

## EMPLOYMENT AND UNEMPLOYMENT

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### UNEMPLOYMENT IN VICTORIA, 1976 TO 1980

The statistics of unemployment referred to in this article relate to estimates derived from the labour force survey conducted by the Australian Bureau of Statistics. Unemployed persons, as defined by the Australian Bureau of Statistics, are those aged 15 years and over who were not employed during the survey week, and:

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

- (i) were available for work in the survey week, or would have been available except for temporary illness (i.e., lasting for less than four weeks to the end of the survey week); or
- (ii) were waiting to start a new job within four weeks from the end of the survey week and would have started in the survey week if the job had been available then; or

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

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

The number of unemployed persons in Victoria increased markedly between 1976 and 1980, from 70,600 persons in August 1976 to 104,300 persons in August 1980. Male unemployment increased by approximately 52 per cent during this period, while female unemployment rose by 43 per cent. Unemployment in Victoria has accounted for approximately 25 per cent of total Australian unemployment over the last five years. The unemployment rates for Victoria have consistently been somewhat lower than the rates for Australia as a whole during this period.

The number of job vacancies in Victoria, as measured by an annual mail survey (now discontinued) declined significantly between 1976 and 1978, from 18,200 in March 1976 to 11,500 in March 1978. Job vacancies for males declined by 44 per cent during this period, while those for females fell by 68 per cent. A quarterly telephone survey, which collects similar kinds of data to that collected by the discontinued mail survey, has been conducted regularly since May 1979. The number of job vacancies as measured by this survey has declined steadily from 10,600 in May 1979 to 9,500 in August 1979 and 7,800 in August 1980. The number of job vacancies in Victoria accounted for about one-third of total vacancies in Australia between 1976 and 1978, but represented 30.9 per cent of total vacancies in May 1979, 28.7 per cent in August 1979, and 25.9 per cent in August 1980. Victorian job vacancy rates tended to be slightly higher than the rates for Australia as a

whole between 1976 and 1978, but have not differed significantly from the overall national rates since then.

From data collected regularly in the labour force survey it is possible to identify some of the major characteristics of unemployed persons, for example, their sex, marital status, age distribution, regional distribution, birthplace, occupation, and duration of unemployment.

Unemployment rates have consistently been significantly higher among women than among men during the 1976 to 1980 period, in terms of most of the characteristics of the unemployed available for analysis. For example, in August 1980, the overall unemployment rate among males in Victoria was 4.8 per cent, compared with 7.4 per cent for females, while among unmarried teenagers aged 15-19 years the male unemployment rate was 15.3 per cent, compared with 17.8 per cent for females.

Young persons are relatively over-represented among unemployed persons in Victoria. About 55 per cent of unemployed persons in August 1980 were under 25 years of age. The 15-19 years age group has accounted for approximately one-third of total unemployed persons during the years from 1976 to 1980. The unemployment rate for this group has risen from 13.2 per cent in August 1976 to 16.3 per cent in August 1980. The 20-24 years age group has accounted for about another 20 per cent of total unemployed persons during this period. The unemployment rate for this group has increased from 5.3 per cent in August 1976 to 8.7 per cent in August 1980. Unemployment rates for persons over 25 years of age have generally been well below the overall Victorian unemployment rate during the period under review.

The labour force survey cannot provide reliable estimates for small areas of geographical aggregation within Victoria, but it can be said that overall unemployment rates for metropolitan Victoria (i.e., the Melbourne Statistical Division) are not significantly different from those for non-metropolitan Victoria (i.e., the rest of the State). For example, in August 1980, the overall unemployment rates were 5.7 per cent and 6.1 per cent, respectively.

Migrants who have arrived in Australia since 1971 have experienced significantly higher unemployment rates than either persons born in Australia or migrants who arrived in Australia before 1971. For example, in August 1980, migrants who had arrived since 1971 had an unemployment rate of 9.0 per cent, twice as high as the unemployment rate for migrants of longer standing (4.5 per cent) and considerably higher than the unemployment rate for persons born in Australia (5.9 per cent).

Unemployment has tended to more adversely affect the lesser skilled, lesser qualified members of the labour force. For example, among those unemployed in Victoria in August 1980 who had worked full-time for two weeks or more at any time in the two years to August 1980, about 45 per cent were tradesmen, production-process workers, or labourers. The unemployment rate for this "blue-collar" occupation group (4.6 per cent) was significantly higher than the unemployment rates for such "white-collar" occupation groups as clerical workers (3.9 per cent) and sales workers (3.7 per cent).

Higher levels of unemployment and inadequate numbers of job vacancies have contributed to a significant lengthening in the average duration of unemployment experienced by persons who have been unemployed during the years from 1976 to 1980. In August 1976, the average duration of unemployment was about 18 weeks, and this had risen progressively to about 30 weeks by August 1980. Whereas in August 1976 about 25 per cent of the unemployed had been in such a situation for less than four weeks, by August 1980 that proportion had declined to about 19 per cent and about one person in three of the unemployed had been so for six months or more.

Looking at the employment side of the labour force, the number of employed persons in Victoria increased from 1,612,300 persons in August 1976 to 1,700,500 persons in August 1980. Most of this increase occurred in the year August 1979 to August 1980, when the number of employed persons grew by 61,500, compared with a growth of only 26,700 persons over the three preceding years.

Tables which include data on employment and unemployment in Victoria are presented on pages 246-50.

**Further reference:** *Victorian Year Book 1980*, pp. 243-9

## GOVERNMENT ACTIVITIES

**Commonwealth Government***Administration**Commonwealth Department of Employment and Youth Affairs*

The functions of the Commonwealth Department of Employment and Youth Affairs, which was established on 30 November 1978, include the formulation and implementation of national manpower policy; the development and operation of the labour market services of the Commonwealth Employment Service, including the administration of the National Employment and Training System, the Commonwealth Rebate Apprentice Full-time Training Scheme (CRAFT), and other youth training schemes; the analysis and interpretation of labour market data and provision of intelligence on the employment situation; secretarial services to the National Training Council, and on its behalf, advice and assistance to industry and commerce on systematic industrial training arrangements in the interests of effective deployment of manpower resources; co-ordination at all levels of government of Commonwealth Government programmes and proposals concerning young persons; research into youth needs and development of communication channels for youth and councils on the design of youth programmes and services; secretarial services to National and State Committees on Discrimination in Employment and Occupation; formulation of government policy on issues affecting the employment of women; research into these issues and dissemination of information to the Commonwealth Government and the general public; and liaison and exchange of information with outside organisations on community attitudes and the needs of women in employment.

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

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

*Commonwealth Employment Service*

Statutory warrant for the Commonwealth Employment Service (CES) can be found in the *Commonwealth Employment Service Act 1978*. The principal functions of the CES are to help persons seeking employment by facilitating their placement in positions best suited to their training, experience, abilities, and qualifications, and to help employers seeking labour to obtain those employees best suited to their needs. The CES functions on a decentralised basis with offices in metropolitan and major provincial centres. There were 64 CES offices in Victoria in December 1980.

The CES offers a range of manpower programmes and services which are designed to help align the employment training and other needs of individuals to those of the labour market. These include: (1) National Employment and Training System; (2) Education Programme for Unemployed Youth; (3) Education Programme for Unemployed Youth/School to Work Transition Programme; (4) Commonwealth Rebate for Apprenticeship Full-time Training; (5) pre-apprenticeship training; (6) National Employment Strategy for Aboriginals; (7) Relocation Assistance Scheme; (8) Fares Assistance Scheme; (9) Redundancy in Australian Government Employment; (10) Former Regular Servicemen's Vocational Training Scheme; (11) Community Youth Support Scheme; (12) Volunteer Youth Programme; and (13) National Training Council.

