

3 Labour



INTRODUCTION

The major topics covered in this chapter are the labour force, employment, unemployment, earnings, hours of work, labour costs, education and training, industrial disputes and trade unions. The data provided has been derived from the Monthly Labour Force Survey and associated Supplementary surveys and employer based labour collections. The conceptual framework adopted by the ABS for collecting labour force statistics (see figure 4 on page 56) is compatible with the standards recommended by the International Labour Organisation (ILO). Further detail regarding these statistics is contained in the publications listed at the end of this chapter.

The labour force

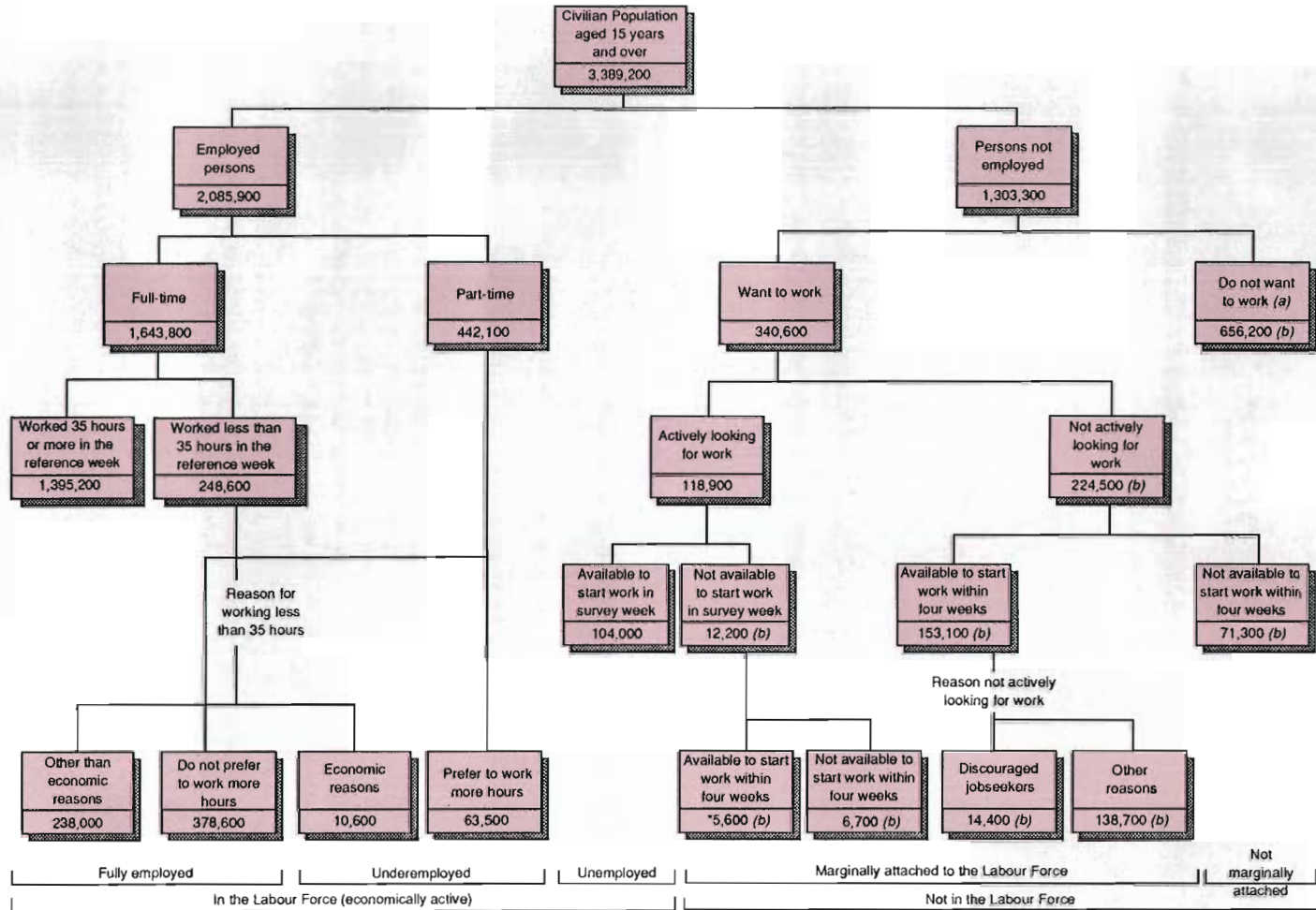
The concept of the labour force is the basis for the measurement of employment and unemployment. The labour force is a measurement of the total official supply of labour which is available to the labour market in a given reference week. It is broadly defined as those persons aged 15 and over who are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

Employment and unemployment

In August 1990 there were 2,073,100 persons employed in Victoria. This figure comprised 1,200,200 males (58 per cent) and 872,900 females (42 per cent). Of the employed females, 61 per cent were married. The number of employed persons in Victoria represented 60 per cent of the civilian population aged 15 years or more, an increase of 2.0 per cent over the August 1980 figure. The increase in this employment/population ratio was due to the increased employment of females, rising from 22 per cent of the civilian population in August 1980 to 25 per cent in August 1990. By comparison, the male employment/population ratio decreased from 36 per cent in August 1980 to 35 per cent in August 1990. Almost 53 per cent of persons employed are in the 25-44 year age group.

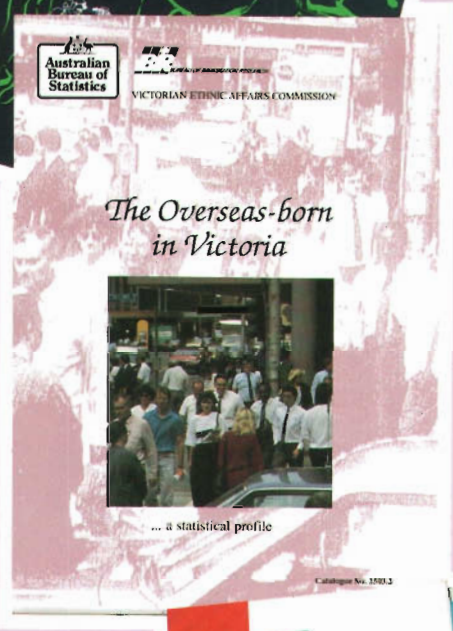
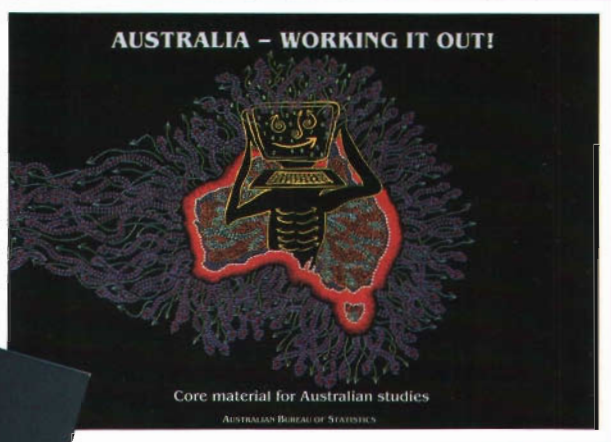
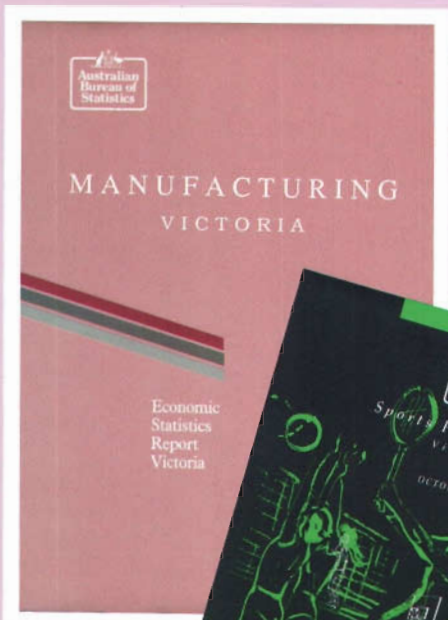
A total of 138,800 Victorians were unemployed in August 1990, compared with 93,600 unemployed in August 1989. Males comprised 53 per cent of the unemployed in August 1990 and females comprised 47 per cent. The majority of unemployed females (62 per cent) were not married.

The trend of declining unemployment rates which had been occurring in Victoria since 1983 has undergone a reversal since August 1989. The August 1990 Victorian unemployment rate of 6.3 per cent increased by almost 2.0 per cent from the August 1989 rate, however it remained below the Australian rate of 7.0 per cent. The unemployment rate for males in August 1990 was 5.8 per cent compared with the rate of 6.9 per cent for females. A significant difference existed in the unemployment rates of married and unmarried women. The unemployment rate for married females was 4.5 per cent compared with a rate of 11.2 per cent for unmarried females.



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

Figure 4. The Labour Force framework, Victoria, September 1989



A RANGE OF RECENT PUBLICATIONS PRODUCED BY ABS VICTORIA.

The *Stats Pack* resource kit contains core package material (plus optional extras) aimed at providing accessible and affordable information for a range of VCE subjects.





