



### **3** ***Labour***



## INTRODUCTION

The data provided in this chapter have been derived from the monthly labour force survey and associated supplementary surveys and employer based labour collections. The conceptual framework adopted by the ABS for collecting labour force statistics is compatible with standards recommended by the International Labour Organisation (ILO).

### 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.

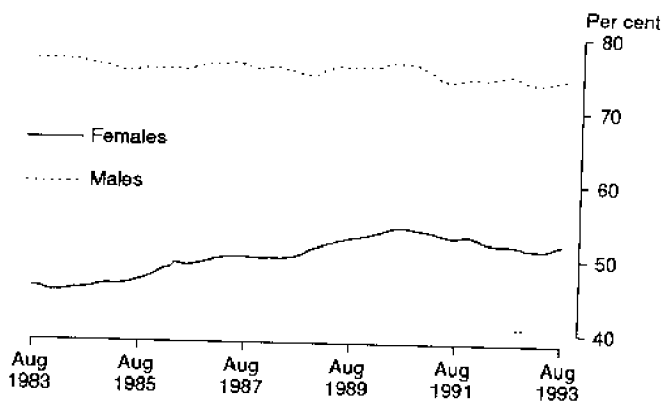
During August 1993 there were 2,199,900 persons in the Victorian labour force.

### 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.

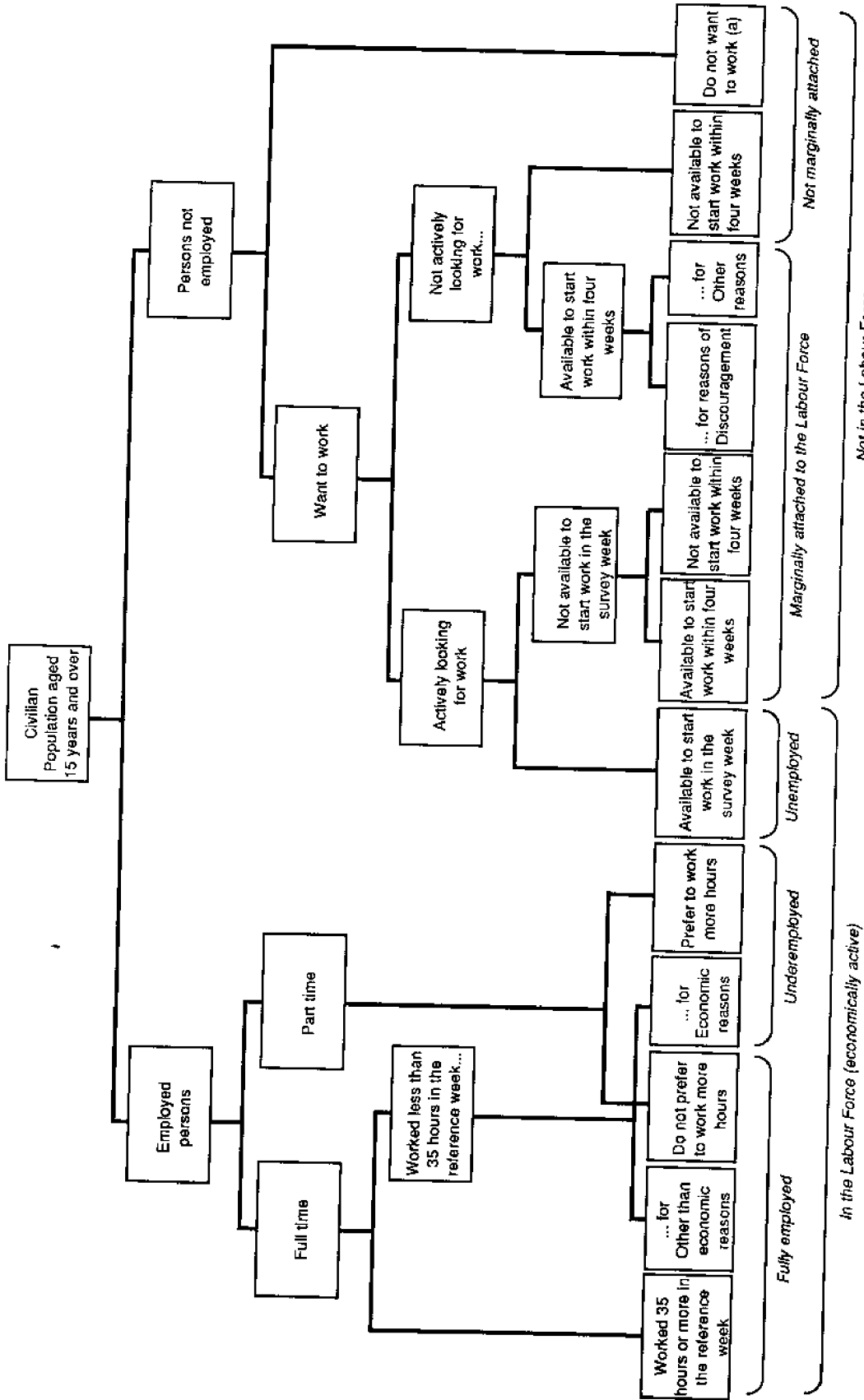
In August 1993 the Victorian participation rate was 62.2 per cent. The trend estimate of the female participation rate has risen over the last ten years from 45.7 per cent in August 1983 to 52.0 per cent in August 1993. The trend estimate of the participation rate for males dropped slightly from 76.3 per cent in August 1983 to 74.4 per cent in August 1993. Metropolitan participation rates were similar to those for the Rest of Victoria.

