

EMPLOYMENT AND UNEMPLOYMENT

UNEMPLOYMENT IN VICTORIA, 1977 TO 1981

The statistics of employment and 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 significantly between 1977 and 1981, from 90,000 persons in August 1977 to 100,200 persons in August 1981. Male unemployment increased by approximately 20 per cent during this period, while female unemployment rose by 4 per cent. Unemployment in Victoria has accounted for approximately 25 per cent of total Australian unemployment over the last five years. The unemployment rates for Victoria have consistently been somewhat lower than the rates for Australia as a whole during this period.

The number of job vacancies in Victoria, as measured by an annual mail survey (now discontinued) declined markedly between 1977 and 1978, from 18,000 in March 1977 to 11,500 in March 1978. Job vacancies for males declined by 49 per cent during this period, while those for females fell by 54 per cent. A quarterly telephone survey, which collects similar kinds of data to that collected by the discontinued mail survey, has been conducted regularly since May 1979. The number of job vacancies as measured by this survey has declined steadily from 10,600 in May 1979 to 9,500 in August 1979 and 8,100 in August 1981. The number of job vacancies in Victoria accounted for about one-third of total vacancies in Australia between 1977 and 1978, but represented 31 per cent of total vacancies in May 1979, 29 per cent in August 1979, and 23 per cent in August 1981.

Victorian job vacancy rates tended to be slightly higher than the rates for Australia as a whole between 1977 and 1978, but have not differed significantly from the overall national rates since then.

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 1977 to 1981 period, in terms of most of the characteristics of the unemployed available for analysis. For example, in August 1981, 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 13.2 per cent, compared with 19.5 per cent for females.

Young persons are relatively over-represented among unemployed persons in Victoria. About 53 per cent of unemployed persons in August 1981 were under 25 years of age. The 15-19 year age group has accounted for approximately one-third of total unemployed persons during the years from 1977 to 1981. The unemployment rate for this group has fallen slightly from 16.8 per cent in August 1977 to 15.9 per cent in August 1981. The 20-24 year 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 6.2 per cent in August 1977 to 7.8 per cent in August 1981. Unemployment rates for persons over 25 years of age have generally been well 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 1981, the overall unemployment rates were 5.6 per cent and 5.4 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 1981, migrants who had arrived since 1971 had an unemployment rate of 8.1 per cent, considerably higher than the unemployment rate for migrants of longer standing (5.0 per cent) and significantly higher than the unemployment rate for persons born in Australia (5.4 per cent).

Unemployment has tended to affect more adversely the lesser skilled, lesser qualified members of the labour force. For example, among those unemployed in Victoria in August 1981 who had worked full-time for two weeks or more at any time in the two years to August 1981, about 50 per cent were tradesmen, production-process workers, or labourers. The unemployment rate for this "blue-collar" occupation group (4.9 per cent) was significantly higher than the unemployment rates for such "white-collar" occupation groups as clerical workers (2.4 per cent) and sales workers (4.1 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 1977 to 1981. In August 1977, the average duration of unemployment was about 21 weeks, and this had risen progressively to about 33 weeks by August 1981. Whereas in August 1977 about 17 per cent of the unemployed had been in such a situation for less than four weeks, by August 1981 that proportion had risen slightly to about 19 per cent and about 41 per cent of the unemployed had been so for six months or more.

Looking at the employment side of the labour force, the number of employed persons in Victoria increased from 1,634,000 persons in August 1977 to 1,716,100 persons in August 1981. Most of this increase occurred in the year August 1979 to August 1980, when the number of employed persons grew by 61,500, compared with a growth of only 5,000 persons over the two preceding years.

Tables which include data on employment and unemployment in Victoria are presented on pages 232-6.

Further references: *Victorian Year Book* 1980, pp. 243-9; 1981, pp. 237-8

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 Department's training programmes, 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 general 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 to the general public. Liaison is maintained and information exchanged with outside organisations on the employment needs of women, and on community attitudes.

A Bureau of Labour Market Research was established within the Department in 1980 to provide a focal point for the conduct and co-ordination of research into the Australian labour market. The Bureau has the functions of undertaking research into labour market problems and trends in the supply of and demand for labour, analysing training requirements, skill shortages and problems of the unemployed, evaluating manpower programmes and services, and sponsoring high quality research by other organisations.

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 CES 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 62 CES offices in Victoria in December 1981.

The CES offers a range of manpower programmes and services which are designed to help align the employment training and other needs of individuals to those of the labour market. These include: (1) Trade Training Programme, comprising Commonwealth Rebate for Apprenticeship Full-time Training and Special Apprentice Training; (2) Skills Training Programme, comprising Skills Training (Skills in Demand, General Training Assistance, and Special Needs Clients) and Industry Training Services; (3) Youth Training Programme, comprising School to Work Transition Allowance, Pre-Apprenticeship Training Allowance, and Assistance for Work Experience, i.e., the Special Youth Employment Training Programme; (4) Special Training Programme, comprising Training for Aboriginals and Training for the Disabled; (5) Employment Services, comprising Relocation Assistance Scheme, Fares Assistance Scheme, and Occupational Information; and (6) Youth Affairs Assistance, comprising Community-based Youth Programmes, Assistance for Youth Organisations, International Youth Exchanges, and Youth Studies.

Specialist facilities are provided for young persons, disabled persons, older workers, ex-members of the defence forces, migrants, rural workers, and Aborigines who are experiencing employment difficulties. This service is provided by occupational psychologists, employment counsellors, and vocational officers (Aborigines).

The CES assists in the administration of the unemployment and sickness benefit provisions of the *Commonwealth Social Services Act 1947*. All applicants for unemployment benefit under the Act must register for employment at an office or an agency of the CES, which is responsible for the issue of claim forms and provision of aspects of the Work Test.

The CES is responsible for assisting migrant workers. Special Migrant Services units have been established in each State Office. These units have the role of ensuring:

- (1) That the CES's employment and related services are provided in such a way that migrant job seekers are not disadvantaged in gaining access to suitable job vacancies and other employment services, because of their linguistic and cultural backgrounds; and
- (2) that the local labour market is protected against employer nominated entry of overseas labour on a permanent or temporary basis, in work categories which are catered for locally.

Employment training and assistance schemes

In the 1981-82 Commonwealth Budget, the format of the Commonwealth Government's manpower and training programmes was restructured. The programmes administered by the Commonwealth Department of Employment and Youth Affairs are now defined by purpose and function in the labour market. There are six functional programmes, each comprising a number of sub-programmes designed to meet specific policies, which are briefly described in the following notes. The National Employment and Training System (NEAT), which encompassed many programmes of diverse purpose, is no longer identified (see pages 240-1 of the 1981 edition of the *Victorian Year Book* for details of its operations).

The Trade Training Programme provides assistance in a number of ways to assist in meeting the demands of industry for skilled tradesmen. Within this programme, the major scheme in operation is the Commonwealth Rebate for Apprentice Full-time Training (CRAFT). CRAFT compensates employers through tax-exempt rebates for the costs of releasing apprentices to attend basic trade courses provided by technical education institutions in any year of apprenticeship, or to attend full-time, off-the-job training courses in their first year of apprenticeship. Several other programmes operate under the trade training umbrella. These provide assistance to firms and individuals so that trade training is made more flexible, the number of out-of-trade apprentices is minimised, and use of existing Commonwealth and State Government capacity for trade training maximised.

Assistance for skills training is given special emphasis by the Commonwealth Government through its Skills Training Programme. In 1980-81, a new Skills in Demand scheme was introduced to provide assistance to industry, and to individuals to overcome identified skill shortages in particular occupations. General training assistance is also provided through training allowances and on-the-job subsidies to permit the training of unemployed and retrenched workers. A training allowance is available to individuals to provide income support while undertaking formal training away from employment. On-the-job subsidies are available when a Commonwealth Employment Service Office is unable to locate and refer an experienced or qualified job-seeker to a vacancy. The employer may be paid a subsidy to provide training for an eligible person referred by the Office. Through its Industry Training Services scheme the Commonwealth Government funds the operation of the National Training Council and tripartite Industry Training Committees in all sectors of industry. The aim is to aid the systematic development of training programmes through all sectors of industry and commerce, including small business.

Assistance particularly designed for young persons is available under the Youth Training Programme through School-to-Work Transition, pre-apprenticeship, and work experience programmes. School-to-Work Transition Courses are conducted in Technical and Further Education institutions and are designed to facilitate the transition from school to work.

Pre-apprenticeship allowances are designed to encourage students to undertake training leading to an apprenticeship in occupations for which there is an established labour market demand. In February 1981, the Commonwealth Government increased the range of subsidies available under its work experience programme, the Special Youth Employment Training Programme (SYETP). Participating employers receive a subsidy for each young person they train. The young person must be assessed by the CES as being in need of work experience and training. Trainees may also be placed in Commonwealth Government departments and instrumentalities under SYETP.

Some groups in the community, because of background and circumstances beyond their control, face additional disadvantages in gaining and maintaining employment. Under Special Training programmes, allowances and subsidies are available to enable these disadvantages to be overcome. These are mainly directed at helping Aboriginal and handicapped persons.

A number of Employment Services are provided to support the Commonwealth Government's manpower and training policies. These include the Relocation Assistance Scheme which assists the relocation of unemployed persons to an area of continuing employment. In a similar vein, the Fares Assistance Scheme provides assistance to unemployed persons to attend job interviews with prospective employers.

