

EMPLOYMENT

UNEMPLOYMENT IN VICTORIA, 1970-1975

Statistical background

The statistics of unemployment and vacancies used in this section, unless otherwise specified, relate to those collected through the Commonwealth Employment Service (C.E.S.) network and may not be comparable to similar information collected by the Australian Bureau of Statistics, for a number of reasons relating to concept, definition, scope, coverage, etc.

Unemployed are defined as all persons who were registered with the C.E.S. at the Friday nearest the end of the month and who claimed when registering that they were not employed and who were seeking full-time employment, i.e., 35 hours or more per week. They include persons referred to employers but whose employment was still unconfirmed, and persons who had recently obtained employment without notifying the C.E.S. All recipients of unemployment benefits are included.

Vacancies comprise all job vacancies notified to the C.E.S. which were still unfilled at the Friday nearest the end of the month and which employers claimed could be filled if labour were supplied immediately or within the following month. Vacancies for full-time, part-time, permanent, temporary, and seasonal positions are included.

Trends

The trends in unemployment and vacancies over the period 1970-1975 inclusive are shown in the following tables. Figures for both Victoria and Australia as a whole are given for comparative purposes.

VICTORIA AND AUSTRALIA—ANNUAL AVERAGE UNEMPLOYMENT

Year	Victoria				Australia			
	Males	Females	Persons		Males	Females	Persons	
			Number	Per cent			Number	Per cent
1970	9,020	5,196	14,217	1.0	34,692	21,636	56,329	1.0
1971	13,125	6,503	19,628	1.3	48,214	25,399	73,614	1.3
1972	18,005	8,631	26,636	1.8	70,704	33,232	103,936	1.9
1973	14,163	7,796	21,960	1.4	53,360	30,774	84,134	1.5
1974	19,568	13,259	32,827	2.1	76,447	45,561	122,009	2.1
1975	44,989	28,627	73,616	4.5	172,850	96,061	268,912	4.5
Average 1970-1975	19,812	11,669	31,481	2.0	76,045	42,111	118,156	2.1

VICTORIA AND AUSTRALIA—ANNUAL AVERAGE VACANCIES

Year	Victoria			Australia		
	Males	Females	Persons	Males	Females	Persons
1970	8,381	8,161	16,542	29,645	21,278	50,923
1971	5,776	6,659	12,435	22,917	17,915	40,832
1972	5,325	5,982	11,307	17,727	14,697	32,424
1973	11,582	8,716	20,298	39,820	24,171	63,991
1974	12,893	8,120	21,013	39,071	22,880	61,951
1975	5,818	3,345	9,163	20,455	9,654	30,109
Average 1970-1975	8,296	6,831	15,126	28,273	18,433	46,705

The preceding tables show that the number of unemployed persons in Victoria has averaged 31,481 or 2.0 per cent of the labour force between 1970 and 1975. In 1970 unemployment averaged 14,217 persons and in 1975 it averaged 73,616 persons. Male unemployment increased by approximately 400 per cent during the period 1970 to 1975, while female unemployment rose by 450 per cent.

Unemployment in Victoria has accounted for approximately 25 per cent of total Australian unemployment over the last five years. The annual average unemployment rates for Victoria have not differed significantly from the rates for Australia as a whole and have ranged from 1.0 per cent in 1970 to 4.5 per cent in 1975. In the decade prior to 1970 unemployment in Victoria averaged 1.0 per cent of the labour force compared with 1.2 per cent for Australia as a whole.

Unfilled vacancies in Victoria averaged 15,126 between 1970 and 1975 and represented approximately 30 per cent of vacancies for Australia as a whole. Vacancies for males in Victoria declined by 30 per cent over the period covered in the preceding tables, while female vacancies fell by 60 per cent.