TREND SERIES: PARTICIPATION RATES BY SEX, VICTORIA



**TABLE 3.1 LABOUR FORCE STATUS OF THE CIVILIAN POPULATION  
AGED 15 AND OVER: VICTORIA, ORIGINAL SERIES**

Month	Employed			Unemployed		Labour force ('000)	Not in Labour force ('000)	Civilian popu- lation ('000)	Unem- ployment rate (per cent)	Partici- pation rate (per cent)
	Full-time ('000)	Part-time ('000)	Total ('000)	Full-time ('000)	Total ('000)					
<b>MALES</b>										
1992 -										
June	1,009.4	127.7	1,137.1	138.9	148.9	1,286.0	436.5	1,722.6	11.6	74.7
July	1,014.8	120.4	1,135.2	143.7	155.6	1,290.8	433.0	1,723.9	12.1	74.9
August	997.5	127.8	1,125.3	137.8	150.4	1,275.6	449.5	1,725.2	11.8	73.9
September	1,005.6	128.5	1,134.2	137.3	149.6	1,283.8	442.7	1,726.5	11.7	74.4
October	1,004.9	124.6	1,129.5	133.3	150.0	1,279.5	447.9	1,727.4	11.7	74.1
November	1,001.3	114.0	1,115.3	144.6	158.0	1,273.2	455.0	1,728.3	12.4	73.7
December	1,021.0	114.8	1,135.9	139.4	157.4	1,293.2	435.9	1,729.1	12.2	74.8
1993 -										
January	999.7	110.9	1,110.6	160.2	172.4	1,283.0	447.3	1,730.3	13.4	74.1
February	1,005.8	103.2	1,108.9	156.6	171.0	1,280.0	451.5	1,731.5	13.4	73.9
March	1,010.8	118.4	1,129.2	144.5	163.1	1,292.4	440.3	1,732.7	12.6	74.6
April	1,006.7	112.2	1,118.9	139.0	156.1	1,275.0	458.2	1,733.2	12.2	73.6
May	1,003.3	111.5	1,114.8	150.5	168.9	1,283.7	450.0	1,733.7	13.2	74.0
June	1,012.3	110.1	1,122.4	144.5	157.4	1,279.8	454.4	1,734.3	12.3	73.8
July	1,011.0	115.4	1,126.4	148.2	158.9	1,285.3	449.5	1,734.8	12.4	74.1
August	999.3	110.8	1,110.1	153.5	165.3	1,275.5	459.9	1,735.4	13.0	73.5
<b>FEMALES</b>										
1992 -										
June	468.7	355.7	824.4	79.4	103.6	928.0	858.2	1,786.2	11.2	52.0
July	476.9	359.7	836.5	75.5	96.7	933.2	854.9	1,788.1	10.4	52.2
August	474.9	352.0	826.9	66.3	89.7	916.6	873.4	1,789.9	9.8	51.2
September	487.2	343.3	830.5	66.1	94.8	925.3	866.5	1,791.8	10.2	51.6
October	483.2	342.5	825.8	65.7	92.0	917.8	875.1	1,792.9	10.0	51.2
November	488.3	350.1	838.4	65.4	90.4	928.8	865.3	1,794.1	9.7	51.8
December	496.2	343.1	839.3	80.3	107.8	947.1	848.1	1,795.2	11.4	52.8
1993 -										
January	474.3	326.9	801.2	74.9	98.2	899.4	897.1	1,796.5	10.9	50.1
February	473.5	335.9	809.4	79.5	112.3	921.7	876.1	1,797.8	12.2	51.3
March	489.3	345.0	834.3	78.4	106.7	941.0	858.1	1,799.1	11.3	52.3
April	484.0	337.2	821.2	73.4	96.2	917.4	882.4	1,799.8	10.5	51.0
May	480.7	340.6	821.3	78.0	105.9	927.2	873.4	1,800.6	11.4	51.5
June	477.7	340.7	818.4	78.8	108.0	926.4	874.9	1,801.3	11.7	51.4
July	482.0	338.0	820.0	77.7	103.8	923.8	878.4	1,802.2	11.2	51.3
August	475.7	345.1	820.8	76.3	103.6	924.4	878.6	1,803.1	11.2	51.3
<b>PERSONS</b>										
1992 -										
June	1,478.1	483.4	1,961.5	218.3	252.5	2,214.0	1,294.8	3,508.8	11.4	63.1
July	1,491.6	480.1	1,971.7	219.2	252.3	2,224.0	1,287.9	3,511.9	11.3	63.3
August	1,472.4	479.8	1,952.2	204.1	240.0	2,192.2	1,322.9	3,515.1	10.9	62.4
September	1,492.8	471.9	1,964.7	203.4	244.4	2,209.1	1,309.2	3,518.3	11.1	62.8
October	1,488.1	467.1	1,955.3	199.0	242.0	2,197.3	1,323.1	3,520.3	11.0	62.4
November	1,489.6	464.1	1,953.7	210.0	248.4	2,202.0	1,320.3	3,522.3	11.3	62.5
December	1,517.2	457.9	1,975.2	219.7	265.1	2,240.3	1,284.0	3,524.4	11.8	63.6
1993 -										
January	1,474.0	437.8	1,911.8	235.1	270.6	2,182.4	1,344.4	3,526.8	12.4	61.9
February	1,479.2	439.1	1,918.3	236.1	283.3	2,201.6	1,327.7	3,529.3	12.9	62.4
March	1,500.1	463.4	1,963.5	222.8	269.8	2,233.4	1,298.4	3,531.8	12.1	63.2
April	1,490.7	449.4	1,940.1	212.4	252.4	2,192.4	1,340.6	3,533.0	11.5	62.1
May	1,484.0	452.1	1,936.1	228.5	274.8	2,210.9	1,323.4	3,534.3	12.4	62.6
June	1,490.0	450.8	1,940.8	223.3	265.4	2,206.3	1,329.3	3,535.6	12.0	62.4
July	1,493.0	453.4	1,946.3	225.9	262.7	2,209.0	1,328.0	3,537.0	11.9	62.5
August	1,475.0	455.9	1,930.9	229.8	269.0	2,199.9	1,338.6	3,538.4	12.2	62.2



(a) Includes institutionalised persons, boarding school pupils and persons permanently unable to work.

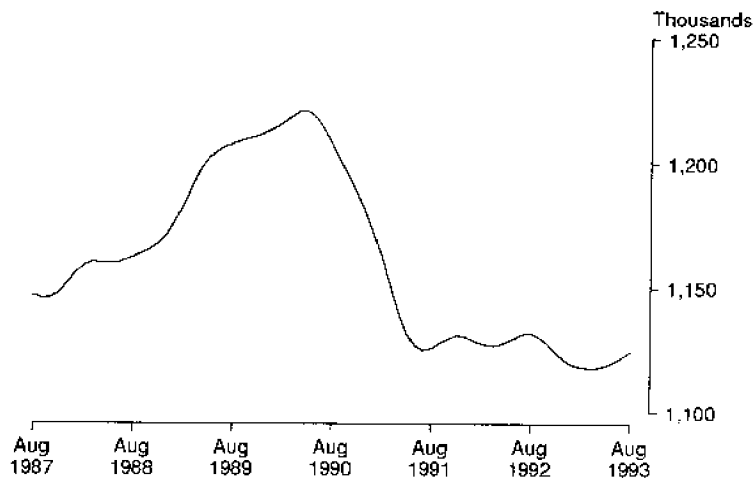
## Employment

The number of employed Victorians fell from 2,073,100 in August 1990 to 1,930,900 in August 1993, with the greatest decline during 1990-91.

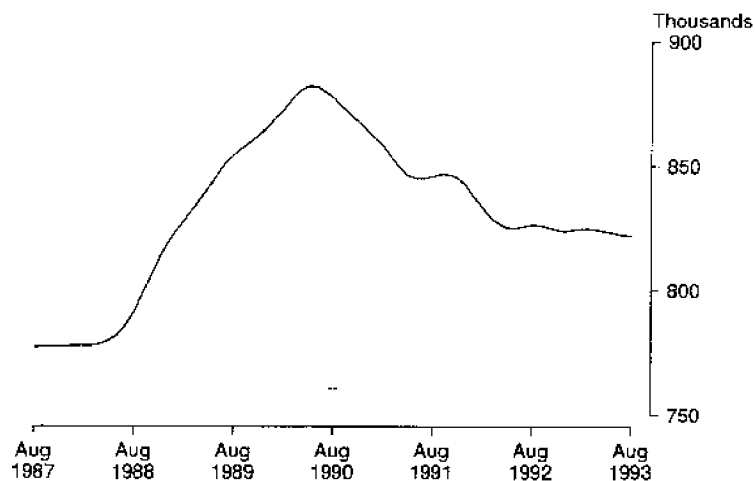
The proportion of males and full-time/part-time status of the labour force has changed markedly over the past ten years. Full-time male employment declined by 6 percent to 52 per cent of employed persons from August 1983 to August 1993. This change was coupled with a 2 percent increase in male part-time employment (to 6 per cent of employed persons at August 1993) and a 5 percent increase in female part-time employment (to 18 per cent). The proportion of female full-time employed (25 per cent of employed persons at August 1993) remained relatively static over the 10 years.

During August 1993, 90 per cent of employed males worked full-time compared with 58 per cent of employed females. Overall, 76 per cent of employed persons worked full-time.

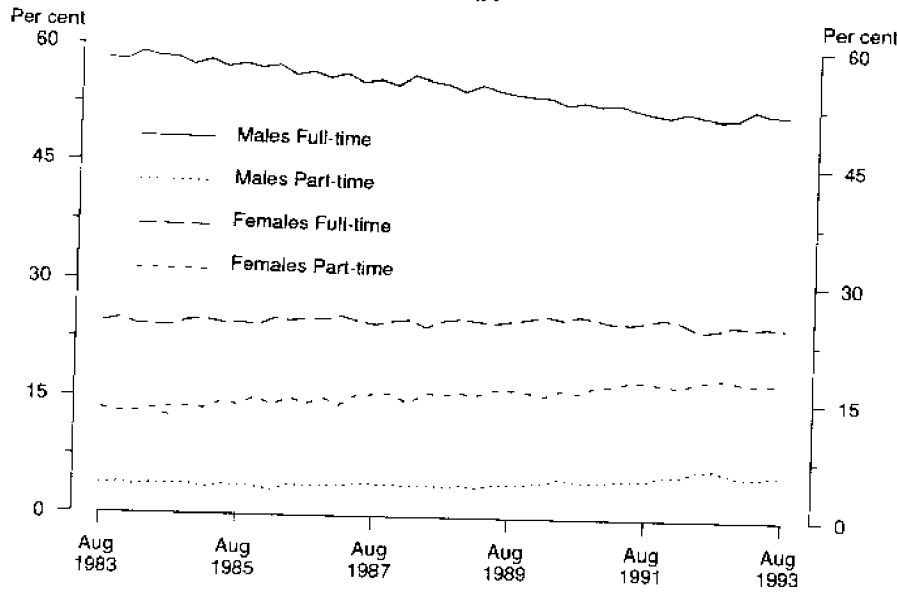
**EMPLOYED MALES: TREND SERIES, VICTORIA**