Under the Youth Affairs head a number of programmes are maintained to assist youth. These include community-based programmes such as the Community Youth Support Scheme (CYSS). New and improved guidelines of this Scheme are to be introduced after consultations with community interests. The Program of Assistance to Youth Organisations (PAYO) provides grants to national youth organisations to allow them to extend their services to more young persons. International Youth Exchanges are supported to develop a greater awareness and mutual understanding among young persons in the Australia/Asia/Pacific region.

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

Victorian Government

Victorian Ministry of Employment and Training

The Victorian Ministry of Employment and Training has embarked on policy and programme action to change attitudes about the labour market; to improve knowledge of opportunities, guidance, and counselling; to strengthen links between the educational and training systems and industry; to broaden and deepen training opportunities; to marshal community resources and goodwill to move persons from income support to useful, constructive activities; and to make a range of existing policies and programmes more sensitive to the needs in the labour market of females, the handicapped, and other disadvantaged groups.

Through the Ministry, the Victorian Government aims to encourage, stimulate, and support the existing capacity of Victoria to facilitate: increased employment opportunities; increased training and retraining opportunities; the introduction of technological innovation in sympathy with social requirements; forecasts on the manpower requirements and identification of trends within the labour market; and alleviation of the social consequences of long-term unemployment.

By assisting firms and industries to identify and anticipate the changes in demands which inevitably arise from the introduction of new technology and innovations, the Grants for Innovation and New Technology (GIANT) programme is designed to help Victoria's business to become more competitive and provide more job opportunities. This programme (described in greater detail below) has been well received by industry, as has the programme of training assistance for small business. Small business is potentially the greatest growth area in terms of economic performance and employment and the Ministry's Small Business Training Assistance Programme opens up new opportunities for Victoria's entrepreneurs and encouragement for existing small businesses to expand their operations.

Attitudes to, and knowledge about, training and employment opportunities and the quality of guidance and counselling given to those entering or re-entering the labour force are very important for job satisfaction, productivity, and business performance. The

Ministry has given these matters priority and programmes have been formulated that have the potential to stimulate considerable change in attitudes and to represent a substantial move in the upgrading of existing vocational guidance services.

Co-ordination between industry, trade unions, education and training authorities, and government is being strengthened through the revamped Victorian Employment Committee and the Victorian Technology Advisory Committee (both described in greater detail below). These committees will both play an important role in the development of policies for improving labour market performance. The committees will provide employers, trade unions, and other interested parties with the opportunity to express their views direct to the Victorian Government. The basic precondition of all Ministry programmes is a co-operative approach between industry, trade unions, government, and community interests. This precondition will foster improved industrial relations as an environment for economic development and employment expansion and, as part of the Victorian Government's recognition of the contribution that women are making to the development of the State (women already comprise 37 per cent of the paid labour force), the aim is to seek a like proportion of women on these committees.

At the same time, the responsibilities and influence of the Industrial Training Commission (see page 212) have been broadened and it forms a stronger working partnership with the recently created Technical and Further Education Board.

The marshalling of community resources to improve employment opportunities and to support those most in need of help in gaining access to regular work is another part of the Ministry's responsibilities. For example, the Ministry has helped in developing the Youth Enterprise Support Scheme (YESS) as an alternative to the Commonwealth Government's Community Youth Support Scheme (CYSS) which was to be temporarily extended. The programme of Grants for Regional Employment and Training and the Co-operative Development Programme allow communities to combine their experience, knowledge, and other resources to help the unemployed or under-employed. These self-help programmes should show that in the long-term substantial employment opportunities can be created by better use of existing resources if local enterprise, knowledge, and enthusiasm is effectively utilised.

Recognising the barriers to equal opportunity in training and employment that confront many disadvantaged groups, a start has been made by the Ministry in its policies and programmes to improve the prospects of these groups. For example, the establishment of the Ministry is a further recognition of the Victorian Government's commitment to ensuring that women, whether single or married, have the same opportunities as men or access to all areas and levels of employment.

The assistance and confidence the disabled can gain from the stimulation and companionship of employment makes the meeting of their employment needs a matter for urgent and continuing action. The barriers they confront in obtaining appropriate training and satisfactory employment are many and, some of the major ones are born of unfavourable attitudes and discrimination. During 1981, the Ministry published a report entitled *Opportunities and Handicaps* which contained many major recommendations for action to improve the training and employment prospects of disabled persons and these recommendations are being pursued by the Ministry. One particular recommendation was the extension of the Victorian Equal Opportunity Act to cover disablement.

Clearly there would be substantial gains to some groups of the labour force, and to the community, if there was greater flexibility in the timing and extent of work. Innovations giving greater freedom in combining work with education, training, family responsibilities, and leisure would undoubtedly extend existing employment and create new opportunities. The proposal to expand part-time employment in the Victorian Public Service, with *pro rata* rights for part-time workers, is a response to this issue.

Grants for Innovation and New Technology (GIANT) scheme

Grants for innovation and new technology will be directed towards encouraging employers, employees, and government authorities involved in industrial training committees that have been established for periods of more than six months to develop flexible manpower and training programmes and adapt to the requirements of productivity promotion and technological innovation.

The programme provides subsidies to enable specific industrial training committees to employ a full-time or part-time manpower development training executive to undertake a review of the opportunities for innovation and new technology in the industry and to promote employment and training projects which foster the dissemination of technological innovation as a means of generating new employment opportunities.

The Victorian Government is promoting a tripartite approach to technological innovation and economic development as the basis for generating "Jobs From Growth". The Industrial Training Commission will be strengthened to ensure that the trade committees which are already established on this tripartite basis are encouraged to introduce new training procedures and foster improved productivity within an overall pattern of industrial development.

The GIANT scheme (Grants for Innovation and New Technology) is an important step in the chain of employment and training initiatives of the Ministry of Employment and Training. It complements the GREAT scheme (Grants for Regional Employment and Training) which is designed to encourage regional communities to bring employers, employees, and local government together to achieve an integrated and co-ordinated approach to the planning of skilled labour requirements in Victoria.

Industry training committees which wish to take up the grants for innovation and new technology will be required to undertake the same process as has been adopted for the public sector in the introduction of new technology. The Victorian Government has accepted a policy developed by the Victorian Technology Advisory Committee, which reports directly to the Minister for Employment and Training. Industry training committees can directly assist in its implementation. The policy applies to significant industrial technological innovations in the public sector and potentially in other sectors of the economy, and is as follows:

"Prior to any decision being taken by the employer to introduce technological change, the employer shall be prepared to notify and discuss with the union(s) and/or employees concerned a Statement which shall:

- (1) State the objectives of the proposed action;
- (2) contain a description of the proposed action;
- (3) analyse the need for the proposed action;
- (4) indicate the consequences of not taking the proposed action;
- (5) examine any feasible and prudent alternative to the proposed action;
- (6) include information and technical data adequate to permit a careful assessment of the impact on the workforce of the proposed action;
- (7) describe the effects on the workplace and employment that is likely to be affected by the proposed action and by any feasible and prudent alternative to the proposed action;
- (8) assess potential impact on unemployment of the proposed action and of any feasible and prudent alternative to the proposed action, including the short-term adverse and beneficial effects on employment of the proposed action and of any feasible and prudent alternative to the proposed action;
- (9) outline the reasons for the choice of the proposed action;
- (10) cite any sources of information relied upon and outline any consultations and/or negotiations during the preparation of the Statement;
- (11) describe and analyse the effects and costs of any redundancy upon services and benefits; and
- (12) describe and analyse the effects and costs upon the community of any redundancy likely to arise from taking the proposed action.

The recommendation should stipulate why the guidelines were adopted and should indicate that the recommendation is for industrial relations matters."

The Victorian Technology Advisory Committee will be requested to work in conjunction with the industry training committees to avoid the *ad hoc* responses which have previously inhibited the process of timely technological innovation and diffusion. The Committee will advise on the use of funds made available for innovative projects and for the introduction of new technology. The Ministry of Employment and Training is particularly interested in alternative energy projects, labour intensive conservation projects, and new applications of technology which relate to the information and communication industries.

The funds available to the Ministry will be used to increase employment opportunities, to encourage entrepreneurship and excellence, and to strengthen the training resources available to disadvantaged sections of the community.

The Ministry will particularly encourage the development of accessible data bases which facilitate and reinforce the market economy. These will need to incorporate a broad range of economic labour market, social indicator, and demographic data in order to strengthen existing forecasting capacity.

The Ministry will monitor developments under its grants programmes to provide an ongoing review of the visible output for each investment in regional or industrial development. Independent programme evaluations will be engaged to monitor and review projects that are funded. This independent assessment is undertaken in relation to the effectiveness of the programmes to enable replication of successful projects and to ensure that lessons are learnt from those projects which fail to meet their objectives. All programmes will be considered as pilot and demonstration projects in the first two years of their operation so that it is possible to terminate those projects which the evaluators indicate are unlikely to reach their targets or for which alternatives are available.

Overall, the grant programmes should assist the Ministry to:

- (1) Identify the likely number and type of employment opportunities in industries and regions in Victoria;
- (2) prepare an inventory of available labour resources and skills and qualifications that may be in over or undersupply in that industry or region;
- (3) assess the patterns of demand for training programmes at apprenticeship, post-apprenticeship, technical level, and recurrent educational post-secondary level;
- (4) identify opportunities for modification and development of the technical and further education programmes in Victoria; and
- (5) identify training facilities and methods likely to be required in order to encourage entrepreneurship, promote excellence, and expand employment opportunities in Victoria.

