

## EMPLOYMENT AND UNEMPLOYMENT

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### UNEMPLOYMENT IN VICTORIA, 1983 TO 1985

The statistics of employment and unemployment referred to in this Chapter relate to estimates derived from the labour force survey conducted by the Australian Bureau of Statistics. Unemployed persons, as defined by the Australian Bureau of Statistics, are those aged fifteen years and over who were not employed during the survey week, and:

(1) had actively looked for full-time or part-time work at any time in the four weeks up to the end of the survey week and:

(i) were available for work in the survey week, or would have been available except for temporary illness (i.e. lasting for less than four weeks to the end of the survey week); or

(ii) were waiting to start a new job within four weeks from the end of the survey week and would have started in the survey week if the job had been available then; or

(2) were waiting to be called back to a full-time or part-time job from which they had been stood down without pay for less than four weeks up to the end of the survey week (including the whole of the survey week) for reasons other than bad weather or plant breakdown.

The statistics of job vacancies referred to relate to estimates derived from sample surveys of employers conducted by the Australian Bureau of Statistics. The surveys cover vacancies in private employment and in Commonwealth, State, and local government employment. A job vacancy is defined as a job available for immediate filling on the survey date and for which recruitment action had been taken by the employer to find or recruit an employee from outside the enterprise or authority in the particular State or Territory.

The number of unemployed persons in Victoria decreased significantly between 1983 and 1985, from 163,300 persons in August 1983 to 117,200 persons in August 1985. Male unemployment decreased by approximately twenty-nine per cent during this period. Unemployment in Victoria has accounted for approximately twenty-two per cent of total Australian unemployment over the last three years. The unemployment rates for Victoria have consistently been somewhat lower than the rates for Australia as a whole during this period.

A quarterly telephone survey, which collects data on the number of job vacancies in Victoria has been conducted regularly since May 1979. Victorian job vacancy rates have not differed significantly from the overall national rates between 1983 and 1985.

Young persons are relatively over-represented among unemployed persons in Victoria. About 48 per cent of unemployed persons in August 1985 were under 25 years of age. The 15 to 19 year age group has accounted for approximately 28 per cent of total unemployed persons during the years from 1983 to 1985. The unemployment rate for this group has dropped from 23.5 per cent in August 1983 to 17.1 per cent in August 1985.

Major labour force trends relating specifically to young people in the labour force are presented in the following table:

## CIVILIAN POPULATION AGED 15 TO 19 YEARS BY EMPLOYMENT STATUS, VICTORIA

August—	Employed	Unemployed	In labour force	Not in labour force	Civilian population 15 to 19 years	Unemployment rate (a)	Participation rate (b)
	'000	'000	'000	'000	'000	per cent	per cent
MALES							
1980	90.0	16.2	106.3	68.4	174.7	15.3	60.8
1981	90.2	13.8	104.0	69.1	173.1	13.3	60.1
1982	85.6	18.2	103.8	69.0	172.8	17.6	60.1
1983	75.5	20.5	96.0	78.1	174.1	21.3	55.1
1984	82.0	18.8	100.7	75.8	176.5	18.6	57.1
1985	76.4	17.5	93.9	84.9	178.8	18.7	52.5
FEMALES							
1980	82.4	17.4	99.8	67.8	167.6	17.5	59.6
1981	70.0	16.4	86.4	80.3	166.7	19.0	51.9
1982	78.1	13.2	91.3	74.8	166.1	14.5	55.0
1983	67.9	23.7	91.6	75.3	166.9	25.8	54.9
1984	66.8	18.7	85.5	85.1	170.5	21.9	50.1
1985	79.6	14.6	94.2	78.7	172.9	15.5	54.5
PERSONS							
1980	172.4	33.7	206.1	136.2	342.3	16.3	60.2
1981	160.2	30.3	190.5	149.4	339.9	15.9	56.0
1982	163.6	31.4	195.0	143.7	338.8	16.1	57.6
1983	143.4	44.1	187.5	153.5	341.0	23.5	55.0
1984	148.7	37.4	186.2	160.9	347.1	20.1	53.6
1985	156.0	32.2	188.1	163.6	351.7	17.1	53.5

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

(b) The labour force in each group as a percentage of the civilian population aged 15 to 19 years in the same group.

Source: Population surveys conducted by the Australian Bureau of Statistics.

The Labour Force Survey provides reliable estimates for suitably large geographical aggregations within Victoria. From November 1984 estimates are available for seven metropolitan regions and four non-metropolitan regions. Detailed information regarding these regions can be found in the *Information Paper: Victorian Labour Force Statistics* (6262.2) and in the quarterly Australian Bureau of Statistics publication *The Labour Force, Victorian Regions* (6202.2). Summary information from the August 1985 labour force survey for Victorian regions is provided in the following table:

## CIVILIAN POPULATION AGED 15 YEARS AND OVER BY LABOUR FORCE STATUS, VICTORIAN REGIONS, AUGUST 1985

Region	Employed			Unemployed	Labour force	Not in labour force	Unemployment rate	Participation rate
	Full-time	Part-time	Total					
	'000	'000	'000	'000	'000	'000	per cent	per cent
MALES								
Melbourne Statistical Division —	739.6	52.1	791.7	44.0	835.7	269.4	5.3	75.6
Western	144.8	4.9	149.8	12.7	162.5	50.7	7.8	76.2
Inner	76.7	5.4	82.1	6.7	88.7	40.1	7.5	68.9
North Eastern	93.6	7.5	101.0	5.5	106.6	35.0	5.2	75.3
Inner Eastern	133.2	12.8	146.0	6.6	152.6	48.8	4.3	75.8
Southern	89.2	9.7	98.9	4.9	103.8	40.8	4.8	71.8
Outer Eastern	80.7	(a)	84.2	(a)	86.1	21.3	(a)	80.1
Morrington Peninsula	121.6	8.2	129.8	5.6	135.4	32.7	4.1	80.6
Remainder of Victoria —	288.2	14.9	303.1	21.9	325.0	118.2	6.7	73.3
South Western	68.1	4.1	72.1	7.3	79.5	28.9	9.2	73.3
North Western	59.6	(a)	63.0	(a)	65.9	23.4	(a)	73.8
Northern	92.8	4.6	97.4	7.7	105.2	42.5	7.4	71.2
Eastern	67.7	(a)	70.6	(a)	74.5	23.4	(a)	76.1
<b>Total</b>	<b>1,027.8</b>	<b>67.0</b>	<b>1,094.8</b>	<b>66.0</b>	<b>1,160.7</b>	<b>387.6</b>	<b>5.7</b>	<b>75.0</b>
FEMALES								
Melbourne Statistical Division —	339.9	177.7	517.5	33.7	551.2	611.3	6.1	47.4
Western	68.1	26.6	94.7	6.9	101.6	121.0	6.8	45.6
Inner	54.6	14.6	69.2	5.6	74.8	67.3	7.4	52.6
North Eastern	42.0	23.7	65.7	4.1	69.8	83.1	5.9	45.7
Inner Eastern	58.0	39.5	97.5	4.2	101.7	110.6	4.1	47.9
Southern	47.3	20.9	68.2	4.0	72.2	90.9	5.5	44.2

CIVILIAN POPULATION AGED 15 YEARS AND OVER BY LABOUR FORCE STATUS,  
VICTORIAN REGIONS, AUGUST 1985 - *continued*

Region	Employed			Unem- ployed '000	Labour force '000	Not in labour force '000	Unemp- loyment rate per cent	Partici- pation rate per cent
	Full- time	Part- time	Total					
	'000	'000	'000					
Outer Eastern	25.3	21.8	47.1	(a)	50.5	53.7	(a)	48.5
Mornington Peninsula	44.5	30.6	75.1	5.6	80.7	84.6	6.9	48.8
Remainder of Victoria -	100.2	73.2	173.4	17.5	190.9	259.8	9.2	42.4
South Western	24.6	19.6	44.2	5.0	49.2	65.4	10.2	43.0
North Western	21.1	14.7	35.8	(a)	39.2	62.5	(a)	38.5
Northern	31.9	21.3	53.2	6.2	59.3	86.1	10.4	40.8
Eastern	22.6	17.6	40.2	(a)	43.2	45.8	(a)	48.5
<b>Total</b>	<b>440.0</b>	<b>250.9</b>	<b>690.9</b>	<b>51.2</b>	<b>742.2</b>	<b>871.1</b>	<b>6.9</b>	<b>46.0</b>
	PERSONS							
Melbourne Statistical Division -	1,079.5	229.7	1,309.2	77.7	1,386.9	880.7	5.6	61.2
Western	212.9	31.6	244.5	19.6	264.0	171.7	7.4	60.6
Inner	131.3	20.0	151.3	12.2	163.5	107.4	7.5	60.3
North Eastern	135.6	31.2	166.8	9.7	176.4	118.1	5.5	59.9
Inner Eastern	191.2	52.3	243.5	10.8	254.3	159.4	4.2	61.5
Southern	136.5	30.6	167.1	8.9	176.0	131.8	5.1	57.2
Outer Eastern	106.0	25.3	131.3	5.4	136.7	75.0	3.9	64.6
Mornington Peninsula	166.0	38.8	204.8	11.2	216.0	117.3	5.2	64.8
Remainder of Victoria -	388.3	88.2	476.5	39.5	516.0	378.0	7.6	57.7
South Western	92.7	23.7	116.3	12.4	128.7	94.3	9.6	57.7
North Western	80.7	18.1	98.8	6.3	105.1	85.9	6.0	55.0
Northern	124.7	25.9	150.6	13.9	164.5	128.6	8.5	56.1
Eastern	90.3	20.5	110.8	6.9	117.7	69.1	5.9	63.0
<b>Total</b>	<b>1,467.8</b>	<b>317.9</b>	<b>1,785.7</b>	<b>117.2</b>	<b>1,902.9</b>	<b>1,258.7</b>	<b>6.2</b>	<b>60.2</b>