**EMPLOYED FEMALES: TREND SERIES, VICTORIA**



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

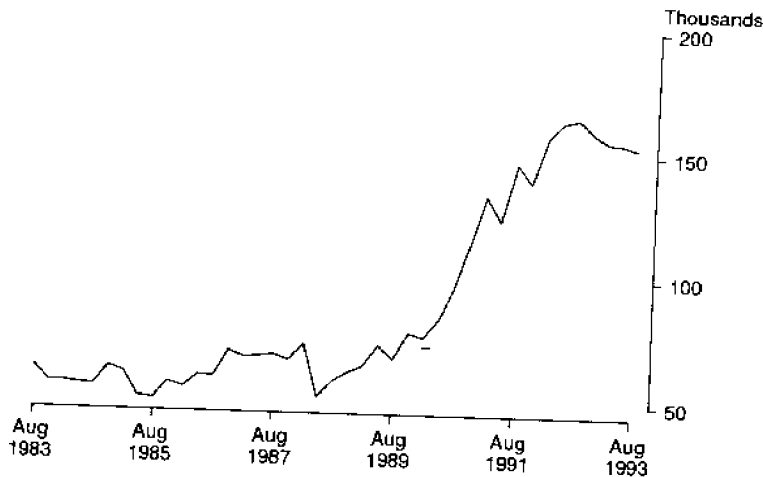


**Underemployment**

The extent to which the workforce is being utilised effectively is measured by underemployment and the underemployment rate. Underemployed persons are defined as full-time workers not working full-time hours for economic reasons (stood down, short time, and insufficient work), and part-time workers wanting to work more hours. The underemployment rate is the number of underemployed persons expressed as a percentage of all employed persons. Persons not in the labour force, which often includes discouraged job seekers who give up their search for work, are counted separately.

There has been a substantial rise in recent years in underemployment. In August 1988, underemployment stood at 58,200 persons (3 per cent underemployment rate), by August 1990 the figure was 96,400, and in August 1993 there were 153,300 underemployed Victorians (8 per cent).

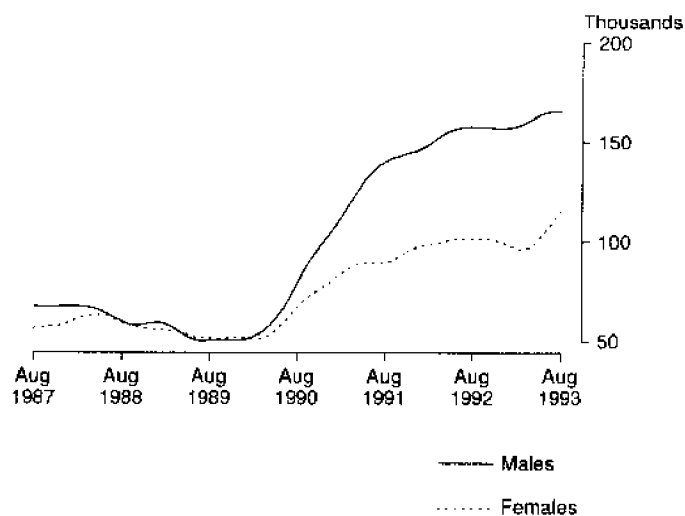
**UNDEREMPLOYED PERSONS, VICTORIA**



**Unemployment**

There were 269,000 unemployed persons (62 per cent were males) in Victoria in August 1993, an increase of 29,000 from August 1992.

**UNEMPLOYED PERSONS BY SEX: TREND SERIES,  
VICTORIA**



Some 113,800 persons were unemployed for 52 weeks or longer, of whom 31 per cent were aged 15-24 years and 29 per cent were aged 45 years and over. One quarter of the 40,400 unemployed aged 15-19 years were attending school at August 1993.

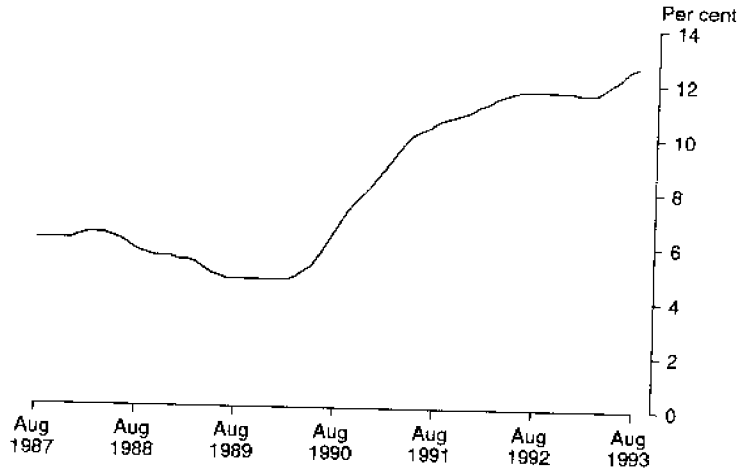
**TABLE 3.2 UNEMPLOYED PERSONS: DURATION OF UNEMPLOYMENT BY AGE,  
VICTORIA, AUGUST 1993**

Duration of unemployment (weeks)	Age (years)						Total
	15-19	20-24	25-34	35-44	45-54	55 and over	
Under 13	14,600	13,200	18,700	13,400	6,400	*2,800	6,900
13 and under 52	16,200	19,800	18,600	16,200	9,200	6,200	86,100
52 and over	9,700	25,300	24,200	21,900	18,700	14,200	113,800
<b>Total</b>	<b>40,400</b>	<b>58,100</b>	<b>61,400</b>	<b>51,500</b>	<b>34,300</b>	<b>23,200</b>	<b>269,000</b>

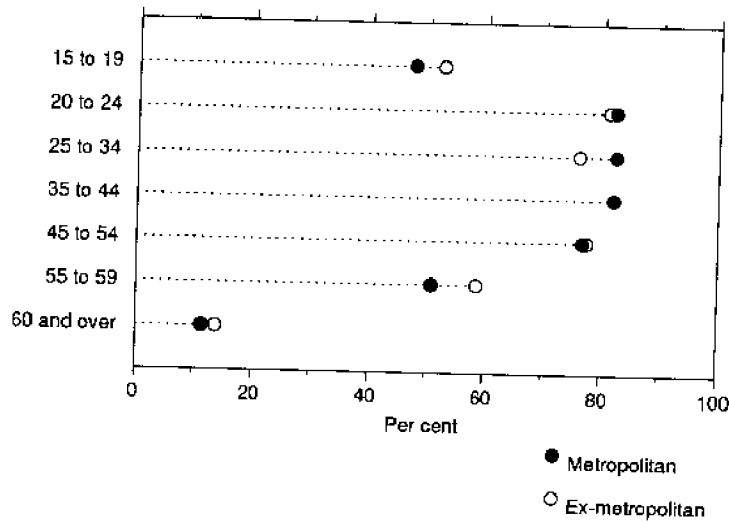


The unemployment rate is the total number of unemployed persons expressed as a percentage of all those in the Labour Force, and has risen dramatically since early 1990. In the past year, Victoria's unemployment rate rose from 10.9 per cent at August 1992 to 12.2 per cent at August 1993. The unemployment rate for males (13.0 per cent) was higher than that for females (11.2 per cent) at August 1993.

**UNEMPLOYMENT RATE: TREND SERIES, VICTORIA**



**PARTICIPATION RATES BY AGE BY METROPOLITAN/EX-METROPOLITAN AREA OF USUAL RESIDENCE, VICTORIA, AUGUST 1993**



**Age**

Participation rates in August 1993 were greatest for males aged 25-44 years (about 95 per cent) and for females aged 20-24 years (about 77 per cent). Unemployment rates were highest for young people (over 20 per cent for males under 25 years and females under 20 years), dropping to rates under 10 per cent for 35-54 years olds, then increasing again for the older age groups, to a rate of 18 per cent for 60-64 year old males.