The programmes are designed to promote long-term economic development and employment generation in the private sector of the economy. However, short-term programmes will be required to assist with adjustment to social change and positive discrimination programmes must be developed to assist those sections of the community that are not in a position to benefit immediately from these structural adjustment programmes. *Ad hoc* job creation programmes will, however, not be encouraged as it is felt that they do not produce permanent employment opportunities through long-term wealth generation and enhanced productivity.

Victorian Technology Advisory Committee

The Victorian Government established the Victorian Technology Advisory Committee in order to examine the impact of new technologies on the economic, employment, and social well-being of the State. The establishment of the committee was announced in September 1980.

Members of the Victorian Technology Advisory Committee, which reports to the Victorian Cabinet through the Minister for Employment and Training, have a range of special knowledge and experience relating to the usage of new technologies. The Committee is chaired by the Executive Director of the Victorian Employers Federation. Membership is drawn from government and non-government bodies, including the Victorian Chamber of Manufactures, academic institutions, State Electricity Commission, Municipal Officers Association, Trades Hall Council, and State Co-ordination Council. The committee is serviced by the Ministry for Employment and Training's staff.

The aim of the Committee is to develop policy options and advise the Victorian Government in respect of various aspects relating to the introduction of technological change. To this end, the terms of reference are:

- (1) Monitor and evaluate the possible and actual economic and social impacts of the use of new technologies on employment and industry and suggest means of overcoming the associated problems;
- (2) examine the training and retraining requirements of industry and individuals to enable both the employed and the unemployed to adapt positively to technological change;

- (3) suggest mechanisms which need to be established to assist employers to introduce technological innovations that maximise the benefits and minimise the adverse effects on innovation, particularly with a view to overcoming problems of redundancy and human hardship;
- (4) encourage employment in the development and use of appropriate alternative technologies which conserve non-renewable energy sources and utilise new technologies for the production of socially useful goods and services;
- (5) continue to increase public awareness of the issues involved in the ongoing discussion on changing technology; and
- (6) examine any other matters on technology or related matters which the Victorian Government may refer to it.

Victorian Employment Committee

The Victorian Employment Committee (VEC) is an advisory committee appointed to assist the Minister for Employment and Training in carrying out his functions. The current committee was established in February 1981 by the Minister, and supercedes the former Victorian Employment Committee which was established following the December 1978 Work for Tomorrow! Conference. The former VEC was the major body providing policy advice to the Victorian Government on employment and training matters. This role has now been taken over by the new Ministry.

The membership and role of the new VEC are set out clearly in the draft Victorian Employment and Training Bill. Membership will comprise: a Chairman; the President of the Industrial Training Commission; a person nominated by the Minister of Education with expertise in technical and further education; the Chairman of the Public Service Board; three persons nominated from a panel of not less than six names submitted by the Victorian Trades Hall Council; three persons nominated from a panel of not less than six names submitted by the Victorian Congress of Employer Associations; one person nominated by the Minister for Economic Development; one person nominated by the Minister of Labour and Industry; and three persons may be appointed by the Minister for Employment and Training to represent the community at large.

The functions of the Committee will be:

- (1) At the request of the Minister for Employment and Training to advise on the likely medium and long-term effects of major employment and training proposals or objectives as Victorian Government policy;
- (2) at the request of the Minister to consider and report on the priorities that should be established in relation to the achievement of objectives related to a particular employment and training policy and the priorities between competing policies;
- (3) at the request of the Minister, to consider and advise on specific plans and projects both in the public and private sectors, having particular regard to the possible effect of the proposed plans and projects on employment and training;
- (4) at the request of the Minister to consider and advise on proposed Statements of Planning Policy and on matters that should be taken into consideration in the interest of the State in the preparation of regional employment plans;
- (5) at the request of the Minister to ensure effective co-ordination of the activities of all agencies participating in the employment and training policies of the Victorian Government;
- (6) to review and report to the Minister on the effect of changing circumstances on the attainment of the employment and training objectives of the Victorian Government and to advise if in its opinion priorities established by the Victorian Government should be revised;
- (7) at the request of the Minister to review the progress and performance in the achievement of objectives or projects which are material to the achievement of the employment and training policies of the Victorian Government;
- (8) to advise the Minister, when in the opinion of the Committee particular policies and programmes are required for the purpose of achieving the employment and training objectives of the Victorian Government;
- (9) to advise on any matter referred to it by the Minister;

(10) to carry out any duties or functions conferred upon it by any other Act and referred to it by the Minister; and

(11) to carry out any duties or functions conferred upon it by any other Act and referred to it by the Minister responsible for the administration of that Act.

Further references: *Work for Tomorrow! Conference, Victorian Year Book 1980, p. 252; 1981, pp. 241-3*

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 government bodies. As well, the population survey and other 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 government bodies collection, 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.

Population Census labour force data

At the 1976 Population 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.

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 labour force 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 237-44).

As mentioned on page 230, 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 occupational status, occupation, 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 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.

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							
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
1980	1,061.8	53.6	1,115.4	306.6	1,422.0	4.8	78.4
1981	1,076.3	50.4	1,126.6	315.2	1,441.8	4.5	78.1
MARRIED FEMALES							
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
1980	405.5	20.7	426.1	504.5	930.7	4.8	45.8
1981	401.4	21.2	422.7	509.6	932.3	5.0	45.3
OTHER FEMALES (c)							
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
1980	233.2	30.1	263.3	277.6	540.9	11.4	48.7
1981	238.4	28.6	267.0	293.0	560.0	10.7	47.7
ALL FEMALES							
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
1980	638.7	50.7	689.4	782.2	1,471.6	7.4	46.8
1981	639.9	49.8	689.7	802.6	1,492.3	7.2	46.2

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

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
PERSONS							
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
1980	1,700.5	104.3	1,804.8	1,088.7	2,893.6	5.8	62.4
1981	1,716.1	100.2	1,816.3	1,117.8	2,934.1	5.5	61.9

(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 1981

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	104.0	(d)	82.9	86.4	190.5	60.1	(d)	52.0	51.9	56.0
20-24	159.6	43.1	85.5	128.6	288.2	92.1	62.9	86.9	77.0	84.7
25-34	298.9	131.2	47.0	178.2	477.1	96.4	50.9	79.2	56.2	76.1
35-44	231.3	125.1	16.8	141.9	373.1	94.5	59.4	62.8	59.8	77.4
45-54	192.3	88.3	17.2	105.6	297.9	92.2	51.9	57.4	52.7	72.9
55-59	81.0	22.4	8.5	30.9	111.8	81.3	29.0	38.4	31.1	56.3
60-64	41.8	7.5	(d)	11.1	52.9	54.5	13.3	(d)	13.5	33.4
65 and over	17.8	(d)	5.5	6.9	24.8	11.4	(d)	3.9	3.1	6.5
Total	1,126.6	422.7	267.0	689.7	1,816.3	78.1	45.3	47.7	46.2	61.9

(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 1981

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
Agriculture	46.9	20.8	67.6	6.3	22.8	(f)	26.5	4.1	94.1	5.5
Forestry, fishing, and hunting	(f)	(f)	(f)	(f)	(f)	(f)	(f)	(f)	(f)	(f)
Mining	(f)	(f)	5.0	0.5	(f)	(f)	(f)	(f)	5.4	0.3
Manufacturing—	203.9	79.5	283.4	26.3	89.2	31.3	120.4	18.8	403.8	23.5
Food, beverages, and tobacco	25.6	10.3	35.9	3.3	11.6	(f)	15.1	2.4	51.0	3.0
Metal products, machinery, and equipment	30.7	9.8	40.5	3.8	7.0	(f)	8.7	1.4	49.3	2.9
Other manufacturing	147.6	59.4	207.0	19.2	70.5	26.0	96.6	15.1	303.6	17.7
Construction	71.6	29.0	100.6	9.3	9.9	(f)	11.9	1.9	112.5	6.6
Wholesale and retail trade	114.5	74.1	188.6	17.5	76.8	56.6	133.4	20.8	321.9	18.8
Transport and storage	56.7	21.7	78.4	7.3	9.1	5.1	14.3	2.2	92.6	5.4
Finance, insurance, real estate, and business services	59.2	25.8	85.1	7.9	33.5	35.4	68.9	10.8	154.0	9.0
Community services (d)	72.6	25.9	98.5	9.2	102.7	66.4	169.1	26.4	267.6	15.6
Entertainment, recreation, restaurants, hotels, and personal services	26.4	24.0	50.5	4.7	33.1	20.0	53.2	8.3	103.6	6.0
Other industries (e)	82.0	33.2	115.2	10.7	23.5	17.8	41.3	6.4	156.5	9.1
Total	739.9	336.4	1,076.3	100.0	401.4	238.4	639.9	100.0	1,716.1	100.0

(a) Civilians aged 15 years and over.

(b) Industry is classified according to the Australian Standard Industrial Classification 1978.