LABOUR

Top - The changing face of Australia,
Collins Street, Melbourne.
*(Department of Immigration, Local
Government and Ethnic Affairs)*

Left.- Welder on the job.
*(Department of Industry and Economic
Planning)*

Above - Engineering student,
Wangaratta College of TAFE.
(Ministry of Housing and Construction)

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

Month	Age group (years)							65 and over	Total	
	15-19	20-24	25-34	35-44	45-54	55-59	60-64			
MALES										
1989 -	June	103.5	148.4	322.4	294.6	199.8	70.8	48.1	19.1	1,206.8
	July	101.8	151.7	325.0	293.9	197.0	71.4	46.7	19.4	1,206.9
	August	98.9	142.3	323.0	293.0	203.2	71.3	48.5	17.7	1,197.8
	September	98.4	145.9	324.6	294.2	202.0	74.1	50.4	20.3	1,210.0
	October	98.5	147.7	326.7	294.8	199.0	76.3	48.5	20.3	1,211.8
	November	98.2	143.7	331.3	295.8	202.2	75.1	45.8	20.1	1,212.2
	December	105.6	150.8	328.1	293.8	201.1	72.7	45.3	21.1	1,218.4
1990 -	January	103.3	146.6	324.8	295.3	200.9	70.4	43.0	17.1	1,201.5
	February	100.6	148.7	327.3	298.0	202.6	73.0	46.2	18.9	1,215.3
	March	95.1	148.2	328.5	301.2	206.5	73.3	46.7	19.2	1,218.8
	April	95.7	150.7	330.7	305.6	206.6	72.4	46.7	21.4	1,229.9
	May	92.2	153.6	329.4	303.5	207.9	69.7	44.7	19.0	1,220.0
	June	89.4	153.5	331.2	304.1	208.1	69.0	46.7	19.8	1,222.0
	July	90.1	151.6	326.8	302.8	207.7	71.3	46.4	21.0	1,217.7
	August	85.9	147.3	321.6	302.9	209.2	72.0	46.1	15.3	1,200.2
FEMALES										
1989	June	87.3	128.6	228.0	217.8	130.0	28.7	18.1	5.6	844.1
	July	92.3	132.0	229.5	213.2	130.8	29.1	14.8	6.5	848.1
	August	85.1	130.3	233.1	222.4	129.3	29.4	15.1	7.2	852.0
	September	86.9	132.9	239.2	226.4	134.3	32.0	17.6	6.7	875.9
	October	83.4	133.5	234.2	221.3	134.4	30.4	15.4	7.4	860.1
	November	86.2	131.0	235.2	229.8	131.6	30.3	14.9	6.3	865.3
	December	98.0	134.4	234.2	228.6	130.9	29.3	14.7	7.6	877.7
1990 -	January	97.9	129.5	226.9	221.8	125.2	29.2	15.3	6.5	852.2
	February	91.8	134.0	233.5	226.6	127.8	30.6	15.9	5.6	865.8
	March	89.3	129.4	240.3	230.4	128.8	29.5	16.5	5.0	869.1
	April	86.6	132.1	242.7	233.0	133.5	30.9	17.3	6.8	883.0
	May	87.5	132.0	238.2	236.9	132.8	31.2	18.6	6.0	883.3
	June	79.5	133.1	235.9	234.5	137.7	33.2	17.6	6.7	878.4
	July	86.3	130.5	241.1	238.0	129.8	33.1	17.8	8.9	885.5
	August	79.3	130.1	237.2	233.6	136.1	31.1	19.2	6.3	872.9
PERSONS										
1989 -	June	190.9	277.0	550.4	512.4	329.7	99.6	66.3	24.7	2,051.0
	July	194.1	283.7	554.5	507.1	327.8	100.5	61.4	26.0	2,055.0
	August	184.0	272.6	556.2	515.4	332.6	100.7	63.5	24.8	2,049.8
	September	185.3	278.7	563.8	520.6	336.3	106.1	68.1	27.0	2,085.9
	October	181.9	281.2	560.9	516.1	333.4	106.7	63.9	27.7	2,071.9
	November	184.4	274.8	566.5	525.6	333.8	105.4	60.7	26.4	2,077.6
	December	203.5	285.2	562.2	522.4	332.0	102.0	60.0	28.8	2,096.2
1990 -	January	201.2	276.1	551.7	517.1	326.1	99.6	58.3	23.6	2,053.8
	February	192.4	282.6	560.8	524.6	330.4	103.5	62.2	24.5	2,081.1
	March	184.4	277.6	568.8	531.6	335.2	102.8	63.2	24.2	2,087.9
	April	182.4	282.8	573.4	538.7	340.1	103.3	64.0	28.2	2,112.9
	May	179.8	285.6	567.5	540.4	340.7	100.9	63.3	25.0	2,103.3
	June	168.9	286.6	567.2	538.6	345.9	102.3	64.4	26.6	2,100.4
	July	176.4	282.1	567.9	540.8	337.5	104.4	64.2	29.9	2,103.2
	August	165.2	277.3	558.8	536.5	345.3	103.1	65.3	21.6	2,073.1

Unemployment rates vary markedly by age group. The highest unemployment rates are consistently experienced by persons in the age group 15-19 years. In August 1990, the unemployment rate for this age group was 15.7 per cent compared to rates of 10.4 per cent for those aged 20-24 years, 5.7 per cent for those aged 25-34 and 2.9 per cent for those aged 35 years or more.

In relation to people born overseas, the unemployment rate varies considerably according to the language spoken in the country of origin. Persons from main English-speaking countries experienced an unemployment rate of 3.8 per cent, compared with the rate of 7.9 per cent for persons from countries where English is not the main language and 6.3 per cent for all Victorian persons (including Australian-born).

Within the state, the unemployment rate ranged from 6.0 per cent in the Melbourne Statistical Division (MSD) to 7.1 per cent in country Victoria. Within the MSD, the highest unemployment rate of 9.2 per cent occurred in the Inner Melbourne region and the lowest of 4.0 per cent occurred in the Inner Eastern Melbourne region. In country Victoria, the highest unemployment rate of 7.9 per cent occurred in the Western Victorian region, while the lowest of 6.6 per cent occurred in the Northern Victorian region.

TABLE 3.2 UNEMPLOYED PERSONS: WHETHER LOOKING FOR FULL-TIME OR PART-TIME WORK, VICTORIA
(*000)

August	Males			Females			Persons			Unemployment rate (per cent)
	Looking for full-time work	Looking for part-time work	Total	Looking for full-time work	Looking for part-time work	Total	Looking for full-time work	Looking for part-time work	Total	
1970	7.9	*0.6	8.4	4.2	*3.4	7.5	12.0	*3.9	16.0	1.1
1971	10.2	*1.8	11.9	6.1	*3.4	9.5	16.3	5.2	21.4	1.4
1972	17.5	*2.4	20.0	10.8	6.6	17.5	28.4	9.1	37.4	2.3
1973	7.8	7.2	15.0	8.8	5.3	14.1	16.6	12.4	29.0	1.8
1974	15.9	*2.1	18.0	17.3	6.0	23.3	33.2	8.1	41.3	2.5
1975	29.9	7.1	37.0	27.3	14.8	40.9	57.2	20.8	77.9	4.7
1976	27.9	7.3	35.2	23.3	12.1	35.4	51.2	19.4	70.6	4.2
1977	34.4	7.5	41.9	30.4	17.7	48.1	64.8	25.2	90.0	5.2
1978	47.6	4.1	51.7	34.1	15.0	49.1	81.7	19.0	100.8	5.8
1979	46.1	*3.4	49.4	31.5	14.8	46.3	77.6	18.1	95.7	5.5
1980	49.1	4.1	53.1	38.0	12.8	50.8	87.0	16.9	103.9	5.8
1981	46.1	4.2	50.3	36.7	13.6	50.4	82.8	17.9	100.7	5.5
1982	55.1	7.1	62.3	33.9	13.9	47.8	89.0	21.1	110.1	6.0
1983	86.5	6.0	92.5	52.9	17.8	70.7	139.4	23.8	163.2	8.9
1984	68.7	6.3	75.1	39.4	15.2	54.6	108.1	21.5	129.6	7.0
1985	60.1	5.9	65.9	34.9	16.3	51.2	95.0	22.1	117.1	6.2
1986	65.9	8.2	74.1	38.7	19.5	58.2	104.6	27.7	132.3	6.7
1987	56.3	8.1	64.4	35.7	21.5	57.1	91.9	29.6	121.5	5.9
1988	50.8	6.3	57.1	38.8	19.0	57.8	89.7	25.2	114.9	5.6
1989	42.5	7.2	49.7	24.8	19.1	43.9	67.2	26.3	93.6	4.4
1990	65.9	7.7	73.6	45.2	19.9	65.2	111.1	27.6	138.8	6.3

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

August	Age group (years)											
	15 to 19			20-24			25 and over			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
1970	*2.0	*2.2	4.2	*1.6	*0.9	*2.5	4.7	4.4	9.2	8.4	7.5	16.0
1971	*1.6	*2.6	4.2	*3.0	*1.7	4.7	7.3	5.1	12.5	11.9	9.5	21.4
1972	6.4	*3.9	10.2	*3.3	*3.3	6.6	10.3	10.4	20.6	20.0	17.5	37.5
1973	5.5	4.0	9.5	4.0	*2.0	6.1	5.4	8.0	13.5	15.0	14.1	29.0
1974	4.2	5.8	9.9	*2.8	*3.9	6.8	10.9	13.6	24.5	18.0	23.3	41.3
1975	9.4	15.7	25.1	6.7	6.2	12.9	21.0	19.1	40.0	37.0	40.9	77.9
1976	11.8	12.2	24.0	7.5	6.0	13.6	15.9	17.1	33.0	35.2	35.4	70.6
1977	13.5	19.2	32.7	6.4	9.5	15.9	22.0	19.4	41.4	41.9	48.1	90.0
1978	15.8	16.4	32.3	10.8	10.1	20.9	25.1	22.6	47.6	51.7	49.1	100.8
1979	13.5	16.9	30.4	10.2	8.0	18.2	25.7	21.4	47.1	49.4	46.3	95.7
1980	15.4	16.0	31.3	14.3	10.6	24.9	23.0	24.1	47.1	52.7	50.6	103.3
1981	13.6	16.7	30.5	11.8	10.5	22.3	24.7	23.2	47.8	50.3	50.4	100.7
1982	18.3	13.4	31.8	15.2	9.6	24.8	28.7	24.8	53.5	62.3	47.8	110.1
1983	20.4	24.0	44.3	20.3	13.8	34.0	51.9	33.0	84.9	92.5	70.7	163.2
1984	18.6	18.5	37.1	15.5	11.9	27.4	41.0	24.1	65.1	75.1	54.6	129.6
1985	17.5	14.5	32.0	12.7	11.1	23.8	35.7	25.6	61.3	65.9	51.2	117.1
1986	21.0	16.9	38.0	14.5	11.0	25.4	38.6	30.3	68.9	74.1	58.2	132.3
1987	16.2	16.7	32.9	10.7	12.5	23.2	37.5	28.0	65.5	64.4	57.1	121.5
1988	13.7	15.1	28.8	12.0	11.8	23.7	31.5	30.9	62.3	57.1	57.8	114.9
1989	13.5	14.0	27.5	10.6	7.8	18.4	25.6	22.0	47.7	49.7	43.9	93.6
1990	16.5	14.5	30.9	18.1	15.4	33.5	39.0	35.4	74.4	73.6	65.2	138.8

UNEMPLOYMENT RATES, VICTORIA AND AUSTRALIA
(August)