Specialist facilities are provided for young persons, handicapped persons, older workers, ex-members of the defence forces, migrants, rural workers, aboriginals, and persons with professional and technical qualifications. Vocational counselling is provided free of charge

by a staff of qualified psychologists. Counselling is available to any person registered for employment with the CES, but is provided particularly for persons who are experiencing employment difficulties.

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

The CES is responsible for assisting migrant workers, sponsored by the Commonwealth Government under the Commonwealth nomination and similar schemes, to obtain suitable employment. This includes, where necessary, arranging their movement to initial employment. Assistance is also offered to other migrants. Since 1951, the CES has been responsible for recruiting Australian experts for overseas service under the Colombo Plan and the United Nations Expanded Programme of Technical Assistance (now replaced by the United Nations Development Programme). The principal spheres in which experts have been supplied are agriculture, education, engineering, geology, health, and economic and scientific research and development.

In association with placement activities, regular surveys of the labour market are carried out and detailed information is supplied to interested Commonwealth and State Government departments and instrumentalities and to the general public. Employers, employees, and other interested persons are advised on labour availability and employment opportunities in various occupations and areas and on other matters concerning employment.

#### *Employment training and assistance schemes*

In October 1974, the Commonwealth Government introduced the National Employment and Training System (NEAT) as part of a national manpower programme. NEAT aims at improving the ability of industry to meet its requirements for skilled labour and assisting individuals who, without training or retraining, would remain at a disadvantage in the labour market in obtaining stable and rewarding employment. As well as offering some additional provisions, NEAT consolidated a number of existing training schemes administered by several different departments into one scheme administered by what is now the Commonwealth Department of Employment and Youth Affairs through the Commonwealth Employment Service (CES). The CES had in the past been limited to its traditional role of finding labour for employers and jobs for persons, but with NEAT it was given the capacity to offer training assistance to unemployed persons. As well as unemployed persons there are special groups of persons who, for various reasons, require retraining to join or return to the labour force.

Training of an eligible applicant may be arranged through an educational institution which offers an approved formal course or with an employer who is prepared to provide on-the-job training. Applicants training in approved full-time, part-time, or correspondence courses are entitled to a book and equipment allowance, payment of fees, and an income-tested living allowance. Employers may receive a training subsidy for the training of inexperienced or unskilled job-seekers in positions for which the CES is unable to provide skilled workers.

In 1976, the Special Youth Employment Training Programme (SYETP) was introduced to assist the growing number of unemployed school leavers. SYETP offers, under a subsidy paid to employers, employment experience and training for young persons between 15 and 24 years of age who, although seeking work, are seemingly unprepared for the labour force because they lack work skills and experience. As well as private industry, Commonwealth and State Government departments and instrumentalities offer employment experience and training for young persons under the SYETP programme.

The Skills in Demand Programme provides assistance for industry-based training programmes which aim to overcome a shortage of qualified persons in a particular occupation.

There is also assistance to young unemployed persons whose low or inadequate educational level is a primary barrier to their being able to find stable work. In conjunction with the Commonwealth Department of Education and the Technical and

Further Education Council, NEAT assists these young persons by conducting courses under the Education Programme for Unemployed Youth (EPUY), which concentrates on improving literacy and numeracy, self-confidence and motivation, and training in basic work skills. Trainees are eligible for an allowance equivalent to unemployment benefit plus \$6 per week.

Under the School-to-Work Transition Programme a range of pre-vocational courses were approved in 1980 and are to be conducted at TAFE colleges in Victoria in 1981. These courses aim to assist young unemployed persons between 15 and 19 years of age who are experiencing difficulties in gaining employment. Eligible young persons attending the courses receive an allowance similar to that available under EPUY.

There were 18,479 approvals for NEAT assistance in Victoria for the twelve months ended 30 June 1980. Of these, 8,819 (48 per cent) were for males and 9,660 (52 per cent) were for females. The national figure for approvals for the same period was 70,390.

At 30 June 1980 in Victoria there were 426 persons in formal training and 5,572 persons in in-plant/SYETP training. These figures compare with 689 persons in formal training and 4,286 in in-plant/SYETP training at 30 June 1979. The following table shows the numbers involved in NEAT training schemes from September 1978 to June 1980:

VICTORIA—NATIONAL EMPLOYMENT AND TRAINING SYSTEM (NEAT) AND SPECIAL YOUTH EMPLOYMENT TRAINING PROGRAMME (SYETP):  
NUMBERS IN TRAINING

Quarter ended	Formal			In-plant (a)			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
1978—									
September	497	452	949	5,974	6,517	12,491	6,471	6,969	13,440
December	246	230	476	4,139	4,404	8,543	4,385	4,634	9,019
1979—									
March	413	387	800	1,989	1,859	3,848	2,402	2,246	4,648
June	360	329	689	2,014	2,272	4,286	2,374	2,601	4,975
September	274	288	562	1,785	2,139	3,924	2,059	2,427	4,486
December	112	91	203	1,338	1,371	2,709	1,450	1,462	2,912
1980—									
March	234	191	425	1,665	1,896	3,561	1,899	2,087	3,986
June	232	194	426	2,521	3,051	5,572	2,753	3,245	5,998

(a) Includes SYETP participants.

Source: Commonwealth Department of Employment and Youth Affairs.

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

**Victorian Government**  
*Victorian Employment Committee\**

The Victorian Employment Committee was established following the December 1978 Work For Tomorrow! Conference. The Committee, under the chairmanship of the Minister for Labour and Industry and Consumer Affairs, is a tripartite body consisting of the main committee, five sub-committees, and support staff. The main committee comprises representatives of eleven major government and non-government bodies keenly interested in employment matters, for example, the Victorian Council of Social Service, Technical Education Council of Victoria, Victorian Employers Federation, Australian Bank Ltd, Trades Hall Council, Victorian Federation of State Schools Parents' Clubs, and Victorian Chamber of Manufactures. The sub-committees are made up of a chairman, who is a Victorian Employment Committee member, and several other invited members. The titles of the sub-committees are: Community Involvement and Public Awareness, Assistance to Groups with Special Needs, Education Training and Re-training, Youth Employment, and Regional Employment and Development.

The main functions of the Victorian Employment Committee are to examine employment and employment-related matters of relevance to Victoria; to report to the Victorian Cabinet Employment Sub-Committee on employment and employment-related programmes and policies upon which the Victorian Government might: (1) recommend action by the Commonwealth Government; (2) take action itself; (3) recommend action by local government bodies; and (4) recommend action by the private sector; and to

\* The Victorian Employment Committee's duties and responsibilities have been absorbed into the work of the Victorian Ministry of Employment and Training, which was established in November 1980 as part of the Victorian Government's "Jobs from Growth" policy. The work of the new Ministry will be described fully in the 1982 edition of the *Victorian Year Book*.

recommend, on a continuing basis, additional employment policies for Victoria to meet changing needs.

More specifically, the Victorian Employment Committee's objectives include monitoring the employment situation. Such monitoring involves the analysis of the unemployment situation in relation to: (1) industry/occupational mix; (2) regional patterns; and (3) social groups. Monitoring also involves the identification of areas of potential sectoral growth in the Victorian economy which are likely to maintain an increase in existing levels of employment and to advise on impediments and stimuli to increased employment levels.