**TABLE 3.3 LABOUR FORCE STATUS OF THE CIVILIAN POPULATION AGED 15 AND OVER BY AGE AND SEX, AUGUST 1993**

Age (years)	Employed			Unemployed		Labour force ('000)	Not in labour force ('000)	Unemployment rate (per cent)	Participation rate (Per cent)
	Full-time ('000)	Part-time ('000)	Total ('000)	Full-time ('000)	Total ('000)				
<b>MALES</b>									
15-19	31.7	30.2	61.9	17.1	21.8	83.7	81.6	26.0	50.6
20-24	111.4	16.1	127.5	34.1	36.3	163.8	25.9	22.1	86.3
25-34	283.3	18.6	301.9	35.4	37.1	339.0	19.9	10.9	94.5
35-44	274.4	13.1	287.5	28.9	29.7	317.2	17.8	9.4	94.7
45-54	201.6	13.0	214.6	21.3	22.2	236.8	31.4	9.4	88.3
55-59	55.2	*4.4	59.6	8.3	9.1	68.7	31.0	13.3	68.9
60-64	30.6	6.3	36.9	7.3	8.1	45.0	46.5	18.0	49.2
65 and over	11.0	9.1	20.1	*1.1	*1.1	21.2	205.8	*5.2	9.3
<b>Total</b>	<b>999.3</b>	<b>110.8</b>	<b>1,110.1</b>	<b>153.5</b>	<b>165.3</b>	<b>1,275.5</b>	<b>459.9</b>	<b>13.0</b>	<b>73.5</b>
<b>FEMALES</b>									
15-19	16.2	39.2	55.4	10.7	18.7	74.0	82.9	25.2	47.2
20-24	86.4	36.3	122.7	19.6	21.9	144.6	41.9	15.1	77.5
25-34	145.9	73.1	219.0	17.6	24.3	243.3	119.9.9	10.0	67.0
35-44	114.0	100.0	214.0	16.1	21.8	235.8	103.6	9.3	69.5
45-54	89.1	67.9	157.0	9.2	12.1	169.1	90.1	7.2	65.2
55-59	16.0	15.8	31.7	*3.0	4.6	36.3	61.6	12.5	37.1
60-64	6.5	7.3	13.8	*0.3	*0.3	14.1	77.4	*2.0	15.4
65 and over	*1.6	5.6	7.2	*0.0	*0.0	7.2	301.2	*0.0	2.3
<b>Total</b>	<b>475.7</b>	<b>345.1</b>	<b>820.8</b>	<b>76.3</b>	<b>103.6</b>	<b>924.4</b>	<b>878.6</b>	<b>11.2</b>	<b>51.3</b>
<b>PERSONS</b>									
15-19	47.8	69.4	117.3	27.8	40.4	157.7	164.5	25.6	48.9
20-24	197.8	52.4	250.2	53.8	58.1	308.3	67.8	18.9	82.0
25-34	429.2	91.6	520.9	53.0	61.4	582.3	139.8	10.5	80.6
35-44	388.5	113.0	501.5	44.9	51.5	553.0	121.4	9.3	82.0
45-54	290.7	80.9	371.6	30.5	34.3	405.9	121.6	8.4	77.0
55-59	71.2	20.2	91.4	11.2	13.7	105.0	92.6	13.0	53.1
60-64	37.1	13.5	50.7	7.6	8.4	59.1	123.8	14.2	32.3
65 and over	12.6	14.8	27.4	*1.1	*1.1	28.5	507.0	*3.9	5.3
<b>Total</b>	<b>1,475.0</b>	<b>455.9</b>	<b>1,930.9</b>	<b>229.8</b>	<b>269.0</b>	<b>2,199.9</b>	<b>1,338.6</b>	<b>12.2</b>	<b>62.2</b>

**Birthplace**

In August 1993, 25 per cent of employed Victorians were born outside Australia.

As a group, persons born outside Australia (15 per cent) had a somewhat higher unemployment rate than the Victorian average (12 per cent). Those born in Southeast Asia (30 per cent) and the Middle East and North Africa (23 per cent) had the highest rates of unemployment, while those from the UK and Ireland (10 per cent) and Italy (10 per cent) were well below the average as were persons from main English speaking countries overall (9 per cent).

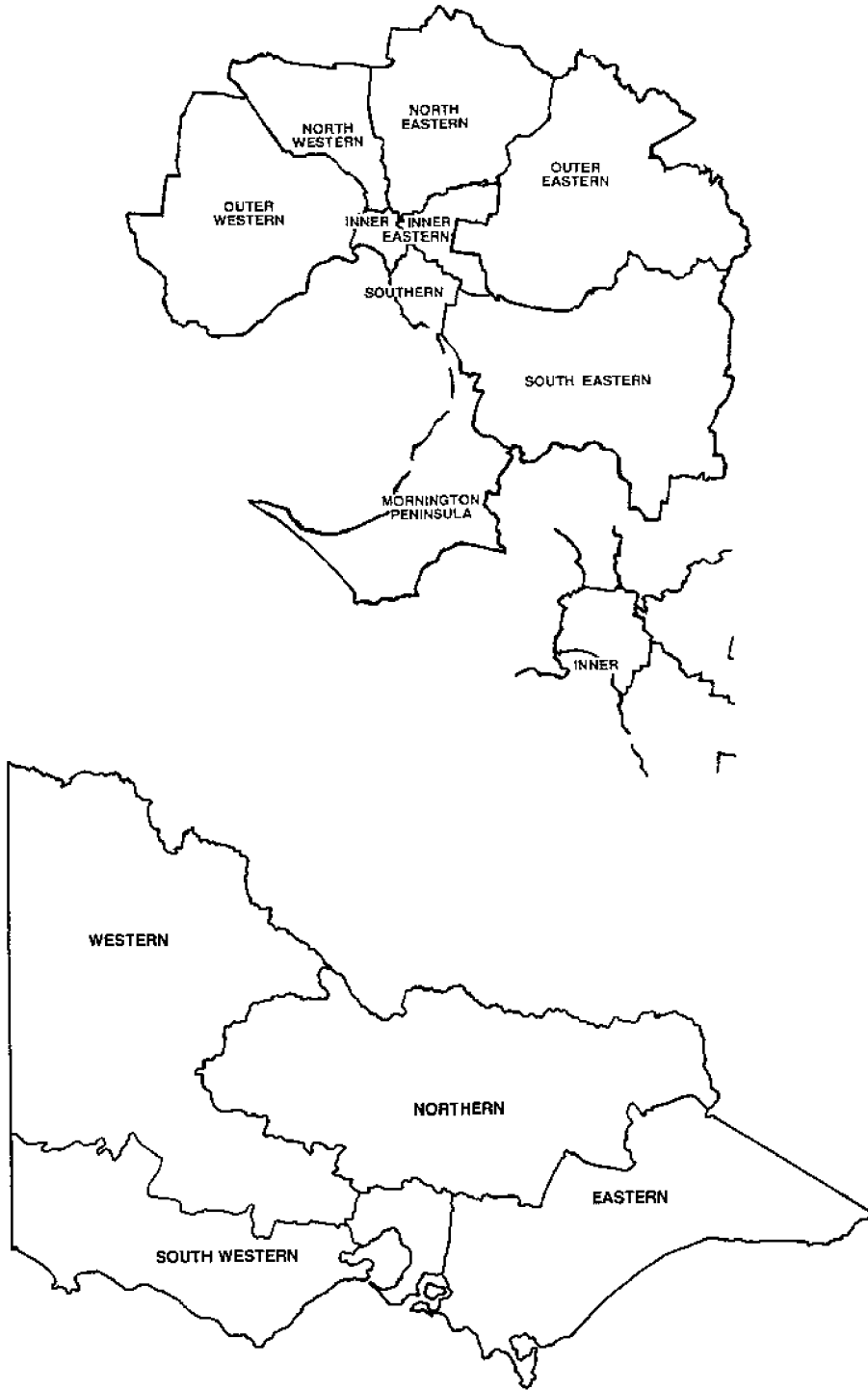
**TABLE 3.4 PERSONS BORN OUTSIDE AUSTRALIA (a): LABOUR FORCE STATUS BY COUNTRY OF BIRTH, VICTORIA, AUGUST 1993**