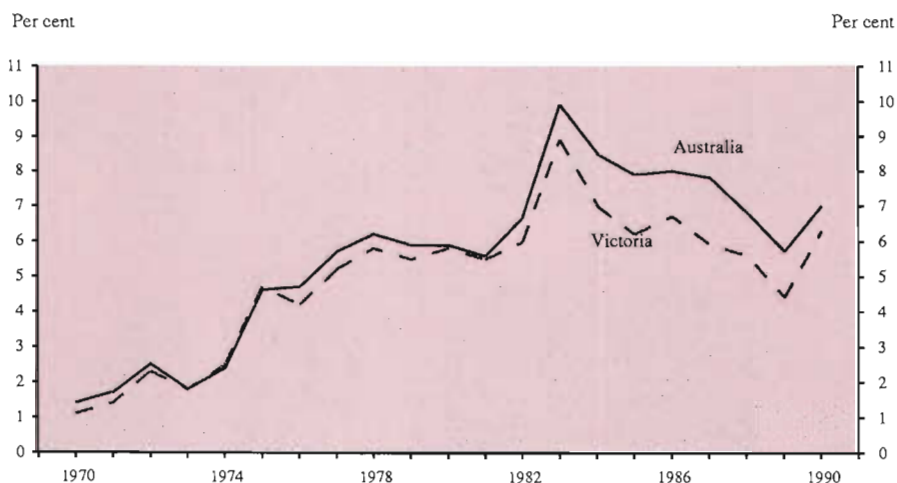


TABLE 3.4 YOUTH UNEMPLOYMENT: UNEMPLOYED PERSONS AGED 15-19 YEARS BY DURATION OF UNEMPLOYMENT AND SCHOOL ATTENDANCE, VICTORIA AUGUST 1989

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

TABLE 3.5 CIVILIAN POPULATION AGED 15 YEARS AND OVER BY LABOUR FORCE STATUS, VICTORIAN REGIONS, AUGUST 1990

	<i>Employed</i>			<i>Unemp- loyed ('000)</i>	<i>Labour force ('000)</i>	<i>Not in labour force ('000)</i>	<i>Unemp- loyment rate (Per cent)</i>	<i>Partici- pation rate (Per cent)</i>
	<i>Full- time ('000)</i>	<i>Part- time ('000)</i>	<i>Total ('000)</i>					
MALES								
Melbourne Statistical Division -	784.0	72.6	856.6	51.2	907.8	289.8	5.6	75.8
Outer Western Melbourne	114.9	7.1	122.0	9.8	131.8	42.3	7.4	75.7
North Western Melbourne	62.0	5.5	67.5	6.2	73.7	21.8	8.4	77.1
Inner Melbourne	49.1	8.2	57.3	5.4	62.7	21.9	8.7	74.1
North Eastern Melbourne	105.0	8.1	113.0	5.7	118.7	35.7	4.8	76.9
Inner Eastern Melbourne	108.6	14.9	123.5	4.4	127.8	42.7	3.4	75.0
Southern Melbourne	82.6	8.9	91.5	4.8	96.3	49.9	5.0	65.9
Outer Eastern Melbourne	123.5	10.8	134.3	5.9	140.2	27.4	4.2	83.7
Mornington Peninsula	138.3	9.3	147.6	8.9	156.5	48.0	5.7	76.5
Balance of Victoria -	318.8	24.8	343.6	22.4	366.0	123.4	6.1	74.8
South Western Victoria	80.9	5.5	86.5	6.2	92.6	35.7	6.7	72.2
Western Victoria	68.4	5.6	73.9	5.6	79.6	27.1	7.1	74.6
Northern Victoria	100.6	10.5	111.1	5.3	116.4	36.4	4.5	76.2
Eastern Victoria	68.9	*3.2	72.1	5.4	77.4	24.3	6.9	76.1
Total	1,102.8	97.4	1,200.2	73.3	1,273.8	413.3	5.8	75.5

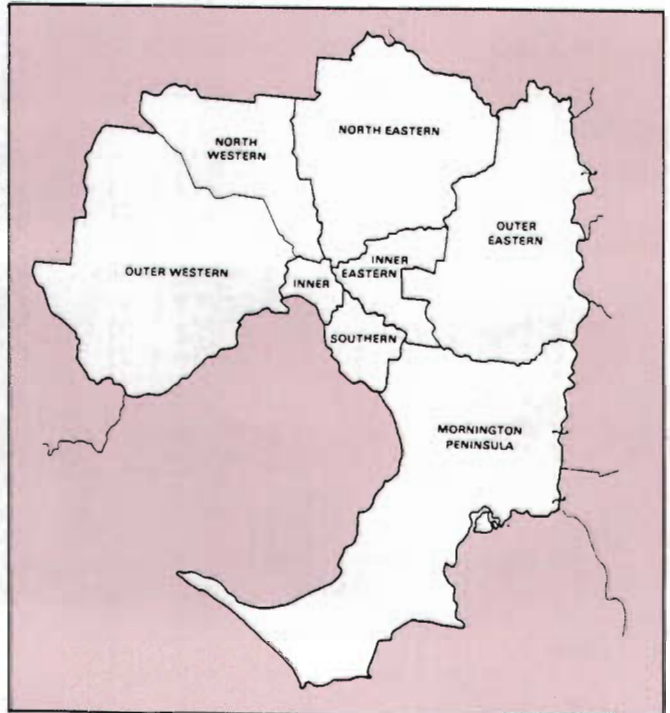
TABLE 3.5 CIVILIAN POPULATION AGED 15 YEARS AND OVER BY LABOUR FORCE STATUS, VICTORIAN REGIONS, AUGUST 1990 - *continued*

	Employed			Unemp- loyed (<i>'000</i>)	Labour force (<i>'000</i>)	Not in labour force (<i>'000</i>)	Unemp- loyment rate (Per cent)	Partici- pation rate
	Full- time (<i>'000</i>)	Part- time (<i>'000</i>)	Total (<i>'000</i>)					
MARRIED FEMALES								
Melbourne Statistical Division -	218.7	160.5	379.2	16.2	395.4	300.7	4.1	56.8
Outer Western Melbourne	32.3	21.1	53.3	*2.3	55.6	47.1	*4.1	54.1
North Western Melbourne	17.4	10.7	28.1	*1.0	29.1	23.9	*3.5	54.9
Inner Melbourne	11.8	3.6	15.4	*1.3	16.7	12.9	*8.0	56.4
North Eastern Melbourne	30.4	22.1	52.4	*2.3	54.7	41.9	*4.2	56.6
Inner Eastern Melbourne	30.0	25.2	55.1	*1.8	57.0	38.4	*3.2	59.7
Southern Melbourne	23.6	16.5	40.1	*1.2	41.4	38.7	*3.0	51.7
Outer Eastern Melbourne	33.3	32.2	65.5	*2.0	67.6	39.5	*3.0	63.1
Mornington Peninsula	40.0	29.2	69.2	4.2	73.4	58.2	5.7	55.8
Balance of Victoria -	74.1	75.4	149.5	8.5	157.9	147.3	5.4	51.7
South Western Victoria	15.4	18.0	33.4	*1.2	34.6	41.5	*3.5	45.5
Western Victoria	16.4	15.6	32.0	*2.0	34.0	31.1	*5.9	52.2
Northern Victoria	28.4	24.7	53.1	*3.7	56.8	40.3	*6.6	58.5
Eastern Victoria	13.9	17.1	31.0	*1.5	32.5	34.4	*4.6	48.6
Total	292.8	235.9	528.7	24.7	553.4	447.9	4.5	55.3
ALL FEMALES								
Melbourne Statistical Division -	415.5	235.8	651.3	44.3	695.6	553.3	6.4	55.7
Outer Western Melbourne	60.2	29.0	89.2	8.0	97.2	82.1	8.2	54.2
North Western Melbourne	33.6	15.8	49.4	3.2	52.6	45.7	6.1	53.5
Inner Melbourne	39.5	11.0	50.5	5.5	56.0	36.1	9.8	60.8
North Eastern Melbourne	55.1	30.7	85.8	6.1	91.9	73.4	6.7	55.6
Inner Eastern Melbourne	59.1	38.3	97.4	4.8	102.1	74.6	4.7	57.8
Southern Melbourne	46.6	27.1	73.7	*2.9	76.6	76.6	*3.7	50.0
Outer Eastern Melbourne	59.1	45.1	104.2	6.0	110.1	69.3	5.4	61.4
Mornington Peninsula	62.4	38.8	101.2	7.9	109.0	95.5	7.2	53.3
Balance of Victoria -	121.8	99.8	221.6	20.9	242.5	256.4	8.6	48.6
South Western Victoria	33.2	25.6	58.8	4.7	63.5	72.7	7.4	46.6
Western Victoria	23.6	21.2	44.8	*4.5	49.3	52.2	*9.1	48.6
Northern Victoria	42.3	29.9	72.2	7.7	79.9	76.1	9.7	51.2
Eastern Victoria	22.8	23.0	45.8	*3.9	49.8	55.4	*7.9	47.3
Total	537.4	335.5	872.9	65.2	938.1	809.8	6.9	53.7
PERSONS								
Melbourne Statistical Division -	1,199.5	308.4	1,507.9	95.5	1,603.4	843.1	6.0	65.5
Outer Western Melbourne	175.1	36.1	211.2	17.8	228.9	124.4	7.8	64.8
North Western Melbourne	95.6	21.3	116.9	9.4	126.3	67.6	7.5	65.1
Inner Melbourne	88.6	19.2	107.8	10.9	118.7	58.0	9.2	67.2
North Eastern Melbourne	160.1	38.7	198.8	11.9	210.6	109.1	5.6	65.9
Inner Eastern Melbourne	167.7	53.2	220.8	9.1	230.0	117.3	4.0	66.2
Southern Melbourne	129.3	36.0	165.2	7.7	172.9	126.5	4.4	57.7
Outer Eastern Melbourne	182.5	55.9	238.5	11.9	250.3	96.6	4.7	72.2
Mornington Peninsula	200.7	48.1	248.8	16.8	265.6	143.6	6.3	64.9
Balance of Victoria -	440.6	124.6	565.2	43.3	608.5	379.9	7.1	61.6
South Western Victoria	114.1	31.1	145.2	10.9	156.1	108.4	7.0	59.0
Western Victoria	91.9	26.8	118.7	10.1	128.9	79.3	7.9	61.9
Northern Victoria	142.9	40.4	183.3	13.0	196.3	112.5	6.6	63.6
Eastern Victoria	91.7	26.2	117.9	9.3	127.2	79.7	7.3	61.5
Total	1,640.1	432.9	2,073.1	138.8	2,211.8	1,223.0	6.3	64.4