With respect to new technologies the Victorian Employment Committee aims to evaluate the possible and actual impact on employment of the use of new technologies; to encourage the development of employment which utilises new technologies for the production of socially useful goods and services; and to encourage employment in the development and use of appropriate alternative technologies which conserve non-renewable energy sources.

The Victorian Employment Committee's main objective with respect to training is to examine the requirements of industry and the unemployed in Victoria and to recommend appropriate means of meeting such requirements. The Committee also aims to examine existing work arrangements and the potential for increasing the incidence of arrangements such as job sharing and permanent part-time work as a response to the high levels of unemployment.

The Victorian Employment Committee acknowledges that unemployment is a world-wide problem, and is likely to be so for the decade ahead. Thus, policy needs to be developed bearing in mind longer-term objectives. The Committee acknowledges that events overseas, as well as in almost all areas of Commonwealth, State, and local government policy, impinge either directly or indirectly on employment. In doing so, the Committee recommends that the impact on employment should be a major consideration in all policy decisions.

The Victorian Employment Committee sees its role, therefore, as seeking ways and recommending the policies to encourage the development of new and permanent jobs in Victoria. In addition, the Committee seeks ways and recommends policies to alleviate the unemployment burden and encourage means of improving general employability.

The Committee funds specific employment projects that have various aims such as creating new permanent jobs, providing assistance for the unemployed, and providing new information on employment-related matters in Victoria. The Committee publishes a newsletter entitled *Network*, which provides general information and articles on employment and employment-related issues. The newsletter is designed to generate greater public awareness and understanding of employment covering as wide a cross-section of the community as possible. In this light, the Committee has initiated a discussion paper series which includes reports on all of the major studies that have been conducted by the Committee and its staff.

#### *Job Forecasting Bureau*

The Job Forecasting Bureau was established on the recommendation of the Victorian Employment Committee, and its proposed formation was announced by the Victorian Government in May 1979. The Bureau began operation in March 1980, with three research staff.

The Bureau was established in order to analyse structural change and economic trends and advise all groups attempting to match training and skills with expected opportunities. More specifically, the Bureau is to analyse economic and structural trends as they affect the Victorian labour market; undertake short and longer-term forecasts of future labour demand and supply, with particular emphasis on occupations and regions of the State; conduct specific studies on employment as required; and provide technical and policy advice and support to the Victorian Employment Committee, to other Victorian Government agencies, and to the responsible Minister as required.

The Bureau has undertaken to compile and present bi-monthly labour market reports for the Victorian Employment Committee. The labour market reports consist of two parts — a review and analysis of the latest information on the labour market with particular emphasis on Victoria, and an article discussing a particular aspect of the labour market.

The reports are available for distribution. The Bureau will collect, analyse, and present the latest labour market information. One of the primary tasks is to develop a data base of labour force information.

The Bureau's manpower forecasting work will consist of: (1) collecting data on distribution of employment by industry and occupation from Population Census and other sources, and analysing changes in structure over time; (2) producing general forecasts of occupational employment; (3) qualifying these results with information gained from alternative sources — in particular, with regard to major development projects, potential growth industries, effect of technological change on occupational employment; (4) analysing likely supply of occupational employment (i.e., collecting information on current distribution, current training, likely wastage rates, etc.); and (5) initiating discussion groups to consider results of study and to introduce qualitative data (comprising, for example, industry groups such as the Victorian Chamber of Manufactures and the Metal Trades Industries Association, trade unions, the Industrial Training Commission, the Commonwealth Department of Employment and Youth Affairs, and the State Council for Technical Education).

The research of the Job Forecasting Bureau is an ongoing activity. Labour market trends will be monitored and evaluated over time.

#### *Victorian Technology Advisory Committee*

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

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

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

- (1) Monitor and evaluate the possible and actual economic and social impacts of the use of new technologies on employment and industry and suggest means of overcoming the associated problems;
- (2) examine the training and retraining requirements of industry and individuals to enable both the employed and the unemployed to adapt positively to technological change;
- (3) suggest mechanisms which need to be established to assist employers to introduce technological innovations that maximise the benefits and minimise the adverse effects on innovation, particularly with a view to overcoming problems of redundancy and human hardship;
- (4) encourage employment in the development and use of appropriate alternative technologies which conserve non-renewable energy sources and utilise new technologies for the production of socially useful goods and services;
- (5) continue to increase public awareness of the issues involved in the ongoing discussion on changing technology; and
- (6) examine any other matters on technology or related matters which the Victorian Government may refer to it.

**Further reference:** *Work for Tomorrow! Conference, Victorian Year Book 1980, p. 252*

## EMPLOYMENT AND UNEMPLOYMENT STATISTICS

### **Introduction**

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

Comprehensive information on the major characteristics of the Australian labour force is derived primarily from three regular collections conducted by the Australian Bureau of Statistics: (1) the five-yearly Census of Population and Housing, which provides the most detailed data available; (2) the monthly population survey, which provides regular broad estimates of the labour force between population censuses; and (3) the monthly collections from employers who pay pay-roll tax and also from government bodies, which provide estimates by detailed industry groups of the number of wage and salary earners in the community (excluding employees in agriculture and private domestic service). The statistical series showing this information is known as the civilian employees series. As well, the population survey and pay-roll tax frameworks are regularly used to provide more detailed information on specific significant aspects of the labour force, for example, job vacancies, overtime worked, school leavers, labour force experience, and the characteristics of persons looking for work and persons not in the labour force (for example, discouraged job-seekers).

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

#### **Population Census labour force data**

At the 1976 Population Census, the following questions were asked to determine a person's labour force status:

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

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

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

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

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

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

For some broad tables showing the occupational status and major industry and occupation groups of Victorians at the 1976 Census, and for additional information about



the 1976 Census, reference should be made to the section entitled Characteristics of the Population, Census results, on pages 175-9 of the *Year Book*.

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

### Population survey labour force data

#### Introduction

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

The survey provides particulars of the demographic composition of the labour force, and broad estimates of occupational status, occupation, industry, and hours of work. The principal survey component is referred to as the labour force survey. Supplementary collections are also carried out from time to time in conjunction with the labour force survey (see pages 250-7).

As mentioned on page 244, estimates from both the labour force survey and the supplementary collections are subject to sampling error. Space considerations do not allow the inclusion of standard errors for all estimates from the population survey shown in this section. However, the following tables give the approximate standard errors for estimates of various sizes:

#### VICTORIA—POPULATION SURVEY: STANDARD ERRORS OF ESTIMATES (‘000)

Size of estimate	4.5	5.0	6.0	10.0	20.0	50.0	100.0	200.0	300.0	500.0	1,000.0	2,000.0
Standard error	1.0	1.1	1.2	1.4	1.9	2.7	3.5	4.4	5.0	5.8	7.0	8.4

#### VICTORIA—POPULATION SURVEY: STANDARD ERRORS OF ESTIMATES OF MONTH TO MONTH MOVEMENTS (‘000)

Size of larger estimate	4.5	5.0	6.0	10.0	20.0	50.0	100.0	200.0	300.0	500.0	1,000.0	2,000.0
Standard error	1.0	1.1	1.2	1.4	1.7	2.3	2.8	3.3	3.7	4.2	4.9	5.6

#### Labour force survey

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

Each survey includes all persons 15 years of age and over (including full-blood Aborigines) except: members of the permanent defence forces; certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations; non-Australians on tour or holidaying in Australia; and members of non-Australian defence forces (and their dependants) stationed in Australia.