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

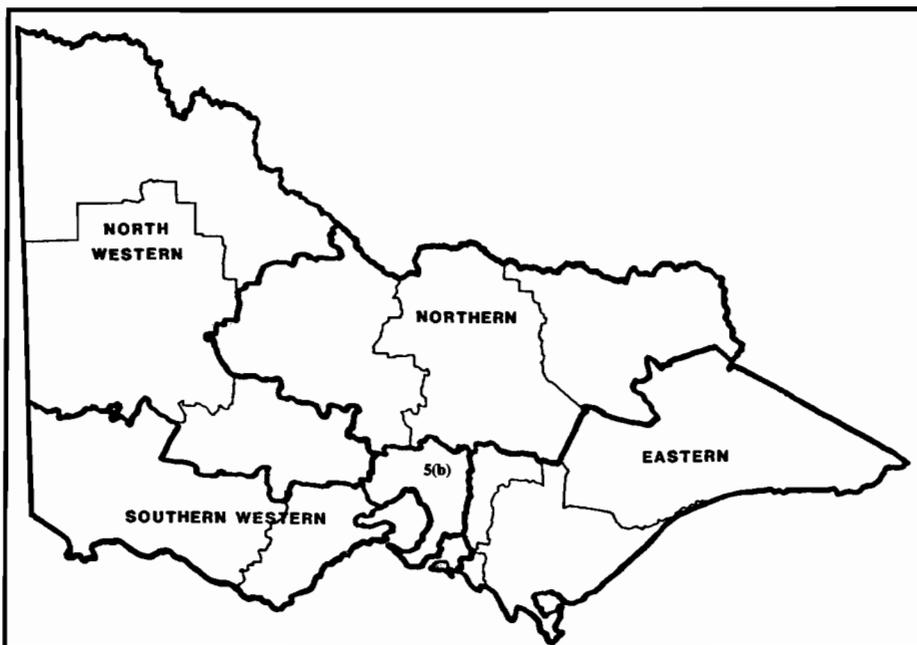


FIGURE 5(a). Labour force regions, Victoria.

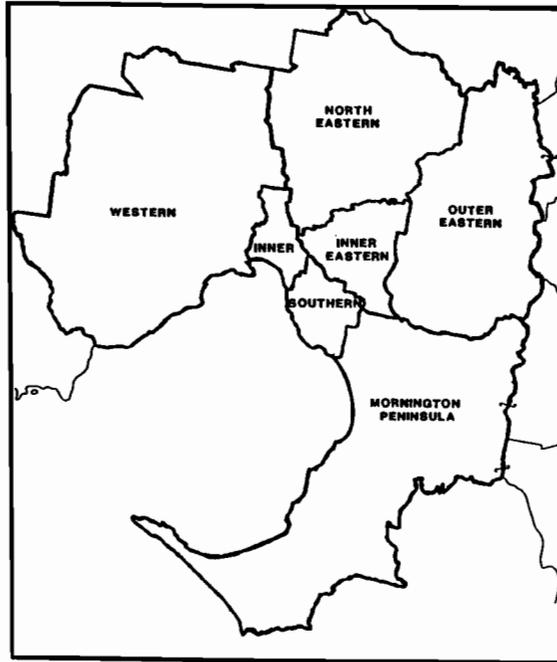


FIGURE 5(b). Labour force regions, Melbourne Statistical Division.

Looking at the employment side of the labour force, the number of employed persons in Victoria increased from 1,675,100 persons in August 1983 to 1,785,700 persons in August 1985.

Tables which include data on employment and unemployment in Victoria are presented on pages 173-7.

## GOVERNMENT ACTIVITIES

### Commonwealth Government

#### *Administration*

#### *Commonwealth Department of Employment and Industrial Relations*

The functions of the Commonwealth Department of Employment and Industrial Relations, which was re-established on 7 May 1982, include:

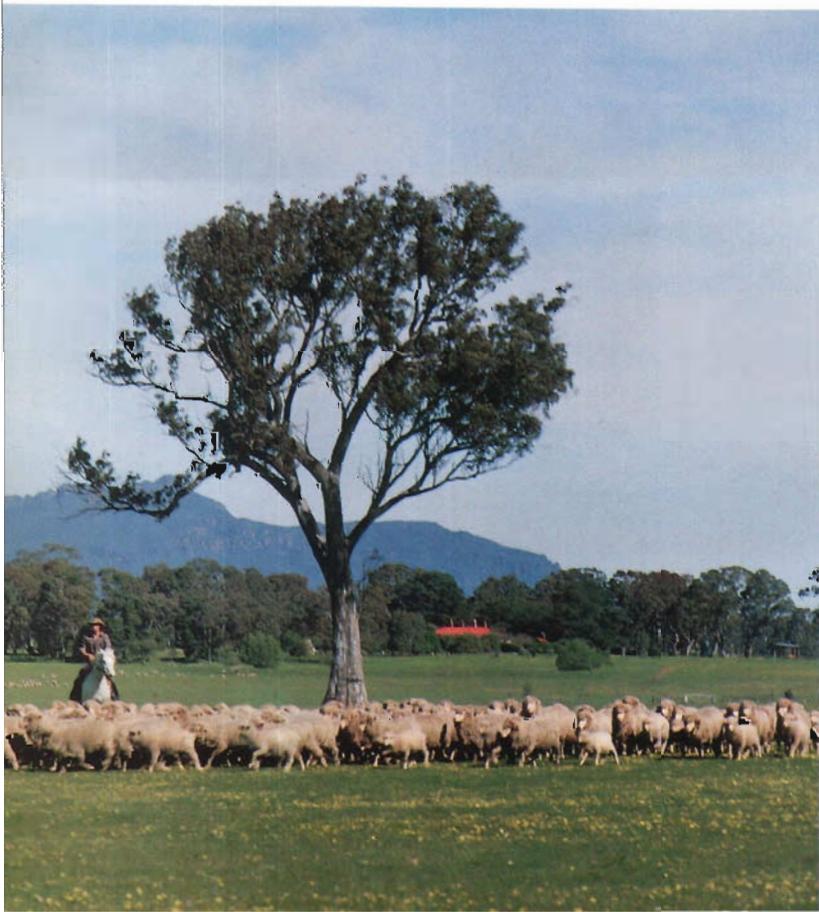
- (1) the formulation and implementation of national manpower policy;
- (2) the development and operation of the labour market services of the Commonwealth Employment Service, including the administration of the Department's training programmes, the Commonwealth Rebate for Apprentice Full-time Training Scheme (CRAFT), and other youth training schemes;
- (3) the analysis and interpretation of labour market data and provision of intelligence on the employment situation;
- (4) the formulation of national industrial relations policy and the administration of sections of the *Conciliation and Arbitration Act 1904* concerning the settlement of interstate industrial disputes through conciliation and arbitration, particularly in respect of the airline, coal, maritime, and stevedoring industries;
- (5) policy development in relation to the physical working environment and employee participation issues; and
- (6) 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.

The Women's Bureau of the Department is responsible for contributing to the formulation of government policy on issues affecting women and employment. These include questions of equality of opportunity, entry and re-entry into the labour force, welfare, and conditions of work.



(Above) The Chaffey monument is a memorial to the pioneers of irrigation at Mildura.  
(Left) The dining-room at 'Rio Vista', Mildura.

*Victorian Tourism Commission*



(Above left) The Grampian Mountains framed by picturesque gum trees.

(Left) Another view of the Grampians from Glenisla.

(Above right) Exquisite limestone formations at Buchan Caves, Gippsland.

(Right) A fern gully at Tarra Valley, near Yarram.

*Victorian Tourism Commission*





(Above) A neat hedged garden provides the setting for 'Kilora House', Hamilton.  
(Right) An interior view of 'Kilora House'.

*Victorian Tourism Commission*

A Bureau of Labour Market Research was established within the Department in 1980 to provide a focal point for the conduct and co-ordination of research into the Australian labour market. The Bureau has the functions of undertaking research into labour market problems and trends in the supply of and demand for labour.

#### *Commonwealth Employment Service*

Statutory warrant for the Commonwealth Employment Service (CES) can be found in the *Commonwealth Employment Service Act 1978*. The principal functions of the CES are to help persons seeking employment by facilitating their placement in positions best suited to their training, experience, abilities, and qualifications, and to help employers seeking labour to obtain those employees best suited to their needs. The CES functions on a decentralised basis with offices in metropolitan and major provincial centres. There were sixty-eight CES offices in Victoria in December 1985.

The CES administers a wide range of labour force programmes funded by the Commonwealth Government. The programmes include:

*Jobstart.* Under this programme a 26 week wage subsidy is provided to private sector employers engaging long-term unemployed and disadvantaged job-seekers. The rates of subsidy are geared to the relative disadvantage and age of the individual. Another component of Jobstart is the Commonwealth Work Experience Program (CWEP) where a full wage subsidy is payable for 17 weeks in respect of work experience placements made in Commonwealth departments and instrumentalities.

Extended periods of subsidy are available to employers apprenticing disabled job-seekers and the costs of necessary modifications to the workplace, up to a maximum of \$2,000, are reimbursed where employers engage disabled job-seekers under Jobstart.

*Adult Training Program.* Financial assistance is provided to enable eligible job-seekers to undertake training programmes leading to employment opportunities in the local, State, or national labour markets. Special arrangements exist where programmes are developed to overcome national skill shortages and under the Labour Adjustment Training Arrangement workers retrenched from designated industries are assisted to undertake retraining courses.

*Participation and Equity Program.* This programme aims to encourage young people to participate in useful and fulfilling education and training activities in TAFE colleges. Eligible job-seekers receive income support under the programme Formal Training Assistance for Youth.

*Trade training programmes.* The Commonwealth Rebate for Apprentice Full-time Training (CRAFT) provides employers with the incentive to maintain or increase the number of apprentices they employ and to improve the quality of training. Tax exempt rebates apply to basic trade courses and other approved off-the-job training. The Commonwealth Government also supports other apprenticeship initiatives including Group Apprenticeship Programmes, Pre-Apprenticeship Courses, the Special Assistance Program for out of trade apprentices, and the Group One Year Apprentice Scheme.

*Industry training service programmes.* The Commonwealth supports the operation of the National Training Council and tripartite Industry Training Committees which aim to assess the training needs of industry, develop training programmes, and promote systematic training. The operation of the National Trainer Training Service is also supported under the programme. Trainer training centres are located in capital cities.

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

#### *Client Services Branch*

Special employment-related services are provided to CES clients who are experiencing employment difficulties or have special needs. These services are developed, implemented, monitored, and promoted through CES offices by special sections in the Department's State office.