Figure 5(a) Labour Force Regions, Victoria

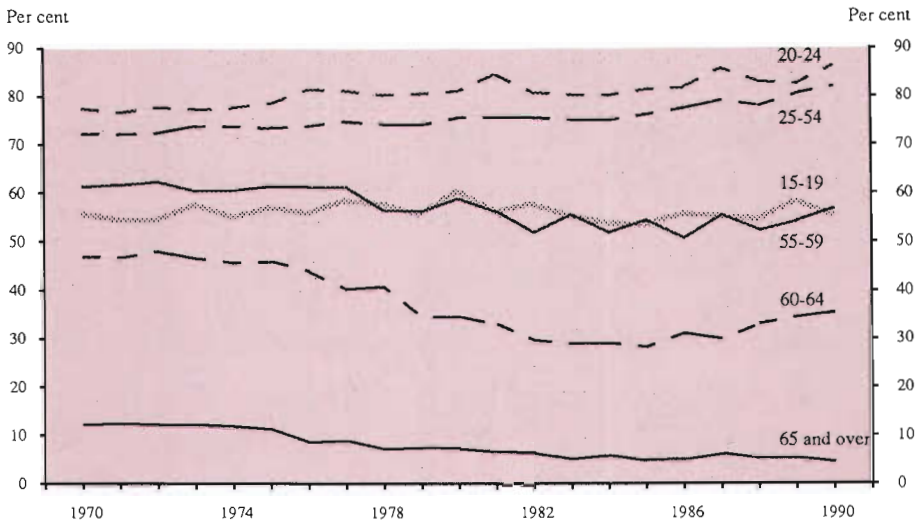
Figure 5(b) Labour Force Regions, Melbourne Statistical Division



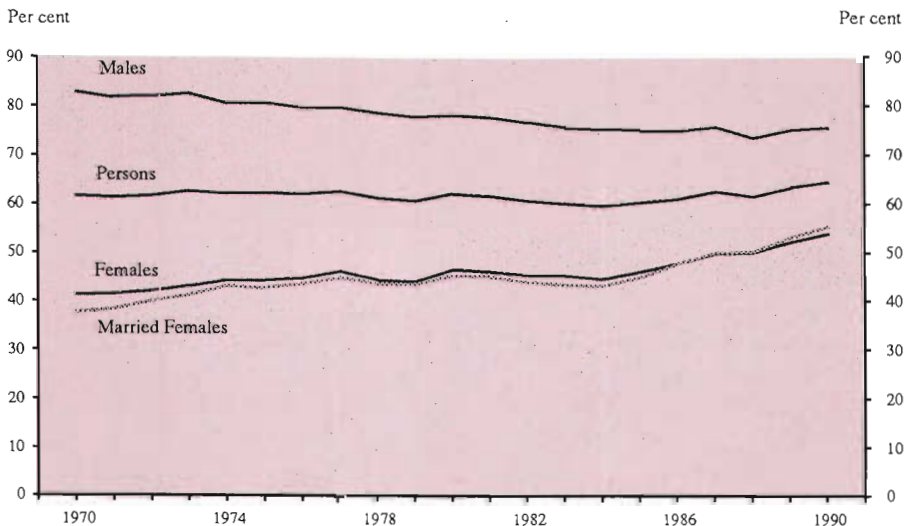
Participation rate

In the last 21 years the movement in participation rates varied according to age. The participation rates of the older age groups (55 years and over) have declined, with the most marked change occurring in the 60-64 year age group, where the participation rate declined from 46.3 per cent in August 1969 to 28.2 per cent in August 1985. The participation rate for this group has since increased to 35.3 per cent in August 1990. In the 15-19 year age group participation rates fluctuated between 53.3 per cent and 60.1 per cent, while the 20-54 year age group showed a slight but generally consistent increase.

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



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



During the last 21 years women have played an increasingly significant role in the labour force. The participation rate for all females rose from 39.6 per cent in August 1969 to 53.7 per cent in August 1990, while the rate for married females increased from 35.1 per cent to 55.0 per cent over the same period. The rate for males declined from 82.2 per cent in August 1969 to 75.5 per cent in August 1990.

Industry and occupation

Between 1985 and 1990 the number of employed wage and salary earners in Victoria increased by 17 per cent. Most industries showed an increase; the three most notable examples being Construction (rising by 41 per cent), Finance, property and business services (increasing by 43 per cent), and Recreation, personal and other services (increasing by 40 per cent). The largest decline was recorded for Electricity, gas and water (down by 29 per cent).

Over the 12 month period from August 1989 to August 1990, the greatest increase in the number of employed wage and salary earners (27 per cent) occurred in the Agriculture, and services to agriculture industry. The largest decrease of 15 per cent was recorded for the Metal products subdivision of the Manufacturing industry, followed by a 14 per cent decrease for the Transport and storage industry.

In August 1990, 37 per cent of people in the Community services industry were professionals, while only 4 per cent of persons in the Wholesale and retail industry were classified as professionals. In the Manufacturing industry 43 per cent of employed persons were plant operators or labourers, while in the Construction industry the corresponding figure was just over 21 per cent.

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

Industry division or subdivision	August					
	1985	1986	1987	1988	1989	1990
Agriculture, forestry, fishing, and hunting - Agriculture, and services to agriculture	28.3	22.8	24.3	20.3	23.4	27.8
Mining	5.8	5.1	7.5	5.4	6.5	5.9
Manufacturing - Food, beverages, and tobacco	380.7	353.2	371.0	386.8	386.0	373.9
Metal products	54.1	41.3	52.3	48.1	42.4	45.9
Other manufacturing	43.0	41.9	47.3	47.9	50.2	42.8
Electricity, gas, and water	283.6	270.1	271.4	290.7	293.4	285.2
Construction	40.2	40.5	33.4	33.9	31.9	28.6
Wholesale and retail trade - Wholesale trade	68.3	77.3	76.6	79.6	93.9	96.1
Retail trade	277.8	276.1	294.9	316.9	344.3	353.4
Transport and storage	99.7	90.2	98.1	109.0	107.7	113.4
Communication	178.1	185.8	196.8	207.9	236.7	240.1
Finance, property, and business services	69.8	79.8	77.7	73.2	82.7	70.9
Public administration and defence	36.5	38.3	39.7	34.6	41.3	40.1
Community services	145.6	167.7	173.7	186.4	205.4	208.5
Recreation, personal, and other services	89.0	87.9	96.1	85.6	84.1	95.9
Total employed	298.0	311.3	341.1	322.6	333.4	362.3
	74.5	71.1	89.2	79.9	106.6	104.4
	1,514.4	1,531.1	1,625.3	1,625.2	1,739.4	1,767.8

TABLE 3.7 EMPLOYED PERSONS: INDUSTRY BY OCCUPATION, VICTORIA, AUGUST 1990
(^{'000})

Industry division or sub-division	Occupation group							Total	
	Managers and administrators	Professionals	Para- professionals	Trades persons	Clerks	Salespersons and personal service workers	Plant and machine operators and drivers		Labourers and related workers
Agriculture, forestry, fishing, and hunting -	63.6	*0.5	*2.1	*2.6	*2.8	*0.0	*1.4	23.9	96.9
Agriculture and services									
to agriculture	63.3	*0.0	*1.3	*2.6	*2.8	*0.0	*0.8	22.9	93.7
Mining	*0.2	*0.8	*0.8	*0.6	*0.8	*0.0	*2.3	*0.5	6.0
Manufacturing -	32.7	26.0	10.5	101.7	41.3	12.2	77.5	90.9	392.8
Food, beverages, and tobacco	*3.5	*1.7	*1.3	9.5	*3.5	*2.0	8.6	17.7	47.7
Metal products	*3.5	*2.9	*1.1	18.4	*3.3	*0.8	7.3	7.3	44.5
Other manufacturing	25.7	21.4	8.1	73.9	34.5	9.5	61.6	66.0	300.6
Electricity, gas, and water	*0.5	*4.2	*2.8	7.2	*4.0	*0.0	4.5	5.3	28.6
Construction	11.5	*2.7	*3.3	82.4	16.6	*1.8	8.7	22.9	149.9
Wholesale and retail trade -	65.4	16.4	6.7	67.0	47.3	165.9	16.9	42.8	428.4
Wholesale trade	19.6	11.9	*4.3	14.9	23.3	28.4	10.2	13.2	125.9
Retail trade	45.7	4.5	*2.4	52.0	24.0	137.5	6.7	29.6	302.5
Transport and storage	5.1	4.7	*4.1	8.2	14.8	8.6	31.7	10.8	87.8
Communication	*2.5	4.5	4.9	10.6	16.2	*1.0	*0.8	*0.5	41.0
Finance, property, and business services	20.1	54.0	8.1	4.8	91.4	42.3	*2.1	16.7	239.5
Public administration and defence	5.2	11.6	12.0	8.0	29.0	6.8	7.4	16.0	95.9
Community services	7.7	140.7	75.8	13.6	52.3	36.7	4.9	44.4	376.1
Recreation, personal, and other services	16.2	15.0	*4.4	25.1	8.8	37.5	*1.7	21.5	130.2
Total employed	230.6	281.3	135.5	331.7	325.3	312.8	159.7	296.2	2,073.1

LABOUR

Earnings and hours

In Victoria, in August 1990, the average weekly hours worked by employed wage and salary earners was 35.0 hours. This has changed marginally in the five years since 1985. However the average weekly hours worked varied considerably by industry. The highest average of 39.9 hours was worked by employees in the Transport and storage industry. At the other end of the scale, average hours per week in the Retail trade and Recreation, personal and other services industries were just below 30.0. This reflects the greater usage of casual and part-time employees in these industries. Compared with the average weekly hours worked in August 1989, the greatest decline from 45.7 to 36.7 hours worked was recorded for the Mining industry.

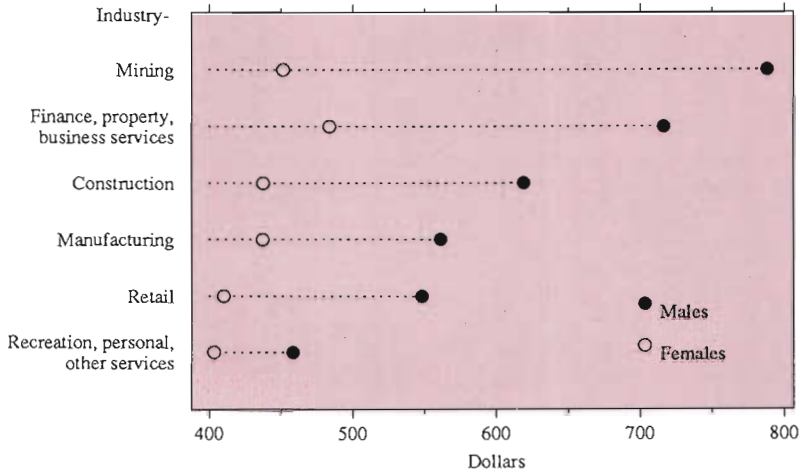
The highest average weekly earnings of \$764.10 was recorded by full-time employees in the Mining industry. The lowest average of \$437.40 was recorded for employees in the Recreation, personal and other services industry. All industry divisions recorded an increase in average weekly earnings from February 1989 to February 1990, except the Mining and Chemical, petroleum and coal products industries. Within the Manufacturing division, average weekly earnings varied substantially from \$468.80 in the Textile, clothing and footwear subdivision, to \$633.10 in the Basic metal products subdivision. The greatest increase in average weekly earnings (18 per cent) was recorded by the Electricity, gas and water industry. Average weekly earnings for females were consistently lower than the average for males, with wide variations occurring between industry divisions. The largest difference was recorded in the Mining industry, where the average weekly earnings for females represented only 57 per cent of the male average. The smallest difference was in the Recreation, personal and other services industry, where the average for females was 88 per cent of the male average.