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

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

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

Information available includes: (1) for *employed persons* the age, birthplace, year of arrival in Australia, participation rates, hours worked, the number by reasons for persons who worked less than 35 hours, and details of industry and hours worked by married women; (2) for *unemployed persons* the age, birthplace, unemployment rates, the number who were looking for full-time or part-time work, and details of occupation, industry, and duration of unemployment; and (3) for *persons not in the labour force* details of their major activity, their intentions regarding entering or re-entering the labour force, whether they had ever held a regular job and, if so, how long ago, and for what reasons they had left it, and their educational qualifications.

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

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

August—	Employed	Unemployed	Labour force	Not in labour force	Civilian population aged 15 years and over	Unemployment rate (a)	Participation rate (b)
	'000	'000	'000	'000	'000	per cent	per cent
MALES							
1976	1,029.9	35.2	1,065.1	270.7	1,335.9	3.3	79.7
1977	1,036.2	41.9	1,078.2	277.0	1,355.2	3.9	79.6
1978	1,035.8	51.6	1,087.4	290.7	1,378.1	4.7	78.9
1979	1,044.0	49.5	1,093.4	307.2	1,400.6	4.5	78.1
1980	1,061.8	53.6	1,115.4	306.6	1,422.0	4.8	78.4
MARRIED FEMALES							
1976	380.5	16.9	397.4	515.8	913.2	4.3	43.5
1977	389.9	22.9	412.9	508.0	920.8	5.6	44.8
1978	381.3	23.0	404.3	516.3	920.5	5.7	43.9
1979	380.0	20.7	400.7	517.6	918.3	5.2	43.6
1980	405.5	20.7	426.1	504.5	930.7	4.8	45.8
OTHER FEMALES (c)							
1976	201.9	18.5	220.4	247.2	467.6	8.4	47.1
1977	207.8	25.1	233.0	247.8	480.7	10.8	48.5
1978	206.7	25.4	232.1	274.1	506.2	11.0	45.9
1979	215.0	25.1	240.2	290.7	530.9	10.5	45.2
1980	233.2	30.1	263.3	277.6	540.9	11.4	48.7
ALL FEMALES							
1976	582.4	35.4	617.8	763.0	1,380.8	5.7	44.7
1977	597.8	48.1	645.8	755.7	1,401.5	7.4	46.1
1978	588.0	48.4	636.4	790.4	1,426.8	7.6	44.6
1979	595.0	45.9	640.9	808.2	1,449.2	7.2	44.2
1980	638.7	50.7	689.4	782.2	1,471.6	7.4	46.8
PERSONS							
1976	1,612.3	70.6	1,682.9	1,033.7	2,716.6	4.2	61.9
1977	1,634.0	90.0	1,724.0	1,032.7	2,756.7	5.2	62.5
1978	1,623.8	100.0	1,723.8	1,081.1	2,804.9	5.8	61.5
1979	1,639.0	95.3	1,734.4	1,115.4	2,849.8	5.5	60.9
1980	1,700.5	104.3	1,804.8	1,088.7	2,893.6	5.8	62.4

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

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

(c) Never married, widowed, and divorced.

## VICTORIA — CIVILIAN LABOUR FORCE (a) BY AGE, AUGUST 1980

Age group (years)	Number ('000)					Participation rate (b) (per cent)				
	Males	Married females	Other females (c)	All females	Persons	Males	Married females	Other females (c)	All females	Persons
15-19	106.3	(d)	96.8	99.8	206.1	60.8	(d)	60.2	59.6	60.2
20-24	150.5	43.0	78.2	121.2	271.7	88.8	60.7	83.4	73.6	81.3
25-34	295.2	132.7	39.7	172.5	467.7	96.3	50.1	82.8	55.1	75.5
35-44	228.1	126.8	18.2	144.9	373.0	96.1	62.3	67.8	62.9	79.8
45-54	190.5	83.8	16.5	100.3	290.8	90.8	48.9	55.7	49.9	70.8
55-59	85.1	24.5	6.2	30.8	115.9	87.0	31.9	29.0	31.3	59.1
60-64	40.8	9.1	(d)	12.7	53.5	55.1	17.0	(d)	16.0	34.9
65 and over	19.0	(d)	(d)	7.2	26.2	12.5	(d)	(d)	3.3	7.1
Total	1,115.4	426.1	263.3	689.4	1,804.8	78.4	45.8	48.7	46.8	62.4

(a) Civilians aged 15 years and over.

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

(c) Never married, widowed, and divorced.

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

## VICTORIA — EMPLOYED PERSONS (a) BY INDUSTRY (b), AUGUST 1980

Industry division or sub-division	Males				Females				Persons	
	Married	Other (c)	Total	Proportion of male total	Married	Other (c)	Total	Proportion of female total	Total	Proportion of total
	'000	'000	'000	per cent	'000	'000	'000	per cent	'000	per cent
Agriculture	47.5	19.5	66.9	6.3	24.9	(f)	27.5	4.3	94.5	5.6
Forestry, fishing, and hunting	(f)	(f)	(f)	(f)	(f)	(f)	(f)	(f)	(f)	(f)
Mining	(f)	(f)	(f)	(f)	(f)	(f)	(f)	(f)	(f)	(f)
Manufacturing—	211.0	85.3	296.3	27.9	91.6	32.3	123.9	19.4	420.2	24.7
Food, beverages, and tobacco	27.9	10.6	38.4	3.6	10.5	5.2	15.8	2.5	54.2	3.2
Metal products, machinery, and equipment	22.9	12.6	35.5	3.3	5.1	(f)	6.4	1.0	41.9	2.5
Other manufacturing	160.2	62.2	222.4	20.9	75.9	25.7	101.6	15.9	324.0	19.1
Construction	68.8	27.3	96.1	9.1	9.0	(f)	11.0	1.7	107.1	6.3
Wholesale and retail trade	122.2	74.3	196.5	18.5	83.4	63.0	146.4	22.9	342.9	20.2
Transport and storage	52.9	16.6	69.5	6.5	8.6	5.1	13.7	2.1	83.2	4.9
Finance, insurance, real estate, and business services	58.0	22.2	80.2	7.6	27.7	26.9	54.6	8.5	134.8	7.9
Community services (d)	72.6	24.9	97.5	9.2	106.4	67.5	173.9	27.2	271.4	16.0
Entertainment, recreation, restaurants, hotels, and personal services	21.4	17.4	38.8	3.7	30.6	18.9	49.6	7.8	88.3	5.2
Other industries (e)	83.8	29.4	113.2	10.7	23.2	14.7	37.9	5.9	151.1	8.9
Total	743.0	318.8	1,061.8	100.0	405.5	233.2	638.7	100.0	1,700.5	100.0

(a) Civilians aged 15 years and over.

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

(c) Never married, widowed, and divorced.