The Job Seeker Services Section operates special programmes aimed at CES clients who are physically or mentally disabled, older workers, former inmates of prisons or Youth Training Centres, Wards of State, or who are long-term unemployed. It also ensures that CES employment and related services are provided in such a way that migrant job seekers are not disadvantaged in gaining access to suitable job vacancies and other employment services, because of their linguistic and cultural backgrounds.

The Section operates an extensive occupational information production and delivery service.

Books such as the *Job Guide for Victoria* provide information about a wide range of occupations. Occupational information libraries have been established at many locations around Victoria. Most of these are located in CES offices and are known as Work Information Centres. Two are specialist libraries called Career Reference Centres.

The Aboriginal Employment and Training Branch, through specialist vocational officers, provides an outreach employment and placement service for the Aboriginal community through the CES.

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

A number of programmes are maintained to assist youth. These include community-based programmes such as the Community Youth Support Scheme (CYSS) which is designed to encourage communities to assist local unemployed young persons to develop their capacity for obtaining and retaining employment.

The Department also administers the Australian Traineeship System which is a new form of structured vocational training designed to prepare young people for entry to the labour force in non-trades occupations. It provides a combination of employment and training on and off-the-job extending over a minimum period of 12 months. Initially, traineeships in Victoria will be available in public administration and in growth areas of the labour market.

Under the auspices of the *Community Employment Act* 1983 and in conjunction with the Victorian Government's Department of Employment and Industrial Affairs, the Department administers the Community Employment Program (CEP). This programme is a direct job creation scheme aimed at providing employment and training for the most disadvantaged job seekers, i.e. the long-term unemployed, Aboriginals, the disabled, and migrants with language difficulties. In addition, fifty per cent of jobs are allocated for women. Funds are provided to Commonwealth and State Government departments, local government, and community organisations which establish projects providing employment for those disadvantaged target groups and which provide community services and facilities. All recruitment under CEP is conducted by the CES.

## Victorian Government

### *Department of Employment and Industrial Affairs*

The Department was created on 6 March 1985 through the amalgamation of the Ministry of Employment and Training, the Ministry of Industrial Affairs, the Department of Labour and Industry (excluding the shop trading hours inspectorate), and the Bureau of Youth Affairs (from the former Department of Youth, Sport and Recreation). This change was formally effected from 21 March 1985 by the Administrative Arrangements Order (No. 17) 1985.

The Department's major functions are to:

- (1) develop employment and training opportunities for the labour force;
- (2) promote the equitable access of all young people to the resources, opportunities, and socio-economic structures of the State;
- (3) promote industrial harmony; and
- (4) advance the well-being of people in the workplace.

The Department delivers twelve programmes, and services the Industrial Relations Task Force, three Commissions, the Construction Industry Long Service Leave Board, and a large number of other statutory bodies and advisory committees.

#### *Industrial Relations Task Force*

This Task Force is responsible to Cabinet for the formulation and implementation of the Victorian Government's industrial relations policies in the context of the Prices and Incomes Accord. The Task Force considers the Government's position on key issues, co-ordinates public sector negotiations to ensure consistency, monitors developments, and seeks to ensure that problems are resolved expeditiously with a minimum of dispute.

#### *Industrial Relations Commission of Victoria (IRCV)*

This Commission is the major industrial tribunal. Established under the *Industrial Relations Act* 1979, the IRCV creates Conciliation and Arbitration Boards and reviews their decisions and awards. It determines industrial matters referred to it, and hears certain appeals, including appeals against

decisions of Magistrates' Courts given in proceedings instituted under the *Industrial Relations Act 1979* and the *Industrial Training Act 1975*.

#### *Industrial Training Commission of Victoria (ITCV)*

This Commission reviews the requirements for, and availability of, skilled tradespersons and technicians. The ITCV also regulates the observance of the apprenticeship indenture provisions to ensure that standards of technician and trade training are maintained for both young apprentices and skilled tradespersons. It is supported by 55 tripartite trade committees which provide advice on a total of 110 proclaimed trades.

#### *Occupational Health and Safety Commission*

This Commission was established under the *Occupational Health and Safety Act 1985*. It creates regulations and codes of practice, collects and disseminates information, sponsors research, and promotes education and training courses in occupational health and safety.

#### *Construction Industry Long Service Leave Board*

The Board provides long service leave payments to construction industry workers under the portable long service leave scheme. An annual report is submitted to Parliament.

#### *Corporate Services Program*

The programme comprises the Administration and Planning and Review Sub-programmes.

The objective of the Administration Sub-programme is to provide services to the Department in the areas of finance, personnel, electronic data processing (EDP), general office services, information, legal advice, property, transport, and communications. Improved co-ordination and economies of scale are achieved by providing such services centrally.

The objectives of the Planning and Review Sub-programme are to provide services in the areas of corporate and strategic planning, development of short and long-term policy, and planning guidelines and processes within operational divisions in undertaking internal system reviews, including management reviews. This involves the drafting of broad parameters within which the Ministry's financial and manpower plans are based. Within this sub-programme the Ministry's overall plans and budgets are integrated and the efficient and effective use of resources assessed. It also includes responsibility for intergovernmental relations and administrative reviews.

#### *Employment Program*

In accordance with Government policy, the Employment Program continues to aim at:

- (1) the provision of short-term work experience and training for long-term unemployed persons;
- (2) the stimulation of special job generation activities in the public and private sectors which create long-term employment opportunities;
- (3) the creation of employment opportunities for groups or individuals identified as over-represented within the long-term unemployed, and who face substantially unequal labour market opportunities within their regional or industrial employment setting as a result of economic and/or social factors.

Major sub-programme activities include:

- (1) *The Community Employment Program*. This is jointly administered by the States and the Commonwealth. Aimed at creating additional work experience for unemployed persons through the funding of labour intensive projects of benefit to the community some 1,282 new projects were approved in Victoria during 1984-85, involving an additional 9,938 jobs and a commitment of \$74.2m.

(2) *State employment programmes*. These provide funds to local government, Victorian Government departments/authorities, and community organisations for projects which have the potential to generate permanent jobs, and/or for projects which provide short and medium-term temporary employment and skill development required by the disadvantaged in order to gain permanent entry to mainstream employment.

Disadvantaged groups in the labour market are given a special focus. These include groups which are over represented among the unemployed – teenagers (15 to 19 age group), women, immigrants, Aborigines, and older workers. Projects funded under this sub-programme fall outside Commonwealth guidelines in terms of project duration and participant involvement criteria.

#### *Training Program*

This programme maintains and develops training systems and promotes innovation in the provision of industrial and commercial training within public and private sectors. Of special concern are the training needs of groups such as females, immigrants, and youth whose skill levels make them vulnerable to structural changes in the economy or who are marginal to the labour market. Specific

schemes have been developed which assist their access to skills training and retraining.

The programme's objective is to maintain and develop training systems to ensure that skills are appropriate for current and future labour market requirements. This is addressed by three sub-programmes:

(1) *Trade Training Sub-programme*

This provides for the administration of the apprenticeship system, including the development of policies and special initiatives for the expansion of apprenticeship places and improvement in training quality; promotion of apprenticeship among employers; maintenance of an administrative and monitoring system; and the administrative support requirements of the Industrial Training Commission.

A number of special schemes are conducted to increase the supply and quality of skilled labour and to improve access of disadvantaged groups to trade training e.g. group apprenticeship, creation of additional places in the public sector for disadvantaged people, and the development of industry-based training centres for accelerated training of apprentices.

(2) *Industrial and Commercial Training Sub-program*

This addresses the training requirements affecting the supply and demand of skilled labour in Victoria resulting from technological change and structural adjustment. The two major target groups are: industry sectors undergoing change which require training infrastructures to enable them to respond to the demand for skills; and disadvantaged individuals who are outside or marginal to the labour market.

Support is given for specialised centres which provide training for skills demanded by industry or occupational groups. Support and specialised programmes are aimed at expanding the opportunities for disadvantaged people to obtain skills training.

Through Industry Training Committees, industry sectors are assisted to investigate their manpower and training requirements. This information is then used as a basis of providing government with a focal point of advice, stating targeted needs, and providing assistance in training issues.

(3) *Policy and Program Development Sub-program*

This involves research and investigations into training requirements and the development of strategies to meet these requirements. Consultation with government and private agencies, consideration of labour market requirements and the expectations of employers and individuals all impact on policy development.

It also focuses on the design and establishment of programmes to effectively implement training policy. The Department designs, implements, and monitors its training programmes. It also assists sectors of industry to investigate and identify their own labour needs and associated training requirements.

*Youth Affairs Program*

The programme, transferred from the Department of Youth, Sport and Recreation in March 1985, provides support for the Youth Policy Development Council, administers established youth programmes, conducts research and development work as directed by the Minister and the Council, and develops information systems and networks.

It aims to develop services and programmes particularly for young people, and to gain recognition of the needs of young people with respect to general community services. It also seeks to facilitate the involvement of young people in the planning and provision of services, and to provide funds for research and other projects which are consistent with the designated role of the Bureau of Youth Affairs.

*Youth Guarantee Program*

The Youth Guarantee Directorate was formed in 1986 to develop and implement the Victorian Government's Youth Guarantee initiative, a broad-ranging strategy aimed at providing career opportunities for young Victorians aged between 15 and 19 years, through reformed education, training, and occupational structures.

The programme aims to: increase the supply of permanent work; increase the participation of young people in education and training; extend and develop new training opportunities, including work/study and traineeship options; remove unfair barriers; and provide better advice and support.

A total of 1,250 work/study positions have been created in non-apprenticeship areas within the Victorian Government's health, transport, education, and conservation agencies. As the occupants of these positions find full-time employment, additional young people will be recruited to fill them.

Under *Priority One*, a Commonwealth/State initiative, 130 traineeships have been established in the Victorian Public Service for 1985-86. With traineeships and work/study positions, the aim is to increase the percentage of young persons recruited into the Public Service. Discussions are also under way with various industry employers to establish traineeships in the private sector.

A Youth Guarantee Information Service provides job seekers with information on career and education options, as well as counselling.

#### *Policy and Research Program*

The programme provides advice to the Minister, the Industrial Relations Task Force, and the Director-General in industrial relations developments. In new areas of industrial affairs, especially those emerging under the Prices and Incomes Accord, policy strategies are developed by testing options in practical situations to ensure that new policy is workable.