Composition

The incidence of unemployment in Australia is unevenly distributed throughout the labour force. Imbalances exist in the supply of and demand for labour, particularly in respect of sex, occupation, age, and location. These imbalances are examined in the following sub-sections only in so far as they relate to Victoria. The ratio of unemployed to vacancies (i.e., unemployed persons divided by unfilled vacancies in the same categories) is used as an indication of the relative demand and supply situation.

Sex

VICTORIA—UNEMPLOYMENT/VACANCY
RATIOS (ANNUAL AVERAGES) BY SEX

Year	Males	Females	Persons
1970	1.08	0.64	0.86
1971	2.27	0.98	1.58
1972	3.38	1.44	2.36
1973	1.22	0.89	1.08
1974	1.52	1.63	1.56
1975	7.73	8.56	8.03

Unemployment/vacancy ratios for males exceeded the ratios for females between 1970 and 1973. Since 1973, however, the situation has reversed with the ratios for females being greater than those for males.

On the vacancies side, the proportion that male vacancies represent of total vacancies has risen from 45-50 per cent in 1970, 1971, and 1972 to more than 60 per cent in 1974 and 1975.

Occupation

VICTORIA—UNEMPLOYMENT/VACANCY RATIOS BY OCCUPATION

Occupational group	December					
	1970	1971	1972	1973	1974	1975
Rural	1.88	5.58	4.42	1.17	3.32	13.58
Professional and semi-professional	0.95	1.73	1.71	1.38	3.65	6.50
Clerical and administrative	1.20	2.04	3.25	1.78	7.12	12.25
Skilled building and construction	2.76	4.50	3.22	1.82	6.22	13.22
Skilled metal and electrical	0.10	2.26	2.29	0.72	2.32	5.65
Other skilled	0.97	1.67	1.67	0.65	3.23	4.85
Semi-skilled	0.66	1.56	1.27	0.52	13.01	8.80
Unskilled manual	6.56	9.54	14.19	4.30	22.43	84.52
Service	1.18	2.46	2.59	1.31	4.32	11.04
Total	1.12	2.21	2.46	1.11	6.87	10.94

Unemployment/vacancy ratios for all major occupational groups have increased substantially since December 1973. The occupational groups experiencing the highest unemployment/vacancy ratios at the end of December 1975 were unskilled manual, rural, skilled building, and clerical. Generally, these groups had the highest unemployment/vacancy ratios for any December covered in the table. The groups with the lowest unemployment/vacancy ratios were skilled metal, other skilled, semi-skilled, and professional. In December 1970 and December 1973 vacancies exceeded unemployed in the skilled metal, other skilled, and semi-skilled occupational groups.

Age

VICTORIA—UNEMPLOYMENT/VACANCY RATIOS BY AGE

Period	Adults			Juniors			School leavers unemployed
	Unemployment	Vacancies	Ratio	Unemployment	Vacancies	Ratio	
December 1970	7,620	9,214	0.83	16,066	11,842	1.36	12,783
December 1971	13,540	6,086	2.22	21,586	9,808	2.20	16,230
December 1972	13,595	7,693	1.77	22,572	7,033	3.21	16,930
December 1973	11,272	16,357	0.69	16,881	9,003	1.88	11,299
December 1974	44,963	7,469	6.02	30,054	3,452	8.71	13,006
December 1975	45,500	5,449	8.35	39,636	2,336	16.97	16,822

With the exception of December 1971 the unemployment/vacancy ratios for juniors have been significantly higher than the respective ratios for adults.

Juniors registered as unemployed increased by approximately 150 per cent between 1970 and 1975, compared with a rise of 500 per cent for adults. Vacancies for juniors declined by 80 per cent compared with a fall of only 40 per cent for adults.

Unemployed school leavers represented some 40 per cent of total junior unemployment at the end of December 1975, compared with approximately 80 per cent in December 1970. These two figures are not strictly comparable because of a change in the definition of school leavers unemployed introduced in July 1973. However, even allowing for such a change in definition, a decrease in the proportion of junior unemployed who are school leavers has certainly occurred since December 1973.

Junior females have the largest proportion registered from three to six months and six months and over. Adult females have the second highest proportions in these categories.