(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 1981

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	106.8	37.2	144.0	13.4	68.4	52.4	120.8	18.9	264.8	15.4
Administrative, executive, and managerial	82.9	10.3	93.2	8.7	11.4	14.5	2.2	107.7	6.3	
Clerical	52.8	31.9	84.6	7.9	122.2	92.0	214.2	33.5	298.9	17.4
Sales	50.0	28.4	78.4	7.3	33.7	30.8	64.5	10.1	142.9	8.3
Farmers, fishermen, timber-getters, etc.	56.9	27.6	84.5	7.8	23.0	(d)	26.8	4.2	111.3	6.5
Miners, quarrymen, and related workers	(d)	(d)	(d)	(d)	(d)	(d)	(d)	(d)	(d)	(d)
Transport and communication	59.6	19.6	79.2	7.4	7.0	(d)	10.4	1.6	89.7	5.2
Tradesmen, production-process workers, and labourers, n.e.c.—	292.5	160.1	452.7	42.1	69.5	25.1	94.5	14.8	547.3	31.9
Metal and electrical workers	123.1	69.4	192.5	17.9	13.8	(d)	18.1	2.8	210.7	12.3
Building workers	50.7	25.8	76.4	7.1	(d)	(d)	(d)	(d)	78.5	4.6
Other tradesmen, etc.	118.8	65.0	183.8	17.1	54.4	20.0	74.3	11.6	258.1	15.0
Service, sport, and recreation	37.1	21.4	58.5	5.4	66.2	27.9	94.0	14.7	152.5	8.9
Total	739.9	336.4	1,076.3	100.0	401.4	238.4	639.9	100.0	1,716.1	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	Unemployment rate (a)			Number	Unemployment rate (a)
'000	'000	'000	per cent	'000	'000	'000	per cent	
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
1980	53.6	50.7	104.3	5.8	209.1	183.2	392.3	5.9
1981	50.4	49.8	100.2	5.5	199.7	177.4	377.1	5.6

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

VICTORIA—ASPECTS OF UNEMPLOYMENT, AUGUST 1981

Particulars	Number of unemployed			Unemployment rate (a)		
	Males	Females	Persons	Males	Females	Persons
	'000	'000	'000	per cent	per cent	per cent
Total unemployed	50.4	49.8	100.2	4.5	7.2	5.5
Regional distribution —						
Melbourne Statistical Division	35.3	38.1	73.5	4.4	7.3	5.6
Rest of Victoria	15.1	11.7	26.7	4.6	7.0	5.4
Looking for —						
Full-time work	46.1	36.4	82.5	4.3	7.7	5.4
Part-time work	(e)	13.4	17.7	(e)	6.2	6.3
Marital status —						
Married	16.3	21.2	37.6	2.2	5.0	3.2
Not married (b) —	34.0	28.6	62.6	9.2	10.7	9.8
Aged 15-19 years	13.6	16.2	29.8	13.2	19.5	16.0
Aged 20-24 years	11.3	7.4	18.8	9.1	8.7	8.9
Aged 25 years and over	9.1	4.9	14.0	6.4	5.0	5.8
Age distribution (years) —						
15-19—	13.8	16.4	30.3	13.3	19.0	15.9
Looking for first job	6.4	8.0	14.4	..	..	..
20-24	12.0	10.4	22.4	7.5	8.1	7.8
25 and over—	24.5	23.0	47.5	2.8	4.8	3.5
25-34	10.3	10.4	20.7	3.4	5.8	4.3
35-44	5.1	6.6	11.7	2.2	4.6	3.1
45 and over	9.2	6.0	15.2	2.8	3.9	3.1

VICTORIA—ASPECTS OF UNEMPLOYMENT, AUGUST 1981—*continued*

Particulars	Number of unemployed			Unemployment rate (a)		
	Males	Females	Persons	Males	Females	Persons
	'000	'000	'000	per cent	per cent	per cent
Birthplace —						
Born in Australia	34.9	34.6	69.5	4.4	7.0	5.4
Born outside Australia —	15.5	15.2	30.7	4.5	7.9	5.8
Main English-speaking countries (c)	(e)	5.0	8.6	(e)	7.2	4.8
Other than main English-speaking countries	11.9	10.2	22.1	5.2	8.3	6.3
Arrived before 1971	10.4	9.5	19.9	4.0	6.9	5.0
Arrived from 1971 to August 1981	5.1	5.7	10.8	6.5	10.4	8.1
Duration of unemployment (weeks) —						
Under 2	(e)	6.0	9.4	..	..	..
2 and under 4	5.8	(e)	9.6	..	..	..
4 and under 8	7.3	6.3	13.6	..	..	..
8 and under 13	6.8	6.1	12.9	..	..	..
13 and under 26	5.3	8.1	13.3	..	..	..
26 and under 52	8.0	11.1	19.1	..	..	..
52 and over	13.8	8.4	22.2	..	..	..
	DURATION OF UNEMPLOYMENT (weeks)					
Average (mean) duration	37.9	28.6	33.3	..	..	..
Median duration (d)	17.7	17.3	17.4	..	..	..

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

(d) The duration which divides unemployed persons into two equal groups, one comprising persons whose duration of unemployment is above the median and the other persons whose duration is below it.

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

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
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
1980	15.3	17.5	16.3	8.2	9.2	8.7	2.9	4.7	3.6	4.8	7.4	5.8
1981	13.3	19.0	15.9	7.5	8.1	7.8	2.8	4.8	3.6	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.

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
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
1980	15.5	16.7	32.3	11.8	10.7	22.5	24.1	21.2	45.3	51.4	48.6	100.0
1981	13.8	16.4	30.2	12.0	10.4	22.4	24.5	23.0	47.4	50.3	49.7	100.0

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

**VICTORIA—UNEMPLOYED PERSONS BY OCCUPATION
AND INDUSTRY OF LAST FULL-TIME JOB, AUGUST 1981**

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	57.1	3.2
Occupation group —		
Clerical	7.3	2.4
Sales	6.0	4.1
Tradesmen, production-process workers, and labourers, n.e.c.	28.3	4.9
Service, sport, and recreation	5.8	3.7
Other occupations	9.5	1.6
Industry division —		
Manufacturing	20.0	4.7
Wholesale and retail trade	14.1	4.2
Community services	4.5	1.6
Entertainment, recreation, restaurants, hotels, and personal services	4.5	4.1
Other industries	14.0	2.2
Other (b)	43.1	..
Total	100.2	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
1977	23.5	19.1	21.1
1978	20.9	24.0	22.4
1979	24.6	26.5	25.5
1980	31.3	30.4	30.9
1981	37.9	28.6	33.3

(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 and under 52 weeks	52 weeks and over
1977	17.2	16.4	17.3	17.9	18.8	12.5
1978	24.6	15.1	12.1	18.6	17.6	11.9
1979	22.4	14.4	10.2	18.5	19.8	14.8
1980	18.9	15.5	11.2	15.4	21.8	17.2
1981	19.0	13.6	12.9	13.3	19.0	22.2

(a) See footnote to previous table.

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 final results had been published up to the end of 1981, supported by some of the major data findings, follows.

Annual and long service leave

For details of surveys on this topic, see page 202.

Child care arrangements

Surveys conducted in May 1969, May 1973, May 1977, and June 1980 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, JUNE 1980

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)	65.5	23.9	89.4	90.2	55.1	145.3	94.9	99.4	194.3
Labour force participation rate (per cent) (c)	42.1	26.4	36.3	51.8	50.1	51.1	50.0	41.4	45.2
Not in the labour force ('000)	90.2	66.5	156.7	83.9	55.0	138.9	94.8	140.7	235.5
Total ('000)	155.7	90.4	246.2	174.1	110.0	284.2	189.7	240.1	429.8

(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*, June 1980 (4402.0).

Educational attainment of the labour force

Surveys conducted in February 1979 and February 1980 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 1980 ('000)

Particulars	Males	Females	Persons		
			Employed	Unemployed	Labour force
With post-school qualifications—					
Degree or equivalent	91.5	40.0	125.1	(a)	131.5
Trade, technical level	320.4	156.5	457.9	19.0	476.9
Other	(a)	(a)	8.8	(a)	8.8
Total	415.1	202.1	591.8	25.4	617.2
Without post-school qualifications —					
Attended highest secondary level	117.7	71.6	175.3	14.0	189.3
Did not attend highest level of secondary school and left at age (years)—					
16-17	177.9	145.7	298.3	25.4	323.6
14-15	269.0	191.2	427.0	33.2	460.2
Under 14	82.8	45.8	124.7	(a)	128.6
Total (b)	550.1	392.3	876.2	66.2	942.4
Total (c)	673.2	464.3	1,057.3	80.2	1,137.6
Still at school (d)	13.6	11.3	19.4	(a)	24.8
Grand total	1,101.9	677.7	1,668.6	111.0	1,779.6

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

(b) Includes 30,000 persons (20,400 males and 9,600 females) 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 1980 (6235.0).

Employment benefits

For details of a survey on this topic, see page 208.

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, November 1975, July 1979, and July 1980 obtained information by family status, and labour force characteristics, about the population aged 15 years and over.

Frequency of pay

For details of surveys on this topic, see page 205.