In addition to active policy development, the programme prepares Victorian Government positions in public forums on industrial affairs, including national wage submissions, test cases, and inquiry submissions.

All Victorian public sector employing agencies are serviced, as are Commonwealth and State Government inquiries, Commonwealth/State working parties on industrial relations, peak employer and union bodies, and individual public sector unions.

Functional responsibilities include general industrial relations policy, wages policy, labour cost analysis, technological change, industrial democracy, and health and safety.

An additional area of responsibility for 1986 is to generate labour market research in the form of information, surveys, briefings, and evaluations. This will incorporate labour market intelligence and forecasts, labour market analysis and policy, and policy advice on the implications of technological and other structural change.

#### *Conciliation and Arbitration Program*

Through this programme the Department provides the registry service for the Industrial Relations Commission of Victoria (IRCV), its Conciliation and Arbitration Boards, and the Hospitals Remuneration Tribunal.

The IRCV (in Full Session and in Court Session) is the appellate tribunal for the Conciliation and Arbitration Boards for decisions on prosecutions for breaches of the Industrial Relations Act and the Labour Industry Act and appeals under the Construction Industry Long Service Leave Act. The Commission and Boards make common rules on non-physical conditions of employment for some 30-40 per cent of the Victorian labour force and cover an extremely wide range of award classifications, except a few covered by the Public Service Board, Police Service Board, Hospitals Remuneration Tribunal, and Victorian Teaching Service Conciliation and Arbitration Commission. In addition, the Commission provides an independent arbitration service to Ministers and others. The president co-ordinates the work of the lay member of the Commission; acts as the contact point between the tribunals within Victoria, the various States, and the Commonwealth; and reports annually to Parliament.

There were 204 Conciliation and Arbitration Boards appointed at 30 June 1985 under the provisions of the *Industrial Relations Act 1979*. The Boards' role is to conciliate between employees and employers in dispute and when all else fails to arbitrate on claims, disputes, and threatened disputes. Decisions of the Board are subject to appeal to the Industrial Relations Commission. Chairmen of Boards also act as private arbitrators of disputes.

The Boards' size and membership are determined by the Industrial Relations Commission after considering nominations from employee and employer organisations. The users of the system nominate members for appointment with special provision being made for non-metropolitan based industries. The Boards provide common conciliation and arbitration procedures to nearly all classifications of work in both the private and public sectors of employment.

#### *Policy Audit, Special Projects, and Industrial Liaison Program*

The programme maintains close liaison between government employers and trade unions on industrial relations issues so that industrial disputes may be prevented or resolved at an early stage. It monitors the success of adopted industrial relations policies in the public sector, and the degree of conformity by authorities to those stated policies. It provides expertise for resolving matters of concern to the Victorian Government in the area of major construction projects. It conducts industrial relations training and policy briefings for users of the industrial relations system and public sector industrial relations officers.

*Public Employment Industrial Relations Program*

The programme oversees and co-ordinates the management of industrial relations in public sector employing agencies. These include government departments, instrumentalities, and agencies employing Public Servants, and/or other employees who are covered by their own Federal or State Industrial Awards or agreements.

Programme staff establish and maintain industrial agreements and awards, provide advice to the Victorian Government on the industrial relations issues affecting public sector employment, and represent the Government in negotiations with unions and before State and Federal industrial tribunals.

*Compliance with Victorian Industrial Legislation Program*

The programme provides an information service to employers and employees on their rights and obligations under State industrial legislation. It also provides an enforcement mechanism for ensuring the observance of legal standards of pay, non-physical conditions of employment, and shop trading hours by means of selective inspections, investigation of complaints and, where necessary, prosecution of offenders. Work related permits are also processed.

In March 1985 responsibility for the administration of provisions relating to shop trading hours was transferred to the Minister for Industry, Technology and Resources. However, industrial inspectors employed by the Department of Employment and Industrial Affairs continue to perform the required inspectorial duties on an agency basis.

*Building and Construction Industry Program*

Initiated in late 1985, the programme was to be established during 1986. It plans to provide a central contact point, inter-agency co-ordination, and integrated services to industry clients for all matters related to workplace safety, training, conditions of employment, and compliance with award conditions within the industry.

*Occupational Health and Safety Program*

The programme aims at the prevention of work-related illness and injury by ensuring that Victorian workplaces are as safe and healthy as possible, and that safety regulations are followed. The Victorian Government's WorkCare package requires the programme to achieve a minimum 10 per cent reduction in the level of work related illness and injury over the next 10 years.

This will entail establishment of workplace structures and processes, licensing inspections, worksite investigations, and where necessary, prosecution of offenders under the *Occupational Health and Safety Act 1985*, the *Dangerous Goods Act 1985*, and associated legislation.

The programme divides into two sub-programmes:

(1) *Occupational health and safety*. This incorporates inspection services for all Victorian workplaces; technical services, dealing with safety and design review with respect to lifts, cranes, amusement structures, boiler and pressure vessels, scaffolding, etc.; Occupational Health Service, a team consisting of scientists, doctors, and support staff who work to reduce illness arising from occupation by gathering data, conducting analysis and diagnosis, and providing an educational and information service; Working Environment Policy, created during 1984-85 as the policy and audit service for the entire occupational health and safety administration.

(2) *Hazardous materials*. This is concerned with the maintenance of safety standards with regard to explosives, flammable liquids, liquefied gases, and other dangerous goods and materials. Inspectors, administrative, and technical staff, including chemists and engineers, carry out a range of functions which includes accident investigation, the issue of licences, permits, certificates, and approvals in respect of the manufacture, handling, and storage of dangerous goods.

Considerable demand has arisen for information, lectures, etc., particularly immediately prior to, and since the proclamation of the *Dangerous Goods Act 1985*.

## EMPLOYMENT AND UNEMPLOYMENT STATISTICS

### Introduction

The labour force comprises two categories of persons: those persons who are either employed or unemployed. The first category comprises employers, self-employed persons, wage and salary earners, and unpaid helpers.

Comprehensive information on the major characteristics of the Australian labour force is derived primarily from three regular collections conducted by the Australian Bureau of Statistics: (1) the

five-yearly Census of Population and Housing, which provides the most detailed data available; (2) the monthly population survey, which provides regular broad estimates of the labour force between population censuses; and (3) employer based surveys. As well, the population survey and other frameworks are regularly used to provide more detailed information on specific significant aspects of the labour force—for example, job vacancies, overtime work, school leavers, labour force experience and the characteristics of persons looking for work and persons not in the labour force (for example, discouraged job-seekers).

The statistics described in this section are based on sample surveys. Statistics from sample surveys may differ from the figures that would have been produced if the information had been obtained from all dwellings/employers within the scope of the survey. One measure of the likely difference is given by the standard error, which indicates the extent to which an estimate might have varied by chance because only a sample of dwellings/employers was included in the survey. There are about two chances in three that a sample estimate will differ by less than one standard error from the figure that would have been obtained if all dwellings/employers had been included and about nineteen chances in twenty that the difference will be less than two standard errors. Standard errors are shown, where appropriate, throughout the remainder of this section. Further information on standard errors and their interpretation for particular topics can be found in the specialised Australian Bureau of Statistics publications on those topics.

### **Population census labour force data**

At the 1981 population census, the following questions were asked to determine a person's labour force status:

- (1) Did the person do any work at all last week?
- (2) Last week, did the person have a full-time or part-time job, business, profession, or farm of any kind?
- (3) Did the person look for work last week?

This approach conforms closely to the recommendations of the Eighth International Conference of Labour Statisticians held in Geneva in 1954 and to the approach used at each census since 1966.

According to the definition, any labour force activity during the previous week, however little, results in the person being counted in the labour force.

Thus, many persons whose main activity is not a labour force one (e.g. housewives, full-time students) are drawn into the labour force by virtue of part-time or occasional labour force activity in the previous week. On the other hand, the definition excludes persons who may frequently or usually participate in the labour force but who in the previous week happened to have withdrawn from the labour force.

A similar definition of the labour force is used in the monthly population sample survey conducted by the Australian Bureau of Statistics by the method of household interview. This survey is used to measure changes in the labour force from month to month in intercensal periods.

Evidence from post-enumeration surveys and pilot tests indicates that the household interview approach tends to identify a larger number of persons as being in the labour force than does the filling in of the census questions on the schedule by the householder. Accordingly, comparisons between labour force results obtained from population censuses and population surveys should be treated with caution.

The main value of census information on the labour force is, however, to provide data for small geographic areas and for very detailed industry and occupation groups. Information on the labour force at this level of detail cannot be obtained from any other source because data from the monthly population survey, which is the most appropriate source of up to date, broad data on the labour force, would be subject to such high sampling variability as to make it unreliable for most reasonable uses. More detailed census data are available on request from the Australian Bureau of Statistics.

### **Population survey labour force data**

#### *Introduction*

The population survey is the general title given to the household sample survey conducted throughout Australia in each month of the year by the Australian Bureau of Statistics. The survey is based on a sample of dwellings selected by area sampling methods, and information is obtained monthly by means of personal interviews from the occupants of selected dwellings.

The survey provides particulars of the demographic composition of the labour force, and broad estimates of occupational status, occupation, industry, and hours of work. The principal survey

component is referred to as the labour force survey. Supplementary collections are also carried out from time to time in conjunction with the labour force survey (see pages 172-7).

As mentioned on page 171, estimates from both the labour force survey and the supplementary collections are subject to sampling error. Standard errors for all estimates from the population survey are not shown in this section. However, the following tables give the approximate standard errors for estimates of various sizes:

POPULATION SURVEY, STANDARD ERRORS OF ESTIMATES, VICTORIA  
( '000)

Size of estimate	4.5	5.0	6.0	10.0	20.0	50.0	100.0	200.0	300.0	500.0	1,000.0	2,000.0
Standard error	1.0	1.1	1.2	1.5	2.0	2.9	3.7	4.8	5.5	6.5	8.1	9.9

POPULATION SURVEY, STANDARD ERRORS OF ESTIMATES OF MONTH TO MONTH  
MOVEMENTS, VICTORIA  
( '000)

Size of larger estimate	4.5	5.0	6.0	10.0	20.0	50.0	100.0	200.0	300.0	500.0	1,000.0	2,000.0
Standard error	1.0	1.0	1.1	1.3	1.6	2.3	2.9	3.7	4.2	5.1	6.5	8.3

#### *Labour force survey*

Labour force surveys commenced in the State capital cities on a quarterly basis in November 1960. From February 1964 onwards, survey coverage was extended to the whole of Australia. From February 1978 onwards, results have been published every month.

