

Chapter 6

Labour

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OVERVIEW

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

The data in this chapter includes statistics relating to employment, unemployment, underemployment and persons not in the labour force from the monthly labour force survey; average weekly earnings and job vacancies and overtime, which are derived from employer-based surveys; and trade union and industrial disputes data collected mainly from employers.

The labour force

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

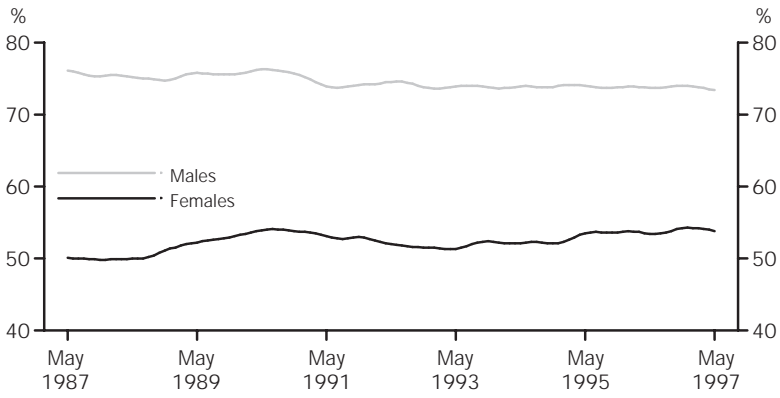
In May 1997 there were 2,299,200 persons in the Victorian labour force of whom 2,090,800 were employed.

Participation rates

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

In May 1997 the Victorian participation rate was 63.3%. Although the female participation rate has risen over the last 10 years and the participation rate for males has dropped slightly, there remains a significant difference between the participation rates of males and females (73.1% and 53.9% respectively).

PARTICIPATION RATES BY SEX: TREND SERIES, VICTORIA



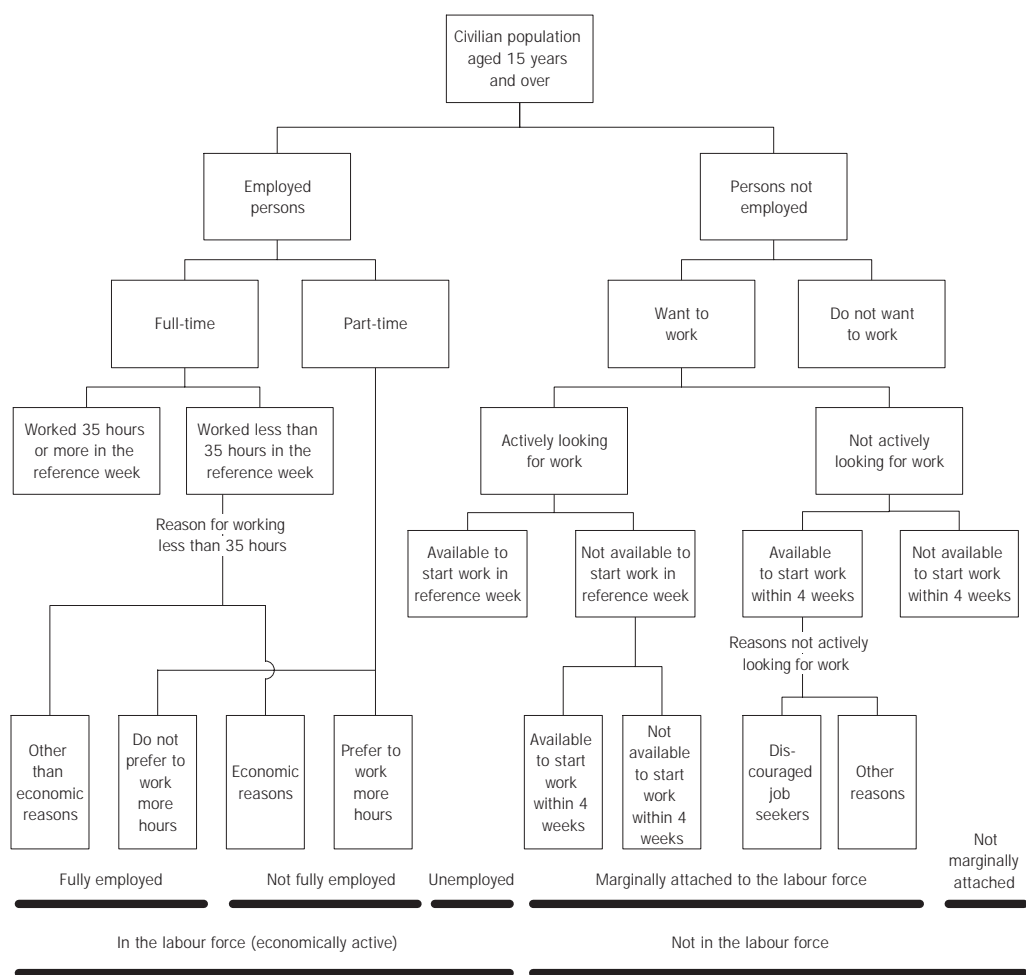
Source: Labour Force, Victoria (Cat. no. 6202.2).