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 240 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, 1978, and 1979 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 1979: LENGTH OF TIME IN THE
LABOUR FORCE DURING THE YEAR
(’000)

Length of time in the labour force during 1979 (weeks)	Males	Married women	All females	Persons
1 and under 4	12.3	7.0	15.3	27.6
4 and under 13	25.3	31.1	44.0	69.3
13 and under 26	16.6	33.8	43.2	59.7
26 and under 39	25.7	36.8	54.4	80.1
39 and under 49	46.0	44.9	67.4	113.4
49 and under 52	44.4	19.2	29.2	73.6
52 and over	971.8	315.1	507.8	1,479.6
Total	1,142.0	487.8	761.2	1,903.2

VICTORIA—PERSONS EMPLOYED AT SOME TIME
DURING 1979: NUMBER OF JOBS HELD DURING THE YEAR
(’000)

Number of jobs held during 1979	Males	Females	Persons
One	953.2	621.3	1,574.5
Two	122.7	69.1	191.8
Three	27.3	12.4	39.7
Four	7.4	10.1	11.5
Five	{ 8.1		(a)
Six or more			8.7
Total	1,118.7	712.8	1,831.5

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

VICTORIA—PERSONS WHO LOOKED FOR WORK AT SOME
TIME DURING 1979: NUMBER OF PERIODS OF LOOKING FOR WORK
(’000)

Number of periods of looking for work	Males	Females	Persons
One	118.0	112.5	230.5
Two	10.4	8.0	18.4
Three	(a)	{ 7.2	6.3
Four or more	7.3		11.5
Total	139.1	127.7	266.7

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

VICTORIA—PERSONS WHO LOOKED FOR WORK AT SOME TIME
DURING 1979: 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	18.6	8 and under 13	36.2
2 and under 3	14.2	13 and under 26	45.3
3 and under 4	10.8	26 and under 52	54.4
4 and under 5	30.0	52 and over	33.4
5 and under 6	(a)	Total	(b) 266.7
6 and under 8	19.3		

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

(b) Fourteen per cent of persons in the labour force at some time during 1979 looked for work at some time during the year. The percentages for males and females were 12.2 per cent and 16.8 per cent, respectively.

NOTE. For further information, see Australian Bureau of Statistics publication *Labour force experience during 1979* (6206.0).

Labour mobility

Surveys conducted in November 1972, February 1975, February 1976, February 1979, and February 1980 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 1979:
DURATION OF JOB (a)
(^{'000})

Duration of job held at the end of 1979	Males	Married women	All females	Persons
Under 3 months —				
Temporary	15.7	(b)	11.3	27.0
Permanent	46.6	16.0	29.7	76.2
Total under 3 months	62.3	20.3	41.0	103.3
3 months and under 6 months	44.4	18.8	37.1	81.5
6 months and under 1 year	94.0	34.7	65.8	159.8
Total under 1 year	200.8	73.8	143.8	344.6
1 year and under 2 years	129.1	51.5	96.5	225.6
2 years and under 3 years	88.6	40.3	70.6	159.2
3 years and under 4 years	84.6	46.7	68.8	153.4
4 years and under 5 years	57.7	33.0	43.3	101.1
5 years and under 10 years	196.8	83.7	107.0	303.8
10 years and under 20 years	165.8	47.7	63.9	229.7
20 years and over	119.1	15.0	19.6	138.7
Total	1,042.5	391.6	613.6	1,656.1

(a) The different definition of a job for this table as compared with the table for job tenure on page 238 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 1980 (6209.0).

Leavers from schools, universities, or 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 and 1980 the survey was conducted in May.

VICTORIA—LEAVERS (a) : EMPLOYMENT STATUS, MAY 1980

Particulars	Employment status				Total leavers			
	Employed	Unemployed	Labour force	Not in labour force	Aged 15-19 years	Aged 20-25 years	Total	
	'000	'000	'000	'000	'000	'000	Number	Participation rate (b)
							'000	per cent
Males	33.8	6.3	40.1	(c)	31.5	9.1	40.6	98.8
Females	28.1	6.8	34.9	(c)	26.5	9.1	35.6	98.1
Persons	61.9	13.1	75.0	(c)	58.0	18.2	76.2	98.5

(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 1979.

(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 1980 (6227.0).

Migrants in the labour force

From various surveys conducted between 1972 and 1976, information concerning overseas-born persons in the civilian labour force was collated and published in a special consolidated Australian Bureau of Statistics 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 aged 50-69 years ceasing full-time work

In May 1980 a survey, based on the monthly population survey, was conducted throughout Australia in order to obtain information about persons aged 50 to 69 years who had permanently ceased full-time work and about the retirement intentions of other persons in this age group. Data collected included the age, or expected age, at retirement; superannuation or life insurance coverage and payments derived from these sources; housing arrangements; and main source of income after retirement.

VICTORIA—PERSONS AGED 50 TO 69 YEARS (a):
FULL-TIME WORK STATUS AND AGE AT MAY 1980
(‘000)

Particulars	Age group (years)				Total aged 50-69
	50-54	55-59	60-64	65-69	
MALES					
Had never worked full-time	(c)	(c)	(c)	(c)	(c)
Had retired from the full-time labour force —	7.3	14.0	29.7	51.2	102.2
More than 20 years ago	(c)	(c)	(c)	(c)	(c)
20 years ago or less	6.6	12.9	29.7	50.7	99.9
Had not retired (b) —	98.6	80.0	42.0	8.2	228.6
Intended to retire	92.5	74.1	38.1	6.5	211.2
Claimed that they would never retire	5.9	5.9	(c)	(c)	17.4
Total	105.9	94.3	72.2	59.9	332.2
FEMALES					
Had never worked full-time	7.6	8.5	9.9	11.2	37.3
Had retired from the full-time labour force —	62.2	69.3	61.3	57.8	250.6
More than 20 years ago	34.3	35.1	35.6	35.9	140.9
20 years ago or less	27.9	34.1	25.8	21.9	109.7
Had not retired (b) —	31.3	18.0	7.0	(c)	57.6
Intended to retire	30.2	17.2	6.3	(c)	54.3
Claimed that they would never retire	(c)	(c)	(c)	(c)	(c)
Total	101.2	95.8	78.2	70.3	345.5

VICTORIA—PERSONS AGED 50 TO 69 YEARS (a):
 FULL-TIME WORK STATUS AND AGE AT MAY 1980—continued
 ('000)

Particulars	Age group (years)				Total aged 50-69
	50-54	55-59	60-64	65-69	
PERSONS					
Had never worked full-time	7.9	8.8	10.3	11.7	38.7
Had retired from the full-time labour force —					
More than 20 years ago	69.5	83.3	91.0	109.0	352.8
20 years ago or less	34.9	36.3	35.6	36.4	143.2
Had not retired (b) —	34.6	47.0	55.4	72.6	209.6
Intended to retire	129.7	98.1	49.0	9.5	286.3
Claimed that they would never retire	122.6	91.3	44.4	7.2	265.5
	7.0	6.8	4.6	(c)	20.8
Total	207.0	190.1	150.4	130.2	677.7

(a) Civilian non-institutionalised population, excluding persons permanently unable to work.

(b) Comprises persons working full-time at the time of the survey, and others who intended to do so.

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

NOTE. For further information, see Australian Bureau of Statistics publication *Persons aged 50-69 years ceasing full-time work, May 1980* (6238.0).

Persons looking for work

Surveys conducted in May 1976, November 1976, May 1977, July 1978, July 1979, and July 1980 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: DIFFICULTIES REPORTED IN FINDING WORK, JULY 1980
 ('000)

Difficulty in finding work	All difficulties reported in finding work (a)			Main difficulty in finding work
	Males	Females	Persons	
Own ill health or handicap	(b)	(b)	6.7	(b)
Considered by employers to be too young or too old	12.6	16.5	29.2	11.5
Unsuitable hours	3.8	6.1	10.0	4.3
Too far to travel/transport problems	9.6	11.1	20.6	7.2
Lacked necessary education, training, or skills	13.6	11.1	24.7	7.7
Insufficient work experience	15.4	14.9	30.3	12.7
No vacancies in line of work	19.7	17.3	37.0	16.0
No vacancies at all	24.5	21.9	46.4	27.3
Other difficulties (c)	8.4	7.1	15.5	7.4
No difficulties reported	(b)	(b)	4.7	4.7
Total	113.7	111.4	225.1	101.5

(a) Includes all responses for those persons who reported more than one difficulty in finding work.

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

(c) Includes persons who reported language difficulties.

NOTE. For further information, see Australian Bureau of Statistics publication *Persons looking for work, July 1980* (6222.0).

Persons not in the labour force (including discouraged jobseekers)

Surveys conducted in November 1975, May 1977, March 1979, September 1979, March 1980, September 1980, and March 1981 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 jobseekers.

VICTORIA—PERSONS AGED 15 TO 64 YEARS WHO WERE NOT IN THE
LABOUR FORCE AND WHO WANTED A JOB (a) : REASON (b) FOR NOT
ACTIVELY LOOKING FOR WORK, MARCH 1981
(^{'000})

Reason (b) for not actively looking for work	Males	Females	Persons
Had a job to go to	(f)	(f)	(f)
Personal considerations (c)	21.1	47.4	68.5
Family considerations (d)	(f)	51.3	51.8
Discouraged —	(f)	18.3	21.2
Considered too young or too old	(f)	4.9	6.0
No jobs in locality or line of work	(f)	10.9	12.1
No jobs in suitable hours	(f)	(f)	(f)
Other reasons (e)	(f)	6.5	8.2
Total	27.0	129.4	156.4

(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) Highest ranked reason only.

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

(d) 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.

(e) Includes persons who gave no reason.