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

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

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

## VICTORIA — EMPLOYED PERSONS (a) BY OCCUPATION (b), AUGUST 1980

Occupation group	Males				Females				Persons	
	Married	Other (c)	Total	Proportion of male total	Married	Other (c)	Total	Proportion of female total	Total	Proportion of total
	'000	'000	'000	per cent	'000	'000	'000	per cent	'000	per cent
Professional and technical	109.5	31.7	141.1	13.3	74.7	45.2	119.9	18.8	261.0	15.3
Administrative, executive, and managerial	82.7	8.0	90.7	8.5	11.1	(d)	13.3	2.1	104.0	6.1
Clerical	43.6	32.8	76.4	7.2	113.5	87.1	200.5	31.4	277.0	16.3
Sales	49.1	24.0	73.1	6.9	42.9	36.4	79.4	12.4	152.5	9.0
Farmers, fishermen, timber-getters, etc.	56.4	22.8	79.2	7.5	23.8	(d)	27.4	4.3	106.6	6.3
Miners, quarrymen, and related workers	(d)	(d)	(d)	(d)	(d)	(d)	(d)	(d)	(d)	(d)
Transport and communication	53.0	14.4	67.4	6.3	8.1	4.5	12.6	2.0	80.1	4.7
Tradesmen, production-process workers, and labourers, n.e.c.—	309.6	163.5	473.1	44.6	70.1	23.0	93.1	14.6	566.2	33.3
Metal and electrical workers	127.9	70.0	197.8	18.6	11.1	(d)	12.7	2.0	210.6	12.4
Building workers	60.4	27.2	87.6	8.3	(d)	(d)	(d)	(d)	89.1	5.2
Other tradesmen, etc.	121.3	66.3	187.7	17.7	58.1	20.7	78.8	12.3	266.5	15.7
Service, sport, and recreation	37.9	21.5	59.4	5.6	61.3	31.1	92.4	14.5	151.9	8.9
Total	743.0	318.8	1,061.8	100.0	405.5	233.2	638.7	100.0	1,700.5	100.0

(a) Civilians aged 15 years and over.

(b) Occupation is classified according to the Classification and Classified List of Occupations, Revised June 1976.

(c) Never married, widowed, and divorced.

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

## VICTORIA AND AUSTRALIA—UNEMPLOYED PERSONS

August—	Victoria				Australia			
	Males	Females	Persons		Males	Females	Persons	
			Number	Unemployment rate (a)			Number	Unemployment rate (a)
'000	'000	'000	per cent	'000	'000	'000	per cent	
1976	35.2	35.4	70.6	4.2	156.6	136.1	292.7	4.7
1977	41.9	48.1	90.0	5.2	190.1	169.2	359.3	5.7
1978	51.6	48.4	100.0	5.8	221.5	174.2	395.7	6.2
1979	49.5	45.9	95.3	5.5	196.1	177.7	373.8	5.8
1980	53.6	50.7	104.3	5.8	209.1	183.2	392.3	5.9

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

## VICTORIA — ASPECTS OF UNEMPLOYMENT, AUGUST 1980

Particulars	Number of unemployed			Unemployment rate (a)		
	Males	Females	Persons	Males	Females	Persons
	'000	'000	'000	per cent	per cent	per cent
Total unemployed	53.6	50.7	104.3	4.8	7.4	5.8
Regional distribution —						
Melbourne Statistical Division	38.4	36.2	74.6	4.8	7.1	5.7
Rest of Victoria	15.2	14.5	29.7	4.9	8.2	6.1
Looking for —						
Full-time work	49.5	37.9	87.4	4.7	8.4	5.8
Part-time work	(e)	12.8	16.9	(e)	5.4	5.6
Marital status —						
Married	20.1	20.7	40.7	2.6	4.8	3.4
Not married (b) —	33.5	30.1	63.6	9.5	11.4	10.3
Aged 15–19 years	16.2	17.2	33.4	15.3	17.8	16.5
Aged 20–24 years	10.9	7.3	18.3	9.4	9.4	9.4
Aged 25 years and over	6.4	5.5	11.9	4.9	6.2	5.4
Age distribution (years) —						
15–19—	16.2	17.4	33.7	15.3	17.5	16.3
Looking for first job	8.8	8.5	17.3	..	..	..
20–24	12.3	11.2	23.5	8.2	9.2	8.7
25 and over—	25.1	22.1	47.2	2.9	4.7	3.6
25–34	9.9	9.2	19.2	3.4	5.4	4.1
35–44	5.8	7.6	13.4	2.5	5.3	3.6
45 and over	9.4	5.2	14.6	2.8	3.4	3.0
Birthplace —						
Born in Australia	37.3	36.7	74.0	4.9	7.4	5.9
Born outside Australia —	16.3	14.0	30.3	4.6	7.4	5.6
Main English-speaking countries (c)	(e)	(e)	6.4	(e)	(e)	3.6
Other than main English-speaking countries	12.8	11.1	23.9	5.4	8.9	6.6
Arrived before 1971	10.3	8.2	18.4	3.7	6.0	4.5
Arrived from 1971 to August 1980	6.1	5.8	11.9	7.7	10.9	9.0
Duration of unemployment (weeks) —						
Under 2	(e)	(e)	7.2	..	..	..
2 and under 4	6.9	5.6	12.5	..	..	..
4 and under 8	7.2	8.9	16.1	..	..	..
8 and under 13	6.0	5.6	11.7	..	..	..
13 and under 26	8.1	8.0	16.1	..	..	..
26 and under 52	12.3	10.4	22.7	..	..	..
52 and over	9.4	8.5	18.0	..	..	..
	DURATION OF UNEMPLOYMENT (weeks)					
Average (mean) duration	31.3	30.4	30.9	..	..	..
Median duration (d)	17.8	15.7	16.7	..	..	..

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

(b) Never married, widowed, and divorced.

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

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

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

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

August —	Age group (years)											
	15-19			20-24			25 and over			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
1976	12.5	13.9	13.2	5.4	5.3	5.3	1.9	4.1	2.6	3.3	5.7	4.2
1977	13.8	19.8	16.8	4.5	8.3	6.2	2.6	4.4	3.3	3.9	7.4	5.2
1978	15.1	17.7	16.3	7.6	8.6	8.1	2.9	5.2	3.7	4.7	7.6	5.8
1979	13.2	19.0	15.9	7.1	6.7	7.0	3.0	4.9	3.7	4.5	7.2	5.5
1980	15.3	17.5	16.3	8.2	9.2	8.7	2.9	4.7	3.6	4.8	7.4	5.8

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

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

August —	Age group (years)											
	15-19			20-24			25 and over			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
1976	16.7	17.3	34.0	10.6	8.6	19.2	22.5	24.2	46.7	49.9	50.1	100.0
1977	15.0	21.3	36.4	7.1	10.5	17.7	24.4	21.6	46.0	46.6	53.4	100.0
1978	15.9	16.2	32.1	10.9	9.9	20.8	24.7	22.3	47.1	51.6	48.4	100.0
1979	14.3	17.5	31.8	10.8	8.3	19.2	26.9	22.4	49.1	51.9	48.1	100.0
1980	15.5	16.7	32.3	11.8	10.7	22.5	24.1	21.2	45.3	51.4	48.6	100.0

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

VICTORIA — UNEMPLOYED PERSONS BY OCCUPATION  
AND INDUSTRY OF LAST FULL-TIME JOB, AUGUST 1980

Occupation and industry groups	Number	Unemployment rate (a)
	'000	per cent
Had worked for two weeks or more in a full-time job in the last two years	61.2	3.4
Occupation group —		
Clerical	11.2	3.9
Sales	5.9	3.7
Tradesmen, production-process workers, and labourers, n.e.c.	27.3	4.6
Service, sport, and recreation	7.3	4.6
Other occupations	9.5	1.7
Industry division —		
Manufacturing	20.4	4.6
Construction	4.9	4.4
Wholesale and retail trade	16.1	4.5
Entertainment, recreation, restaurants, hotels, and personal services	5.6	5.9
Community services	5.0	1.8
Other industries	9.2	1.9
Other (b)	43.2	..
<b>Total</b>	<b>104.3</b>	<b>5.8</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.