Each survey includes all persons fifteen years of age and over (including full-blood Aboriginals) except members of the permanent defence forces; certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations; non-Australians on tour or holidaying in Australia; and members of non-Australian defence forces (and their dependants) stationed in Australia.

The classification used in the survey conforms closely to that recommended by the Eighth International Conference of Labour Statisticians held in Geneva in 1954. In this classification, the labour force category to which an individual is assigned depends on his actual activity (i.e. whether working, looking for work, etc.) during a specified week, known as 'survey week', which is the week immediately preceding that in which the interview takes place.

The interviews are generally conducted during the two weeks beginning on the Monday between the 6th and the 12th of each month. Before February 1978, the interviews were spread over four weeks, chosen so that the survey weeks generally fell within the limits of the calendar month.

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

Information available includes: (1) for *employed persons* the age, birthplace, year of arrival in Australia, participation rates, hours worked, the number (by reasons) of persons who worked less than thirty-five hours, and details of occupational status, occupation, industry, and hours worked by married women; (2) for *unemployed persons* the age, birthplace, unemployment rates, the number who were looking for full-time or part-time work, and details of occupation, industry, and duration of unemployment; and (3) for *persons not in the labour force* details of their major activity, their intentions regarding entering or re-entering the labour force, whether they had ever held a regular job and, if so, how long ago, and for what reasons they had left it, and their educational qualifications.

Summary information from recent labour force surveys is provided in the following tables, showing the employment status of the civilian population, the age distribution of the civilian labour force, the industries and occupations of employed persons, and aspects of unemployment. More detailed current and historical data are available on request from the Australian Bureau of Statistics.

CIVILIAN POPULATION AGED 15 YEARS AND OVER BY LABOUR FORCE STATUS,  
VICTORIA

August -	Employed	Unemployed	Labour force	Not in labour force	Civilian population aged 15 years and over	Unemployment rate (a)	Participation rate (b)
	'000	'000	'000	'000	'000	per cent	per cent
MALES							
1980	1,061.2	53.1	1,114.3	313.7	1,428.0	4.8	78.0
1981	1,076.5	50.3	1,126.8	322.3	1,449.1	4.5	77.8
1982	1,067.8	62.3	1,130.0	345.4	1,475.5	5.5	76.6
1983	1,039.2	92.5	1,131.7	367.1	1,498.8	8.2	75.5
1984	1,069.9	75.2	1,145.0	377.3	1,522.4	6.6	75.2
1985	1,094.8	66.0	1,160.7	387.6	1,548.3	5.7	75.0
MARRIED FEMALES							
1980	390.7	19.1	409.8	494.8	904.6	4.7	45.3
1981	390.0	19.9	409.9	500.2	910.0	4.8	45.0
1982	378.0	17.8	395.8	506.2	902.0	4.5	43.9
1983	378.6	27.2	405.8	531.7	937.5	6.7	43.3
1984	386.4	17.8	404.2	534.2	938.4	4.4	43.1
1985	407.1	21.2	428.3	527.5	955.8	5.0	44.8
OTHER FEMALES							
1980	251.2	31.8	283.0	300.8	583.8	11.2	48.5
1981	254.6	30.5	285.1	317.2	602.3	10.7	47.3
1982	271.2	30.0	301.2	335.4	636.6	10.0	47.3
1983	257.4	43.5	300.9	324.8	625.7	14.5	48.1
1984	266.7	36.9	303.7	345.4	649.0	12.2	46.8
1985	283.9	30.0	313.9	343.6	657.5	9.6	47.7
ALL FEMALES							
1980	641.9	50.8	692.8	795.7	1,488.4	7.3	46.5
1981	644.6	50.4	695.0	817.3	1,512.3	7.3	46.0
1982	649.2	47.8	697.0	841.5	1,538.5	6.9	45.3
1983	636.0	70.7	706.7	856.6	1,563.2	10.0	45.2
1984	653.1	54.8	707.9	879.5	1,587.4	7.7	44.6
1985	690.9	51.2	742.2	871.1	1,613.3	6.9	46.0
PERSONS							
1980	1,703.1	104.0	1,807.0	1,109.3	2,916.4	5.8	62.0
1981	1,721.1	100.7	1,821.8	1,139.6	2,961.4	5.5	61.5
1982	1,717.0	110.1	1,827.1	1,186.9	3,014.0	6.0	60.6
1983	1,675.1	163.3	1,838.4	1,223.7	3,062.1	8.9	60.0
1984	1,723.0	129.9	1,852.9	1,256.9	3,109.8	7.0	59.6
1985	1,785.7	117.2	1,902.9	1,258.7	3,161.6	6.2	60.2

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

(b) The labour force in each group as a percentage of the civilian population aged 15 years and over in the same group.

## CIVILIAN LABOUR FORCE BY AGE, VICTORIA, AUGUST 1985

Age group (years)	Number ('000)					Participation rate (per cent) (a)				
	Males	Married females	Other females	All females	Persons	Males	Married females	Other females	All females	Persons
15 to 17	42.6	(b)	44.5	44.8	87.4	38.8	(b)	42.5	42.4	40.6
18 to 19	51.3	(b)	47.0	49.4	100.7	74.2	(b)	75.3	73.4	73.8
20 to 24	154.9	36.7	94.0	130.6	285.5	87.3	59.9	83.1	75.0	81.2
25 to 34	310.7	134.5	64.6	199.1	509.9	94.4	53.8	78.0	59.8	77.0
35 to 44	271.5	142.0	31.0	173.0	444.5	95.2	60.3	67.3	61.4	78.4
45 to 54	190.8	83.4	18.8	102.2	292.9	91.9	50.8	50.5	50.8	71.6
55 to 59	79.9	21.0	8.3	29.3	109.1	78.7	27.5	35.1	29.3	54.2
60 to 64	42.4	6.6	(b)	10.3	52.7	47.0	10.3	(b)	10.7	28.2
65 and over	16.8	(b)	(b)	(b)	20.2	9.4	(b)	(b)	(b)	4.7
Total	1,160.7	428.3	313.9	742.2	1,902.9	75.0	44.8	47.7	46.0	60.2

(a) The labour force in each group as a percentage of the civilian population aged 15 years and over in the same group.

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

## EMPLOYED PERSONS BY INDUSTRY (a), VICTORIA, AUGUST 1985

Industry Division or sub-division	Males ('000)				Females ('000)				Persons ('000)	
	Married	Other	Total	Per cent	Married	Other	Total	Per cent	Total	Per cent
Agriculture and services to agriculture	45.9	19.4	65.3	6.0	24.4	4.3	28.7	4.2	93.9	5.3
Forestry, fishing, and hunting	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	4.7	0.3
Mining	(b)	(b)	5.0	0.5	(b)	(b)	(b)	(b)	6.0	0.3
Manufacturing -	188.4	91.7	280.1	25.6	79.7	40.0	119.7	17.3	399.8	22.4
Food, beverages, and tobacco	29.7	9.7	39.4	3.6	10.3	5.6	15.9	2.3	55.4	3.1
Metal products	24.5	14.2	38.7	3.5	5.3	(b)	7.6	1.1	46.2	2.6
Other manufacturing	134.2	67.8	202.0	18.5	64.1	32.2	96.2	13.9	298.2	16.7
Construction	66.1	29.4	95.6	8.7	12.9	1.9	14.8	2.1	110.4	6.2
Wholesale and retail trade	120.8	78.3	199.1	18.2	77.0	66.3	143.4	20.8	342.5	19.2
Transport and storage	51.0	19.8	70.8	6.5	7.6	7.3	14.8	2.1	85.6	4.8
Finance, property, and business services	67.3	32.3	99.6	9.1	34.0	37.6	71.6	10.4	171.2	9.6
Community services (c)	80.9	32.6	113.6	10.4	116.7	77.4	194.1	28.1	307.7	17.2
Recreation, personal, and other services	23.3	21.0	44.4	4.1	29.6	24.1	53.7	7.8	98.1	5.5
Other industries (d)	82.3	35.3	117.5	10.7	24.7	23.7	48.4	7.0	165.9	9.3
<b>Total</b>	<b>731.7</b>	<b>363.1</b>	<b>1,094.8</b>	<b>100.0</b>	<b>407.1</b>	<b>283.9</b>	<b>690.9</b>	<b>100.0</b>	<b>1,785.7</b>	<b>100.0</b>

(a) Industry is classified according to the Australian Standard Industrial Classification, 1983.

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

(c) Comprises health; education, libraries, etc.; welfare and religious institutions; and other community services.

(d) Comprises electricity, gas, and water; communication; and public administration and defence industries.

## EMPLOYED PERSONS BY OCCUPATION (a), VICTORIA, AUGUST 1985

Occupation group	Males ('000)				Females ('000)				Persons ('000)	
	Married	Other	Total	Per cent	Married	Other	Total	Per cent	Total	Per cent
Professional and technical	121.0	48.0	169.0	15.4	73.4	54.2	127.6	18.5	296.6	16.6
Administrative, executive, and managerial	81.1	13.2	94.3	8.6	11.2	7.3	18.5	2.7	112.9	6.3
Clerical	50.1	36.7	86.8	7.9	127.2	105.4	232.6	33.7	319.4	17.9
Sales	47.4	32.4	79.8	7.3	40.9	39.6	80.5	11.7	160.3	9.0
Farmers, fishermen, timber-getters, etc.; and miners, quarrymen, and related workers	56.4	26.1	82.6	7.5	24.4	4.2	28.6	4.1	111.2	6.2
Transport and communication	50.4	14.2	64.5	5.9	6.2	6.1	12.3	1.8	76.9	4.3
Tradesmen, production - process workers and labourers, n.e.c.	290.4	169.1	459.5	42.0	62.8	25.5	88.3	12.8	547.8	30.7
Service, sport, and recreation	34.8	23.4	58.3	5.3	60.9	41.6	102.5	14.8	160.7	9.0
<b>Total</b>	<b>731.7</b>	<b>363.1</b>	<b>1,094.8</b>	<b>100.0</b>	<b>407.1</b>	<b>283.9</b>	<b>690.9</b>	<b>100.0</b>	<b>1,785.7</b>	<b>100.0</b>

(a) Occupation is classified according to the Classification and Classified List of Occupations, Revised June 1981.