Country of Birth	Employed		Unem- ployed ( <sup>'000</sup> )	Labour force ( <sup>'000</sup> )	Not in		Unem- ployment rate (per cent)	Partici- pation rate (per cent)
	Full-time ( <sup>'000</sup> )	Total ( <sup>'000</sup> )			Labour force ( <sup>'000</sup> )	Civilian population ( <sup>'000</sup> )		
Oceania -	25.2	29.1	*2.0	31.2	11.4	42.6	*6.5	73.2
New Zealand	21.4	24.9	*0.8	25.7	9.1	34.7	*3.1	73.9
Other Oceania	*3.8	*4.3	*1.2	5.5	*2.4	7.9	*22.4	70.1
Europe and former USSR -	255.1	310.6	50.0	360.7	301.9	662.6	13.9	54.4
Germany	12.1	14.4	*2.0	16.5	14.8	31.2	*12.4	52.7
Greece	22.1	26.9	6.6	33.4	29.7	63.2	19.7	52.9
Italy	40.7	48.0	5.2	53.2	72.0	125.3	9.7	42.5
Netherlands	11.2	13.9	*2.2	16.1	12.7	28.8	*13.4	55.8
UK and Ireland	95.1	122.9	13.3	136.2	84.9	221.1	9.8	61.6
Former Yugoslav Republics	34.3	38.5	9.1	47.6	31.9	79.5	19.1	59.9
Other Europe	37.6	43.8	10.2	54.0	43.1	97.1	18.9	55.6
Former USSR	*2.2	*2.2	*1.4	*3.6	12.8	16.4	*37.9	*21.8
Middle East and North Africa -	17.6	22.8	6.9	29.7	20.8	50.6	23.2	58.8
Lebanon	*3.2	*3.7	*2.0	5.7	*4.1	9.8	*34.5	58.1
Other Middle East and North Africa	14.4	19.1	5.0	24.1	16.7	40.8	20.6	59.0
Southeast Asia -	34.6	43.6	18.3	61.9	46.6	108.5	29.6	57.1
Malaysia	10.4	14.2	*2.6	16.8	10.7	27.5	*15.6	61.1
Philippines	*3.7	6.6	*1.4	8.0	6.8	14.8	*17.2	54.2
Vietnam	12.7	13.5	10.5	24.0	16.2	40.2	43.9	59.8
Other Southeast Asia	7.8	9.3	*3.8	13.1	12.9	26.0	*28.7	50.4
Northeast Asia -	17.7	21.6	*3.7	25.3	25.0	50.3	*14.7	50.4
China	9.1	10.4	*3.4	13.9	8.5	22.4	*24.8	62.0
Other Northeast Asia	8.7	11.2	*0.3	11.5	16.5	27.9	*2.5	41.0
Southern Asia -	20.2	25.5	*3.1	28.6	11.3	39.9	*11.0	71.8
India	10.3	12.7	*1.8	14.5	5.8	20.3	*12.7	71.5
Other Southern Asia	10.0	12.8	*1.3	14.1	5.5	19.6	*9.2	72.1
Northern America	4.8	7.0	*0.3	7.3	*2.9	10.2	*3.7	71.4
South and Central America and Caribbean	6.2	7.6	*1.8	9.5	6.9	16.3	*19.5	58.0
Africa	12.5	17.8	*2.2	19.9	7.7	27.6	*10.9	72.1
Main English speaking countries (b)	128.3	163.9	15.2	179.1	101.1	280.2	8.5	63.9
Other than main English speaking countries	265.6	321.8	73.2	395.1	333.3	728.4	18.5	54.2
<b>Total born outside Australia</b>	<b>393.9</b>	<b>485.7</b>	<b>88.4</b>	<b>574.1</b>	<b>434.4</b>	<b>1,008.5</b>	<b>15.4</b>	<b>56.9</b>

(a) Excludes boarding school pupils and institutionalised persons.

(b) Comprises: Canada, New Zealand, South Africa, United Kingdom and Ireland, United States of America.

LABOUR FORCE REGIONS, MELBOURNE AND VICTORIA STATISTICAL DIVISION

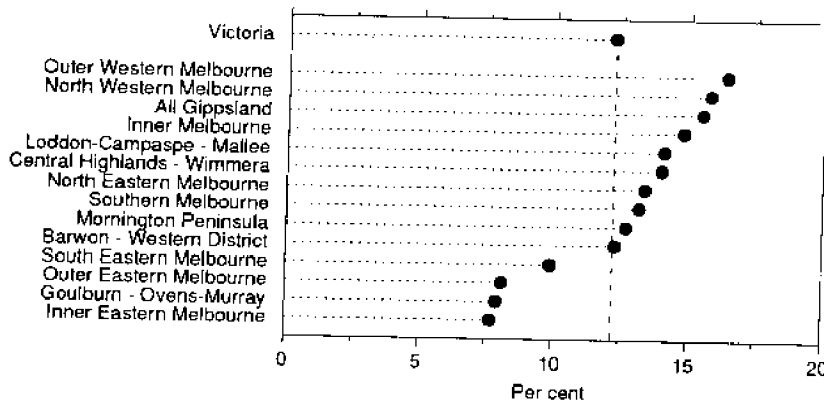


**Labour Force Regions**

The Labour Force Region structure was changed as a result of a January 1991 review of the Australian Standard Geographic Classification (ASGC). The new Labour Force Regions took effect at September 1992. The Melbourne Major Statistical Region (MSR) was expanded to include the whole of the Shires of Cranbourne, Healesville and Pakenham, and part of the Shire of Upper Yarra. There has been a realignment of Statistical Region boundaries within this MSR involving the splitting of Mornington peninsula into two statistical regions: South Eastern Melbourne and the revised Mornington peninsula. The Balance of Victoria now consists of five statistical regions, an extra one having been created in the north-central part of the state which altered boundaries of regions to the east and west. The Geography and Government chapter of this Year Book discusses the ASGC, and *Victoria's Statistical Geography* (1103.2) and the January 1991 edition of the *ASGC Manual* (1216.0) detail the changes.

During August 1993, the highest unemployment rates in the Melbourne Major Statistical Region were in the Outer Western Melbourne (16.4 per cent unemployment rate) and North Western Melbourne (15.8 per cent), regions. The All Gippsland region (15.5 per cent), had the highest unemployment rate outside Melbourne. In comparison, Inner Eastern Melbourne (7.7 per cent) and Goulburn-Ovens-Murray (7.9 per cent) had the lowest unemployment rates.

**UNEMPLOYMENT RATES: VICTORIAN LABOUR FORCE REGIONS, AUGUST 1993**



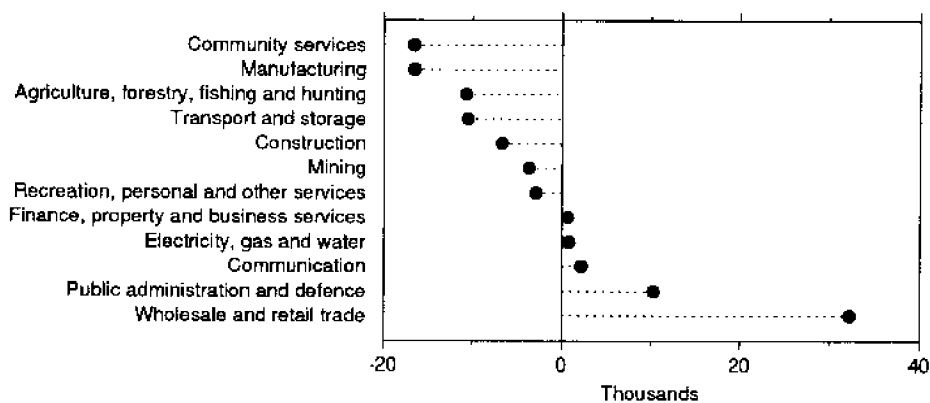
**TABLE 3.5 CIVILIAN POPULATION AGED 15 AND OVER: LABOUR FORCE STATUS AND PERCENTAGE OF VICTORIAN TOTAL, VICTORIAN LABOUR FORCE REGIONS, AUGUST 1993**