In August 1989, 10 per cent of wage and salary earners aged 15 to 19 years earned \$360 or more per week, compared with 73 per cent of this age group who earned between \$120 and \$280 per week. Of wage and salary earners aged 20-24 years, 57 per cent earned in excess of \$360 per week compared with 46 per cent in August 1988. Overall, 229,100 wage and salary earners earned \$640 or more per week, a 46 per cent increase since August 1988. Of wage and salary earners who earned \$640 per week, 67 per cent were aged 25-44 years.

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

Industry division or subdivision	August					
	1985	1986	1987	1988	1989	1990
Agriculture and services to agriculture	39.4	39.5	37.6	38.6	37.6	37.2
Mining	41.7	41.1	42.7	37.6	45.7	36.7
Manufacturing -	37.6	38.1	37.7	38.5	39.0	38.7
Food, beverage, and tobacco	36.8	38.1	35.2	37.6	36.9	38.8
Metal products	38.0	39.2	39.4	39.8	39.7	38.4
Other manufacturing	37.6	37.9	37.9	38.4	39.1	38.7
Electricity, gas, and water	35.2	36.6	36.7	33.0	37.5	34.6
Construction	36.3	38.2	38.0	36.6	38.9	38.6
Wholesale and retail trade -	33.4	34.0	32.7	32.9	32.4	32.6
Wholesale trade	38.5	38.7	39.2	38.7	38.4	38.6
Retail trade	30.5	31.7	29.5	29.8	29.6	29.8
Transport and storage	38.0	38.3	38.4	38.9	38.5	39.9
Communication	34.8	34.1	33.1	34.1	35.0	34.8
Finance, property, and business services	36.6	37.4	35.4	35.9	37.2	37.3
Public administration and defence	31.6	32.9	31.9	33.8	32.3	32.2
Community services	31.9	32.3	32.4	32.6	33.0	32.3
Recreation, personal, and other services	29.8	31.1	29.6	31.1	30.0	29.5
Total	34.7	35.4	34.6	35.0	35.3	35.0

**AVERAGE WEEKLY EARNINGS: FULL-TIME ADULT EMPLOYEES
BY INDUSTRY BY GENDER, FEBRUARY 1990, VICTORIA**



**LARGEST PROPORTIONAL INCREASES IN EMPLOYED WAGE AND
SALARY EARNERS BY INDUSTRY, 1985 TO 1990, VICTORIA**

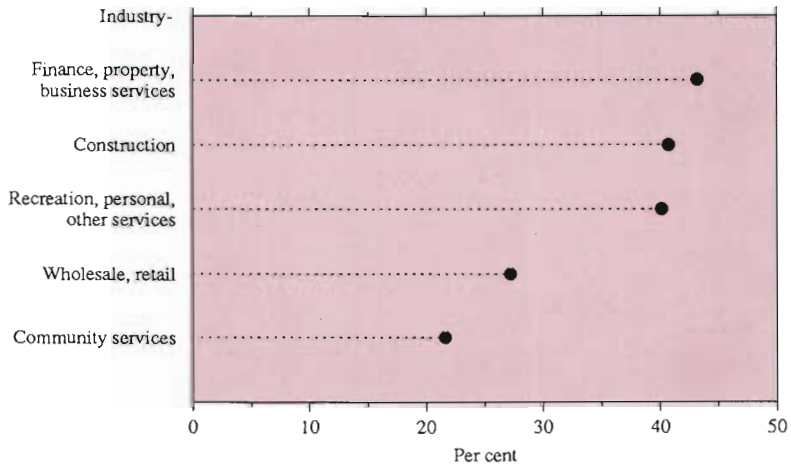


TABLE 3.9 AVERAGE WEEKLY EARNINGS: FULL TIME ADULT EMPLOYEES BY INDUSTRY, VICTORIA
(\$)

Industry	February 1988			February 1989			February 1990		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Mining	770.00	574.70	754.90	832.60	530.90	799.50	788.2	451.9	764.1
Manufacturing -									
Food, beverage, and tobacco	516.60	386.50	478.90	530.30	417.50	504.10	561.2	437.6	524.8
Textile, clothing, and footwear	504.30	309.00	390.10	508.60	363.10	419.90	519.5	399.6	468.8
Paper, paper products, printing and publishing	583.10	389.70	531.20	584.10	411.00	535.70	633.8	463.6	581.3
Chemical, petroleum, and coal products	602.30	427.60	558.10	731.30	488.90	675.20	644.3	513.5	611.4
Metal products, machinery, and equipment -									
Basic metal products	607.30	427.70	586.70	636.00	459.40	614.00	655.4	509.2	633.1
Fabricated metal products, other machinery, etc.	500.20	364.00	462.50	554.10	388.90	510.70	556.1	414.5	524.9
Transport equipment	525.30	354.30	495.70	531.90	398.30	503.90	607.6	423.7	565.8
Total metal products etc.	521.00	364.30	485.70	555.60	395.70	518.70	584.4	424.3	549.7
Other manufacturing	468.00	367.20	446.90	554.50	393.50	503.80	574.9	438.7	536.9
Total manufacturing	520.40	356.80	472.90	555.00	394.30	510.00	579.1	433.6	542.3
Electricity, gas, and water	553.60	415.50	540.50	573.70	436.30	560.60	679.8	496.0	660.4
Construction	536.80	395.90	523.00	576.10	473.10	568.90	619.0	437.7	598.8
Wholesale trade	489.90	388.30	461.60	555.90	407.20	519.70	561.8	442.2	533.5
Retail trade	434.70	343.40	404.10	495.40	370.40	444.80	548.5	410.1	495.4
Transport and storage, communication	493.50	445.20	485.70	534.40	466.10	523.20	566.2	432.9	540.5
Finance, property and business services	628.20	433.50	550.50	679.40	460.80	586.80	716.0	484.0	613.1
Public administration, community services, etc.	574.00	478.40	525.40	597.80	496.80	546.40	647.2	534.5	587.5
Recreation, personal and other services	495.50	387.00	455.10	449.10	371.90	414.20	458.6	403.4	437.4
Total all industries	531.30	420.10	494.10	571.20	444.60	527.70	603.9	478.6	561.0

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

	<i>Commonwealth Government</i>	<i>State Government</i>	<i>Local Government</i>	<i>Total Public sector</i>	<i>Private sector</i>	<i>Total</i>
1986 -						
August	102.1	313.8	42.8	458.7	1,111.0	1,569.7
November	100.4	310.5	42.8	453.7	1,119.6	1,573.3
1987 -						
February	101.1	303.3	42.7	447.1	1,120.5	1,567.7
May	99.9	312.7	43.2	455.8	1,148.2	1,604.0
August	99.8	313.5	44.0	457.2	1,162.2	1,619.4
November	98.5	310.9	43.9	453.2	1,186.4	1,639.7
1988 -						
February	99.4	304.7	43.8	448.0	1,194.6	1,642.5
May	97.8	314.0	43.9	455.7	1,196.7	1,652.4
August	97.3	318.0	44.2	459.6	1,225.4	1,685.0
November	97.4	316.9	44.5	458.8	1,254.6	1,713.4
1989 -						
February	97.1	304.5	44.5	446.1	1,269.3	1,715.3
May	94.8	313.8	45.2	453.8	1,257.1	1,710.9
August	93.0	317.2	45.8	456.0	1,278.1	1,734.2
November	92.0	316.0	46.0	454.0	1,278.0	1,732.0
1990 -						
February	94.4	308.1	45.7	448.2	1,261.2	1,709.3

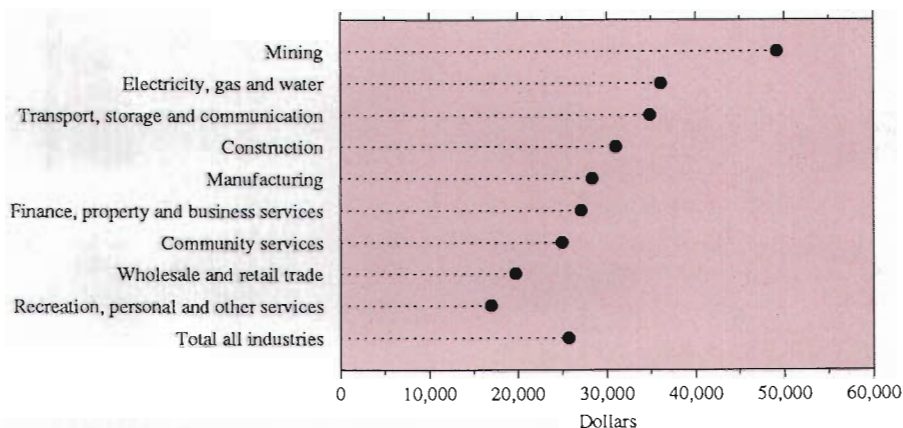
TABLE 3.11 WEEKLY EARNINGS OF ALL WAGE AND SALARY EARNERS WHO
WORKED FULL TIME IN THEIR MAIN JOB, BY AGE, VICTORIA, AUGUST 1989
(^{'000})