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

## NUMBER OF UNEMPLOYED PERSONS

August-	Victoria				Australia			
	Males	Females	Persons		Males	Females	Persons	
			Number	Unemployment rate (a)			Number	Unemployment rate (a)
'000	'000	'000	per cent	'000	'000	'000	per cent	
1980	53.1	50.8	103.9	5.8	209.6	184.9	394.5	5.9
1981	50.3	50.4	100.7	5.5	200.5	180.1	380.6	5.6
1982	62.3	47.8	110.1	6.0	271.7	189.7	461.4	6.7
1983	92.5	70.7	163.3	8.9	429.7	257.1	686.8	9.9
1984	75.2	54.8	129.9	7.0	381.5	223.1	604.6	8.6
1985	66.0	51.2	117.2	6.2	348.1	223.0	571.2	7.9

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

## ASPECTS OF UNEMPLOYMENT, VICTORIA, AUGUST 1985

Particulars	Number of unemployed -			Unemployment rate (a)		
	Males	Females	Persons	Males	Females	Persons
	'000	'000	'000	per cent	per cent	per cent
Total unemployed	66.0	51.2	117.2	5.7	6.9	6.2
Regional distribution -						
Melbourne Statistical Division	44.0	33.7	77.7	5.3	6.1	5.6
Rest of Victoria	21.9	17.5	39.5	6.7	9.2	7.6
Looking for -						
Full-time work	60.1	35.0	95.1	5.5	7.4	6.1
Part-time work	5.9	16.2	22.1	8.2	6.1	6.5
Marital status -						
Married	23.6	21.2	44.8	3.1	5.0	3.8
Not married -	42.4	30.0	72.4	10.5	9.6	10.1
Aged 15 to 19 years	17.5	13.4	31.0	18.7	14.6	16.7
Aged 20 to 24 years	11.6	8.0	19.6	9.0	8.5	8.8
Aged 25 years and over	13.3	8.6	21.8	7.3	6.7	7.1
Age distribution (years) -						
15 to 19 -	17.5	14.6	32.2	18.7	15.5	17.1
Looking for first job	10.4	9.0	19.4	..	..	..
20 to 24	12.8	11.1	23.9	8.3	8.5	8.4
25 and over -	35.6	25.5	61.1	3.9	4.9	4.3
25 to 34	13.9	11.6	25.6	4.5	5.8	5.0
35 to 44	9.5	9.1	18.6	3.5	5.2	4.2
45 and over	12.2	4.8	16.9	3.7	3.3	3.6
Birthplace -						
Born in Australia	45.1	37.1	82.2	5.5	6.8	6.0
Born outside Australia -	20.8	14.1	35.0	6.1	7.1	6.5
Main English-speaking countries (b)	5.6	4.5	10.0	4.8	6.2	5.3
Other than main English-speaking countries	15.3	9.7	24.9	6.8	7.7	7.1
Arrived before 1971	13.7	6.2	19.9	5.8	5.0	5.6
Arrived from 1971 to August 1985	7.1	7.9	15.1	6.7	10.5	8.3
Duration of unemployment (weeks) -						
Under 2	4.3	4.9	9.2	..	..	..
2 and under 4	7.2	6.2	13.4	..	..	..
4 and under 8	4.4	6.3	10.6	..	..	..
8 and under 13	5.3	4.6	9.9	..	..	..
13 and under 26	10.6	7.7	18.3	..	..	..
26 and under 52	11.7	10.6	22.4	..	..	..
52 and over	22.4	10.9	33.3	..	..	..
Average (mean) duration	56.4	32.0	45.7	..	..	..
Median duration (d)	27.5	19.2	24.0	..	..	..

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

(b) Comprises United Kingdom, Ireland, Canada, New Zealand, USA, and South Africa.

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

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

UNEMPLOYMENT RATES (a), BY AGE AND SEX, VICTORIA  
(per cent)

August -	Age group (years)									Total		
	15 to 19			20 to 24			25 and over			Males	Females	Persons
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons			
1980	14.7	18.8	16.6	8.5	9.1	8.7	2.9	4.7	3.5	5.0	7.4	5.9
1981	11.2	17.0	14.0	8.3	8.7	8.5	2.8	4.9	3.6	4.7	7.2	5.6
1982	16.3	17.0	16.6	11.2	8.8	10.1	3.3	5.2	4.0	6.3	7.5	6.7
1983	23.0	22.2	22.6	17.3	11.5	14.7	5.9	6.8	6.2	9.9	9.9	9.9
1984	18.6	21.9	20.1	10.3	9.3	9.8	4.6	4.9	4.7	6.6	7.7	7.0
1985	18.7	15.5	17.7	8.3	8.5	8.4	3.9	4.9	4.3	5.7	6.9	6.2

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

**UNEMPLOYED PERSONS (a), BY AGE AND SEX, VICTORIA**  
(percentage distribution)

August -	Age group (years)									Total		
	15 to 19			20 to 24			25 and over			Males	Females	Persons
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons			
1980	15.6	16.8	32.5	11.4	10.8	22.2	24.1	21.2	45.4	51.1	48.9	100.0
1981	13.8	16.6	30.3	11.7	10.5	22.1	24.5	23.0	47.5	50.0	50.0	100.0
1982	16.7	12.2	28.9	13.8	8.7	22.5	26.1	22.5	48.7	56.6	43.4	100.0
1983	12.5	14.7	27.2	12.4	8.4	20.9	31.8	20.2	52.0	56.7	43.3	100.0
1984	14.4	14.4	28.8	12.0	9.2	21.2	31.4	18.5	49.9	57.8	42.2	100.0
1985	14.9	12.5	27.5	10.9	9.5	20.4	30.5	21.8	52.1	56.3	43.7	100.0

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

**UNEMPLOYED PERSONS BY OCCUPATION AND  
INDUSTRY OF LAST FULL-TIME JOB, VICTORIA, AUGUST 1985**

Occupational and industry groups	Number	Unemployment
		rate (a)
	'000	per cent
Had worked for two weeks or more in a full-time job in the last two years	56.8	3.1
Occupation group -		
Clerical	8.6	2.6
Sales	6.5	3.9
Tradesmen, production process workers, and labourers, n.e.c.	25.3	4.4
Service, sport, and recreation	7.5	4.5
Other occupations	9.0	1.5
Industry division -		
Manufacturing	16.7	4.0
Wholesale and retail trade	13.4	3.8
Community services	5.7	1.8
Entertainment, recreation, restaurants, hotels, and personal services	6.0	5.8
Other industries	15.0	2.4
Other (b)	60.3	..
<b>Total</b>	<b>117.2</b>	<b>6.2</b>

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

(b) Had never worked for two weeks or more in a full-time job or had not done so in the last two years. Industry and occupation were not obtained for these persons.

NOTE. Unemployment rates for particular occupation and industry groups should not be directly compared with the overall unemployment rate in the community because a significant number of unemployed persons (i.e. those who have never worked for two weeks or more in a full-time job or had not done so in the last two years) are not allocated to a particular occupation or industry group.

**AVERAGE DURATION OF UNEMPLOYMENT (a), VICTORIA**  
(weeks)

August -	Males	Females	Persons
1980	33.4	30.3	30.9
1981	38.0	28.7	33.3
1982	33.1	30.4	31.9
1983	44.0	40.7	43.1
1984	43.5	38.3	41.3
1985	56.4	32.0	45.7

(a) Period from the time the person began looking for work, or was laid off, to the end of the survey week. Periods of unemployment are recorded in complete weeks, and this results in a slight understatement of duration of unemployment.

**DURATION OF UNEMPLOYMENT (a), VICTORIA**  
(percentage distribution)

August -	Under 4 weeks	4 and under 8 weeks	8 and under 13 weeks	13 and under 26 weeks	26 and under 52 weeks	52 weeks and over
1980	18.9	15.6	11.1	15.3	21.8	17.2
1981	19.0	13.5	12.9	13.3	19.0	22.2

DURATION OF UNEMPLOYMENT (a), VICTORIA - *continued*  
(percentage distribution)

August -	Under 4 weeks	4 and under 8 weeks	8 and under 13 weeks	13 and under 26 weeks	26 and under 52 weeks	52 weeks and over
1982	19.2	15.7	10.9	13.6	20.7	19.9
1983	11.8	10.0	9.2	16.8	24.2	28.0
1984	17.9	10.8	9.9	13.3	18.6	29.6
1985	19.3	9.1	8.4	15.7	19.1	28.4

(a) See footnote to previous table.

*Supplementary surveys*

Although emphasis in the population survey is placed on the regular collection of data on demographic and labour force characteristics, supplementary surveys of particular aspects of the labour force are carried out frequently. The results of these surveys are published separately. A brief description of the subjects for which final results had been published up to the end of 1985, supported by some of the major data findings, follows.

*Annual and long service leave*

For details of surveys on this topic, see page 147.

*Child care arrangements*

Surveys conducted in May 1969, May 1973, May 1977, and June 1980 obtained for persons who were in the labour force and who also had the responsibility of the care of children under 12 years of age, information about the arrangements they made to have their children cared for while they themselves were at work (including arrangements for after-school and school holiday care). The inquiries were directed mainly to working mothers, but males with the sole responsibility for children were also included. For further information on this survey, see *Child Care, Australia* June 1980 (4402.0).

*Educational attainment of the labour force*

Surveys conducted in February each year obtain information about the highest educational qualifications attained by persons in the labour force. For persons with post-school qualifications, the information includes the field of study and for those who did not complete their schooling, it includes the age at which they had left school.