Region	Employed		Unem- ployed	Labour force	Not in labour force	Civilian population	Unem- ployment rate
	Full-time	Total					
	('000)						per cent
Melbourne Statistical Division -	1,083.8	1,399.1	192.4	1,591.6	947.4	2,539.0	12.1
Outer Western Melbourne	164.1	204.4	40.0	244.4	151.9	396.3	16.4
North Western Melbourne	85.8	102.4	19.1	121.5	78.0	199.5	15.8
Inner Melbourne	81.8	102.7	17.8	120.4	66.8	187.3	14.8
North Eastern Melbourne	134.0	167.1	25.9	193.1	130.1	323.2	13.4
Inner Eastern Melbourne	153.8	206.5	17.3	223.8	127.9	351.7	7.7
Southern Melbourne	118.1	157.8	23.9	181.7	116.4	298.1	13.2
Outer Eastern Melbourne	172.9	226.8	20.1	246.9	122.4	369.2	8.1
South Eastern Melbourne	111.3	148.3	16.2	164.5	95.3	259.8	9.9
Mornington Peninsula	61.9	83.2	12.1	95.3	58.6	153.9	12.7
Balance of Victoria -	391.2	531.8	76.5	608.3	391.2	999.5	12.6
Barwon-Western District	101.8	140.0	19.6	159.6	103.7	263.3	12.3
Central Highlands-Wimmera	55.8	80.1	13.1	93.2	69.6	162.8	14.0
Loddon-Campaspe-Mallee	87.2	113.4	18.5	131.9	79.0	210.8	14.1
Goulburn-Ovens-Murray	80.7	112.3	9.6	121.9	66.0	187.9	7.9
All Gippsland	65.7	86.0	15.8	101.8	72.9	174.6	15.5
<b>Total Victoria</b>	<b>1,475.0</b>	<b>1,930.9</b>	<b>269.0</b>	<b>2,199.9</b>	<b>1,338.6</b>	<b>3,538.4</b>	<b>12.2</b>

### Industry

The major employing industries in metropolitan Melbourne were Wholesale and retail trade (23 per cent of Metropolitan employed persons), Manufacturing (19 per cent) and Community services (19 per cent). In the Rest of Victoria the major employing industries were Wholesale and retail trade (29 per cent of employed persons in the Rest of Victoria), Community services (17 per cent), Agriculture (15 per cent) and Manufacturing (14 per cent).

### CHANGE IN EMPLOYMENT BY INDUSTRY, VICTORIA, AUGUST 1992 TO 1993



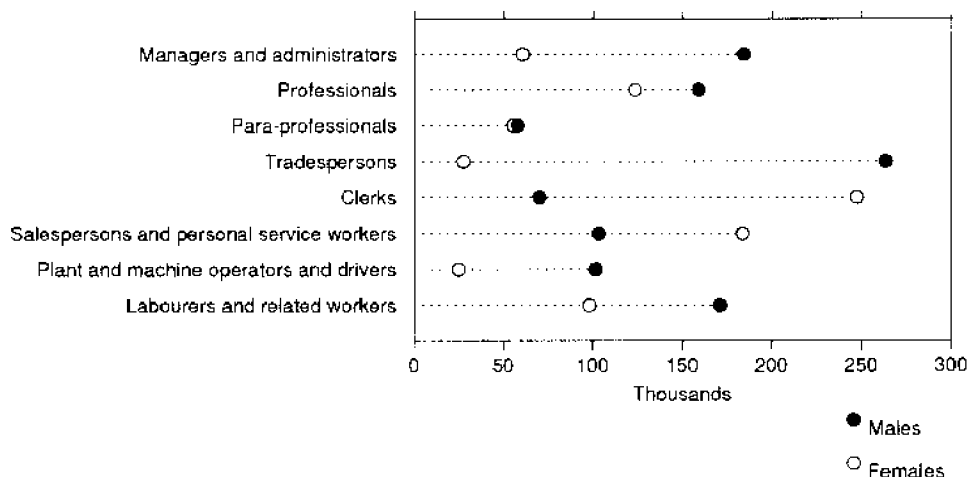
**TABLE 3.6 EMPLOYED PERSONS: INDUSTRY AND OCCUPATION BY METROPOLITAN/EX-METROPOLITAN AREA BY SEX, VICTORIA, AUGUST 1993**  
(000)

	Metropolitan			Ex-Metropolitan			Total Victoria		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
<b>INDUSTRY</b>									
Agriculture, forestry, fishing and hunting	7.5	*2.6	10.0	57.3	21.9	79.1	64.7	24.4	89.2
Mining	*2.2	*0.2	*2.4	*0.8	*0.3	*1.0	*2.9	*0.5	*3.4
Manufacturing	189.1	74.4	263.5	56.3	20.3	76.6	245.4	94.7	340.1
Food, beverages and tobacco	18.9	12.5	31.4	14.2	5.0	19.2	33.1	17.5	50.6
Textiles, clothing and footwear	17.4	17.3	34.7	4.6	5.8	10.4	22.0	23.0	45.1
Metal products	29.4	4.8	34.2	9.1	*1.6	10.7	38.5	6.4	44.9
Other manufacturing	123.4	39.8	163.2	28.4	8.0	36.4	151.9	47.7	199.6
Electricity, gas and water	10.7	*2.1	12.8	9.1	*1.7	10.8	19.8	*3.8	23.6
Construction	67.6	10.1	77.8	30.2	*4.1	34.4	97.8	14.3	112.1
Wholesale and retail trade	182.7	136.7	319.4	64.2	47.2	111.4	246.9	183.9	430.8
Wholesale trade	75.3	37.0	112.3	20.8	8.8	29.5	96.1	45.8	141.8
Retail trade	107.4	99.7	207.1	43.4	38.4	81.8	150.8	138.2	289.0
Transport and storage	48.0	14.3	62.3	13.8	*2.7	16.6	61.9	17.0	78.9
Communication	20.5	7.5	28.0	*3.8	*3.8	7.6	24.2	11.3	35.5
Finance, property and business services	106.7	86.7	193.4	17.3	15.8	33.2	124.0	102.5	226.5
Public administration and defence	35.1	31.7	66.7	16.9	16.8	33.7	51.9	48.5	100.4
Community services	76.8	185.9	262.7	28.6	60.9	89.5	105.5	246.8	352.2
Health	19.8	84.9	104.7	7.1	30.2	37.3	26.9	115.1	142.0
Education, museum and library services	32.7	67.5	100.2	14.2	23.9	38.1	46.9	91.4	138.3
Welfare and religious institutions	5.8	18.7	24.5	*2.0	*4.5	6.5	7.8	23.2	31.0
Other community services	18.5	14.8	33.3	5.3	*2.2	7.5	23.8	17.1	40.9
Recreation, personal and other services	49.5	50.6	100.1	15.5	22.5	38.0	65.0	73.1	138.1
Entertainment and recreational services	12.9	11.7	24.7	5.2	*3.8	9.0	18.2	15.5	33.7
Restaurants, hotels and clubs	25.2	27.5	52.7	7.2	11.8	18.9	32.4	39.2	71.6
Personal services (a)	11.3	11.4	22.7	*3.1	7.0	10.1	14.4	18.4	32.8
<b>Total</b>	<b>796.3</b>	<b>602.8</b>	<b>1,399.1</b>	<b>313.8</b>	<b>218.0</b>	<b>531.8</b>	<b>1,110.1</b>	<b>820.8</b>	<b>1,930.9</b>
<b>OCCUPATION</b>									
Managers and administrators	117.4	34.1	151.5	66.9	26.2	93.1	184.3	60.3	244.6
Professionals	132.5	98.9	231.4	26.6	24.5	51.0	159.1	123.4	282.5
Para-professionals	42.9	40.1	83.1	14.8	15.1	29.9	57.7	55.2	113.0
Tradespersons	188.0	19.2	207.2	75.4	8.2	83.6	263.5	27.4	290.8
Clerks	61.4	191.8	253.2	8.6	55.6	64.2	70.0	247.5	317.4
Salespersons and personal service workers	77.2	132.3	209.5	25.9	51.5	77.5	103.1	183.9	287.0
Plant and machine operators and drivers	68.3	19.4	87.8	33.1	5.6	38.7	101.4	25.0	126.4
Labourers and related workers	108.6	66.9	175.4	62.6	31.2	93.8	171.1	98.1	269.2
<b>Total</b>	<b>796.3</b>	<b>602.8</b>	<b>1,399.1</b>	<b>313.8</b>	<b>218.0</b>	<b>531.8</b>	<b>1,110.1</b>	<b>820.8</b>	<b>1,930.9</b>

(a) Includes private households employing staff.