6.1 LABOUR FORCE STATUS OF THE CIVILIAN POPULATION AGED 15 YEARS AND OVER, VICTORIA

	Employed			Unemployed						
	Full-time '000	Part-time '000	Total '000	Full-time '000	Total '000	Labour force '000	Not in labour force '000	Civilian population '000	Unem- ployment rate %	Partici- pation rate %
Period										
MALES										
May										
1982	1 009.7	67.6	1 077.4	51.4	57.7	1 135.1	334.2	1 469.3	5.1	77.3
1983	967.4	63.3	1 030.6	95.9	102.6	1 133.2	359.4	1 492.6	9.1	75.9
1984	1 009.7	68.9	1 078.6	72.8	80.2	1 158.8	358.8	1 517.6	6.9	76.4
1985	1 008.7	70.5	1 079.2	62.3	71.6	1 150.9	393.1	1 544.0	6.2	74.5
1986	1 040.3	72.9	1 113.2	54.6	61.0	1 174.2	397.1	1 571.2	5.2	74.7
1987	1 063.4	81.3	1 144.7	63.6	71.6	1 216.3	383.8	1 600.1	5.9	76.0
1988	1 077.2	81.8	1 159.0	57.6	67.1	1 226.0	402.3	1 628.4	5.5	75.3
1989	1 118.7	87.7	1 206.4	43.7	50.9	1 257.3	396.4	1 653.7	4.0	76.0
1990	1 108.8	109.3	1 218.1	52.9	63.2	1 281.3	397.5	1 678.8	4.9	76.3
1991	1 028.3	99.5	1 127.8	109.9	125.8	1 253.6	443.1	1 696.8	10.0	73.9
1992	990.7	122.7	1 113.4	144.3	154.9	1 268.3	440.6	1 708.9	12.2	74.2
1993	990.2	111.1	1 101.3	148.1	166.3	1 267.6	449.4	1 717.0	13.1	73.8
1994	1 006.4	119.2	1 125.7	131.4	144.3	1 269.9	454.4	1 724.3	11.4	73.6
1995	1 035.7	130.7	1 166.4	103.6	116.5	1 282.9	454.3	1 737.1	9.1	73.9
1996	1 057.5	130.4	1 187.9	96.9	109.2	1 297.2	458.6	1 755.8	8.4	73.9
1997	1 040.9	142.3	1 183.3	101.9	115.7	1 299.0	477.7	1 776.7	8.9	73.1
FEMALES										
May										
1982	419.6	218.1	637.7	43.8	59.9	697.5	834.8	1 532.3	8.6	45.5
1983	405.1	222.9	628.0	55.2	74.9	703.0	853.6	1 556.6	10.7	45.2
1984	416.8	232.8	649.6	46.5	64.4	714.0	867.3	1 581.4	9.0	45.2
1985	433.3	253.3	686.6	35.9	59.0	745.6	861.7	1 607.2	7.9	46.4
1986	460.7	278.0	738.7	36.9	62.2	800.8	833.2	1 634.0	7.8	49.0
1987	478.4	298.8	777.3	39.5	56.4	833.6	828.6	1 662.2	6.8	50.2
1988	469.2	307.2	776.4	41.1	66.1	842.5	845.7	1 688.2	7.8	49.9
1989	511.3	336.9	848.2	33.3	57.5	905.8	812.4	1 718.1	6.4	52.7
1990	538.9	347.9	886.8	31.8	54.8	941.5	803.2	1 744.7	5.8	54.0
1991	495.5	349.5	845.0	69.2	93.9	938.9	826.7	1 765.5	10.0	53.2
1992	469.8	345.9	815.6	81.4	104.4	920.1	860.2	1 780.3	11.4	51.7
1993	478.2	337.8	816.0	77.6	105.4	921.3	868.4	1 789.7	11.4	51.5
1994	468.2	369.7	838.0	69.9	96.7	934.6	864.1	1 798.7	10.3	52.0
1995	498.8	393.2	892.0	58.9	80.4	972.4	839.8	1 812.1	8.3	53.7
1996	516.1	388.2	904.3	56.3	82.3	986.6	845.0	1 831.6	8.3	53.9
1997	503.7	403.8	907.5	61.9	92.7	1 000.2	854.9	1 855.1	9.3	53.9
PERSONS										
May										
1982	1 429.3	285.7	1 715.0	95.2	117.6	1 832.6	1 169.0	3 001.6	6.4	61.1
1983	1 372.5	286.2	1 658.7	151.2	177.5	1 836.2	1 213.0	3 049.2	9.7	60.2
1984	1 426.5	301.8	1 728.2	119.3	144.6	1 872.8	1 226.2	3 099.0	7.7	60.4
1985	1 442.1	323.8	1 765.8	98.3	130.6	1 896.4	1 254.8	3 151.2	6.9	60.2
1986	1 501.0	350.9	1 851.9	91.5	123.1	1 975.0	1 230.3	3 205.3	6.2	61.6
1987	1 541.8	380.1	1 922.0	103.1	128.0	2 049.9	1 212.4	3 262.3	6.2	62.8
1988	1 546.4	389.0	1 935.4	98.7	133.1	2 068.5	1 248.1	3 316.6	6.4	62.4
1989	1 630.0	424.6	2 054.6	77.0	108.4	2 163.0	1 208.8	3 371.8	5.0	64.1
1990	1 647.6	457.2	2 104.8	84.7	118.0	2 222.8	1 200.7	3 423.5	5.3	64.9
1991	1 523.9	449.0	1 972.8	179.2	219.6	2 192.5	1 269.8	3 462.3	10.0	63.3
1992	1 460.5	468.6	1 929.1	225.8	259.4	2 188.4	1 300.7	3 489.2	11.9	62.7
1993	1 468.4	448.9	1 917.2	225.7	271.7	2 188.9	1 317.8	3 506.8	12.4	62.4
1994	1 474.7	489.0	1 963.6	201.3	240.9	2 204.6	1 318.5	3 523.0	10.9	62.6
1995	1 534.4	523.9	2 058.3	162.5	196.9	2 255.2	1 294.0	3 549.3	8.7	63.5
1996	1 573.6	518.7	2 092.3	153.2	191.5	2 283.8	1 303.6	3 587.4	8.4	63.7
1997	1 544.6	546.2	2 090.8	163.8	208.4	2 299.2	1 332.6	3 631.8	9.1	63.3

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

THE AUSTRALIAN LABOUR FORCE FRAMEWORK

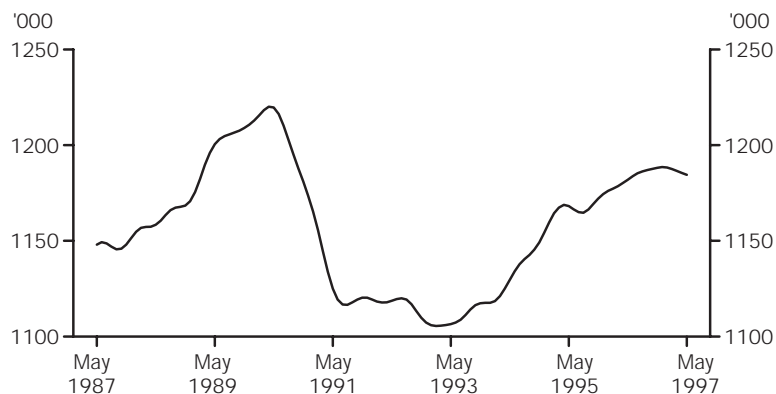


Employment

At May 1997, the number of employed Victorians was estimated to be 2,090,800, a slight decrease over May 1996 but a 9% increase over May 1987, and still below the May 1990 peak of 2,104,800.

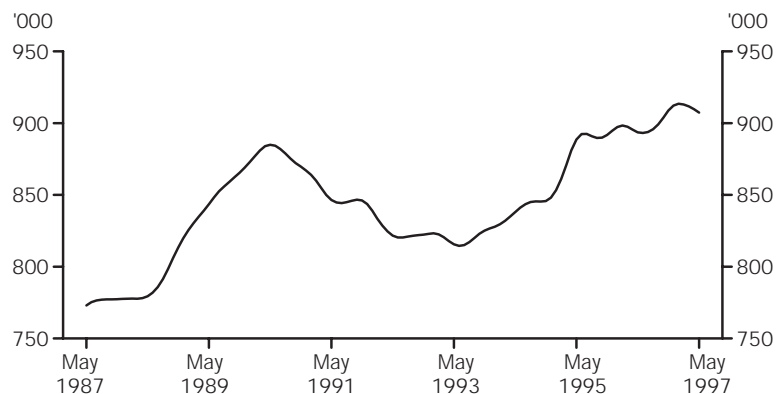
The last decade has seen changes to both the male/female composition of the labour force as well as the proportion of jobs which are full or part-time. While 60% of the employed workforce were male in May 1987, this had decreased to 57% by May 1997. Conversely, female representation increased from 40% to 43% over the same period. A major change has been in the growth of part-time employment, which rose from 20% to 26% of total persons employed over the 10 years to May 1997. Whereas 55% of employed persons in May 1987 were males in full-time work, by May 1997 the corresponding figure stood at 50%. During this period the proportion of the employed workforce who were females working full-time dropped slightly from 25% to 24%, while the number of females in part-time work increased from 15.5% to 19% of the paid workforce.

EMPLOYED MALES: TREND SERIES, VICTORIA

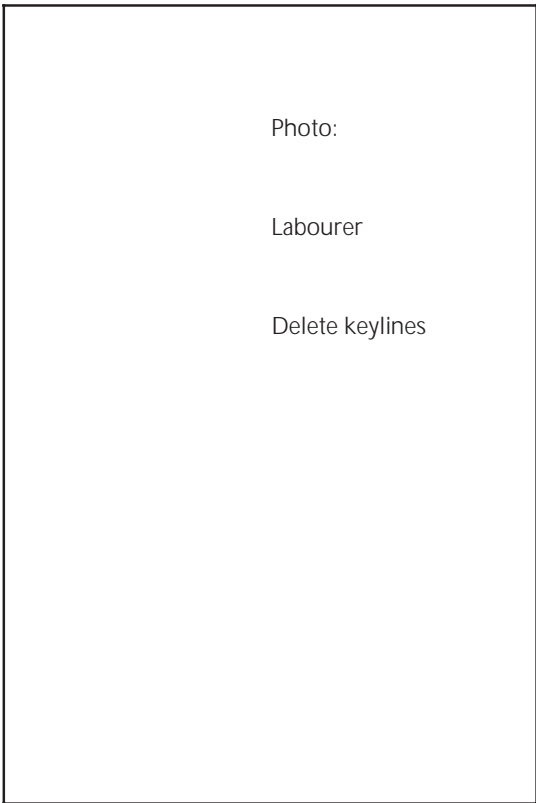


Source: Labour Force, Victoria (Cat. no. 6202.2).