PERSONS IN THE LABOUR FORCE, EDUCATIONAL ATTAINMENT AND  
EMPLOYMENT STATUS, VICTORIA, FEBRUARY 1985  
(<sup>'000</sup>)

Educational attainment	Males	Females	Persons		
			Employed	Unemployed	Labour force
With post-school qualifications-					
Degree or equivalent	132.7	72.4	197.6	7.5	205.1
Trade, technical level	358.4	180.3	516.0	22.7	538.7
Other	11.4	13.3	22.5	(a)	24.7
Total	502.4	266.0	736.1	32.4	768.5
Without post-school qualifications-					
Attended highest secondary level	153.3	95.4	219.7	28.9	248.7
Did not attend highest level of secondary school and left at age (years)-					
16 to 17	185.9	159.5	313.4	31.9	345.3
14 to 15	234.5	160.6	359.9	35.2	395.1
Under 14	54.6	29.8	77.5	6.8	84.3
Total (b)	491.1	362.6	774.9	78.7	853.7
Total (c)	647.1	458.2	997.5	107.9	1,105.4
Still at school (d)	14.7	19.9	24.9	9.7	34.6
Grand total	1,164.2	744.2	1,758.4	150.0	1,908.5

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

(b) Includes persons who left school at 18 years of age or over.

(c) Includes persons with no formal education.

(d) Persons who, although still at school, had a job or were actively seeking work.

NOTE. For further information, see *Labour Force Status and Educational Attainment, Australia* (6235.0).

*Employment benefits*

For details of a survey on this topic, see page 151.

*Family status and employment status of the population (labour force status and other characteristics of families)*

Surveys in November 1974, November 1975, July 1979, and July 1980 obtained information by family status, and labour force characteristics, about the population aged 15 years and over. Since June 1981 this information has been included in *Labour Force Status and Other Characteristics of Families, Australia* (6224.0).

*Frequency of pay*

For details of surveys on this topic, see page 149.

*Labour force experience*

Surveys in respect of the years 1968, 1972, 1974, 1975, 1976, 1978 and 1979, and the years ending February 1981 to 1985 were conducted to obtain information about the labour force experience of civilians aged fifteen years and over. Details obtained included the length of time persons worked, looked for work or were out of the labour force, the number of spells during which they looked for work and other aspects of labour force experience.

PERSONS IN THE LABOUR FORCE AT SOME TIME DURING THE YEAR ENDING  
FEBRUARY 1985, WEEKS IN THE LABOUR FORCE DURING THE YEAR, VICTORIA  
( '000)

Weeks in the labour force during the year	Males	Married females	All females	Persons
1 and under 4	12.4	18.5	32.8	45.2
4 and under 13	39.0	31.9	65.5	104.5
13 and under 26	23.8	30.6	43.3	67.1
26 and under 39	29.7	39.5	52.8	82.4
39 and under 49	52.1	48.7	73.3	125.4
49 and under 52	52.6	23.9	38.5	91.1
52	1,008.0	324.3	554.5	1,562.5
Total	1,217.5	517.5	860.7	2,078.2

PERSONS WHO WORKED AT SOME TIME DURING THE YEAR ENDING FEBRUARY  
1985, NUMBER OF JOBS HELD DURING THE YEAR, VICTORIA  
( '000)

Number of jobs held during the year	Males	Females	Persons
One	997.8	687.2	1,685.0
Two	121.0	80.0	201.0
Three	21.7	13.4	35.2
Four or more	16.7	11.1	27.9
Total	1,157.2	791.7	1,949.1

PERSONS WHO LOOKED FOR WORK AT SOME TIME DURING THE YEAR ENDING  
FEBRUARY 1985, NUMBER OF SPELLS OF LOOKING FOR WORK, VICTORIA  
( '000)

Number of spells of looking for work	Males	Females	Persons
One	151.5	137.9	289.5
Two	12.5	13.1	25.5
Three or more	9.8	12.8	22.5
Total	173.8	163.7	337.5

PERSONS WHO LOOKED FOR WORK AT SOME TIME DURING THE YEAR ENDING  
FEBRUARY 1985, WEEKS SPENT LOOKING FOR WORK IN THE YEAR, VICTORIA  
(<sup>'000</sup>)

Weeks spent looking for work	Males	Females	Persons
1 and under 2	10.3	17.0	27.3
2 and under 4	16.0	18.0	34.0
4 and under 8	28.9	24.0	53.0
8 and under 13	23.9	26.5	50.4
13 and under 26	25.1	25.2	50.4
26 and under 52	32.6	31.5	64.1
52	36.9	21.6	58.5
Total	173.8	163.7	337.5

NOTE. For further information, see *Labour Force Experience, Australia*, (6206.0).

*Labour mobility*

Surveys conducted in November 1972, February 1975, 1976, 1977 and February 1979 to February 1985 obtained information about some aspects of the mobility of the labour force, e.g. duration of current job, whether respondents had changed jobs or not, and the number of jobs held within the period.

PERSONS WHO HAD A JOB AT THE TIME OF THE SURVEY, DURATION  
OF CURRENT JOB (a), VICTORIA  
(<sup>'000</sup>)

Duration of current job	Males	Married females	All females	Persons
Under 3 months	88.3	27.4	73.4	161.6
3 months and under 6 months	44.0	21.2	41.7	85.6
6 months and under 12 months	76.6	30.7	59.6	136.2
Total under 1 year	208.8	79.2	174.6	383.5
1 year and under 2 years	126.3	52.8	98.9	225.2
2 years and under 3 years	111.7	41.7	74.1	185.8
3 years and under 4 years	104.6	41.2	70.0	174.6
4 years and under 5 years	73.9	34.4	56.5	130.5
5 years and under 10 years	200.6	94.1	121.0	321.6
10 years and under 20 years	167.6	65.3	78.4	246.0
20 years and over	97.4	13.4	20.2	117.6
Total	1,091.0	422.3	693.8	1,784.8

(a) For the purpose of this survey a job was defined as: (1) employment as a wage or salary earner (or unpaid family helper) by a particular employer, in a particular locality; or (2) self-employment (with or without employees) in a particular locality.

NOTE. For further information, see *Labour mobility, Australia*, (6209.0).

*Leavers from schools, universities, or other educational institutions*

Surveys were carried out in February of each year from 1964 to 1974 to obtain information about persons between the ages of fifteen and twenty-four years who had attended full-time at a school, university, or other educational institution at some time in the previous year, and who were intending either to return to full-time education, or not to return to full-time education (described as leavers). In 1975 and 1976, the surveys were conducted in May and this enabled details to be obtained of those who either had, or had not, returned to full-time education in those years. Additional information obtained from the May 1975 survey concerned the employment status, the industry, and occupation of those in the labour force at that time, and some details about the tertiary education experience of persons who had left school during the years 1970 to 1974. Additional information obtained from the May 1976 survey concerned the current employment status of persons aged fifteen to sixty-four years, their age on leaving school, and the year in which they had left. In 1977, the survey was conducted in August and information was obtained about persons aged fifteen to twenty-five years who had attended an educational institution in 1976 or 1977. Leavers were classified according to employment status, birthplace, weekly earnings, industry, and occupation. In 1978, the survey was again conducted in August, while in the years 1979 to 1985 the survey was conducted in May.

## LEAVERS (a), EMPLOYMENT STATUS, VICTORIA, MAY 1985

Particulars	Employment status				Total leavers			
	Employed	Unemployed	In labour force	Not in labour force	Aged 15 to 19 years	Aged 20 to 24 years	Total	
	'000	'000	'000	'000	'000	'000	Number	Participation rate (b)
Males	37.4	9.9	47.2	(c)	34.0	9.0	48.3	97.9
Females	34.5	5.0	39.5	(c)	29.6	9.4	42.9	92.1
Persons	71.9	14.9	86.8	4.4	63.6	18.4	91.2	95.2

(a) Leavers from schools, universities, or other educational institutions are defined as persons who, at the time of the survey, were not attending an educational institution full-time and who had completed or withdrawn from a course they were attending full-time at an educational institution in 1984.

(b) Leavers in the labour force as a percentage of total leavers.

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

NOTE: For further information, see *Transition from Education to Work, Australia May 1985* (6227.0).

*Migrants in the labour force*

From various surveys conducted between 1972 and 1976, information concerning overseas born persons in the civilian labour force was collated and published in a special consolidated publication entitled *Migrants in the Labour Force, Australia 1972 to 1976* (6230.0).

A survey of migrants in the labour force who arrived after 1960 and 18 years and over was conducted in March 1984. Information from this survey was published in *Characteristics of Migrants Aged 18 Years and Over at Time of Arrival and Who Arrived after 1960, Australia March 1984* (6250.0)

## MIGRANTS WHO ARRIVED IN AUSTRALIA AFTER 1960 AGED 18 YEARS AND OVER: LABOUR FORCE STATUS, VICTORIA, MARCH 1984

Particulars	Employed		Unemployed	Labour force	Not in labour force	Civilian population aged 15 years and over	Unemployment rate (a)
	Full-time	Part-time					
	'000	'000	'000	'000	'000	'000	per cent
Males	138.3	(a)	15.0	155.2	25.8	181.0	9.6
Females	60.8	21.4	10.3	92.5	81.2	173.7	11.2
Persons	199.0	23.4	25.3	247.7	107.0	354.7	10.2

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

*Multiple jobholding*

In November 1965, August 1966 and 1967, May 1971, and August 1973, 1975, 1977, 1979, 1981, and 1983 surveys were conducted in order to obtain information about the nature and extent of multiple jobholding. Data collected about this topic included details of marital status, age, occupational status, birthplace, hours worked, industry, and occupation of multiple jobholders.

## MULTIPLE JOB HOLDERS (a), VICTORIA, AUGUST 1983

Particulars	Males			Females			Persons		
	Married	Not married	Total	Married	Not married	Total	Married	Not married	Total
Number ('000)	24.4	6.3	30.7	10.9	5.4	16.4	35.4	11.7	47.1
Per cent of labour force (b)	3.2	1.7	2.7	2.6	1.9	2.3	3.0	1.8	2.6

(a) Persons who, during the survey week: (1) worked in a second job or held a second job from which they were absent because of holidays, sickness, or any other reason, and (2) were employed in at least one of their jobs as a wage or salary earner. Work as an unpaid family helper or service in the reserve defence forces was not regarded as a second job. Persons who by the nature of their employment worked for more than one employer, e.g. domestics, odd-job men, baby-sitters, etc., were not counted as multiple jobholders unless they also held another job of a different kind; nor were those who worked for more than one employer solely by reason of changing jobs during the survey week.

(b) Multiple jobholders in each group as a percentage of the civilian labour force in the same group.

NOTE: For further information, see *Multiple Jobholding, Australia, August 1983* (6216.0).