In non-metropolitan areas the proportions in the three to six months and six months and over categories are substantially higher than the corresponding proportions in metropolitan areas. In non-metropolitan areas more than 40 per cent of persons had been registered for more than three months compared with 30 per cent in metropolitan areas.

Unemployment benefit recipients

VICTORIA—UNEMPLOYMENT BENEFIT RECIPIENTS

Period	Unemployment benefit recipients			Unemployment benefit recipients as proportion of unemployed		
	Males	Females	Total	Males	Females	Total
December 1970	3,165	855	4,020	0.21	0.10	0.17
December 1971	7,790	1,980	9,770	0.33	0.17	0.28
December 1972	9,347	3,194	12,541	0.39	0.26	0.35
December 1973	7,720	3,415	11,135	0.42	0.34	0.40
December 1974	28,037	13,617	41,654	0.64	0.44	0.56
December 1975	41,167	18,468	59,635	0.76	0.60	0.70

The total number of unemployment benefit recipients has risen from 4,020 in December 1970 to 59,635 in December 1975. Male benefit recipients rose by 38,002 and female benefit recipients by 17,613 in this period.

The proportion of registered unemployed in receipt of unemployment benefit has increased from 17 per cent in December 1970 to 70 per cent in December 1975. In December 1975, 76 per cent of male unemployed and 60 per cent of female unemployed were in receipt of unemployment benefit. The proportion of males receiving unemployment benefit is higher than the proportion of females, since many married women are ineligible for unemployment benefit because they have working spouses.

An age breakdown of recipients undertaken by the Commonwealth Department of Social Security in May 1975 showed that some 30 per cent of male recipients and 65 per cent of female recipients were under 21 years of age.

ADMINISTRATION

Commonwealth Department of Employment and Industrial Relations

The functions of the Commonwealth Department of Employment and Industrial Relations include the formulation and implementation of national manpower policy; the development and operation of the labour market services of the Commonwealth Employment Service, including the administration of the National Employment and Training System; the formulation of national industrial relations policy and administration of sections of the *Conciliation and Arbitration Act 1904-1975* concerning the settlement of interstate industrial disputes through conciliation and arbitration, particularly in respect of the coal, stevedoring, and maritime industries; the analysis and interpretation of labour market data and provision of intelligence on the employment situation; the provision of assistance and advice to industry on matters relating to productivity, safety, physical working conditions, personnel practice, employee amenities, and food services, and on the overall quality of work life; 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; secretarial services to National and State Committees on Discrimination in Employment and Occupation; formulation of government policy on issues affecting the employment of women; research into these issues and dissemination of information to the Commonwealth Government and the public; and liaison and exchange of information with outside organisations on community attitudes and the needs of women in employment.

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

Commonwealth Employment Service

Statutory warrant for the Commonwealth Employment Service can be found in the *Re-establishment and Employment Act 1945-1973*, sections 47 and 48. The principal functions of the Service are to help people 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 C.E.S. functions on a decentralised basis with offices in metropolitan and large provincial centres. There were 44 C.E.S. offices in Victoria in 1976.

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

Specialist facilities are provided for young people, handicapped persons, older workers, ex-members of the defence forces, migrants, rural workers, and persons with professional and technical qualifications. Vocational counselling is provided free of charge by a staff of qualified psychologists. Counselling is available to any person, but is provided particularly for young people who are leaving school and adults experiencing employment difficulties, as well as ex-servicemen and handicapped persons. The C.E.S. assists in the administration of the unemployment and sickness benefits provisions of the *Social Services Act 1947-1975*.