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

VICTORIA—REASONS FOR NOT ACTIVELY 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 1981
(^{'000} responses)

Reason (a) for not actively looking for work	Males	Females	Persons
Had a job to go to	(f)	(f)	(f)
Personal considerations (c)	21.1	47.4	68.5
Family considerations (d)	(f)	55.2	56.1
Considered too young or too old	(f)	6.6	7.7
Language or racial difficulties; lack necessary skills, training, or experience	(f)	(f)	5.4
No jobs in locality or line of work	(f)	16.5	18.1
No jobs in suitable hours	(f)	11.6	13.1
Other reasons (e)	(f)	10.3	13.4
Total	31.3	154.8	186.1

(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 (c) to previous table.

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

(e) Includes persons who gave no reason.

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

VICTORIA—PERSONS AGED 15 TO 64 YEARS WHO WERE NOT IN THE
LABOUR FORCE AND WHO WANTED A JOB (a) : WHETHER HAD LOOKED FOR
WORK AND WHETHER HAD A JOB IN THE LAST TWELVE MONTHS,
MARCH 1981
(^{'000})

Particulars	Males	Females	Persons
Had a job in the last twelve months—	6.5	24.5	31.0
Had looked for work since that job	(b)	5.9	8.2
Had not looked for work since that job	(b)	18.6	22.8
Did not have a job in the last twelve months—	19.8	101.9	121.7
Had looked for work in the last twelve months	5.6	24.2	29.9
Had not looked for work in the last twelve months	14.2	77.6	91.8
Had looked for work	7.9	30.1	38.0
Had not looked for work	18.4	96.2	114.6
Total	26.3	126.3	152.6

(a) Excluding those who had a job to go to.

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

NOTE. For further information, see Australian Bureau of Statistics publication *Persons not in the labour force*, March 1981 (6220.0).

Trade union members

For details of a survey on this topic, see pages 216-17.

Unemployed persons: income distribution

Estimates of the income in 1978-79 of persons who were unemployed at some time during that year were derived from a survey of annual income which was conducted in the period from September 1979 to December 1979.

VICTORIA—UNEMPLOYED PERSONS: DURATION OF UNEMPLOYMENT,
LENGTH OF TIME IN THE LABOUR FORCE, AND MEAN INCOME, 1978-79

Duration of unemployment (a) (weeks)	Males		Females		Persons	
	Number ('000)	Mean income (b) (\$)	Number ('000)	Mean income (b) (\$)	Number ('000)	Mean income (b) (\$)
IN THE LABOUR FORCE FOR 1-39 WEEKS						
1-4	11.5	3,020	12.9	1,960	24.5	2,460
5-13	7.5	4,870	17.5	2,520	25.0	3,230
14-26	9.5	1,940	13.2	1,190	22.7	1,500
27-39	(c)	(c)	(c)	(c)	7.1	1,360
Total	31.1	3,100	48.2	1,830	79.3	2,330
IN THE LABOUR FORCE FOR 40-52 WEEKS						
1-4	24.3	8,690	13.6	6,120	38.0	7,770
5-8	9.8	7,780	11.4	6,760	21.2	7,230
9-13	12.7	6,920	9.5	6,210	22.2	6,620
14-26	22.7	7,360	13.2	4,840	35.9	6,440
27-39	9.2	4,970	7.2	3,110	16.5	4,150
40-51	9.4	3,450	11.0	1,820	20.3	2,570
52	14.9	3,410	15.7	1,410	30.7	2,390
Total	103.1	6,520	81.5	4,260	184.7	5,520

(a) The total number of complete weeks in 1978-79 during which a person was unemployed.

(b) Mean income is the amount obtained by dividing the total income of a group in 1978-79 (e.g., recipients of unemployment benefit) by the number of persons in that group.

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

NOTE. For further information, see Australian Bureau of Statistics publication *Unemployed persons: income distribution, 1978-79* (6521.0).

Work patterns of employees

For details of a survey on this topic, see pages 206-7.

Working conditions

For details of a survey on this topic, see page 210.

Civilian employees series*Cessation of collection*

The civilian employees series (see pages 257-9 of the 1981 edition of the *Victorian Year Book*) was abandoned during 1981. The following notes provide the reasons for the cessation of the collection and the proposed arrangements for the alternative production of similar data. The government sector collection is, however, continuing and a table showing civilian employees in the government sector in Victoria can be found on page 245.

The two principal series of employment statistics produced by the Australian Bureau of Statistics have been the employment series derived from the labour force survey (based on a sample of households) and the civilian employees series derived from data obtained from employers' payroll records (mainly payroll tax returns, in the case of the private sector). The former series has provided estimates of total employment and information on the characteristics of employed persons (including employers and self-employed). The latter has provided estimates for wage and salary earners only, but with a dissection of employment by industry more detailed than that provided by the labour force survey. Because the civilian employees series has now been abandoned, users interested in data on employment by industry will have to make do with the estimates available from the labour force survey until the replacement survey for the civilian employees series is operational.

The series have differed in coverage, definition, sources of information, methods of collection, and estimation procedures. The survey estimates are subject to sampling variability and both series are subject to non-sampling errors. The payroll-based civilian employees series has suffered from the particular problem that, because of limits below which payroll tax is not levied, no information has been available to the Australian Bureau of Statistics about changes in the employment levels of the large number of smaller businesses which are not liable for payroll tax. Without current information, employment for these small businesses has generally been assumed to vary in proportion to the variation in the employment of larger employers. This assumption has long been regarded by the Australian Bureau of Statistics as unsatisfactory.

The civilian employees series and the labour force survey series have frequently displayed different movements, but from late in 1979 the survey-based series grew much more rapidly than the payroll-based series. This growing divergence led to the decision by Australian Statistician in July 1980 that publication of the civilian employees series should be suspended and that the Australian Bureau of Statistics should undertake a review of the series and also of some aspects of the employment series derived from the labour force survey.

Following the review and discussions held with a number of Commonwealth and State Government departments which are users of the statistics, the Statistician concluded that payroll tax returns could no longer provide an adequate basis for estimates of numbers of civilian employees and wages and salaries paid. Instead it would be necessary to conduct a quarterly sample survey of about 20,000 business units in the private sector, to collect information about the number and earnings of their employees. The survey results will be supplemented by the information collected from government bodies.

The lead time for the development of the survey will be between one and two years. The survey is expected to commence in respect of the September quarter 1983. The survey questionnaire and methodology will require field testing, mainly to ensure that response burden and non-sampling errors are kept to a minimum. In addition, the coverage of small businesses in the Australian Bureau of Statistics register of businesses will need to be improved, in order to provide a satisfactory sample frame for the survey.

Further information on the review of employment statistics and the future course of action to be followed by the Australian Bureau of Statistics can be found in the July 1981 publication *Information Paper: Review of ABS Employment Statistics* (6239.0).

Statistics

The following table shows, for Victoria, the estimated number of civilian employees in the government sector at June for each of the years 1971 and 1978 to 1981. Government 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 SECTOR (‘000)

At 30 June—	Commonwealth			State (a)			Local (a)			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
1971	68.0	22.5	90.5	126.9	67.6	194.5	16.6	5.3	21.9	211.6	95.4	307.0
1978	69.3	27.4	96.7	152.2	103.8	256.0	19.9	10.7	30.6	241.4	141.9	383.3
1979	69.1	27.8	96.9	153.6	106.7	260.4	20.3	11.3	31.6	243.1	145.9	388.9
1980	68.9	28.3	97.2	154.2	108.1	262.3	20.7	11.9	32.6	243.8	148.2	392.0
1981	69.3	28.8	98.1	154.4	110.9	265.3	21.0	12.5	33.5	244.7	152.2	396.9

(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 editions of the *Victorian Year Book* prior to the 1980 edition.

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 recommended that the Bureau carry out quarterly job vacancy surveys. Subsequently, 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 burden 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 recent surveys are shown in the following table:

VICTORIA—ASPECTS OF JOB VACANCIES
(^{'000})

Particulars	1980		1981		
	November	February	May	August	November
Total vacancies	8.5	8.4	8.3	8.1	8.2
Vacancies by sex —					
Males	(a) 2.2	2.1	2.8	2.6	2.8
Females	(a) 2.0	(f)	(f)	(f)	(f)
Males or females (b)	4.3	3.9	3.9	3.9	4.0
Vacancies by industry groups —					
Manufacturing (c)	3.3	2.6	2.9	3.3	3.0
Other industries (d)	5.2	(a) 5.8	5.4	4.8	5.2
Vacancies by employer groups —					
Government sector	(a) 3.5	(f)	2.8	2.6	3.5
Private sector	5.1	(a) 5.4	5.5	5.6	4.7
Job vacancy rate (per cent) (e)	0.8	0.7	0.7	0.7	0.7

(a) 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.