<i>Weekly earnings (\$)</i>	<i>Age group (years)</i>						<i>55 and over</i>	<i>20 and over</i>	<i>Total</i>
	<i>15-19</i>	<i>20-24</i>	<i>25-34</i>	<i>35-44</i>	<i>45-54</i>				
Under 120	*2.3	*1.5	*2.3	*1.6	*2.6	*1.3	9.4	11.7	
120 and under 160	11.1	*2.8	*2.1	*1.2	*2.5	*1.3	10.0	21.1	
160 and under 200	20.4	4.9	*4.2	*1.0	*2.8	*1.1	13.9	34.2	
200 and under 240	23.9	8.2	6.3	5.6	*1.7	*2.6	24.4	48.3	
240 and under 280	20.8	13.4	9.3	8.7	7.0	*3.0	41.3	62.1	
280 and under 320	10.3	28.3	28.9	18.6	17.9	5.8	99.6	109.9	
320 and under 360	5.3	32.2	43.3	26.9	20.0	15.0	137.5	142.8	
360 and under 400	*3.9	28.6	37.8	31.6	22.9	12.9	133.9	137.8	
400 and under 440	*2.6	28.5	40.5	32.3	22.8	16.5	140.6	143.2	
440 and under 480	*1.3	18.3	37.8	22.7	16.6	10.2	105.5	106.8	
480 and under 520	*1.0	15.3	34.1	33.1	15.2	7.8	105.5	106.5	
520 and under 560	*0.3	10.5	35.6	25.4	15.0	7.3	93.9	94.1	
560 and under 600	*0.5	*3.5	21.6	20.9	9.0	*3.8	58.8	59.4	
600 and under 640	*0.3	*3.6	20.9	25.1	9.1	*2.9	61.6	61.8	
640 and under 680	*0.0	*2.7	13.6	15.9	7.0	*3.9	43.2	43.2	
680 and under 720	*0.0	*2.5	14.4	11.3	10.1	*2.6	41.0	41.0	
720 and under 760	*0.0	*0.8	12.2	6.8	4.5	*1.7	25.9	25.9	
760 and under 800	*0.0	*1.4	9.0	11.3	6.4	*2.4	30.6	30.6	
800 and over	*0.3	*4.1	24.7	33.4	19.2	6.7	88.1	88.4	
Total	104.2	211.2	398.5	333.4	212.5	109.0	1,264.6	1,368.8	
Mean weekly earnings (\$)	245	401	503	550	511	474	497	478	

Labour costs

In Victoria, the total major labour costs per employee for 1988-89 averaged \$25,750. Of this, \$22,782 (88.5 per cent) was paid as earnings. The remaining labour costs comprised superannuation of \$1,211 per employee (4.7 per cent), payroll tax of \$951 per employee (3.7 per cent), workers compensation of \$620 per employee (2.4 per cent) and fringe benefits tax of *\$185 per employee (0.7 per cent).

TOTAL LABOUR COSTS PER EMPLOYEE (PUBLIC AND PRIVATE SECTOR), BY INDUSTRY, VICTORIA, 1988-89



Labour force experience

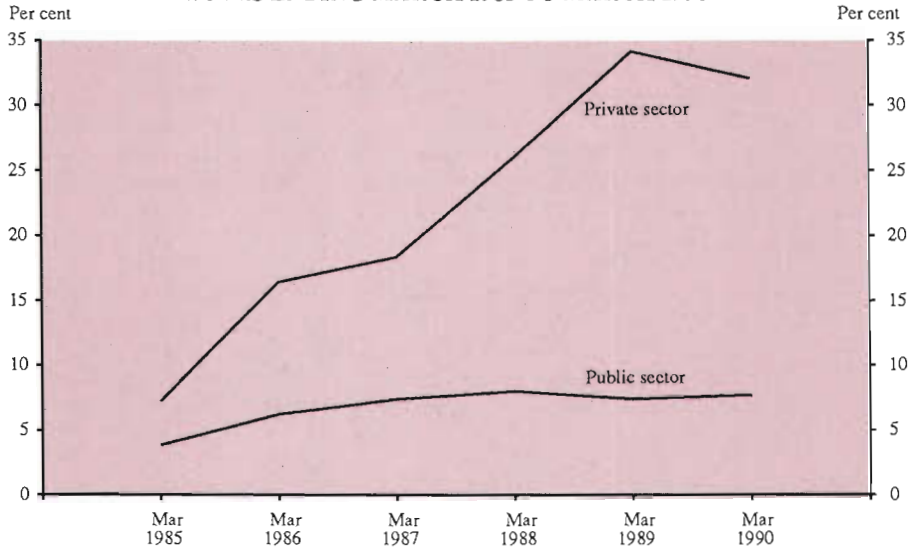
During the 12 months ending February 1989 in Victoria, there were 2,294,100 persons who had been in the labour force at some time. Of these, 67 per cent had worked for the whole period and 28 per cent had worked for part of that period. Of the 359,400 persons who looked for work at some time during the year, 9 per cent had looked for work for the whole 12 months. The proportion of persons who had looked for work during the year decreased with age, while the average duration of looking for work increased. Of those who had looked for work, 15-19 year olds comprised 29 per cent with an average duration of 13 weeks, while persons aged 55 years and over comprised 5 per cent with an average duration of 31 weeks.

Aggregate participation rates for married and non-married persons were each 70 per cent, but differences emerged for particular age and gender groups. Married males had higher participation rates than non-married males in all age groups except the 60-64 year age group. In the 45-54 year age group the participation rate for married males was 91 per cent compared with 85 per cent for non-married males. Conversely, married females had lower participation rates than non-married females in most age groups. The largest difference was in the 20-24 year age group, where married females had a participation rate of 79 per cent compared with 92 per cent for non-married females.

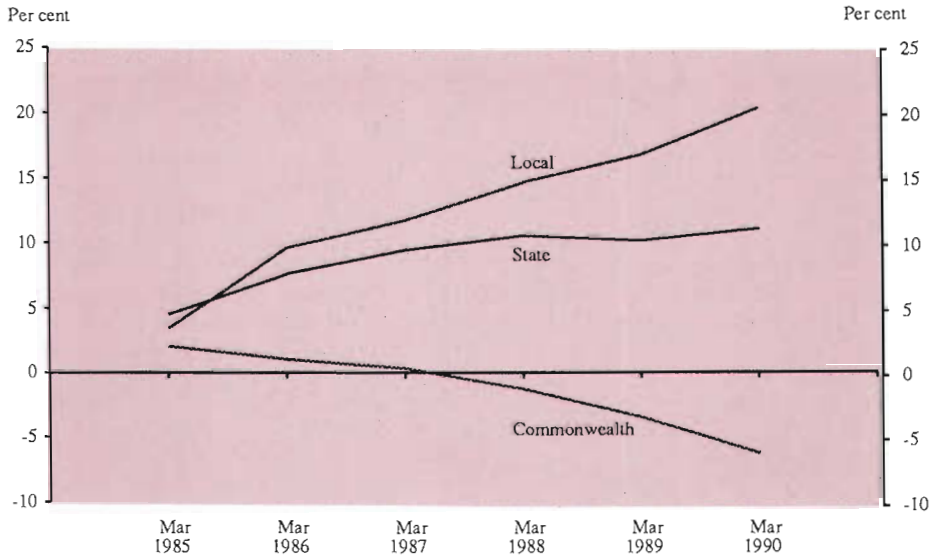
Labour mobility

In Victoria, 2,019,600 persons were employed in February 1989. Of those employed persons, 26 per cent had been in their current job less than 12 months, while 23 per cent had held their current job for 10 years or more. Only 15 per cent of females had held their current job for 10 years or more, compared

**CUMULATIVE GROWTH IN THE NUMBER OF EMPLOYEES
SINCE MARCH 1984 BY SECTOR: VICTORIA,
YEARS ENDING MARCH 1985 TO MARCH 1990**



**CUMULATIVE PERCENTAGE CHANGE IN THE NUMBER OF EMPLOYEES
IN THE PUBLIC SECTOR SINCE MARCH 1984, VICTORIA,
YEARS ENDING MARCH 1985 TO MARCH 1990**



with 29 per cent of males. Of the 333,500 people who were working in February 1989, but had held their current job for less than one year, 62 per cent had changed jobs within the same industry division, while 38 per cent had changed industry divisions.

Of the 2,178,900 persons who worked at some time during the year ending February 1989, 525,400 (24 per cent) ceased a job during the year. Of those who had left a job, 380,400 (72 per cent) had left voluntarily (job leavers), while 145,000 (28 per cent) had left involuntarily (job losers). Job losers were predominantly persons who had been retrenched (80,100 or 55 per cent). The highest rate of retrenchment (61 per cent) was experienced by persons who had been in their job for less than one year.

Education and labour force status

The level of educational attainment has a significant effect on the labour force status of Australian people. In Victoria, at February 1990, 1,167,800 persons had post-school qualifications whilst 1,726,800 did not have post-school qualifications. The participation rate of persons with post-school qualifications was 82.6 per cent, substantially higher than the participation rate of 67.3 per cent for persons without post-school qualifications. Similarly, persons with post-school qualifications

TABLE 3.12 LEAVERS OF EDUCATIONAL INSTITUTIONS WHO WERE AGED 15 TO 64 YEARS AND EMPLOYED: INDUSTRY AND OCCUPATION OF CURRENT JOB AND FULL-TIME OR PART-TIME STATUS BY TYPE OF EDUCATIONAL INSTITUTION ATTENDED FULL-TIME IN 1988, VICTORIA, MAY 1989 ('000)

	Attended school in 1988	Attended any educational institution (a) in 1988		
		Males	Females	Persons
Industry of current job -				
Manufacturing	8.3	7.5	*2.4	9.9
Wholesale and retail trade	15.9	9.7	8.8	18.5
Finance, property and business services	7.1	5.7	8.4	14.1
Community services	*2.4	*3.4	7.3	10.7
Recreation, personal and other services	*2.7	*1.5	*2.9	4.5
Other (b)	7.4	8.9	*3.8	12.7
Occupation of current job -				
Professionals	*0.5	4.5	4.8	9.2
Tradespersons	11.7	11.1	*1.7	12.9
Clerks	10.8	5.9	10.8	16.7
Salespersons and personal service workers	10.1	*4.0	11.2	15.2
Labourers and related workers	8.2	8.1	*3.1	11.2
Type of employment -				
Full-time	40.3	34.3	28.8	63.1
Part-time	*3.4	*2.5	4.8	7.3
Males	24.3	36.8	..	36.8
Females	19.5	..	33.6	33.6
Total(c)	43.8	36.8	33.6	70.3

(a) Includes persons who attended a tertiary institution.

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

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

experienced an unemployment rate of 3.4 per cent, compared with 6.9 per cent for those without post-school qualifications.

Of the persons who had post-school qualifications, 25 per cent held a degree, 33 per cent possessed trade or apprenticeship qualifications and 37 per cent held a certificate or diploma.

In September 1989, of an estimated 712,100 persons aged 15-24 years, 336,800 (47 per cent) were attending an educational institution. Of those attending, 56 per cent were at school, 19 per cent at a TAFE or technical college, 12 per cent at a CAE and 13 per cent at a university. Of the total attending an educational institution, 149,700 (45 per cent) were employed and 19,900 (6 per cent) were unemployed. The unemployment rate was 11.8 per cent for students in the age group 15-24 years.