All applicants for unemployment benefit under the *Social Services Act 1947-1975* must register at an office or agency of the C.E.S., which is responsible for certifying whether or not suitable employment can be offered to them. The C.E.S. is responsible for assisting migrant workers, sponsored by the Commonwealth Government under the Commonwealth nomination and similar schemes, to obtain suitable employment. This includes recommending the hostels to which migrants should be allocated on arrival and, where necessary, arranging their movement to initial employment. Assistance is also offered to other migrants. Since 1951, the C.E.S. has been responsible for recruiting Australian experts for overseas service under the Colombo Plan and the United Nations Expanded Programme of Technical Assistance (now replaced by the United Nations Development Programme). The principal spheres in which experts have been supplied are agriculture, education, engineering, geology, health, and economic and scientific research and development.

In association with placement activities, regular surveys of the labour market are carried out and detailed information is supplied to interested Common-

wealth and State Government departments and instrumentalities and to the public. Employers, employees, and other interested persons are advised on labour availability and employment opportunities in various occupations and areas and on other matters concerning employment.

VICTORIA—COMMONWEALTH EMPLOYMENT SERVICE

Particulars	1971-72	1972-73	1973-74	1974-75	1975-76
Applications for employment (a)	374,904	330,853	294,705	453,802	467,843
Number placed in employment	128,967	145,739	126,592	118,356	134,248
Number of vacancies notified	184,298	225,707	233,872	187,027	200,556
Vacancies at 30 June	8,411	16,522	23,561	7,868	7,187

(a) Includes unemployed persons and persons already in employment who are seeking improved positions.

Further reference, 1976 ; *International Womens Year, 1976*

EMPLOYMENT STATISTICS

Labour force

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 details in respect of persons in the labour force, classified according to industry, occupation, and occupational status, and personal characteristics such as age, sex, marital status, and birthplace, are obtained only at a general census of the population.

For periods between population censuses, estimates of the labour force are obtained through a population survey which is carried out by means of personal interviews at sampled households in February, May, August, and November each year (see page 318).

Estimates by industry of wage and salary earners (excluding employees in agriculture and private domestic service) are also obtained through a monthly collection from employers (see page 320).

Population Census

At the 1971 Census the following questions were asked to determine a person's labour force status:

- (1) Did this person have a full or part-time job, or business or farm of any kind last week?
- (2) Did this person do any work at all last week for payment or profit?
- (3) Was this person temporarily laid off by his employer without pay for the whole of last week?
- (4) Did this 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 the 1966 Census.

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. Answers to the question on usual major activity indicate that there were substantially more of such persons at the 1971 Census than at the 1966 Census and that they were predominantly females.

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. Answers to the question on usual major activity indicate that there were substantially more of such persons at the 1971 Census than at the 1966 Census, especially among males.

A similar definition of the labour force is used in the quarterly population sample survey conducted by the Australian Bureau of Statistics by the method of personal interview. This survey is used to measure changes in the labour force from quarter to quarter in the intercensal period.

Evidence from post-enumeration surveys and pilot tests indicates that the personal 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 and that this tendency has increased between the 1966 and 1971 Censuses.

The preceding considerations should be borne in mind if comparisons of the total labour force or labour force participation rates are made between the 1966 and 1971 Censuses, or between the 1971 Census and the 1971 labour force quarterly estimates.

VICTORIA—OCCUPATIONS (a) OF THE POPULATION
IN MAJOR GROUPS, CENSUS 1971

Occupation group	Number			Percentage of employed		
	Males	Females	Persons	Males	Females	Persons
Professional, technical, and related workers	89,600	63,034	152,634	9.19	13.29	10.53
Administrative, executive, and managerial workers	86,480	11,639	98,119	8.87	2.46	6.77
Clerical workers	83,380	144,739	228,119	8.55	30.53	15.74
Sales workers	63,257	53,519	116,776	6.49	11.29	8.06
Farmers, fishermen, hunters, timber getters, and related workers	83,905	17,409	101,314	8.61	3.67	6.99
Miners, quarrymen, and related workers	1,802	2	1,804	0.18	..	0.13
Workers in transport and communication operations	63,339	10,165	73,504	6.50	2.14	5.07
Craftsmen, production process workers, and labourers (not elsewhere classified)	400,871	87,955	488,826	41.11	18.55	33.73
Service, sport, and recreation workers	38,576	57,815	96,391	3.96	12.19	6.65
Members of armed forces, enlisted personnel	15,390	675	16,065	1.58	0.14	1.11
Occupation inadequately described or not stated	48,389	27,233	75,622	4.96	5.74	5.22
Total employed	974,989	474,185	1,449,174	100.00	100.00	100.00
Unemployed	14,078	9,739	23,817			
Total labour force	989,067	483,924	1,472,991			
Persons not in labour force	760,994	1,268,366	2,029,360			
Grand total	1,750,061	1,752,290	3,502,351			