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

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

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

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

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

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 provided statistics of overtime derived from a sample of employers each month. The overtime series in the two year period following its introduction did not show sufficient month to month variation to warrant the continuation of the survey as a monthly collection. It was therefore decided that June 1981 would be the last survey in the monthly series. The surveys are now conducted quarterly, in the months of August, November, February, and May. 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 recent surveys, for which details are available for each month from July 1979 to June 1981 and at quarterly intervals from August 1981 onwards, are shown in the following table:

VICTORIA—ASPECTS OF OVERTIME WORKED

Period	Average weekly overtime hours						Proportion of employees in the survey working overtime	
	Per employee in the survey (a)				Per employee working overtime (c)			
	Manufacturing (b)		Total		Hours	Standard error (d)	Per cent	Standard error (d)
	Hours	Standard error (d)	Hours	Standard error (d)				
1980—								
November	2.24	0.18	1.48	0.08	6.94	0.19	21.26	0.82
1981—								
February	2.25	0.18	1.46	0.08	7.10	0.18	20.58	0.86
May	2.21	0.22	1.46	0.08	7.36	0.18	19.85	0.83
August	2.14	0.13	1.39	0.08	6.97	0.19	19.91	0.83
November	2.56	0.11	1.59	0.08	7.40	0.18	21.42	0.83

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

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

(d) See page 230 for information on the interpretation of standard error.

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

Labour turnover surveys

Labour turnover surveys undertaken by the Australian Bureau of Statistics 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).

Further references: *International Womens Year*, *Victorian Year Book* 1976, p. 296; *Married women in the labour force*, 1979, pp. 248-9

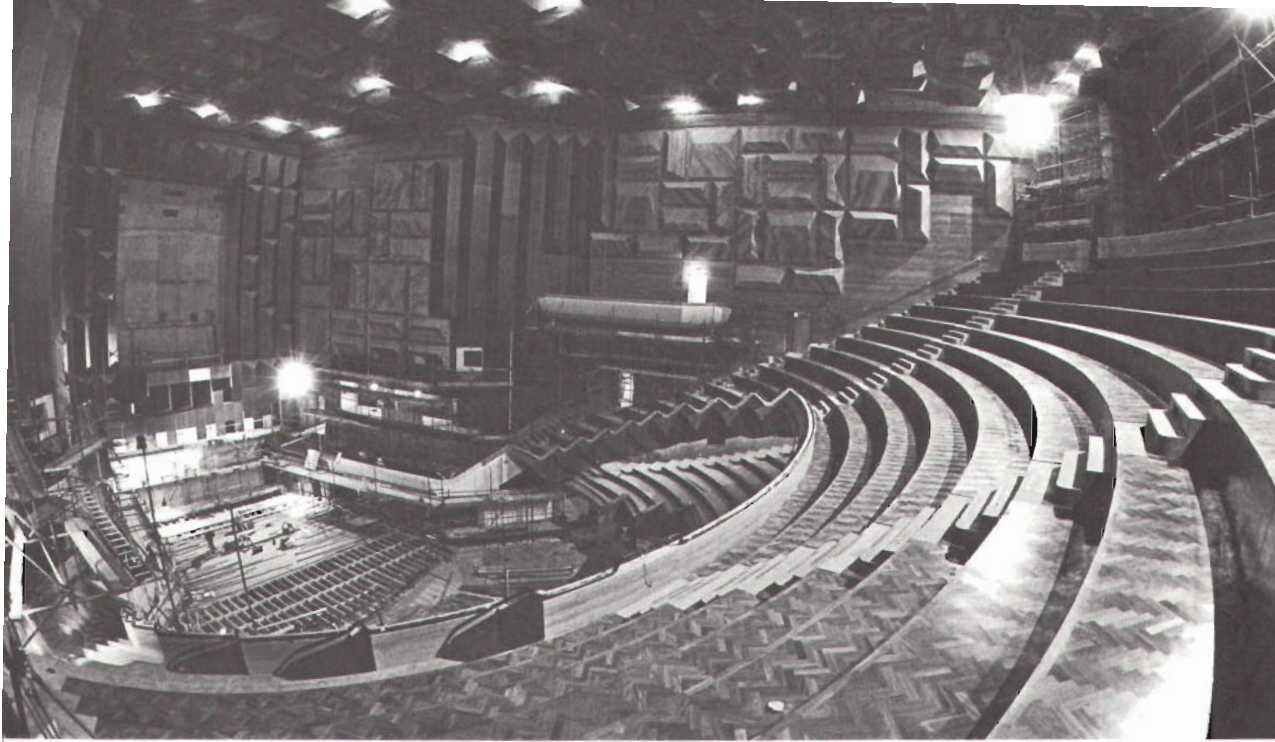
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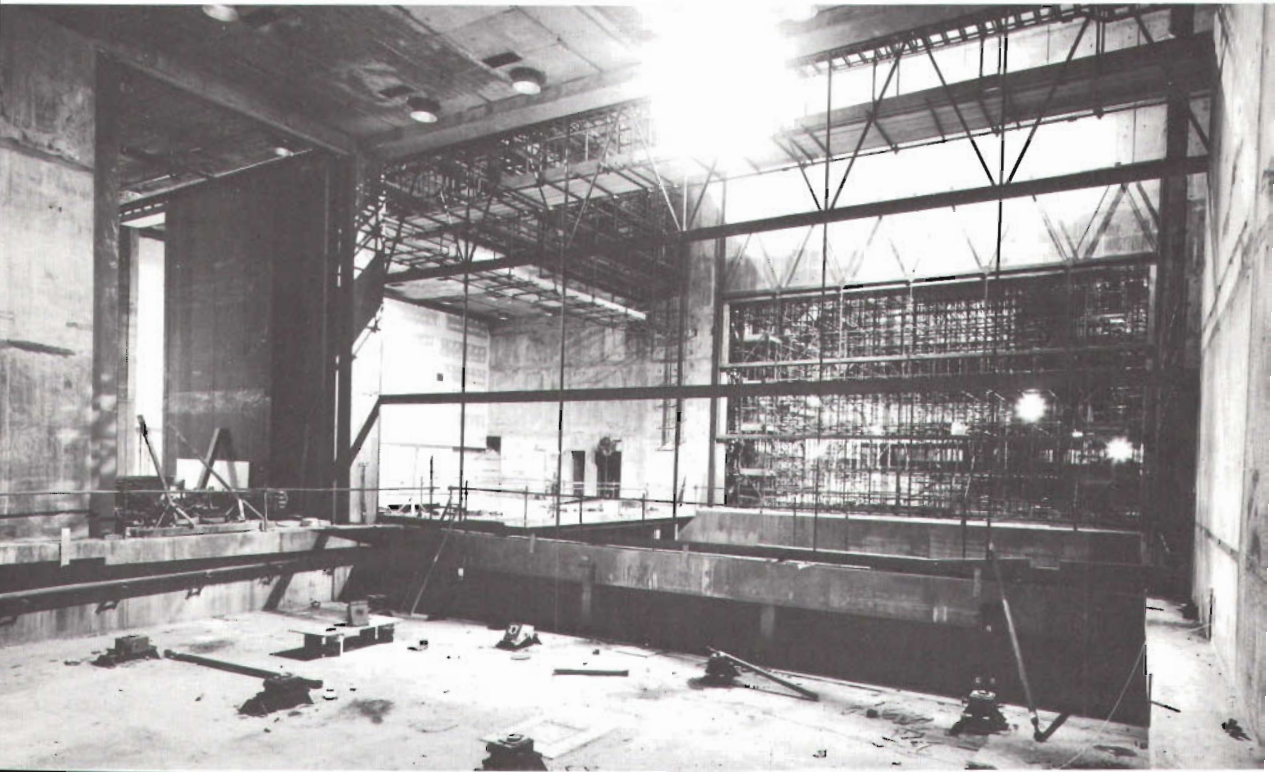


The interior of the Melbourne Concert Hall. The walls and ceilings feature acoustically designed concrete blocks which have been painted in thorough fresco style.

Victorian Arts Centre Building Committee

Construction continues in the theatres' complex of the Victorian Arts Centre. Backstage of the State Theatre are three interchangeable stages which will allow for one minute complete set changes.

Victorian Arts Centre Building Committee





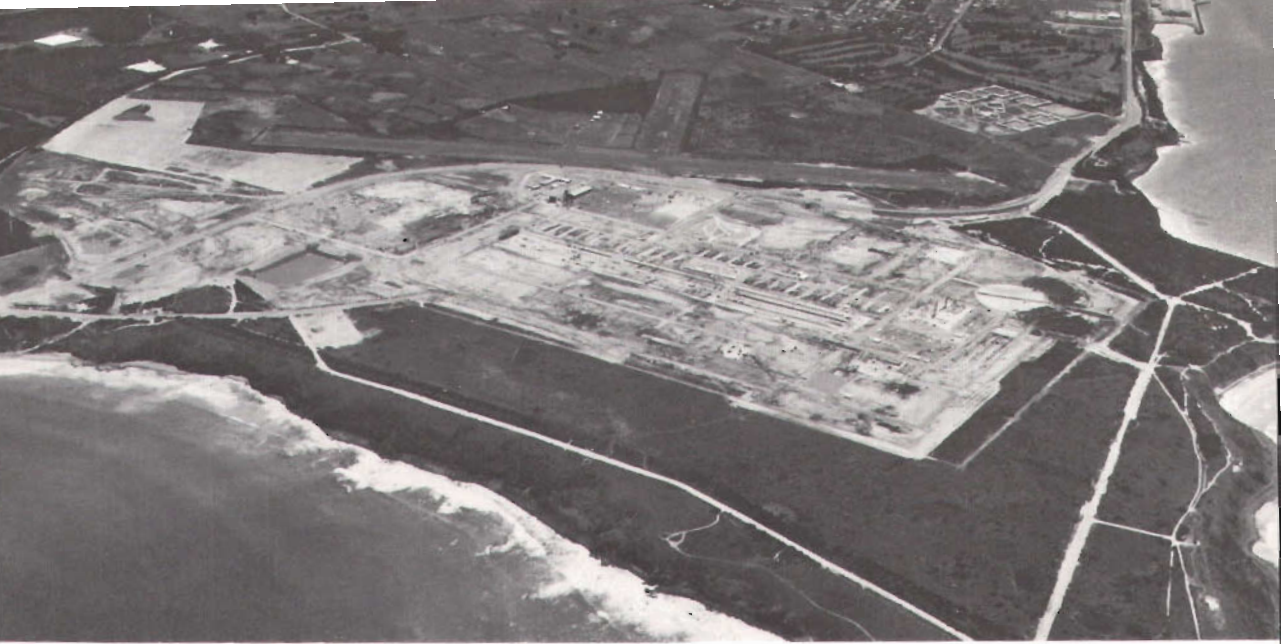
The Wentworth Hotel provides a new perspective of Melbourne from the 50th floor.