In making the transition from education to work, significant differences existed for people leaving school compared with people leaving tertiary institutions. In Victoria, an estimated 564,000 persons aged 15-64 years attended an educational institution in May 1988. Of these, 20 per cent were not attending an educational institution in May 1989. Within this group of leavers, the unemployment rate for persons who had left tertiary institutions was 5.5 per cent, compared with an unemployment rate of 15.3 per cent for those persons who had left school. Of employed school leavers, 36 per cent were employed in the Wholesale and retail trade and 19 per cent in the Manufacturing industries. This contrasts with tertiary institution leavers; 31 per cent of whom were employed in the Community services industry, 26 per cent in the Finance, property and business services industry and 10 per cent in the Wholesale and retail trade industries. Of the 380,600 persons continuing their education, 56 per cent were attending school, 13 per cent were attending university and 27 per cent were attending a CAE, TAFE or technical college.

Education and work are combined in apprenticeships. In May 1989, there were 52,300 apprentices in Victoria. Of these, 65 per cent were aged 15-19 years and 33 per cent were aged 20-34 years. Almost half the apprentices (47 per cent) were employed in the building, vehicle and electrical trades.

**TABLE 3.13 LEAVERS OF EDUCATIONAL INSTITUTIONS AGED 15 TO 64 YEARS:
LABOUR FORCE STATUS, AGE AND SEX, VICTORIA, MAY 1988**
(^{'000})

	Aged 15 to 19 years			Aged 20 to 24 years			Total aged 15 to 64 years		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
In the labour force -	28.4	27.4	55.8	8.3	10.3	18.6	40.6	39.9	80.6
Employed -	24.8	23.4	48.2	8.0	8.1	16.2	36.8	33.6	70.3
Full-time	23.4	20.8	44.2	6.9	5.9	12.9	34.3	28.8	63.1
Part-time	*1.4	*2.6	*4.0	*1.1	*2.2	*3.3	*2.5	4.8	7.3
Unemployed	*3.6	*4.0	7.5	*0.3	*2.2	*2.4	*3.8	6.4	10.2
Total	29.4	29.0	58.4	9.0	10.3	19.3	42.9	41.8	84.7
Unemployment rate (a)	*12.6	*14.6	13.5	*3.3	*21.0	*13.1	*9.4	16.9	12.7
Participation rate (b)	96.7	94.4	95.6	92.1	100.0	96.3	94.8	95.5	95.1

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

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

TABLE 3.14 PERSONS AGED 15-69: EDUCATIONAL ATTAINMENT AND LABOUR FORCE STATUS, VICTORIA, FEBRUARY 1990

Region	Employed		Unemp- loyed (<i>'000</i>)	Labour force (<i>'000</i>)	Not in labour force (<i>'000</i>)	Unemp- loyment rate (Per cent)	Average duration of unemp- loyment (weeks)	Partici- pation rate (Per cent)
	Full- time (<i>'000</i>)	Total (<i>'000</i>)						
MALES								
With post-school qualifications	565.2	590.3	16.3	606.6	76.1	2.7	34.3	88.9
Degree	142.6	150.1	4.9	155.0	10.5	3.2	12.2	93.7
Trade qualification or apprenticeship	274.5	283.4	6.0	289.4	50.2	2.1	34.2	85.2
Certificate or diploma	138.7	147.1	5.2	152.3	14.3	3.4	53.3	91.4
Other	9.5	9.7	*0.2	9.9	*1.1	*2.0	*78.0	90.0
Without post-school qualifications (a)	543.3	590.2	38.8	629.1	138.0	6.2	40.4	82.0
Attended highest level of secondary school available	136.7	162.3	11.2	173.5	29.8	6.5	17.1	85.3
Did not attend highest level of secondary school available	402.8	422.9	27.0	449.9	104.1	6.0	50.7	81.2
Never attended school	*1.2	*2.4	*0.0	*2.4	*3.5	*0.0	*0.0	*68.6
Still at school	*1.2	21.1	*3.4	24.5	56.5	*13.9	*10.3	30.2
Total	1,109.6	1,201.6	58.6	1,260.2	270.6	4.7	37.0	82.3
FEMALES								
With post-school qualifications	229.2	341.4	16.0	357.5	127.6	4.5	27.3	73.7
Degree	71.8	93.4	5.2	98.6	22.3	5.3	26.5	81.5
Trade qualification or apprenticeship	15.6	23.8	*1.8	25.6	17.5	*7.0	*4.7	59.4
Certificate or diploma	137.5	219.2	8.2	227.4	85.1	3.6	34.9	72.8
Other	*4.3	5.0	*0.8	5.8	*2.6	*13.8	*3.5	69.0
Without post-school qualifications (a)	306.5	492.4	41.5	534.0	425.8	7.8	33.6	55.6
Attended highest level of secondary school available	95.7	142.5	12.0	154.5	65.0	7.8	25.0	70.4
Did not attend highest level of secondary school available	208.8	347.3	29.3	376.7	354.4	7.8	36.1	51.5
Never attended school	*0.2	*0.2	*0.0	*0.2	5.7	*0.0	*0.0	3.4
Still at school	*0.2	25.6	6.9	32.5	48.5	21.2	7.3	40.1
Total	535.9	859.6	64.4	923.9	601.8	7.0	29.2	60.6
PERSONS								
With post-school qualifications	794.4	931.7	32.3	964.1	203.7	3.4	30.9	82.6
Degree	214.4	243.5	10.1	253.6	32.8	4.0	19.6	88.5
Trade qualification or apprenticeship	290.1	307.2	7.8	315.0	67.8	2.5	27.5	82.3
Certificate or diploma	276.2	366.2	13.4	379.7	479.1	3.5	42.0	79.3
Other	13.7	14.7	*1.0	15.8	*3.7	*6.3	*21.1	81.0

TABLE 3.14 ALL PERSONS: EDUCATIONAL ATTAINMENT AND LABOUR FORCE STATUS, VICTORIA, FEBRUARY 1990 - continued

Region	Employed		Unemp- loyed (<i>'000</i>)	Labour force (<i>'000</i>)	Not in labour force (<i>'000</i>)	Unemp- loyment rate (Per cent)	Average duration of unemp- loyment (weeks)	Partici- pation rate (Per cent)
	Full- time (<i>'000</i>)	Total (<i>'000</i>)						
PERSONS - continued								
Without post-school qualifications (a)	849.8	1,082.7	80.4	1,163.0	563.8	6.9	36.9	67.3
Attended highest level of secondary school available	232.4	304.9	23.1	328.0	94.8	7.0	21.2	77.6
Did not attend highest level of secondary school available	611.7	770.3	56.3	826.6	458.5	6.8	43.1	64.3
Never attended school	*1.5	*2.7	*0.0	*2.7	9.2	*0.0	*0.0	22.7
Still at school	*1.4	46.8	10.3	57.0	105.0	18.1	8.3	35.2
Total	1,645.6	2,061.1	123.0	2,184.1	872.4	5.6	32.9	71.5

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

Employee Training

Increasing emphasis is being placed on employee training in Australia. Of the 1,739,100 employed wage and salary earners in Victoria at July 1989, 31 per cent required a post-school qualification to obtain their job, and 12 per cent needed a secondary certificate. A total of 1,382,300 employees undertook some form of training, of which 72 per cent received on-the-job training, 35 per cent attended in-house training courses and 10 per cent attended at least one external training course. Some employees received more than one form of training and 356,800 (21 per cent) received no training.

A similar proportion of males and females undertook training. In contrast, differences in the proportion of employees undertaking training occurred in relation to age, level of educational qualification, birthplace and size of the employer organisation. Of persons aged 15-24 years, 96 per cent undertook training compared with 53 per cent of employees aged 55-64 years. Birthplace was also a significant factor in employee training. Almost 84 per cent of Australian-born employees undertook some training, compared with 76 per cent of overseas-born from main English-speaking countries and 63 per cent born in "other" countries. Of employees with post-school qualifications, almost 85 per cent undertook training compared with 75 per cent of employees without post-school qualifications. Organisations with more than one hundred employees reported the highest incidence of training, at 81 per cent of employees.

Industries which had a high participation of employees in training were Mining (92 per cent), Electricity, gas and water (88 per cent), Communication (87 per cent) and Finance, property and business services (87 per cent). The lowest employee participation in training occurred in the Manufacturing industry (71 per cent).

Expenditure on formal training was reported by 21 per cent of all Victorian employers in the three month period July-September 1989. These employers spent a sum equivalent to 2.9 per cent of employees' gross wages and salaries on training, representing \$182.00 and eight hours training per employee. The cost of this training for Victorian employers (i.e. wages and salaries, trainer costs, equipment, etc.) was an average of \$23.00 per hour. Victoria's average training expenditure cost of 2.2 per cent of gross wages and salaries was slightly below the 2.5 per cent reported by New South Wales and South Australia, but equivalent to the Australian average of 2.2 per cent.

Persons not in the labour force

In September 1989 an estimated 873,600 persons in the age group 15-69 years were not in the labour force (there were another 14,327 males and 4,965 females who were institutionalised or boarding school pupils who were also not in the labour force but have been excluded from the figures used in Table 3.16). This represented 26 per cent of the civilian population in that age group. Females comprised 69 per cent of persons not in the labour force. Of these women, 74 per cent cited home duties or childcare as their main activity, and a further 15 per cent cited attending an educational institution as their main activity. Of the 268,500 males not in the labour force, 35 per cent reported their main activity as retirement or voluntary inactivity and a further 34 per cent cited their main activity as attending an educational institution.

Persons with marginal attachment to the labour force are those who were neither employed nor unemployed, but who wanted to work and were looking for work or were available to start work. In September 1989, these people numbered 165,300 in the age group 15-69 years. Of this number 70 per cent were females. An estimated 110,500 females were not looking for work, of whom 42 per cent stated family reasons (predominantly related to childcare) as their main reason for not looking for work. In contrast, of the 32,300 males not looking for work, 76 per cent reported personal reasons (predominantly attending an educational institution or own ill health/injury) as their main reason for not looking for work.