(a) Occupation is defined as the type of work performed by an employed person and should not be confused with the type of productive activity, business, or service carried out by the establishment in which a person works.

VICTORIA—OCCUPATIONAL STATUS OF THE POPULATION, CENSUS 1971

Occupational status	Number			Percentage of population		
	Males	Females	Persons	Males	Females	Persons
In labour force—						
Employed—						
Employer	57,778	16,338	74,116	3.30	0.93	2.12
Self-employed	86,545	22,584	109,129	4.95	1.29	3.12
Employee	828,082	429,310	1,257,392	47.32	24.50	35.90
Helper (not on wage or salary)	2,584	5,953	8,537	0.15	0.34	0.24
Total employed	974,989	474,185	1,449,174	55.72	27.06	41.38
Unemployed (a)	14,078	9,739	23,817	0.80	0.56	0.68
Total in labour force	989,067	483,924	1,472,991	56.52	27.62	42.06

VICTORIA—OCCUPATIONAL STATUS OF THE POPULATION, CENSUS 1971—*continued*

Occupational status	Number			Percentage of population		
	Males	Females	Persons	Males	Females	Persons
Not in labour force—						
Child not attending school	178,447	170,780	349,227	10.20	9.75	9.97
Child at primary or secondary school	392,873	370,000	762,873	22.45	21.11	21.78
Student full-time (b)	29,460	21,233	50,693	1.68	1.21	1.45
Home duties		646,801	646,801		36.91	18.47
Other	160,214	59,532	219,766	9.15	3.40	6.27
Total not in labour force	760,994	1,268,366	2,029,360	43.48	72.38	57.94
Grand total	1,750,061	1,752,290	3,502,351	100.00	100.00	100.00

(a) Unemployed persons are those who are not employed and who were either laid off without pay for the whole week or were actively looking for work.

(b) Other than at primary or secondary school.

Population survey

The population survey is the general title given to the household sample survey carried out in February, May, August, and November each year. The survey is based on a sample of dwellings selected by area sampling methods, and information is obtained each quarter 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 below).

Labour force survey

Labour force surveys have been carried out since November 1960, and estimates are published quarterly in special offset publications.

Each survey includes all persons 15 years of age and over (including full-blood Aboriginals), except members of the permanent defence forces, national servicemen enlisted in the Regular Army Supplement, and certain diplomatic personnel customarily excluded from census and estimated populations.

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 carried out during a period of four weeks, so that there are four survey weeks in each of the months to which the survey relates. These survey weeks generally fall within the limits of the calendar month.

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

Information available includes: (1) for *employed persons* the age, birthplace, year of arrival in Australia, participation rates, hours worked, the number by reasons for persons who worked less than 35 hours, and details of industry and hours worked by married women; (2) for *unemployed persons* the age, birthplace, unemployment rates, the number who were looking for full-time or part-time work, and details of occupation, industry, and duration of unemployment;

and (3) for *persons not in the labour force* details of their major activity, their intentions regarding entering or re-entering the labour force, whether they had ever held a regular job and, if so, how long ago, and for what reason they had left it, and their educational qualifications.

Supplementary surveys

Data obtained from supplementary surveys to labour force surveys is published in special offset publications, and some of the subjects that have been covered are :

(1) *Child care*. Surveys were conducted in May 1969 and May 1973 to obtain for persons who were in the labour force and who also had the responsibility for 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 inquiry was directed mainly to working mothers, but males with the sole responsibility for children were also included.

