio, television, police, public works, factories and munitions establishments, marketing authorities, public hospitals (other than those run by charitable or religious organisations), and departmental hospitals and institutions.

VICTORIA — CIVILIAN EMPLOYEES: GOVERNMENT AND PRIVATE SECTORS

At 30 June—	Government sector							Private sector		
	Commonwealth		State (a)		Local (a)		Total		Number	Proportion of total employees
	Number	Proportion of total employees	Number	Proportion of total employees	Number	Proportion of total employees	Number	Proportion of total employees		
	'000	per cent	'000	per cent	'000	per cent	'000	per cent	'000	per cent
1971	90.5	7.1	194.5	15.3	21.9	1.7	307.0	24.1	965.6	75.9
1976	96.7	7.2	240.0	17.7	27.6	2.0	364.3	26.9	988.1	73.1
1977	96.3	7.1	248.6	18.3	29.1	2.2	374.0	27.6	982.3	72.4
1978	96.7	7.1	256.0	18.9	30.6	2.3	383.3	28.3	969.6	71.7
1979	96.9	7.1	260.4	19.1	31.6	2.3	388.9	28.5	977.5	71.5

(a) Excludes State and local government employees engaged in agriculture or in private homes as employees of government emergency housekeeper services.

NOTE. The estimates contained in this table are based on revised benchmarks and other data and are not compatible with estimates published in previous editions of the *Victorian Year Book*.

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