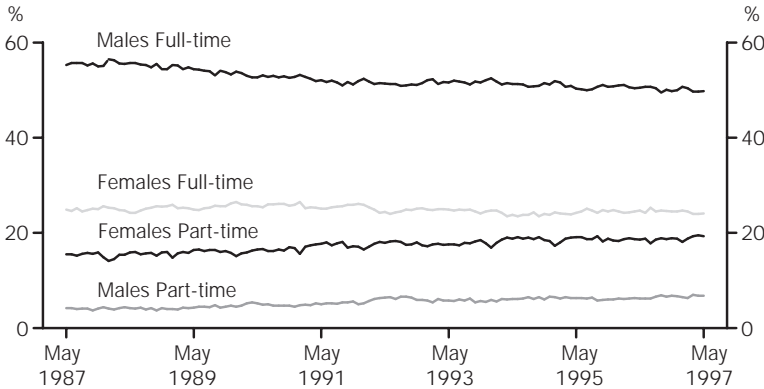
EMPLOYED FEMALES: TREND SERIES, VICTORIA



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



COMPOSITION OF EMPLOYED PERSONS: FULL-TIME/PART-TIME STATUS
BY SEX, VICTORIA



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

Underemployment

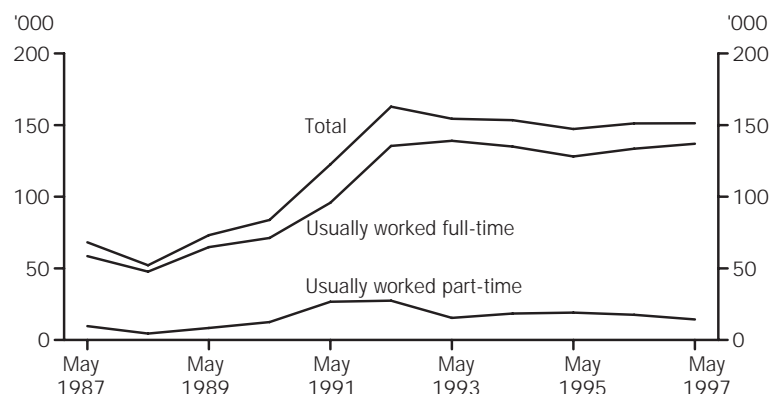
The concept of underemployment embraces two principal forms:

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

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

The onset of the recession in 1990 saw a substantial increase in the number of persons who were underemployed. Although this number has decreased since its peak in 1992, the May 1997 figure of 151,200 continues the trend of high underemployment of the last 5 years.

INVOLUNTARY PART-TIME WORKERS, VICTORIA

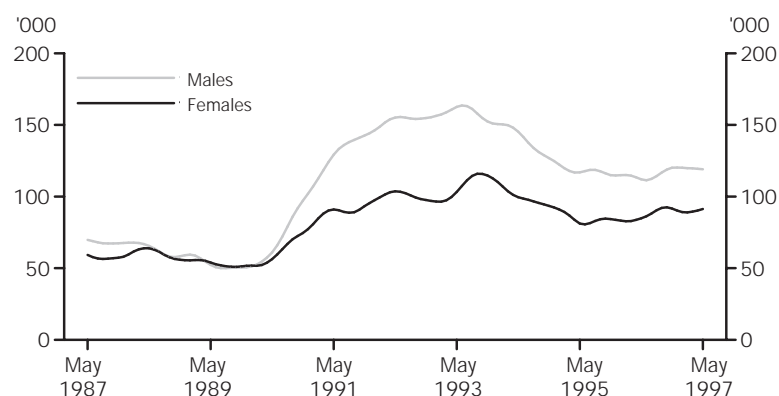


Source: Labour Force, Victoria (unpublished data).

Unemployment

While the previous section on underemployment looked at one part of what is termed 'labour force underutilisation', the other major component of this underutilisation is unemployment. There were an estimated 208,400 unemployed persons in Victoria in May 1997, an increase of 16,900 over May 1996. Of those unemployed in May 1997, 56% were male and 35% of the total were aged 15–24 years.

UNEMPLOYED PERSONS BY SEX: TREND SERIES, VICTORIA



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

In May 1997, 65,300 persons were unemployed for 52 weeks or longer, of whom 25% were aged 15–24 years and 31% were aged 45 years and over. Although the trend is not consistent, overall as a person's age increases so too does the likelihood that he/she will remain unemployed for longer. Of the unemployed aged 15–19 years, 14% were out of work for 52 weeks or longer, 39% for both 35–44 and 45–54 year olds and 55% for those aged 55 years and over.

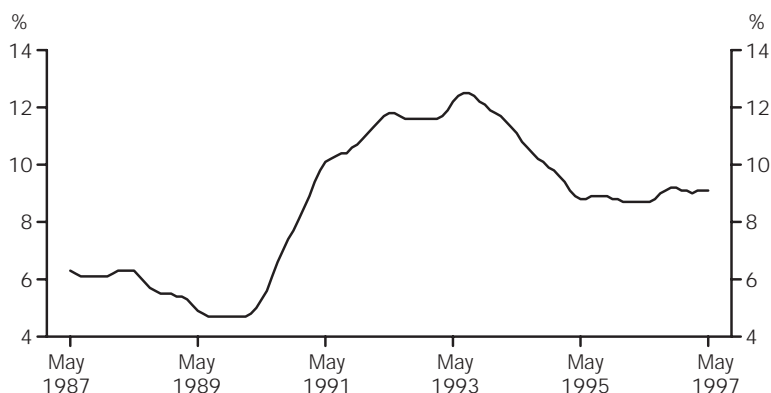
6.2 UNEMPLOYED PERSONS: DURATION OF UNEMPLOYMENT BY AGE, VICTORIA, MAY 1997

Duration of unemployment (weeks)	Age (years)						Total '000
	15-19 '000	20-24 '000	25-34 '000	35-44 '000	45-54 '000	55 and over '000	
Under 13	15.1	15.3	16.8	12.7	9.7	*3.8	73.4
13 and under 52	15.5	11.1	18.3	12.8	8.9	*3.1	69.7
52 and over	5.0	11.0	12.5	16.3	12.0	8.5	65.3
Total	35.5	37.5	47.7	41.8	30.6	15.4	208.4

Source: Labour Force, Victoria (unpublished data).

The unemployment rate is the total number of unemployed persons expressed as a percentage of all those in the labour force. The unemployment rate in Victoria had been showing a steady decline since 1993 but increased from 8.4% in May 1996 to 9.1% in May 1997. The unemployment rate for males rose from 8.4% in May 1996 to 8.9% in May 1997, but was lower than that for females, which rose from 8.3% in May 1996 to 9.3% in May 1997.