VICTORIA — AVERAGE DURATION OF UNEMPLOYMENT (a)  
(weeks)

August —	Males	Females	Persons
1976	19.9	16.7	18.3
1977	23.5	19.1	21.1
1978	20.9	24.0	22.4
1979	24.6	26.5	25.5
1980	31.3	30.4	30.9

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

VICTORIA—DURATION OF UNEMPLOYMENT (a)  
(percentage distribution)

August—	Under 4 weeks	4 and under 8 weeks	8 and under 13 weeks	13 and under 26 weeks	26 and under 52 weeks	52 weeks and over
1976	24.8	16.3	14.9	16.5	16.9	10.6
1977	17.2	16.4	17.3	17.9	18.8	12.5
1978	24.6	15.1	12.1	18.6	17.6	11.9
1979	22.4	14.4	10.2	18.5	19.8	14.8
1980	18.9	15.5	11.2	15.4	21.8	17.2

(a) See footnote to previous table.

*Supplementary surveys*

Although emphasis in the population survey is placed on the regular collection of data on demographic and labour force characteristics, supplementary surveys of particular aspects of the labour force are carried out from time to time. The results of these surveys are published separately. A brief description of the subjects for which results had been published up to the end of 1980, supported by some of the major data findings, follows.

*Annual and long-service leave*

For details of surveys on this topic, see page 215.

*Child care*

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

VICTORIA—PERSONS RESPONSIBLE FOR CHILDREN UNDER 12 YEARS OF AGE: LABOUR FORCE STATUS OF PERSON RESPONSIBLE BY NUMBER AND AGE OF CHILDREN, MAY 1977

Labour force status	Number and age of children for whom responsible								
	Under 6 years (a)			6-11 years (b)			Under 12 years		
	One	Two or more	Total	One	Two or more	Total	One	Two or more	Total
In the labour force— Number ('000)	65.2	30.1	95.2	77.5	52.8	130.3	75.8	105.7	181.6
Labour force participation rate (per cent) (c)	40.3	27.9	35.3	49.5	48.0	48.9	46.5	40.2	42.6
Not in the labour force ('000)	96.7	77.7	174.4	79.0	57.3	136.3	87.1	157.2	244.2
Total ('000)	161.8	107.8	269.6	156.4	110.1	266.5	162.9	262.9	425.8

(a) Includes persons responsible also for children aged 6 to 11 years.

(b) Includes persons responsible also for children under 6 years of age.

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

NOTE. For further information, see Australian Bureau of Statistics publication *Child care*, May 1977 (4402.0).

*Educational attainment of the labour force*

Surveys conducted in February 1979 and February 1980 obtained information about the highest educational qualifications attained by persons in the labour force. For persons with post-school qualifications, the information included the field of study and for those who did not complete their schooling, it included the age at which they had left school.

VICTORIA—PERSONS IN THE LABOUR FORCE:  
EDUCATIONAL ATTAINMENT AND EMPLOYMENT STATUS, FEBRUARY 1980  
(<sup>'000</sup>)

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

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

(b) Includes 30,000 persons (20,400 males and 9,600 females) who left school at 18 years of age or over.

(c) Includes persons with no formal education.

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

NOTE. For further information, see Australian Bureau of Statistics publication *The labour force: educational attainment*, February 1980 (6235.0).

*Employment benefits*

For details of a survey on this topic, see page 221.

*Employment status of teenagers*

For the August 1978 survey period, detailed estimates of the labour force characteristics of persons aged 15 to 19 years were provided. Information on the employment status, industry, occupation, weekly hours worked, and duration of unemployment of teenagers was obtained.

*Evening and night work*

In November 1976, a survey, based on the then quarterly population survey, was conducted in order to obtain information about the number of wage earners who, in their main job, had worked between 7.00 p.m. and 5.30 a.m. at any time during a specified four-week period. Data collected on such persons included their family status, marital status, birthplace, industry, and occupation.

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

Surveys in November 1974, November 1975, and July 1979 obtained information by family status, and labour force characteristics, about the population aged 15 years and over.

*Frequency of pay*

In August 1974, 1976, 1977, and 1978, surveys were conducted of the frequency of pay (whether weekly, fortnightly, or monthly) of wage and salary earners employed, by industry and occupation.

**VICTORIA — EMPLOYED WAGE AND SALARY EARNERS:  
FREQUENCY OF PAY, AUGUST 1978**

Particulars	Frequency of pay						Total (a)	
	Weekly		Fortnightly		Monthly			
	'000	per cent	'000	per cent	'000	per cent	'000	per cent
Males	524.9	61.1	248.0	28.9	74.3	8.6	858.6	100.0
Females	303.5	58.7	108.4	34.9	21.5	4.2	517.3	100.0
Persons	828.4	60.2	428.4	31.1	95.7	7.0	1,375.9	100.0

(a) Includes 11,400 males (1.3 per cent) and 11,900 females (2.3 per cent) paid at other intervals.

NOTE. For further information, see Australian Bureau of Statistics publication *Weekly earnings of employees (distribution) August 1978 (preliminary) (6309.0)*.

**Job tenure**

Surveys conducted in February 1974, February 1975, and August 1976 obtained details of the length of time employed wage and salary earners had been in the job.

**VICTORIA — EMPLOYED WAGE AND SALARY EARNERS:  
DURATION OF CURRENT JOB (a), AUGUST 1976  
(per cent)**

Duration of current job	Males	Married women	All females	Persons
Under 3 months	7.1	10.3	11.6	8.8
3 months and under 6 months	5.7	7.3	8.0	6.5
6 months and under 1 year	8.0	10.3	11.6	9.3
Total under 1 year	20.7	27.8	31.1	24.6
1 year and under 2 years	9.9	14.6	15.3	12.0
2 years and under 3 years	9.5	12.4	13.0	10.8
3 years and under 4 years	7.4	10.1	9.6	8.2
4 years and under 5 years	5.7	6.7	6.0	5.8
5 years and under 10 years	18.8	18.0	15.6	17.6
10 years and under 15 years	11.5	5.6	4.8	9.0
15 years and under 20 years	6.0	2.5	2.3	4.6
20 years and over	10.5	2.2	2.2	7.4
Total	100.0	100.0	100.0	100.0

(a) The different definition of a job for this table as compared with the table for labour mobility on pages 253-4 should be noted. For the purpose of this survey, a job was defined as employment as a wage or salary earner by a particular employer.

NOTE. For further information, see Australian Bureau of Statistics publication *Job tenure*, August 1976 (6211.0).

**Labour force experience**

Surveys in respect of the years 1968, 1972, 1974, 1975, 1976, 1978, and 1979 were conducted to obtain information about the labour force experience of civilians of 15 years of age and over. Details obtained included the length of time during which persons were employed, unemployed, or not in the labour force, the number of times they were unemployed, and other aspects of labour force experience.

**VICTORIA — PERSONS IN THE LABOUR FORCE AT  
SOME TIME DURING 1979: LENGTH OF TIME IN THE  
LABOUR FORCE DURING THE YEAR  
('000)**

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



VICTORIA — PERSONS EMPLOYED AT SOME TIME  
DURING 1979: NUMBER OF JOBS HELD DURING THE YEAR  
(<sup>'000</sup>)

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

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

VICTORIA — PERSONS WHO LOOKED FOR WORK AT SOME  
TIME DURING 1979: NUMBER OF PERIODS OF LOOKING FOR WORK  
(<sup>'000</sup>)

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

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

VICTORIA — PERSONS WHO LOOKED FOR WORK AT SOME TIME  
DURING 1979: TIME SPENT LOOKING FOR WORK IN THE YEAR  
(<sup>'000</sup>)

Time spent looking for work (weeks)	Persons	Time spent looking for work (weeks)	Persons
1 and under 2	18.6	8 and under 13	36.2
2 and under 3	14.2	13 and under 26	45.3
3 and under 4	10.8	26 and under 52	54.4
4 and under 5	30.0	52	33.4
5 and under 6	(a)	Total	(b) 266.7
6 and under 8	19.3		

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

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

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

### Labour mobility

Surveys conducted in November 1972, February 1975, February 1976, February 1979, and February 1980 obtained information about some aspects of the mobility of the labour force, e.g., for how long employed persons had held their current jobs and employees had worked at their current locations.