*Persons retired from full-time work*

In September 1984 a survey, based on the monthly population survey, was conducted throughout Australia to obtain information about persons aged forty-five years and over who had retired from

full-time work. Data collected included the age at retirement; retirement scheme coverage and type of payment derived from these sources; housing arrangements; and main source of income after retirement.

Information from this survey was collected and published in *Persons Retired from Full-Time Work, Australia, Preliminary* September 1984 (6238.0).

### *Unemployed persons*

In May 1976, November 1976, May 1977, July 1978, July 1979, July 1980, June 1981, July 1982, July 1983, July 1984, and July 1985 surveys were conducted in order to obtain information about persons who were unemployed, including particulars of their last job, steps taken to find work, difficulties experienced in finding a job, family status, and duration of last job.

### ALL DIFFICULTIES REPORTED IN FINDING WORK, VICTORIA, JULY 1985 ( '000)

Difficulty in finding work	Main difficulty in finding work	All difficulties reported in finding work (a)		
		Males	Females	Persons
Own ill health or handicap	9.9	13.4	4.2	17.6
Considered by employers to be too young or too old	16.8	22.2	15.1	37.3
Unsuitable hours	7.5	(b)	9.3	12.4
Too far to travel/transport problems	5.5	14.3	8.6	22.9
Lacked necessary education, training, or skills	10.2	24.8	14.4	39.2
Insufficient work experience	8.9	18.2	12.2	30.4
No vacancies in line of work	18.9	29.6	14.1	43.7
No vacancies at all	24.6	30.8	16.1	46.9
Other difficulties (c)	10.5	11.5	7.6	19.0
No difficulties reported	6.9	..	..	..
<b>Total</b>	<b>119.7</b>	<b>..</b>	<b>..</b>	<b>..</b>

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

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

(c) Includes persons who reported language difficulties, and difficulties with ethnic background.

NOTE: For further information, see *Job Search Experience of Unemployed Persons, Australia* July 1985 (6222.0).

### *Persons not in the labour force (including discouraged jobseekers)*

Surveys conducted in November 1975, May 1977, March 1979, September 1979, March 1980, September 1980, March 1981, September 1981, March 1982, and September 1982, obtained information about persons aged fifteen years and over who were not in the labour force. In particular, details were obtained concerning their intentions regarding entering or re-entering the labour force, whether they had ever held a regular job and, if so, how long and for what reason they had left it, and their educational qualifications. Information was sought on the number and characteristics of discouraged jobseekers.

The September 1983 survey, and subsequent surveys, introduced new or amended concepts and definitions which caused a break in the series. The revised survey now provides more detailed characteristics concerning those persons who do not meet all the criteria to be classified as unemployed but who have *marginal attachment to the labour force*. For the purposes of this survey, *marginal attachment* includes persons who wanted to work but were not actively looking for work and were available to start work within four weeks, and persons who were actively looking for work but were not available to start work in the week prior to interview (the survey week). Further information regarding these revisions is included in *Persons Not in the Labour Force, Australia* March 1985 (6220.0).

PERSONS AGED 15 YEARS AND OVER NOT IN THE LABOUR FORCE WITH  
MARGINAL ATTACHMENT (a) TO THE LABOUR FORCE, MAIN REASON  
FOR NOT ACTIVELY LOOKING FOR WORK, VICTORIA, MARCH 1985  
(<sup>'000</sup>)

Main reason for not actively looking for work	Males	Females	Persons
Wanted to work and were actively looking for work	(b)	4.1	6.7
Wanted to work but were not actively looking for work and were available to start work within four weeks	38.0	129.0	167.0
Had a job to go to	(b)	(b)	(b)
Personal reasons (c)	26.4	42.4	68.9
Family reasons (d)	(b)	54.2	56.3
Discouraged jobseekers	(b)	18.8	22.2
No jobs in suitable hours	(b)	4.7	5.6
Other reasons	(b)	(b)	6.0
No jobs in suitable hours	(b)	5.5	6.6
Other reasons	(b)	4.6	6.4
Did not know	(b)	(b)	(b)
Not asked (e)	(b)	(b)	(b)
<b>Total</b>	<b>40.6</b>	<b>133.1</b>	<b>173.7</b>

- (a) Persons with marginal attachment to the labour force are those who were not in the labour force in survey week and: wanted to work and were available to start work within four weeks; or were actively looking for work but were not available to start work within four weeks.  
 (b) Subject to sampling variability too high for most practical purposes.  
 (c) Comprises own ill health; disability; pregnancy; attending an educational institution; had no need to work; give others a chance; welfare payments/pension may be affected; moved house/holidays.  
 (d) Comprises ill health of other than self; unable to find suitable childcare/preferred to look after children; other family considerations.  
 (e) Persons who had a job but, up to the end of survey week, had been away from work without pay for four weeks or longer and had not been actively looking for work.

CIVILIAN POPULATION AGED 15 YEARS AND OVER:  
LABOUR FORCE STATUS, VICTORIA, MARCH 1985  
(<sup>'000</sup>)

Labour force status	Males	Females	Persons
Civilian population aged 15 and over –	1,537.5	1,602.4	3,139.8
Employed	1,071.7	685.5	1,757.2
Unemployed	85.5	67.8	153.3
Persons not in the labour force –	380.3	849.1	1,229.4
With marginal attachment to the labour force –	40.6	133.1	173.7
Wanted to work and were actively looking for work	(b)	4.1	6.7
Were available to start work within four weeks	(b)	(b)	4.3
Were not available to start work within four weeks	(b)	(b)	(b)
Wanted to work but were not actively looking for work and were available to start work within four weeks	38.0	129.0	167.0
Discouraged jobseekers	(b)	18.8	22.2
Other	34.6	110.2	144.8
Without marginal attachment to the labour force –	339.7	716.0	1,055.7
Wanted to work but were not actively looking for work and were not available to start work within four weeks	11.5	39.9	51.4
Did not want to work	297.3	644.2	941.5
Permanently unable to work	(b)	(b)	4.3
Institutionalised (a) and boarding school pupils	29.0	29.4	58.4

- (a) Includes some patients in hospitals and sanatoria and inmates of reformatories, jails, etc.  
 (b) Subject to sampling variability too high for most practical purposes.

PERSONS AGED 15 YEARS AND OVER WHO WERE NOT IN  
THE LABOUR FORCE AND WHO WANTED A JOB, WHETHER  
HAD LOOKED FOR WORK AND WHETHER HAD A JOB IN THE  
LAST TWELVE MONTHS, VICTORIA, MARCH 1985  
( '000)

Particulars	Persons
Had a job in the last twelve months –	
Had looked for work since that job	8.7
Had not looked for work since that job	28.7
Total	37.4
Did not have a job in the last twelve months –	
Had looked for work in the last twelve months	35.1
Had not looked for work in the last twelve months	101.2
Total	136.3
Had looked for work	43.9
Had not looked for work	129.7
Total	173.7

*Trade union members*

For details of a survey on this topic, see page 158.

*Work patterns of employees*

For details of a survey on this topic, see page 151.

**Employer based surveys**

A quarterly Survey of Employment and Earnings was introduced in the September quarter 1983. The survey is designed to obtain from employers information on numbers of wage and salary earners employed each month and their quarterly earnings. It replaces the civilian employees series, based principally on information obtained from payroll tax returns which was discontinued after April 1980 (see pages 240–1 of the 1983 edition of the *Victorian Year Book*). The current survey collects data on private sector employees from a sample of 20,000 private employers selected from the ABS register of businesses to ensure adequate State and industry representation. Data on government sector employment is collected from all government departments and authorities.

Results from these surveys are available in the Australian Bureau of Statistics publication *Employed Wage and Salary Earners, Australia* (6248.0). For further information on changes associated with the replacement of the Civilian Employees Series with the quarterly surveys see the Australian Bureau of Statistics publication *Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0).

**Job vacancies surveys**

Surveys of job vacancies were conducted in March each year from 1974 to 1978 and quarterly by telephone from May 1977 to May 1978, after which they were suspended. The quarterly telephone surveys were re-introduced in May 1979.

Results from recent surveys are shown in the following table:

ASPECTS OF JOB VACANCIES, VICTORIA  
(\*000)

Particulars	1984		1985		
	November	February	May	August	November
Total vacancies	11.2	14.4	16.8	17.5	15.1
Vacancies by industry groups –					
Manufacturing (a)	3.0	5.2	(b)4.5	7.0	5.4
Other industries (c)	8.2	9.2	12.3	10.5	9.7
Vacancies by employer groups –					
Government sector	2.5	3.0	3.3	3.9	3.5
Private sector	8.7	11.5	13.5	13.6	11.6
Job vacancy rate (per cent) (d)	0.8	1.0	1.2	1.2	1.0

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

(b) Standard error greater than 20 per cent but less than 30 per cent. Standard errors of the other estimates in this table are generally not greater than 20 per cent.

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

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

NOTE. For further information, see *Job vacancies, Australia* (6231.0).

**Overtime surveys**

Results from recent telephone surveys are available for each month from July 1979 to June 1981 and at quarterly intervals from August 1981 onwards. Quarterly figures from November 1984 to November 1985 are shown in the following table:

ASPECTS OF OVERTIME WORKED, VICTORIA

Period	Average weekly overtime hours						Proportion of employees in the survey working overtime	
	Per employee in the survey (a)				Per employee working overtime (c)			
	Manufacturing (b)		Total		Hours	Standard error (d)	Per cent	Standard error (d)
	Hours	Standard error (d)	Hours	Standard error (d)				
1984								
November	3.21	0.24	1.50	0.09	7.76	0.29	19.40	0.80
1985								
February	3.11	0.25	1.51	0.10	7.60	0.26	19.93	0.93
May	2.94	0.21	1.48	0.09	7.05	0.27	21.00	0.99
August	2.81	0.15	1.37	0.08	6.84	0.25	19.99	0.82
November	3.06	0.19	1.56	0.09	7.34	0.23	21.26	0.87

(a) Calculated by dividing total overtime hours worked in a particular group by the total number of employees in the same group (including those who did not work overtime).

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

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

(d) See pages 170-1 for information on the interpretation of standard error.

NOTE. For further information, see *Overtime, Australia* (6330.0).

**Labour turnover surveys**

Results from labour turnover surveys are available in *Labour turnover, Australia* (6210.0).

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