(2) *Frequency of pay and leave taking*. In February 1969 and August 1974 supplementary surveys were conducted to obtain information about the frequency of pay of wage and salary earners, and the amount and timing of paid annual leave taken by wage and salary earners during a twelve month period.

(3) *Labour force experience*. Surveys in respect of the years 1968, 1972, and 1974 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.

(4) *Labour mobility (job tenure)*. Supplementary surveys in November 1972 and February 1975 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.

(5) *Leavers from schools, universities, or other educational institutions*. Supplementary surveys have been 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 return to full-time education (described as leavers). In 1975 the survey was conducted in May and this enabled details to be obtained of those who either had, or had not, returned to full-time education in 1975. Additional information obtained from the May 1975 survey concerned the employment status in May 1975, the industry and occupation of those in the labour force, and some details about the tertiary education experience of persons who had left school during the years 1970 to 1974.

(6) *Multiple jobholding*. In November 1965, August 1966, August 1967, May 1971, August 1973, and August 1975 supplementary surveys were conducted to obtain information about the nature and extent of multiple jobholding.

(7) *Superannuation*. In May 1968 and February 1974 supplementary surveys were undertaken to obtain information about employed persons covered by superannuation-type schemes and those not so covered, and about other persons who were receiving or had received benefits from such schemes.

Labour turnover surveys

Surveys of labour turnover have been conducted in the month of March of each year since 1949 (except 1951 and 1954) and in the month of September for the years 1954 to 1966.

Labour turnover surveys are designed to provide estimates of engagement rates and separation rates in certain specified industry groups. Labour turnover is measured, in accordance with general practice, by the number of engagements or separations expressed as a percentage of average employment during the period under review. Engagements and separations refer to the turnover of individual businesses, including the movement of employees from one business to another within the same industry group, and for the purpose of comparison of labour turnover rates, separations are analysed into dismissals, retrenchments, persons leaving employment on their own initiative, and other causes.

Detailed results of these surveys have been published in *Labour reports* and special offset publications.

Employed wage and salary earners

Civilian employees

Estimates of civilian employees are based on comprehensive data (referred to here as "benchmarks") derived for the purpose from the Population Census of June 1971. For the period from July 1971 the figures are estimates designed to measure changes in the sector of employment to which the benchmarks relate.

Between Population Censuses the employment data are obtained from three main sources, namely, current pay-roll tax returns, current returns from government bodies, and some other current returns of employment (e.g., for hospitals); the balance, i.e., unrecorded private employment, is estimated. At 30 June 1971 recorded employment obtained from the foregoing sources accounted for about 90 per cent of the total number of employees in the industries covered, as determined by the Population Census.

The figures in the following tables relate only to civilian employees, not to the total labour force. They therefore exclude employers, self-employed persons, unpaid helpers, and members of the permanent defence forces. Also excluded, because of the inadequacy of current data, are employees in agriculture and private domestic service.

The concepts and definitions adopted at the 1971 Census from which the benchmarks for this series were derived conformed closely to the recommendations of the Eighth International Conference of Labour Statisticians.

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

In September 1971 the collection of pay-roll tax was transferred from the Commonwealth Government to the individual States. Conditions and payments are governed by the relevant State Acts of Parliament.

Particulars of employment obtained from other collections, such as the Integrated Economic Censuses of manufacturing, mining, and retail and wholesale trade, are used to check and, where desirable, to revise estimates. Some figures are subject to further revision as the results of later censuses and surveys become available.

Although the series measure the short-term trends in employment in the defined field reasonably well, they may be less reliable for longer-term measurement. There are conceptual differences between benchmark and pay-roll data, and changes in such factors as labour turnover, multiple jobholding, and part-time working all affect the trend over longer periods.