UNEMPLOYMENT RATE, TREND SERIES, VICTORIA



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

Age

Employment and unemployment characteristics vary markedly according to age. Participation rates peak in the age range 20–44 years, reaching 94% for males aged 25–34 years and 78% for females aged 20–24 years. The participation rates of persons in the age groups associated with entering or leaving the labour force are significantly lower; 56% for persons aged 15–19, 59% for 55–59 year olds and 33 % for persons aged 60–64 years.

The unemployment rate of 20.2% for persons aged 15–19 years was more than twice the average rate of 9.1%. The lowest unemployment rates were recorded for persons in the 45–54 year age group (6.7%) and the 35–44 and 55–59 year age groups (7.3%).

6.3 LABOUR FORCE STATUS OF THE CIVILIAN POPULATION AGED 15 YEARS AND OVER BY AGE BY SEX, VICTORIA, MAY 1997

Age (years)	Employed			Unemployed		Labour force '000	Not in labour force '000	Unem- ployment rate %	Partici- pation rate %
	Full-time '000	Part-time '000	Total '000	Full-time '000	Total '000				
MALES									
15-19	26.5	44.8	71.2	10.7	18.3	89.5	72.1	20.4	55.4
20-24	102.5	25.5	128.0	19.8	21.1	149.2	25.3	14.2	85.5
25-34	285.8	21.9	307.7	24.9	26.3	334.0	22.2	7.9	93.8
35-44	286.7	13.5	300.3	19.5	20.3	320.5	24.3	6.3	93.0
45-54	228.2	10.9	239.1	16.8	17.6	256.7	36.7	6.9	87.5
55-59	64.6	8.1	72.7	6.5	7.1	79.8	28.9	8.9	73.4
60-64	33.0	6.4	39.4	*3.5	*4.5	43.9	46.6	*10.2	48.5
65 and over	13.7	11.1	24.8	*0.2	*0.6	25.4	221.5	*2.4	10.3
Total	1 040.9	142.3	1 183.3	101.9	115.7	1 299.0	477.7	8.9	73.1
FEMALES									
15-19	11.8	57.1	69.0	6.6	17.2	86.2	67.5	20.0	56.1
20-24	75.2	40.9	116.1	13.9	16.4	132.5	37.2	12.3	78.1
25-34	154.4	78.6	233.0	16.0	21.4	254.4	109.6	8.4	69.9
35-44	119.4	111.4	230.7	14.9	21.5	252.2	100.2	8.5	71.6
45-54	110.7	77.7	188.3	8.7	13.0	201.3	91.6	6.4	68.7
55-59	22.7	21.9	44.6	*1.2	*2.2	46.8	59.6	*4.7	44.0
60-64	7.5	8.4	15.9	*0.5	*1.1	16.9	74.7	*6.3	18.5
65 and over	*2.0	8.0	9.9	*0.0	*0.0	9.9	314.6	*0.0	3.1
Total	503.7	403.8	907.5	61.9	92.7	1 000.2	854.9	9.3	53.9
PERSONS									
15-19	38.3	101.9	140.2	17.3	35.5	175.7	139.6	20.2	55.7
20-24	177.7	66.5	244.2	33.6	37.5	281.7	62.5	13.3	81.8
25-34	440.2	100.5	540.7	40.9	47.7	588.4	131.8	8.1	81.7
35-44	406.1	124.9	531.0	34.4	41.8	572.8	124.5	7.3	82.1
45-54	338.9	88.5	427.4	25.5	30.6	458.0	128.2	6.7	78.1
55-59	87.3	30.0	117.3	7.7	9.3	126.6	88.5	7.3	58.8
60-64	40.5	14.8	55.3	*4.0	5.6	60.8	121.3	9.1	33.4
65 and over	15.6	19.1	34.7	*0.2	*0.6	35.3	536.1	*1.7	6.2
Total	1 544.6	546.2	2 090.8	163.8	208.4	2 299.2	1 332.6	9.1	63.3

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

Birthplace

In May 1997, 25% of employed Victorians were born outside Australia. Of the total Victorian labour force, persons born overseas comprised 25.6%. Of persons born overseas and in the labour force, 58.6% were from Europe and 14% were from Southeast Asia. As a group, persons born outside Australia had a higher unemployment rate (11.0%) than the Victorian average (9.1%). The major country group which recorded the lowest rate of unemployment of 8.7% was Europe. Persons born in the UK and Ireland had the lowest unemployment rate considered to be statistically reliable (8.5%) and were a significant contributor to the European figures. The highest unemployment rate was recorded for persons from the major country group, Middle East and North Africa (19.4%), while the country with the highest statistically reliable unemployment rate was Viet Nam (25.7%). Persons who came from a Main English Speaking Country had a much lower unemployment rate (8.7%) and a higher participation rate (64.3%) than persons from Other than Main English Speaking Countries (12.1% and 53.9% respectively).

6.4 LABOUR FORCE STATUS OF THE CIVILIAN POPULATION(a) AGED 15 YEARS AND OVER, BORN OUTSIDE AUSTRALIA BY COUNTRY OF BIRTH, VICTORIA, MAY 1997

Country of birth	Employed		Unemployed '000	Labour force '000	Not in labour force '000	Civilian population(a) '000	Unem- ployment rate %	Partici- pation rate %
	Full- time '000	Total '000						
Oceania								
Oceania	22.3	28.7	*3.5	32.2	8.9	41.1	*10.9	78.3
New Zealand	17.8	23.4	*3.0	26.4	6.8	33.2	*11.3	79.5
Other Oceania	*4.5	5.3	*0.5	5.8	*2.1	7.9	*8.8	73.3
Europe and the former USSR								
Europe and the former USSR	248.5	315.2	30.1	345.3	304.1	649.4	8.7	53.2
Germany	10.9	15.1	*1.1	16.2	14.4	30.6	*6.7	53.0
Greece	21.0	26.2	*2.3	28.5	30.6	59.1	*8.0	48.2
Italy	27.2	33.6	*3.8	37.4	62.6	100.0	*10.1	37.4
Netherlands	12.0	14.5	*1.2	15.8	11.8	27.5	*7.9	57.3
UK and Ireland	97.5	128.6	12.0	140.6	87.2	227.8	8.5	61.7
Former Yugoslav Republics	35.1	40.1	4.8	44.9	33.5	78.4	10.7	57.3
Other Europe	38.6	48.7	*4.2	52.9	52.1	105.0	*7.9	50.4
Former USSR	6.1	8.2	*0.8	9.0	11.8	20.8	*8.7	43.3
Middle East and North Africa								
Middle East and North Africa	20.6	24.3	5.8	30.1	28.0	58.1	19.4	51.8
Lebanon	*3.4	*4.2	*0.5	4.7	5.0	9.7	*11.0	48.8
Other Middle East and North Africa	17.2	20.0	5.3	25.3	23.0	48.4	20.9	52.4
Southeast Asia								
Southeast Asia	56.7	67.7	15.0	82.7	58.7	141.5	18.1	58.5
Malaysia	14.1	17.2	*1.6	18.8	8.2	27.0	*8.4	69.5
Philippines	11.8	14.5	*3.5	17.9	7.2	25.1	*19.3	71.4
Viet Nam	24.1	25.4	8.8	34.2	28.1	62.3	25.7	54.9
Other Southeast Asia	6.8	10.6	*1.1	11.8	15.3	27.1	*9.7	43.6
Northeast Asia								
Northeast Asia	17.9	25.0	*1.5	26.6	19.1	45.6	*5.7	58.2
China	10.8	13.9	*1.0	14.9	11.1	26.1	*6.8	57.2
Other Northeast Asia	7.1	11.1	*0.5	11.6	7.9	19.6	*4.4	59.5
Southern Asia								
Southern Asia	20.4	26.9	*3.4	30.3	15.6	45.9	*11.1	65.9
India	8.4	11.0	*1.0	12.0	5.5	17.5	*8.6	68.6
Other Southern Asia	12.0	15.9	*2.3	18.3	10.1	28.4	*12.8	64.3
Northern America	5.5	7.7	*0.5	8.2	5.0	13.2	*6.3	62.4
Southern and Central America and Caribbean	8.7	10.0	*3.5	13.5	4.6	18.1	*25.7	74.5
Africa (excluding North Africa)	15.0	18.7	*1.6	20.3	6.1	26.4	*7.9	76.8
Main English Speaking Countries(b)	124.5	165.5	15.7	181.2	100.8	282.1	8.7	64.3
Other than Main English Speaking Countries	291.0	358.7	49.2	407.8	349.3	757.1	12.1	53.9
Total born outside Australia	415.5	524.2	64.9	589.1	450.1	1 039.1	11.0	56.7