VICTORIA — PERSONS EMPLOYED AT THE END OF 1979:  
DURATION OF JOB (a)  
(<sup>'000</sup>)

Duration of job held at the end of 1979	Males	Married women	All females	Persons
Under 3 months —				
Temporary	15.7	(b)	11.3	27.0
Permanent	46.6	16.0	29.7	76.2
Total under 3 months	62.3	20.3	41.0	103.3
3 months and under 6 months	44.4	18.8	37.1	81.5

VICTORIA — PERSONS EMPLOYED AT THE END OF 1979:  
DURATION OF JOB (a)—*continued*  
(<sup>'000</sup>)

Duration of job held at the end of 1979	Males	Married women	All females	Persons
6 months and under 1 year	94.0	34.7	65.8	159.8
Total under 1 year	200.8	73.8	143.8	344.6
1 year and under 2 years	129.1	51.5	96.5	225.6
2 years and under 3 years	88.6	40.3	70.6	159.2
3 years and under 4 years	84.6	46.7	68.8	153.4
4 years and under 5 years	57.7	33.0	43.3	101.1
5 years and under 10 years	196.8	83.7	107.0	303.8
10 years and under 20 years	165.8	47.7	63.9	229.7
20 years and over	119.1	15.0	19.6	138.7
<b>Total</b>	<b>1,042.5</b>	<b>391.6</b>	<b>613.6</b>	<b>1,656.1</b>

(a) The different definition of a job for this table as compared with the table for job tenure on page 252 should be noted. For the purpose of this survey a job was defined as: (1) employment as a wage or salary earner by a particular employer, or (2) self-employment (with or without employees).

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

NOTE: For further information, see Australian Bureau of Statistics publication *Labour mobility*, February 1980 (6209.0).

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

Surveys were carried out in February of each year from 1964 to 1974 to obtain information about persons between the ages of 15 and 24 years who had attended full-time at a school, university, or other educational institution at some time in the previous year, and who were intending either to return to full-time education, or not to return to full-time education (described as leavers). In 1975 and 1976, the surveys were conducted in May and this enabled details to be obtained of those who either had, or had not, returned to full-time education in those years. Additional information obtained from the May 1975 survey concerned the employment status, the industry, and occupation of those in the labour force at that time, and some details about the tertiary education experience of persons who had left school during the years 1970 to 1974. Additional information obtained from the May 1976 survey concerned the current employment status of persons aged 15 to 64 years, their age on leaving school, and the year in which they had left. In 1977, the survey was conducted in August and information was obtained about persons aged 15 to 25 years who had attended an educational institution in 1976 or 1977. Leavers were classified according to employment status, birthplace, weekly earnings, industry, and occupation. In 1978, the survey was again conducted in August, while in 1979 and 1980 the survey was conducted in May.

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

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

(a) Leavers from schools, universities, or other educational institutions are defined as persons aged 15 to 25 years who, at the time of the survey, were not attending an educational institution full-time and who had completed or withdrawn from a course they were attending full-time at an educational institution in 1979.

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

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

NOTE: For further information, see Australian Bureau of Statistics publication *Leavers from schools, universities, or other educational institutions*, May 1980 (6227.0).

*Migrants in the labour force*

From surveys conducted each quarter between 1972 and 1976, information concerning overseas-born persons in the civilian labour force was published in a special consolidated Australian Bureau of Statistics publication entitled *Migrants in the labour force, 1972 to 1976* (6230.0).

*Multiple jobholding*

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

## VICTORIA — MULTIPLE JOBHOLDERS (a), AUGUST 1979

Particulars	Males			Females			Persons		
	Married	Not married (b)	Total	Married	Not married (b)	Total	Married	Not married (b)	Total
Number ('000)	26.2	9.3	35.5	9.6	6.6	16.2	35.8	15.9	51.7
Per cent of labour force (c)	3.4	2.8	3.3	2.4	2.8	2.5	3.1	2.8	3.0

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

(b) Never married, widowed, and divorced.

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

NOTE. For further information, see Australian Bureau of Statistics publication *Multiple jobholding*, August 1979 (6216.0).

*Persons looking for work*

Surveys conducted in May 1976, November 1976, May 1977, July 1978, and July 1979 obtained information about persons who had recently been looking for work, including particulars of their last job, difficulties experienced in finding a job, family status, and duration of last job.

## VICTORIA — PERSONS LOOKING FOR WORK: MAIN DIFFICULTY IN FINDING WORK BY DURATION OF CURRENT PERIOD OF UNEMPLOYMENT, JULY 1979

Main difficulty in finding work	Duration of current period of unemployment (weeks)					Average duration of current period of unemployment
	1 and under 8	8 and under 26	26 and over	Total	Per cent of total	
	'000	'000	'000	'000	per cent	weeks
Own ill health or handicap	(a)	(a)	3.6	4.5	5.1	54.0
Considered by employers to be too young or too old	3.1	(a)	7.8	13.5	15.3	36.0
Unsuitable hours	(a)	(a)	(a)	4.5	5.1	20.7
Too far to travel/transport problems	(a)	(a)	(a)	4.4	4.9	17.1
Lacked necessary education, training, or skills	(a)	(a)	3.3	6.0	6.8	30.0
Insufficient work experience	(a)	(a)	3.2	8.0	9.0	28.0
No vacancies in line of work	6.8	5.1	5.5	17.4	19.6	23.8
No vacancies at all	7.4	7.1	8.4	22.9	25.9	26.7
Other difficulties (b)	(a)	(a)	(a)	4.9	5.5	28.7
No difficulties reported	(a)	(a)	(a)	(a)	(a)	2.8
Total	29.0	24.2	35.3	88.5	100.0	27.9

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

(b) Includes about 1,400 persons whose main difficulty was language problems.

NOTE. For further information, see Australian Bureau of Statistics publication *Persons looking for work*, July 1979 (6222.0).

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

Surveys conducted in November 1975, May 1977, March 1979, September 1979, and March 1980 obtained information about persons aged 15 to 64 years who were not in the labour force. In particular, details obtained concerned their intentions regarding entering or re-entering the labour force, whether they had ever held a regular job and, if so, how long and for what reason they had left it, and their educational qualifications. Information was sought on the number and characteristics of discouraged jobseekers.

VICTORIA—PERSONS AGED 15 TO 64 YEARS WHO WERE NOT IN THE  
LABOUR FORCE AND WHO WANTED A JOB (a) : REASON (b) FOR NOT  
ACTIVELY LOOKING FOR WORK, MARCH 1980

('000)

Reason (b) for not actively looking for work	Males	Females	Persons
Had a job to go to	(f)	(f)	(f)
Personal considerations (c)	22.1	40.7	62.8
Family considerations (d)	(f)	50.8	51.0
Discouraged —	(f)	19.7	23.3
Considered too young or too old	(f)	5.6	6.5
No jobs in locality or line of work	(f)	12.1	13.9
No jobs in suitable hours	(f)	(f)	(f)
Other reasons (e)	(f)	11.6	14.9
<b>Total</b>	<b>31.9</b>	<b>127.6</b>	<b>159.5</b>

(a) Persons who wanted a job were those who were neither employed at the time of the survey nor had looked for work in the four weeks before the interview week, who answered "yes" or "maybe" to the question: "Even though you have not been looking for work would you like a full-time or part-time job now?"