The following table shows, for Victoria, the estimated number of male and female civilian employees in the principal industry groups at June for each of the

years 1971 and 1973 to 1976. The industry classification used is the Australian Standard Industrial Classification, described in the Australian Bureau of Statistics publication *Australian Standard Industrial Classification* (preliminary edition), 1969, Volume 1. This industry classification is not directly comparable with those adopted for Population Censuses before 1971 and used in previously published estimates of civilian employees. At the Population Census of June 1971 all trainee teachers were for the first time classified as not in the labour force and were excluded from this series from July 1971.

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

Industry group	1971	1973	1974	1975	1976
MALES					
Forestry, fishing, and hunting	2.5	2.9	2.7	3.5	2.7
Mining	5.3	4.7	4.5	4.5	4.2
Manufacturing	303.2	300.3	309.4	287.2	283.9
Electricity, gas, and water	26.7	27.5	27.4	27.7	27.5
Construction	86.8	87.6	89.2	90.1	83.8
Wholesale and retail trade	143.4	147.5	151.7	152.6	151.2
Transport and storage	52.5	53.4	55.6	56.0	54.6
Communication	18.6	19.5	20.0	20.6	20.3
Finance (b)	54.2	55.3	57.3	56.4	54.3
Public administration	30.1	31.6	31.7	34.2	34.0
Community services (c)	59.0	64.7	67.4	72.5	76.4
Entertainment (d)	23.4	24.8	26.1	27.7	25.7
Total	805.7	819.9	842.9	832.9	818.5
FEMALES					
Forestry, fishing, and hunting	0.1	0.2	0.2	0.2	0.2
Mining	0.9	0.7	0.7	0.7	0.7
Manufacturing	136.6	139.8	147.4	122.5	123.5
Electricity, gas, and water	2.8	2.8	2.8	2.9	2.9
Construction	4.1	4.4	4.7	4.6	4.5
Wholesale and retail trade	92.5	102.8	110.6	109.2	108.3
Transport and storage	8.2	8.9	10.0	10.4	9.9
Communication	7.1	7.4	7.8	8.0	8.1
Finance (b)	42.1	43.3	46.6	46.1	45.9
Public administration	14.7	16.5	18.1	21.2	21.8
Community services (c)	94.8	106.0	114.7	122.6	130.9
Entertainment (d)	35.2	37.7	38.8	38.9	38.9
Total	439.0	470.5	502.2	487.3	495.5

(a) Excludes employees in agriculture and private domestic service.

(b) Includes insurance, real estate, and business services.

(c) Includes health, education, libraries, welfare, and religious institutions.

(d) Includes recreation, restaurants, hotels, and personal services.

Government bodies

The following table includes employees, within Victoria, of government bodies on services such as railways, tramways, banks, Australian Postal Commission and Australian Telecommunications Commission, air transport, education (including universities), broadcasting, television, police, public works, factories and munitions establishments, departmental hospitals and institutions, migrant hostels, etc., as well as administrative employees.

VICTORIA—CIVILIAN EMPLOYEES : GOVERNMENT BODIES
(000)

At 30 June—	Commonwealth Government			State and semi-government			Local government			Total government		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
1971	67.8	22.3	90.1	120.5	40.6	161.1	16.6	5.3	21.9	204.9	68.1	273.0
1972	68.6	22.5	91.1	123.0	42.0	165.0	18.8	5.6	24.4	210.4	70.1	280.5
1973	70.0	23.2	93.2	125.6	44.8	170.4	18.6	6.1	24.7	214.3	74.1	288.4
1974	70.5	24.8	95.3	127.8	48.7	176.5	18.2	6.5	24.7	216.4	80.0	296.4
1975	72.2	26.6	98.8	135.6	54.0	189.6	22.3	7.5	29.8	230.1	88.2	318.3
1976	70.5	26.0	96.5	136.3	58.1	194.4	19.3	8.3	27.6	226.1	92.4	318.5

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 6.20 Labour force
 6.35 Unemployment (preliminary estimates)