Kennedy Burnside

The Hotel occupies floors 36 to 50 of one of two towers on the corner of Collins and Exhibition Streets, Melbourne.

Nigel Smith



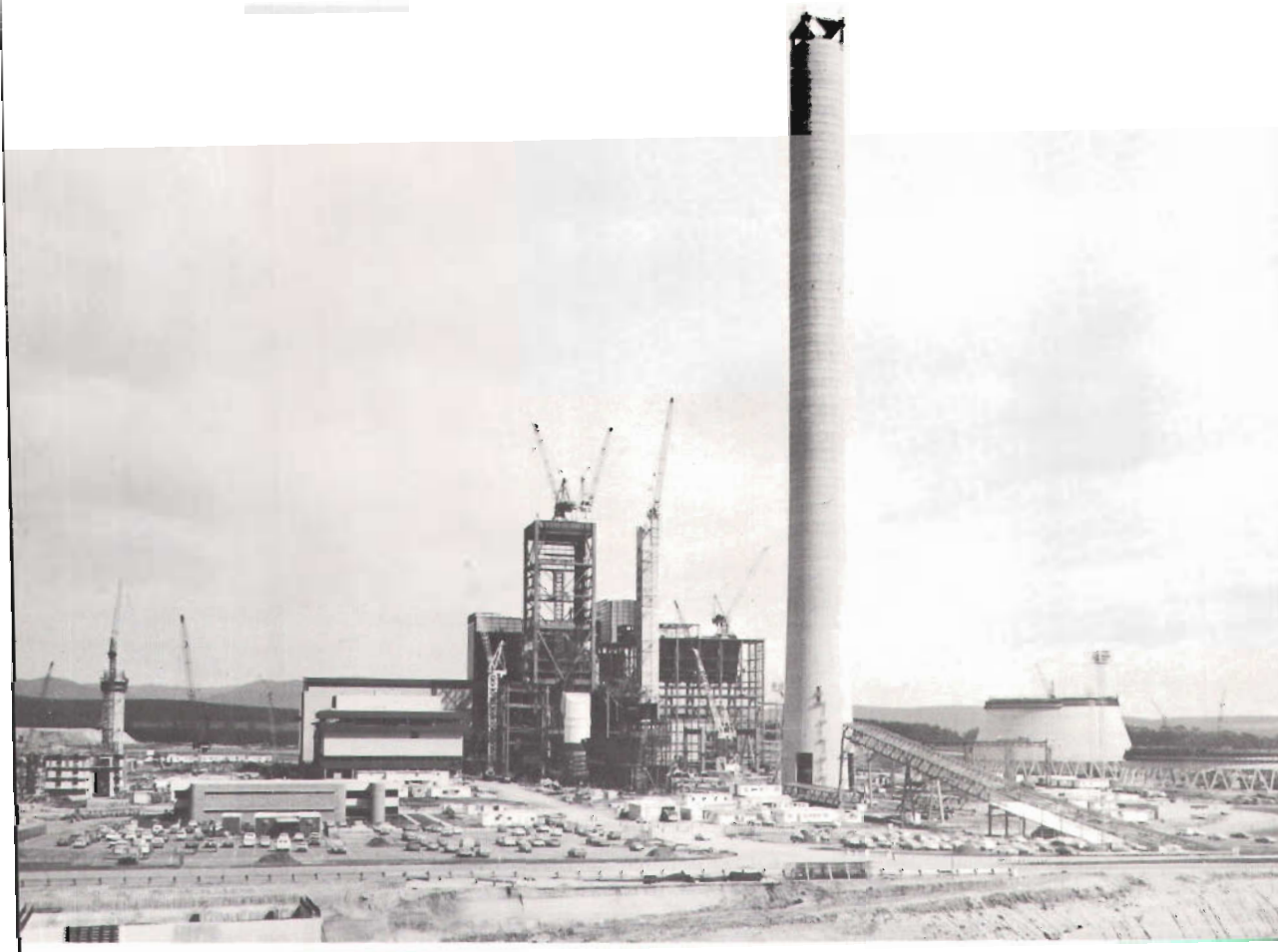


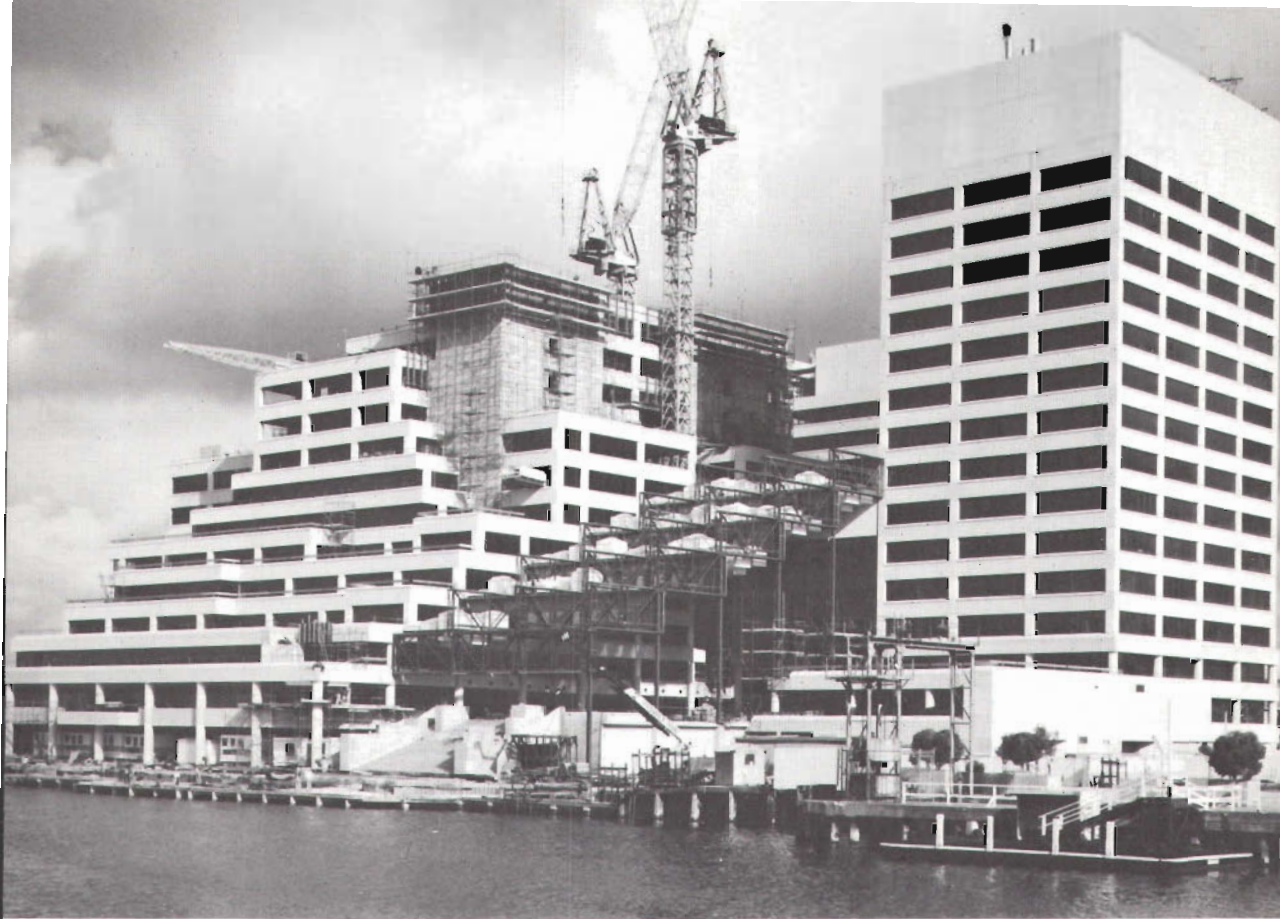
An aerial view of Alcoa of Australia's aluminium smelter under construction at Portland.

Alcoa of Australia Limited

Victoria's largest power generating station at Loy Yang is under construction.

State Electricity Commission





The Melbourne Trade Centre on the northern bank of the Yarra River, adjacent to Flinders Street, is expected to receive its first occupants late in 1982.

Port of Melbourne Authority

The Victorian State Opera performed *Die Fledermaus* by J. Strauss Jr during the 1981 season at the Princess Theatre.

Victorian State Opera