**Occupation**

In metropolitan Melbourne, the largest occupation groups were Clerks (18 per cent of employed persons), Professionals (17 per cent), Salespersons and personal service workers (15 per cent) and Tradespersons (15 per cent). Outside Melbourne, the largest occupation groups were Labourers and related workers (18 per cent), Managers and administrators (18 per cent), and Tradespersons (16 per cent).

**EMPLOYED PERSONS: OCCUPATION BY SEX, VICTORIA, AUGUST 1993****Persons Not in the Labour Force**

In August 1993, 1,338,600 persons aged 15 and over were not in the labour force. These persons, who were neither employed nor unemployed, comprised 38 per cent of the civilian population of Victoria aged 15 and over. Some 66 per cent of those not in the labour force were women. In comparison, women accounted for 42 per cent of persons in the labour force.

**TABLE 3.7 PERSONS NOT IN THE LABOUR FORCE (a):  
MAIN ACTIVITY BY SEX, VICTORIA, SEPTEMBER 1992**

Main activity	Males	Females	Persons
Home duties/childcare	13.2	437.1	450.3
Attending an educational institution	110.7	108.1	218.8
Retired/voluntarily inactive	100.3	48.3	148.6
Own illness/injury; own disability/handicap	60.3	26.5	86.8
Looking after ill/disabled person	*3.4	10.1	13.4
Travel/moving house	*4.2	*3.8	7.9
Worked in unpaid voluntary job	*3.8	7.9	11.8
Unpaid leave	*0.2	*0.5	*0.7
Other	6.7	*4.0	10.8
<b>Total</b>	<b>302.8</b>	<b>646.3</b>	<b>949.0</b>

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



**Average weekly earnings**

As at August 1993, average weekly ordinary time earnings were \$639.90 for males and \$532.40 for females working full time; \$610.10 for all adult full-time employees.

The trend estimate for average weekly ordinary time earnings of full-time adults was \$603.60, continuing the long term upward trend.

**TABLE 3.8 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								
1992 -									
15 May	622.40	659.30	599.00	522.00	534.70	401.40	586.10	614.00	504.90
21 August	624.70	663.40	599.40	522.40	534.50	397.30	587.50	616.40	502.60
20 November	625.70	667.60	603.90	524.40	536.80	399.10	589.00	620.40	505.90
1993 -									
19 February	629.10	673.70	612.00	527.20	540.10	405.30	592.30	625.80	513.90
21 May	635.10	681.00	619.90	529.70	543.10	411.20	597.30	631.40	521.70
20 August	642.90	688.80	626.80	532.40	546.00	416.00	603.60	637.40	528.20
Quarterly change to -									
1993 -									
May	1.0	1.1	1.3	0.5	0.5	1.5	0.8	0.9	1.5
August	1.2	1.2	1.1	0.5	0.5	1.2	1.0	0.9	1.3
Annual change to -									
1993 -									
May	2.0	3.3	3.5	1.5	1.6	2.4	1.9	2.8	3.3
August	2.9	3.8	4.6	1.9	2.1	4.7	2.7	3.4	5.1
	ORIGINAL								
1992 -									
15 May	618.80	653.70	595.40	519.20	530.90	403.10	582.80	609.30	504.40
21-August	625.90	662.60	594.50	522.90	534.90	392.10	588.80	616.70	497.70
20 November	624.40	669.90	605.50	522.50	535.00	396.00	587.30	620.80	504.80
1993 -									
19 February	631.10	675.10	616.90	531.40	545.00	413.60	595.10	628.10	520.80
21 May	633.90	679.90	619.30	526.30	540.00	407.90	595.50	629.90	519.80
20 August	639.90	683.70	617.70	532.40	544.50	412.60	601.10	633.40	521.10
Quarterly change to -									
1993 -									
May	0.4	0.7	0.4	-1.0	-0.9	-1.4	0.1	0.3	-0.2
August	0.9	0.5	-0.3	1.2	0.8	1.1	0.9	0.6	0.3
Annual change to -									
1993 -									
May	2.4	4.0	4.0	1.4	1.7	1.2	2.2	3.4	3.0
August	2.2	3.2	3.9	1.8	1.8	5.2	2.1	2.7	4.7

**Labour Costs**

Since 1987 the ABS has been collecting a range of labour costs information. Apart from actual payment for time worked, the major labour costs come from annual leave, superannuation and payroll tax.

Labour costs in Victoria are higher overall than for Australia as a whole, and higher for the public sector than for the private sector. Public sector costs are greater for all types of cost, apart from infrequent bonuses and fringe benefits and its tax.

**TABLE 3.9 LABOUR COSTS PER HOUR WORKED, 1991-92**  
( $\$$ )

Type of labour cost	Private		Public		Total	
	Victoria	Australia	Victoria	Australia	Victoria	Australia
Earnings -	17.94	17.46	21.64	21.30	19.00	18.59
Payments for time worked	15.16	14.92	17.18	17.19	15.74	15.59
Other earnings	2.78	2.54	4.46	4.11	3.26	3.00
Annual leave	0.96	0.87	1.62	1.54	1.14	1.07
Sick leave	0.19	0.17	0.47	0.43	0.27	0.25
Other leave	0.05	0.06	0.29	0.25	0.12	0.11
Public	0.48	0.41	0.71	0.64	0.55	0.48
Annual leave loading	0.14	0.13	0.21	0.21	0.16	0.15
Infrequent bonuses	1.10	0.11	0.02	0.02	0.07	0.08
Termination payments	0.49	0.41	0.98	0.84	0.63	0.54
Fringe benefits	0.37	0.38	0.16	0.19	0.31	0.32
Other labour costs -	2.32	2.05	3.06	2.90	2.53	2.30
Superannuation	0.86	0.81	1.39	1.54	1.01	1.02
Payroll tax	0.78	0.69	0.90	0.83	0.82	0.73
Workers' compensation	0.50	0.38	0.69	0.43	0.56	0.40
Fringe benefits tax	0.18	0.18	0.08	0.09	0.15	0.15
<b>Total labour costs -</b>	<b>20.26</b>	<b>19.52</b>	<b>24.70</b>	<b>24.20</b>	<b>21.52</b>	<b>20.89</b>
Of which -						
On-costs	5.10	4.60	7.52	7.01	5.79	5.30

**Job vacancies and overtime**

Each quarter the ABS surveys a sample of business to obtain information on job vacancies available and overtime worked.

Results from the November 1993 survey are shown in Table 3.11. These indicate a strong growth in job vacancies in Victoria relative to the Australian average. More Victorians are also working more hours overtime on average than Australians as a whole.

**TABLE 3.10 JOB VACANCIES AND OVERTIME, ORIGINAL SERIES**

Original	Reference Date			Percentage change	
	19 Nov 1993	20 Aug 1993	20 Nov 1992	Quarterly	Annual
<b>VICTORIA</b>					
	'000				
Job vacancies					
Private Sector	8.1	7.9	4.8	2.0	67.2
Public Sector	1.8	1.1	1.0	55.4	83.8
Total (a)	9.9	9.1	5.8	8.7	70.0
Job vacancy rates - per cent (b)	0.62	0.57	0.35	8.8	77.6
Average weekly overtime hours - per employee	1.46	1.20	1.20	21.4	21.7
per employee working overtime	8.34	7.35	7.53	13.5	10.8
Percentage of employees working overtime	17.45	16.31	15.89	7.0	9.8
<b>AUSTRALIA</b>					
	'000				
Job vacancies					
Private Sector	29.6	30.5	22.0	-3.1	34.5
Public Sector	8.6	8.5	7.2	-26.0	19.5
Total (a)	38.2	39.0	29.2	-2.2	30.8
Job vacancy rates - per cent (b)	0.64	0.66	0.49	-2.6	29.0
Average weekly overtime hours - per employee	1.30	1.15	1.20	13.0	8.5
per employee working overtime	7.60	7.01	7.31	8.4	4.0
Percentage of employees working overtime	17.16	16.46	16.45	4.2	4.3

(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.