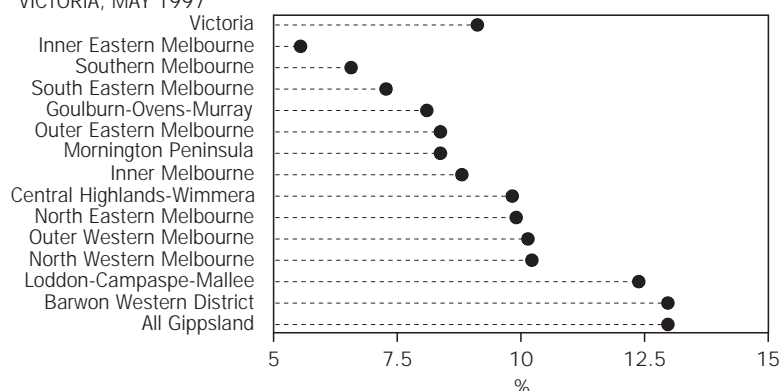
(a) Excludes boarding school pupils and institutionalised persons. (b) Comprises Canada, New Zealand, South Africa, United Kingdom and Ireland, United States of America.

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

Labour force regions

During May 1997, the highest unemployment rates in the Melbourne Major Statistical Region (MSR) were in the North Western Melbourne (10.2%) and Outer Western Melbourne (10.1%) regions. Barwon-Western District (12.9%) and All Gippsland (12.9%) had the highest unemployment rate outside Melbourne MSR. By comparison, Inner Eastern Melbourne (5.6%) and Southern Melbourne (6.6%) had the lowest unemployment rates.

UNEMPLOYMENT RATES: ORIGINAL SERIES, LABOUR FORCE REGIONS, VICTORIA, MAY 1997

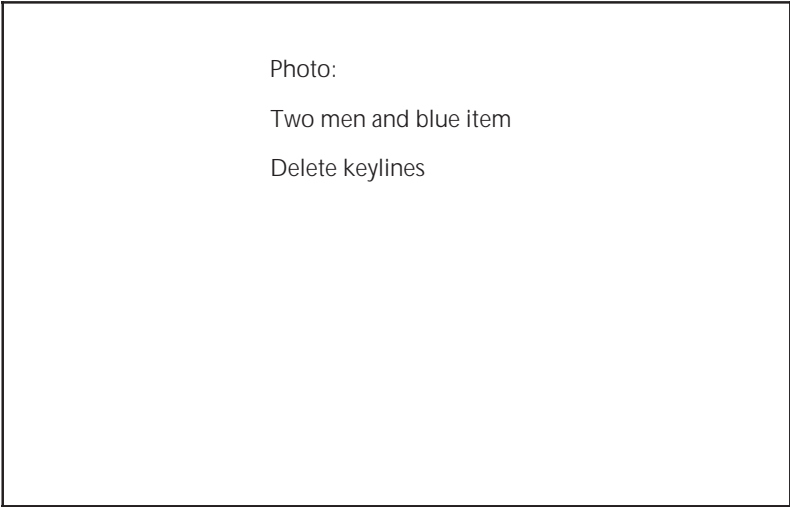


Source: Labour Force, Victoria (Cat. no. 6202.2).

6.5 LABOUR FORCE STATUS OF THE CIVILIAN POPULATION AGED 15 YEARS AND OVER BY LABOUR FORCE REGION, VICTORIA, MAY 1997

Region	Employed		Unem- ployed '000	Labour force '000	Not in labour force '000	Unem- ployment rate %	Partici- pation rate %
	Full-time '000	Total '000					
Melbourne MSR							
Melbourne MSR	1 169.1	1 549.7	139.9	1 689.6	934.3	8.3	64.4
Outer Western Melbourne	177.6	225.4	25.3	250.7	150.7	10.1	62.5
North Western Melbourne	86.9	109.8	12.5	122.3	80.2	10.2	60.4
Inner Melbourne	89.1	116.1	11.2	127.3	68.5	8.8	65.0
North Eastern Melbourne	156.4	204.0	22.4	226.4	121.5	9.9	65.1
Inner Eastern Melbourne	156.7	220.5	13.1	233.6	114.8	5.6	67.0
Southern Melbourne	131.1	176.4	12.4	188.8	106.0	6.6	64.0
Outer Eastern Melbourne	166.7	225.7	20.6	246.3	119.9	8.4	67.3
South Eastern Melbourne	144.2	183.9	14.4	198.3	99.2	7.3	66.7
Mornington Peninsula	60.3	87.8	8.0	95.8	73.4	8.4	56.6
Balance of Victoria MSR							
Balance of Victoria MSR	375.5	541.1	68.5	609.6	398.3	11.2	60.5
Barwon-Western District	93.3	140.5	20.8	161.4	108.3	12.9	59.8
Central Highlands-Wimmera	64.6	89.1	9.6	98.7	61.0	9.8	61.8
Loddon-Campaspe-Mallee	67.2	91.9	12.9	104.8	86.2	12.3	54.9
Goulburn-Ovens-Murray	87.6	122.7	10.8	133.5	72.0	8.1	65.0
All Gippsland	62.8	96.9	14.3	111.2	70.8	12.9	61.1
Total Victoria	1 544.6	2 090.8	208.4	2 299.2	1 332.6	9.1	63.3

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



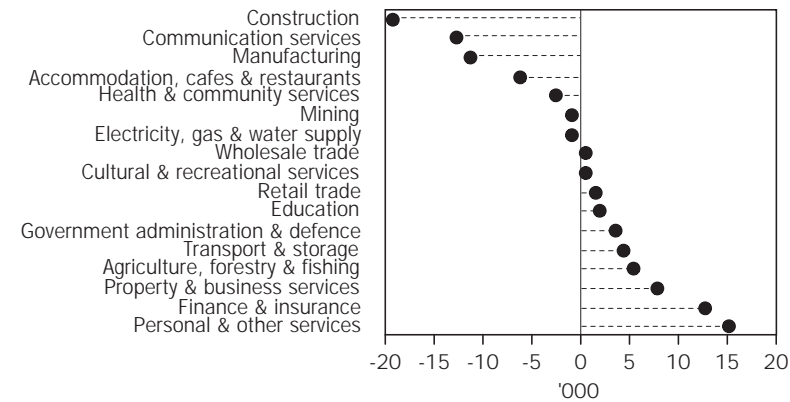
Industry

The major employing industries in Melbourne MSR were Manufacturing (18.1%), Retail trade (14.2%), and Property and business services (11.8%). In the Balance of Victoria MSR the major employing industries were Agriculture, forestry and fishing (16.4%), Retail trade (16.3%), and Manufacturing (12.5%).

The industries to show the greatest decline in total employment in Victoria between May 1996 and May 1997 were Construction , Communication services and Manufacturing with decreases of 19,200, 12,900 and 11,500 respectively.