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

<i>Main activity</i>	<i>Sept. 1986 (‘000)</i>	<i>Proportion (Per cent)</i>	<i>Sept. 1988 (‘000)</i>	<i>Proportion (Per cent)</i>	<i>Sept. 1989 (‘000)</i>	<i>Proportion (Per cent)</i>
MALES						
Home duties, childcare	13.7	3.8	21.0	7.4	21.8	8.1
Attending an educational institution	80.5	22.6	99.2	34.8	91.6	34.1
Retired, voluntary inactive	184.1	51.7	92.2	32.4	93.0	34.6
Unpaid leave	*0.5	0.1	*0.8	0.3	*5.0	1.9
Own illness, injury, disability, handicap	56.5	15.9	57.6	20.2	43.2	16.1
Looking after ill, disabled person	*2.4	0.7	*2.8	1.0	*5.7	2.1
Travel, moving house	*3.9	1.1	4.6	1.6	*1.6	0.6
Worked in unpaid voluntary job	8.3	2.3	*3.7	1.3	*2.8	1.0
Other	6.3	1.8	*3.0	1.1	*3.9	1.5
Total	356.1	100.0	284.9	100.0	268.5	100.0
FEMALES						
Home duties, childcare	607.4	76.2	483.7	76.6	448.7	74.2
Attending an educational institution	82.6	10.4	89.4	14.2	89.9	14.9
Retired, voluntary inactive	48.2	6.0	15.9	2.5	27.2	4.5
Unpaid leave	*0.4	0.1	*0.8	0.1	6.8	1.1
Own illness, injury, disability, handicap	31.5	4.0	19.5	3.1	13.5	2.2
Looking after ill, disabled person	6.8	0.9	5.5	0.9	*3.7	0.6
Travel, moving house	*3.3	0.4	*4.4	0.7	8.3	1.4
Worked in unpaid voluntary job	11.9	1.5	10.2	1.6	*3.9	0.6
Other	5.1	0.6	*2.3	0.4	*3.3	0.5
Total	797.2		631.8		605.1	

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

<i>Main activity</i>	<i>Sept. 1986 (‘000)</i>	<i>Proportion (Per cent)</i>	<i>Sept. 1988 (‘000)</i>	<i>Proportion (Per cent)</i>	<i>Sept. 1989 (‘000)</i>	<i>Proportion (Per cent)</i>
PERSONS						
Home duties, childcare	621.1	53.9	504.7	55.1	470.5	53.9
Attending an educational institution	163.0	14.1	188.6	20.6	181.4	20.8
Retired, voluntary inactive	232.3	20.1	108.1	11.8	120.1	13.7
Unpaid leave	*0.9	0.1	*1.6	0.2	11.7	1.3
Own illness, injury, disability, handicap	88.0	7.6	77.0	8.4	56.7	6.5
Looking after ill, disabled person	9.2	0.8	8.4	0.9	9.4	1.1
Travel, moving house	7.1	0.6	9.0	1.0	9.7	1.1
Worked in unpaid voluntary job	20.2	1.8	13.9	1.5	6.7	0.8
Other	11.4	1.0	5.3	0.6	7.2	0.8
Total	1,153.3	100.0	916.7	100.0	873.6	100.0

(a) In September 1986 and 1988 figures relate to persons not in the Labour Force 15 years and over.

In September 1989 figures relate to persons not in the Labour force in the age group 15-69 years.

Industrial disputes

In the 12 months ended June 1990, industrial disputes in progress accounted for a total of 416,900 working days lost in Victoria. Of this number, 25 per cent (103,800) of working days lost occurred in July 1989. The industry which recorded the highest working days lost was Transport, storage and communication, with 22 per cent (91,600) of the total. Disputes over managerial policy accounted for 69 per cent (286,000) of the total working days lost.

Trade unions

In ABS statistics, a trade union is defined as an organisation consisting of predominantly employees, whose principle activities include the negotiation of rates of pay and conditions of employment for its members.

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

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

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

Period	Manufacturing			Construction	Transport, storage and communication	Other industries	All industries
	Mining	Metal products, machinery, and equipment	Other				
1982	4.5	65.2	187.5	60.6	8.0	42.2	368.0
1983	8.8	31.0	43.4	47.2	53.5	73.8	257.7
1984	2.9	40.9	78.9	17.0	13.3	33.3	186.4
1985	5.7	36.1	56.7	47.3	67.5	142.7	355.9
1986	-	58.4	85.2	34.9	11.3	192.0	381.8
1987	0.2	71.6	89.8	12.8	55.3	59.8	289.3
1988	-	133.7	46.1	34.8	41.2	106.8	362.6
1989	6.2	62.4	98.0	17.1	29.7	135.0	348.4
1990 -							
January	-	0.1	3.3	-	17.0	0.1	20.5
February	-	2.4	6.9	0.5	4.3	25.2	39.2
March	-	0.2	1.8	0.1	0.7	10.7	13.5
April	0.5	0.1	0.9	18.1	34.4	15.1	69.0
May	7.6	0.4	-	2.1	19.6	12.3	42.0
June	-	0.6	0.1	0.1	0.6	0.9	2.3
12 months ended							
June 1990	8.1	36.4	76.6	31.3	91.6	172.9	416.9

TABLE 3.17 TRADE UNIONS: NUMBER OF MEMBERS, VICTORIA DECEMBER 1978 TO JUNE 1989

Period	Separate Unions	Number of members ('000)			Proportion of total employees (per cent)		
		Males	Females	Persons	Males	Females	Persons
31 December -							
1978	174	510.1	225.6	735.7	60	43	53
1979	174	514.5	235.5	750.0	60	44	54
1980	173	523.6	246.6	770.1	59	45	53
1981	173	522.9	248.8	771.7	58	45	53
1982	175	533.4	256.7	790.1	61	46	55
1983	174	529.1	259.1	788.2	61	46	55
1984	179	545.5	260.6	806.0	60	44	54
30 June (a) -							
1985	177	568.0	290.5	858.5	65	47	57
1986	176	586.9	299.5	886.4	63	44	55
1987	166	578.4	297.3	875.7	63	42	54
1988	166	589.6	311.9	901.5	63	43	54
1989	160	598.9	332.3	931.2	62	43	54

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

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

Industry	August 1986		August 1988	
	Number ('000)	Proportion (per cent)	Number ('000)	Proportion (per cent)
MALES				
Agriculture, forestry, fishing and hunting	*2.2	13	*2.9	*20
Mining	*2.5	52	*2.8	*66
Manufacturing	132.6	54	141.5	52
Electricity, gas, and water	30.0	79	24.1	83
Construction	37.8	55	36.0	53
Wholesale and retail trade	37.9	24	43.0	24
Transport and storage	49.3	78	42.5	71
Communication	23.6	85	21.4	82
Finance, property, and business services	24.9	32	25.5	28
Public administration and defence	36.6	65	33.0	68
Community services	58.8	56	59.3	55
Recreation, personal and other services	9.9	31	8.0	23
Total	446.2	50	439.9	47
FEMALES				
Agriculture, forestry, fishing and hunting	*0.7	*14	*0.8	*19
Mining	*0.0	*0.0	*0.0	*0.0
Manufacturing	53.9	49	47.6	42
Electricity, gas, and water	*1.6	*48	*2.7	*67
Construction	*0.5	*6	*1.3	*12
Wholesale and retail trade	36.9	31	38.5	27
Transport and storage	6.8	46	*3.2	*25
Communication	6.7	61	4.9	56
Finance, property, and business services	26.4	32	27.6	28
Public administration and defence	14.3	43	16.8	48
Community services	93.8	46	87.0	40
Recreation, personal and other services	7.7	20	12.1	28
Total	249.4	40	242.5	35

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

<i>Industry</i>	<i>August 1986</i>		<i>August 1988</i>	
	<i>Number ('000)</i>	<i>Proportion (per cent)</i>	<i>Number ('000)</i>	<i>Proportion (per cent)</i>
PERSONS				
Agriculture, forestry, fishing and hunting	*2.8	*13	*3.7	20
Mining	*2.5	*47	*2.8	55
Manufacturing	186.5	52	189.1	49
Electricity, gas, and water	31.6	76	26.7	81
Construction	38.3	49	37.3	47
Wholesale and retail trade	74.9	27	81.5	26
Transport and storage	56.1	72	45.7	63
Communication	30.4	78	26.3	76
Finance, property, and business services	51.3	32	53.1	28
Public administration and defence	50.9	57	49.8	59
Community services	152.6	49	146.4	45
Recreation, personal and other services	17.7	25	20.1	25
Total	695.6	46	682.4	42

REFERENCES

Data sources

Currently, the ABS's principal sources of labour statistics are *household surveys* and *employer based surveys*. The ABS conducts a monthly household based labour force survey which provides estimates at a National, State and regional level. The major statistical indicators produced from the labour force survey are persons employed and unemployed, classified by age, sex, and marital status, expressed as a proportion of the civilian population aged 15 years and over.

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

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

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

ABS publications

Labour Statistics, Australia (6101.0) (annual)
A Guide to Labour Statistics (6102.0)(irregular)
The Labour Force, Australia, Preliminary (6202.0) (monthly)
The Labour Force, Victoria (6202.2) (quarterly)
The Labour Force, Australia (6203.0) (monthly)
The Labour Force, Australia, Historical Summary 1966 to 1989 (irregular)
Labour Force Experience, Australia (6206.0) (annual)
Labour Mobility, Australia (6209.0) (annual)
Persons Not in the Labour Force, Australia (6220.0) (annual)
Job Search Experience of Unemployed Persons, Australia (6222.0) (two yearly)
Transition From Education to Work, Australia (6227.0) (annual)
Information Paper: Questionnaires Used in the Labour Force Survey, Australia (6232.0)
Labour Force Status and Educational Attainment, Australia (6235.0)(annual)
Employed Wage and Salary Earners, Australia (6248.0) (quarterly)
Underemployed Workers, Australia (6265.0) (irregular)
Persons Who Have Left the Labour Force, Australia (6267.0) (irregular)
Information Paper: Labour Force Survey - Measuring Teenage Unemployment (6270.0)
Labour Force Status and Educational Attendance, Australia (6272.0)(annual)
Average Weekly Earnings, States and Australia (6302.0) (quarterly)
Average Earnings and Hours of Employees, Australia (6304.0) (annual)
Weekly Earnings of Employees (Distribution), Australia (6310.0) (annual)
Award Rates of Pay Indexes, Australia (6312.0) (monthly)
Superannuation, Australia (6319.0) (irregular)
Industrial Disputes, Australia (monthly) (6321.0) (monthly)
Industrial Disputes, Australia (quarterly) (6322.0) (annual)
Trade Union Statistics, Australia (6323.0) (annual)
Trade Union Members, Australia (6325.0) (irregular)
Major Labour Costs, Australia (6348.0) (annual)
Employer Training Expenditure, Australia (6353.0) (irregular)
Career Paths of Qualified Nurses, Australia (6277.0) (irregular)
Career Paths of Tradespersons, Australia (6243.0) (irregular)
How Workers Get Their Training, Australia (6278.0) (irregular)