### Trade Union membership

Since 1990-91 the number of trade union members has been decreasing for both males and females. The proportion of trade union members per total employees in 1993 was the lowest for several years, with trends for Victoria being similar to those for Australia as a whole.

The number of separate unions has also declined significantly since 1990, both in Victoria and Australia overall, mainly as a result of amalgamations.

**TABLE 3.11 NUMBER OF SEPARATE TRADE UNIONS**

	30 June					
	1988	1989	1990	1991	1992	1993
Victoria	166	160	157	146	114	89
Australia	308	299	295	275	227	188

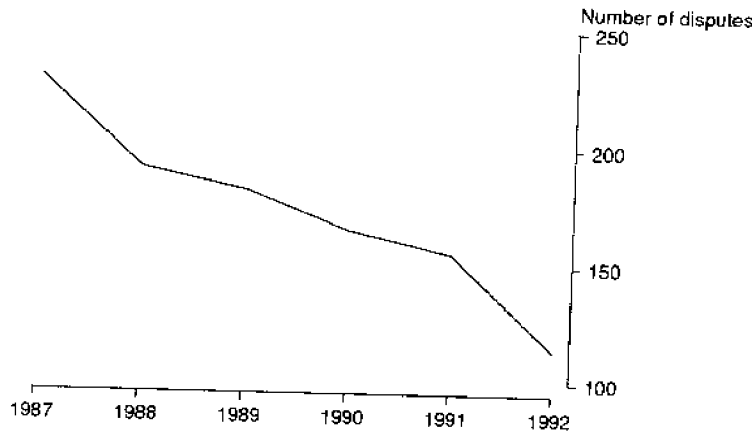
**TABLE 3.12 TRADE UNIONS: NUMBER OF MEMBERS AND PROPORTION OF TOTAL EMPLOYEES**

	Victoria						Australia		
	Number ('000)			Percentage of total employees			Percentage of total employees		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
30 June									
1988 -									
Financial	520.2	289.3	809.5	55	39	48	54	40	48
Total	589.6	311.9	901.5	63	43	54	62	43	54
1989 -									
Financial	523.3	310.2	833.5	54	40	48	52	41	47
Total	598.9	332.3	931.2	62	43	54	62	44	54
1990 -									
Financial	532.6	307.4	840.0	55	40	48	54	40	48
Total	598.5	316.7	915.2	62	41	53	62	43	54
1991 -									
Financial	502.1	325.7	827.8	57	44	51	55	44	50
Total	573.5	338.5	912.0	65	46	56	63	47	56
1992 -									
Financial	464.1	291.0	755.0	54	41	48	51	43	47
Total	522.0	305.0	827.0	60	43	52	59	45	53
1993 -									
Financial	429.4	265.8	695.2	52	37	45	50	41	46
Total	482.4	288.2	770.6	58	40	50	56	44	51

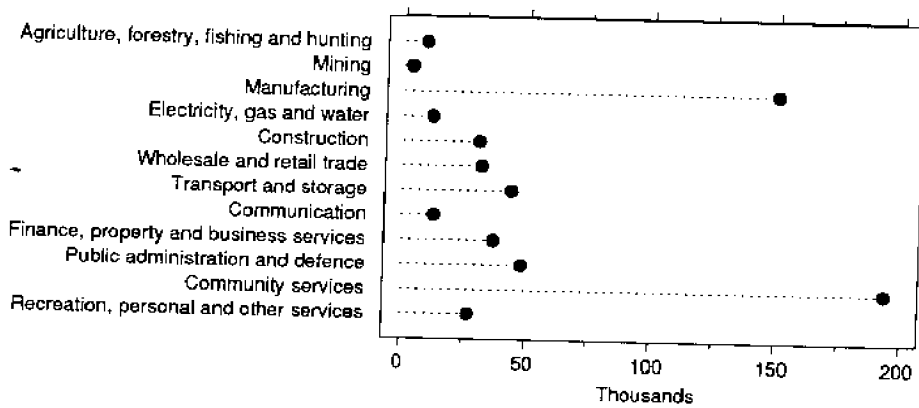
**Industrial disputes**

In 1992 there were 114 industrial disputes (155 in 1991) reported in progress in Victoria, a continuation of the downward trend in the number of industrial disputes reported since 1987, although the number of employees involved and days lost increased considerably over 1991 levels. In 1992 there were 598,800 employees involved in disputes (135,500 in 1991) either directly or indirectly. Of these, 193,700 persons were employed in community services, 149,900 in manufacturing, and 48,300 in public administration. In total, 586,400 working days (209,200 in 1991) were lost.

**INDUSTRIAL DISPUTES IN PROGRESS, VICTORIA**



**INDUSTRIAL DISPUTES IN PROGRESS DURING 1992: NUMBER OF EMPLOYEES INVOLVED BY INDUSTRY, VICTORIA**



## 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 conducts sample surveys of employers, based on the ABS register of businesses and organisations. Since May 1983 the ABS has introduced new or upgraded quarterly surveys of employment and earnings, average weekly earnings, overtime, job vacancies, and an annual survey of employee earnings and hours. During 1987 the ABS developed a range of labour costs surveys which were designed to identify the composition and rate of growth of labour costs.

**ABS publications**

- Victoria's Statistical Geography* (1103.2)  
*Labour Statistics, Australia* (6101.0)  
*A Guide to Labour Statistics* (6102.0)  
*The Labour Force, Australia, Preliminary* (6202.0)  
*The Labour Force, Victoria* (6202.2)  
*The Labour Force, Australia* (6203.0)  
*The Labour Force, Australia, Historical Summary 1966 to 1989*  
 (6204.0)  
*Labour Force Experience, Australia* (6206.0)  
*Labour Mobility, Australia* (6209.0)  
*Persons Not in the Labour Force, Australia* (6220.0)  
*Job Search Experience of Unemployed Persons, Australia* (6222.0)  
*Labour Force Status and Other Characteristics of Families,*  
*Australia* (6224.0)  
*Transition From Education to Work, Australia* (6227.0)  
*Information Paper: Questionnaires Used in the Labour Force Survey,*  
*Australia* (6232.0)  
*Labour Force Status and Educational Attainment, Australia* (6235.0)  
*Retirement and Retirement Intentions, Australia* (6238.0)  
*Career Paths of Persons with Trade Qualifications, Australia* (6243.0)  
*Successful and Unsuccessful Job Search Experience, Australia* (6245.0)  
*Employed Wage and Salary Earners, Australia* (6248.0)  
*Career Experience, Australia* (6254.0)  
*Information Paper: Regional Labour Force Statistics* (6262.0)  
*Underemployed Workers, Australia* (6265.0)  
*Persons Who Have Left the Labour Force, Australia* (6267.0)  
*Information Paper: Labour Force Survey Sample Design* (6269.0)  
*Information Paper: Labour Force Survey - Measuring Teenage*  
*Unemployment* (6270.0)

- Labour Force Status and Educational Attendance, Australia (6272.0)*  
*Career Paths of Qualified Nurses, Australia (6277.0)*  
*How Workers Get Their Training, Australia (6278.0)*  
*Information Paper: Measuring Employment and Unemployment, Australia (6279.0)*  
*Average Weekly Earnings, States and Australia (6302.0)*  
*Average Earnings and Hours of Employees, Australia (6304.0)*  
*Weekly Earnings of Employees (Distribution), Australia (6310.0)*  
*Award Rates of Pay Indexes, Australia (6312.0)*  
*Superannuation, Australia (6319.0)*  
*Industrial Disputes, Australia (6321.0)*  
*Industrial Disputes, Australia (6322.0)*  
*Trade Union Statistics, Australia (6323.0)*  
*Trade Union Members, Australia (6325.0)*  
*Major Labour Costs, Australia (6348.0)*  
*Employer Training Expenditure, Australia (6353.0)*  
*Job Vacancies and Overtime, Australia (6354.0)*  
*Information Paper: Development of the Employer Training Expenditure Survey (6355.0)*