In contrast, the industries to show the greatest increase in employment were Personal and other services and Finance and insurance which employed 15,000 and 12,700 more persons respectively.

CHANGE IN EMPLOYMENT BY INDUSTRY, VICTORIA, MAY 1996 TO MAY 1997



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

6.6 EMPLOYED PERSONS: INDUSTRY BY MAJOR STATISTICAL REGION (MSR) BY SEX, VICTORIA, MAY 1997

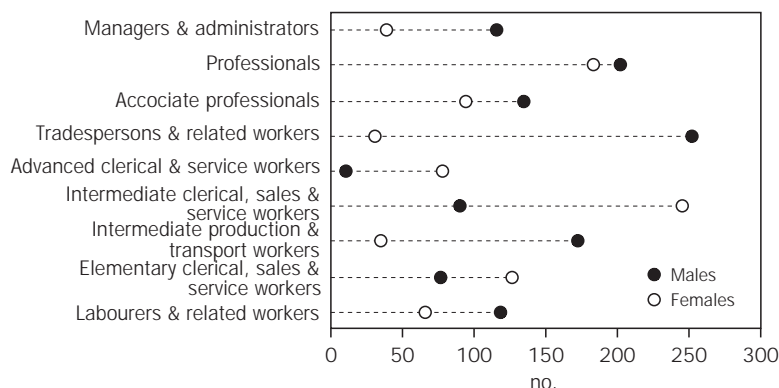
Industry	Melbourne MSR		Balance of Victoria MSR		Total Victoria		
	Males '000	Females '000	Males '000	Females '000	Males '000	Females '000	Persons '000
Agriculture, forestry and fishing	9.0	5.9	61.1	27.3	70.2	33.2	103.4
Mining	*1.1	*0.0	*1.9	*0.0	*3.0	*0.0	*3.0
Manufacturing	201.7	79.3	51.3	16.4	253.0	95.7	348.7
Electricity, gas and water supply	7.3	*1.8	5.1	*0.3	12.4	*2.1	14.5
Construction	80.2	10.6	24.7	*3.5	104.9	14.1	119.0
Wholesale trade	75.6	35.4	16.8	6.0	92.4	41.4	133.8
Retail trade	110.3	110.5	47.2	40.8	157.5	151.3	308.8
Accommodation, cafes and restaurants	26.5	34.0	8.8	16.0	35.2	49.9	85.1
Transport and storage	57.9	18.0	20.4	5.8	78.4	23.9	102.3
Communication services	22.8	12.0	*2.4	*1.9	25.2	14.0	39.1
Finance and insurance	38.2	42.5	5.1	7.3	43.3	49.8	93.1
Property and business services	102.1	81.4	19.3	13.2	121.3	94.6	215.9
Government administration and defence	22.9	32.4	10.4	9.3	33.4	41.7	75.1
Education	33.2	65.2	14.4	23.9	47.6	89.2	136.8
Health and community services	25.9	105.8	9.7	39.3	35.6	145.1	180.7
Cultural and recreational services	16.3	18.1	5.2	*3.8	21.5	21.9	43.4
Personal and other services	36.8	28.9	11.6	10.7	48.4	39.6	88.0
Total all industries	867.7	682.0	315.6	225.5	1 183.3	907.5	2 090.8

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

Occupation

In Melbourne MSR, the largest occupation groups were Professionals (20.3%); Intermediate clerical sales and service workers (17.2%); and Tradespersons and related workers (13.3%). Outside Melbourne MSR, the largest occupation groups were Tradespersons and related workers (14.6%); Managers and administrators (14.1%); and Professionals (13.5%).

EMPLOYED PERSONS: OCCUPATION BY SEX, VICTORIA, MAY 1997



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

6.7 EMPLOYED PERSONS: OCCUPATION BY MAJOR STATISTICAL REGION (MSR) BY SEX, VICTORIA, MAY 1997

Occupation	Melbourne MSR		Balance of Victoria MSR		Total Victoria		
	Males '000	Females '000	Males '000	Females '000	Males '000	Females '000	Persons '000
Managers and administrators	62.7	16.9	53.7	22.7	116.4	39.7	156.1
Professionals	167.5	146.6	35.8	37.5	203.3	184.1	387.5
Associate professionals	100.1	73.2	35.5	22.0	135.6	95.2	230.8
Tradespersons and related workers	184.7	21.3	68.6	10.4	253.3	31.7	285.0
Advanced clerical and service workers	9.3	61.6	*2.3	18.1	11.5	79.7	91.2
Intermediate clerical, sales and service workers	74.2	192.9	17.4	53.7	91.6	246.6	338.3
Intermediate production and transport workers	131.0	26.3	43.1	9.5	174.1	35.8	209.9
Elementary clerical, sales and service workers	60.6	95.7	17.3	32.0	77.8	127.7	205.6
Labourers and related workers	77.7	47.5	41.9	19.6	119.5	67.0	186.6
Total all occupations	867.7	682.0	315.6	225.5	1 183.3	907.5	2 090.8

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

Persons not in the labour force

In May 1997, 1,332,600, persons aged 15 years and over were classified as not in the Labour Force. These persons who were neither employed nor unemployed, comprised 37% of the civilian population of Victoria aged 15 years and over. Some 64% of those not in the labour force were female. By comparison, females accounted for 44% of persons in the labour force.

A detailed survey of persons who were not in the labour force was conducted by the ABS in September 1996. The scope of the survey was persons aged 15 to 69 years who were neither employed nor unemployed. Boarding school pupils and persons living in institutions were excluded – they are assumed to be not in the labour force, and to have no current attachment to the labour force.

For Victoria, in September 1996, persons not in the labour force (excluding institutionalised persons and boarding school pupils) numbered 900,000 persons, of whom 600,800 (67%) were female and 299,200 were male.

The most commonly reported main activities whilst not in the labour force for males were 'retired or voluntarily inactive' (34%), 'attending an educational institution' (32%) and 'own illness, injury, disability or handicap' (22%). By comparison, the most commonly reported main activities for females were 'home duties or childcare' (62%), 'attending an educational institution' (15%) and 'retired or voluntarily inactive' (12%).

6.8 PERSONS NOT IN THE LABOUR FORCE(a): MAIN ACTIVITY BY SEX, VICTORIA, SEPTEMBER 1996

Main activity	Males '000	Females '000	Persons '000
Home duties/child care	14.1	370.6	384.6
Attending an educational institution	94.6	91.6	186.2
Retired/voluntarily inactive	101.2	75.1	176.3
Own illness/injury; own disability/handicap	67.0	32.0	98.9
Looking after ill/disabled person	*5.0	15.3	20.3
Travel/moving house	*3.6	*5.0	8.6
Working in unpaid voluntary job	*5.6	8.2	13.8
Other	8.1	*3.1	11.2
Total	299.2	600.8	900.0

(a) Excludes students boarding at school, patients in hospitals and sanatoriums and inmates of reformatories, jails etc.

Source: Persons Not in the Labour Force, September 1996 (unpublished data).

Average weekly earnings

The average weekly earnings (AWE) survey is conducted in February, May, August and November each year and is designed to provide estimates of the level of, and quarter-to-quarter change in, average weekly earnings. The survey is conducted by mail from a sample, of approximately 5,000 employers, designed to ensure adequate State and industry representation.

Trend estimates have been incorporated as they provide a more reliable guide to the underlying direction of the data. For most business decisions and policy advice, they are deemed more suitable than either the seasonally adjusted or original estimates.

As at May 1997 the trend estimate for average weekly ordinary time earnings were \$735.30 for males and \$617.50 for females (adults working full time). Average weekly ordinary time earnings for all adult full-time ordinary time employees was \$693.40.

The annual change to May 1997 was 2.3% for all employees and 4.7% for all adult full-time ordinary time employees.

6.9 AVERAGE WEEKLY EARNINGS OF EMPLOYEES, VICTORIA

Reference period pay period ending on or before	Males			Females			Persons		
	Full-time adults		All males	Full-time adults		All females	Full-time adults		All employees
	Ordinary time earnings \$	Total earnings \$	Total earnings \$	Ordinary time earnings \$	Total earnings \$	Total earnings \$	Ordinary time earnings \$	Total earnings \$	Total earnings \$
TREND									
1996									
February	694.80	754.50	670.50	585.40	598.40	435.80	658.00	702.00	565.00
May	699.20	761.10	671.90	590.30	603.80	437.60	662.20	707.70	566.70
August	706.20	769.20	675.20	596.40	611.00	441.30	668.70	715.00	570.20
November	716.00	778.20	679.10	603.30	619.00	446.10	677.40	723.70	575.00
1997									
February	725.90	785.90	681.00	610.60	626.90	451.20	685.90	730.90	578.20
May	735.30	792.20	681.00	617.50	634.40	456.30	693.40	736.40	579.70
%									
Quarterly change to									
1996									
November	1.4	1.2	0.6	1.2	1.3	1.1	1.3	1.2	0.8
1997									
February	1.4	1.0	0.3	1.2	1.3	1.2	1.3	1.0	0.6
May	1.3	0.8	0.0	1.1	1.2	1.1	1.1	0.8	0.3
Annual change to May									
1995	4.8	5.1	5.0	4.5	4.3	2.4	4.6	4.8	3.8
1996	3.0	3.5	1.5	3.1	2.9	0.2	3.4	3.8	1.7
1997	5.2	4.1	1.4	4.6	5.1	4.3	4.7	4.1	2.3

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

Employee Earnings and Hours

In addition to the average weekly earnings statistics obtained from the quarterly survey of employers, statistics on the distribution and composition of average weekly earnings and hours are obtained from a survey of employers conducted biennially in May. This survey provides more detail in terms of industries and sectors as well as information on the composition of earnings and hours for various categories of employees and occupations.

Distribution of earnings varied markedly across occupation groups. The highest average weekly total earnings was recorded for Managers and administrators (\$1,113.80) and Professionals (\$726.60), while the two major occupation groups recording the lowest average weekly total earnings were Elementary clerical, sales and service workers (\$329.20) and Labourers and related workers (\$416.60). Part of the magnitude of the variations in these earnings levels for different occupations is explained by the different proportions of part-time and junior employees represented in these occupation groups.

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

6.10 WEEKLY TOTAL EARNINGS(a) BY PERCENTILES, MAY 1996, VICTORIA

	Persons					
	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean earnings
Managers and administrators	579.10	780.40	1 002.50	1 286.90	1 758.50	1 113.80
Professionals	258.20	520.80	728.60	869.50	1 103.10	726.60
Associate professionals	269.50	433.80	639.10	819.30	1 036.30	655.50
Tradespersons and related workers	293.60	441.10	579.80	753.50	946.10	611.90
Advanced clerical and service workers	200.20	398.10	546.60	670.70	761.30	522.10
Intermediate clerical, sales and service workers	111.20	261.70	464.90	596.60	730.50	446.40
Intermediate production and transport workers	266.10	407.10	527.60	725.10	964.60	579.60
Elementary clerical, sales and service workers	54.10	111.20	313.70	478.00	631.90	329.20
Labourers and related workers	85.40	230.70	415.80	551.60	696.00	416.60
All occupations	150.00	354.50	540.80	756.60	980.20	580.80

Source: *Employee Earnings and Hours unpublished data.*

Wage and salary earners

Information on the monthly number of employees and quarterly earnings for private and public sector employees is collected in the quarterly Survey of Employment and Earnings (SEE). At February 1997, almost 19% of wage and salary earners (315,800 people) were employed in the public sector. The majority were employed in State Government (211,000 people) with 66,700 employed in Commonwealth Government and 38,100 in Local Government. A further 1,390,400 wage and salary earners were employed in the private sector. Over the March quarter 1997, gross earnings of Victorian public and private sector employees totalled \$2,973,100,000 and \$10,179,400,000 respectively.

6.11 WAGE AND SALARY EARNERS AND GROSS EARNINGS, VICTORIA: ORIGINAL

	Employees Feb 1997		Gross Earnings Mar qtr 1997	
	Private '000	Public '000	Private \$m	Public \$m
Agriculture, forestry & fishing	..	0.3	..	2.6
Mining	3.8	..	48.6	..
Manufacturing	333.1	1.2	2 893.8	13.3
Electricity, gas & water supply	5.8	5.4	68.8	66.1
Construction	84.6	3.2	687.5	42.7
Wholesale trade	99.7	..	844.3	..
Retail trade	238.2	..	1 092.4	..
Accommodation, cafes & restaurants	75.4	..	309.9	..
Transport & storage	71.6	11.1	620.5	130.0
Communication services	5.5	34.9	43.2	368.4
Finance & insurance	68.9	1.2	823.9	13.4
Property & business services	176.1	4.3	1 441.6	53.3
Government administration & defence	..	67.8	..	612.4
Education	44.0	89.4	263.5	755.5
Health & community services	104.2	74.6	613.0	657.7
Cultural & recreational services	40.1	4.8	236.1	39.8
Personal & other services	39.4	17.2	192.3	211.1
Total	1 390.4	315.8	10 179.4	2 973.1

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

Job vacancies and overtime

The Survey of Job Vacancies and Overtime is conducted in February, May, August and November and is designed to collect data from a sample of employers on the number of job vacancies and average overtime hours worked by employees.

Results from the May 1997 survey indicate that, despite a small decrease of 1.1%, job vacancies in Victoria have remained relatively stable over the previous 12 months. New South Wales (–19.8%) was the only other State to record a decrease in job vacancies. A greater number of Victorians are working more hours of overtime on average than are Australians as a whole.

The estimate of job vacancies in May 1997 was 11,500. This represented decreases of 1.1% from the May 1996 figure and 31.1% from the most recent peak of 16,700 job vacancies in February 1996. The number of job vacancies in Victoria over the past 8 years has been quite volatile. The current estimate is 52.3% lower than the peak of 24,100 vacancies in May 1989.

6.12 JOB VACANCIES AND OVERTIME, ORIGINAL SERIES, VICTORIA

Original	Reference Date			Percentage change	
	Nov 1996 '000	Feb 1997 '000	May 1997 '000	Quarterly %	Annual %
Job vacancies					
Private Sector	10.9	*11.1	9.6	–13.3	6.0
Public Sector	1.9	1.7	1.9	6.8	–26.5
Total(a)	12.8	12.8	11.5	–10.6	–1.1
Job vacancy rates—%(b)	0.75	0.75	0.66	–12.6	–2.5
Average weekly overtime hours					
per employee	1.27	1.20	1.26	5.8	9.4
per employee working overtime	7.92	7.59	7.75	2.0	8.7
Percentage of employees working overtime	16.01	15.74	16.32	3.7	0.6

(a) Due to rounding total may not equal sum of components. (b) Job vacancy rate is calculated by expressing the number of job vacancies as a percentage of the number of employees plus vacancies.

Source: *Job Vacancies and Overtime, Australia* (Cat. no. 6354.0).

Trade union membership

Information was collected from trade unions and employee associations as at 30 June 1996. In Victoria, there were 57 trade unions recorded at June 1996, a decline of 4 since 1995 with amalgamations continuing to contribute to the decline in union numbers. Across Australia the number of unions have declined steadily since 1991 when 275 unions were recorded. In Victoria over this 5 year period, the number of unions has decreased by 61.0% compared to the 52.0% decrease experienced across Australia. According to trade union records the total number of union members in Victoria increased by 10,300 in the year to 30 June 1996, while union members as a proportion of total employment remained stable at 38%.

6.13 NUMBER OF TRADE UNIONS AND MEMBERSHIP

	1991	1992	1993	1994	1995	1996
Victoria						
Number of Trade Unions	146	114	89	71	61	57
Total membership ('000)	912.0	827.0	770.6	724.5	669.7	680.0
Percentage of total employees	55.0	51.0	48.0	44.0	38.0	38.0
Australia						
Number of Trade Unions	275	227	188	157	142	132
Total membership ('000)	3 382.6	3 135.1	3 000.1	2 890.2	2 756.3	2 800.5
Percentage of total employees	53.0	49.0	47.0	44.0	40.0	40.0

Source: Trade Union Statistics, Australia (Cat. no. 6323.0).

Industrial disputes

The Industrial Disputes Survey collects information on industrial disputes where a stoppage of work has occurred, providing that at least 10 working days have been lost. Information is generally obtained from returns obtained from employers. Particulars of some stoppages, for example State or Australia wide general strikes, may have to be partly estimated.

There were 98 industrial disputes reported in Victoria during 1996. Although this represents a decrease from the 110 disputes in the previous year, the number of employees involved and working days lost increased significantly.

The number of Victorian employees involved in industrial disputes increased by 53%, from 79,000 in 1995 to 121,100 in 1996. This compares with a national increase of 68% for the same period. The number of working days lost in Victoria increased by 73%, from 126,100 in 1995 to 218,100 in 1996.

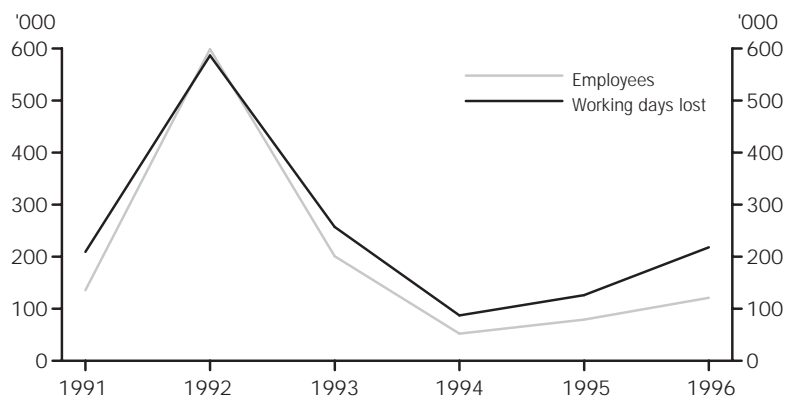
6.14 INDUSTRIAL DISPUTES

Period	Victoria			Australia		
	Total number of disputes	Total employees involved '000	Working days lost '000	Total number of disputes	Total employees involved '000	Working days lost '000
1991	155	135.5	209.2	1 036	1 181.6	1 610.6
1992	114	598.8	586.4	728	871.5	941.2
1993	114	200.9	257.2	610	489.6	635.8
1994	109	52.2	87.0	560	265.1	501.6
1995	110	79.0	126.1	643	344.3	547.6
1996	98	121.1	218.1	543	577.7	928.5

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

The highest levels of disputation occurred in the Manufacturing, Construction and Education; Health and community services industries. Combined, these industries accounted for 81% of all Victorian employees involved in disputation and 88% of working days lost.

WORKING DAYS LOST AND EMPLOYEES INVOLVED, VICTORIA, 1991–1996



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

Disputation in the Construction industry in Victoria resulted in the loss of 98,500 working days (45%) compared to 65,100 working days lost in the Manufacturing industry (30%) and 28,700 working days lost in the Education; Health and community services industries (13%).

6.15 INDUSTRIAL DISPUTES BY INDUSTRY, VICTORIA, YEAR ENDING DECEMBER 1996

	Employees involved		Working days lost	
	'000	%	'000	%
Agriculture	—	—	—	—
Mining	—	—	—	—
Manufacturing	14.7	12.1	65.1	29.8
Electricity, gas and water supply	0.8	0.7	0.9	0.4
Construction	51.0	42.1	98.5	45.2
Wholesale trade; Retail trade	0.5	0.4	0.5	0.2
Transport and storage	3.0	2.5	4.8	2.2
Communication services	2.0	1.7	0.9	0.4
Finance and insurance; Property and business services	6.8	5.6	4.8	2.2
Government administration and defence	8.7	7.2	11.8	5.4
Education; Health and community services	31.8	26.3	28.7	13.2
Cultural, recreational, personal and other services	1.9	1.6	2.2	1.0
Total	121.1	100.0	218.1	100.0

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

The major cause of industrial disputes during 1996 was managerial policy which accounted for 68% of the 218,100 working days lost in disputes which ended during the year. Disputes over Wage rates resulted in 11% of working days lost and a further 18% of working days lost were attributable to Political protests.

REFERENCES

Data sources

Currently the ABS' principal sources of labour statistics are household surveys and employer based surveys.

The ABS conducts a monthly household based labour force survey which provides estimates at a national, state and regional level. The major statistical indicators produced from the labour force survey are persons employed and unemployed, classified by age, sex, marital status and country of birth expressed as a proportion of the civilian population aged 15 years and over. However, additional questions to investigate particular aspects of the labour force are frequently included.

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

The ABS is currently developing a new quarterly Labour Cost Index (LCI). Initial development work has focused on the wage component of the LCI - the Wage Cost Index (WCI). The WCI will be an integrated set of indexes measuring quarterly changes in wage and salary costs for employee jobs. Compilation of the indexes will be based on hourly costs collected for a fixed "basket" of jobs. That is, the indexes will measure changes over time in the cost of a representative sample of employee jobs, not changes in earnings of a representative sample of employees. Hence the quarterly index movements will be unaffected by shifts in occupation and industry distributions, changes in paid hours, and changes for individual employees (e.g. promotions). The full LCI will build on the WCI, incorporating changes in the underlying hourly cost to employers of paid leave, employer funded superannuation, workers' compensation and payroll tax.

Index numbers from the WCI will be released for the first time in the publication Wage Cost Index, Australia (Cat. no. 6345.0). The ABS expects to publish the first quarterly movement (September to December quarter 1997) in late March 1998. Index numbers will be published for various combinations of wage and salary costs, and at various levels of disaggregation based on State/Territory, sector (private/public), broad ANZSIC industry, and broad ASCO (Second Edition) occupation group. At this stage, a timetable has not been set for the initial release of results from the full LCI.

ABS sources

Victoria's Statistical Geography (Cat. no. 1103.2)

Labour Statistics, Australia (Cat. no. 6101.0)

Labour Force, Australia, Preliminary (Cat. no. 6202.0)

Labour Force, Victoria (Cat. no. 6202.2)

Labour Force, Australia (Cat. no. 6203.0)

Labour Force, Australia, Historical Summary 1978 to 1995 (Cat. no. 6204.0)

Labour Force Experience, Australia (Cat. no. 6206.0)

Labour Mobility, Australia (Cat. no. 6209.0)

Persons Not in the Labour Force, Australia (Cat. no. 6220.0)

Job Search Experience of Unemployed Persons, Australia (Cat. no. 6222.0)

Labour Force Status and Other Characteristics of Families, Australia (Cat. no. 6224.0)

Transition from Education to Work, Australia (Cat. no. 6227.0)

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