(b) Highest ranked reason only.

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

(d) Includes such matters as ill health of another person; inability to find child care; children thought to be too young; a preference for looking after children; and disapproval by the person's spouse.

(e) Includes persons who gave no reason.

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

VICTORIA—REASONS FOR NOT ACTIVELY LOOKING FOR WORK: ALL  
RESPONSES (a) OF PERSONS AGED 15 TO 64 YEARS WHO WERE NOT IN THE  
LABOUR FORCE AND WHO WANTED A JOB (b), MARCH 1980

('000 responses)

Reason (a) for not actively looking for work	Males	Females	Persons
Had a job to go to	(f)	(f)	(f)
Personal considerations (c)	22.5	40.7	63.3
Family considerations (d)	(f)	54.6	54.8
Considered too young or too old	(f)	6.7	8.0
Language or racial difficulties; lack necessary skills, training, or experience	(f)	(f)	6.0
No jobs in locality or line of work	(f)	18.8	22.5
No jobs in suitable hours	(f)	15.4	17.7
Other reasons (e)	4.6	18.4	23.0
<b>Total</b>	<b>38.9</b>	<b>159.8</b>	<b>198.7</b>

(a) Includes all responses for those who gave more than one reason for not looking for work.

(b) See footnote (a) to previous table.

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

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

(e) Includes persons who gave no reason.

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

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

MARCH 1980

('000)

Particulars	Males	Females	Persons
Had a job in the last twelve months—	13.3	25.8	39.1
Had looked for work since that job	(b)	8.1	11.1
Had not looked for work since that job	10.3	17.7	28.0
Did not have a job in the last twelve months—	16.5	100.5	117.0
Had looked for work in the last twelve months	8.1	25.9	34.1
Had not looked for work in the last twelve months	8.3	74.5	82.9
Had looked for work	11.1	34.0	45.1
Had not looked for work	18.6	92.3	110.9
<b>Total</b>	<b>29.7</b>	<b>126.3</b>	<b>156.0</b>

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

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

NOTE. For further information, see Australian Bureau of Statistics publication *Persons not in the labour force*, March 1980 (6220.0).

*Trade union members*

For details of a survey on this topic, see pages 232-3.

*Unemployed persons: income distribution*

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

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

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

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

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

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

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

*Work patterns of employees*

For details of a survey on this topic, see page 220.

**Civilian employees series***Details of collection*

Estimates from the civilian employees series generally relate only to civilian wage and salary earners, not the total labour force. They therefore exclude employers, self-employed persons, unpaid helpers, and the unemployed. Also excluded, because of the inadequacy of current data, are wage and salary earners in agriculture and private households employing staff. The concepts and definitions applicable to these estimates are those adopted at the 1976 Population Census, which conformed closely to the recommendations of the Eighth International Conference of Labour Statisticians held in Geneva in 1954.

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

The estimates, except those relating to government employees and defence forces, are based on comprehensive data (referred to herein as "benchmarks") derived for the purpose from population censuses and other sources.

The data needed to derive the estimates for periods subsequent to benchmark dates are obtained from three main sources: (1) current payroll tax returns; (2) current returns from government bodies; and (3) some other current returns of employment (e.g., for hospitals); the balance, i.e., unrecorded private employment, is estimated. At July 1979, recorded employment obtained from the foregoing sources accounted for about 85 per cent of the employees in the industries covered. Month to month changes shown by current data are linked to the benchmark data to derive the monthly estimates.

Although the series generally measure the short-term trends in employment in the defined field reasonably well, they may be less reliable for longer-term measurement. There are conceptual differences between benchmark and current data, and changes in such factors as labour turnover, multiple jobholding, and part-time working all affect the trend over longer periods. Also, increases in payroll tax exemption levels may result in a reduction in the number of businesses liable for payroll tax and, as a consequence, increase the size of the unrecorded sector for which employment has to be estimated. Such a reduction is more significant in those industries, such as retail trade, in which there is a high proportion of businesses with few employees. With an increase in exemption levels a greater degree of estimation may be required in producing employment estimates for those industries.

For these reasons, it becomes necessary to amend the series from time to time. A decision to do so depends upon an analysis of the estimates, trends in labour turnover, multiple jobholding, and part-time work, and comparisons of the estimates with data available from other sources such as population censuses, labour force surveys, and economic censuses and surveys. The series was extensively revised late in 1979. The revised estimates, which incorporate revised benchmarks, are not compatible with those published prior to the issue of Australian Bureau of Statistics publications *Civilian employees*, July 1979 (6212.0 and 6213.0). Trends in the estimates during 1979-80 indicated the need for some further revision to the series. For this reason, estimates for June 1980 are not yet available.

Despite the conceptual difficulties surrounding it, the civilian employees series serves a useful purpose in that it provides more comprehensive monthly information on certain topics (e.g., industry breakdown of civilian wage and salary earners) than is available from the population survey.

#### Statistics

The following table shows, for Victoria, the estimated number of civilian employees in the principal industry groups at June for each of the years 1971 and 1976 to 1979. The industry classification used is the Australian Standard Industrial Classification (ASIC), described in the Australian Bureau of Statistics publication *Australian Standard Industrial Classification (preliminary edition)*, 1969, Volume 1 (1201.0). Employment estimates for this industry classification are available from June 1966 onwards.

VICTORIA — CIVILIAN EMPLOYEES: INDUSTRY GROUPS (a) :  
AT LAST PAY PERIOD IN JUNE  
(‘000)

Industry group	1971	1976	1977	1978	1979
Forestry, fishing, and hunting	2.6	2.8	3.0	2.9	2.8
Mining	6.2	4.8	4.7	4.8	4.9
Manufacturing —	446.0	414.5	403.2	392.2	396.3
Food, beverages, and tobacco	58.8	57.5	57.4	53.6	53.1
Textiles	29.2	24.1	20.8	20.5	20.1
Clothing and footwear —	60.6	49.3	45.2	44.8	45.3
Knitting mills, clothing	49.6	41.9	38.0	37.3	37.5
Footwear	11.0	7.4	7.2	7.5	7.8
Wood, wood products, and furniture —	19.5	20.2	20.1	19.4	18.8
Wood and wood products	13.2	13.2	13.2	12.7	12.2
Furniture and mattresses	6.3	7.0	6.9	6.7	6.5
Paper and paper products, printing	35.4	33.6	33.5	33.2	33.3
Chemical, petroleum, and coal products	22.9	21.1	21.3	21.6	21.7
Non-metallic mineral products	13.6	13.4	13.6	12.8	12.6
Basic metal products	11.8	10.8	10.8	11.0	11.3
Fabricated metal products	35.8	34.4	33.6	32.9	32.9
Transport equipment	61.8	63.1	62.3	60.9	64.8
Other machinery and equipment	67.2	59.1	57.4	54.7	55.2
Miscellaneous manufacturing	29.5	27.9	27.0	26.6	27.3
Electricity, gas, and water	29.5	30.5	30.6	31.7	32.1
Construction (b)	86.9	86.4	86.8	83.6	80.5
Wholesale and retail trade —	241.2	259.5	261.2	261.1	264.2
Wholesale trade	96.7	94.7	93.2	91.7	92.7
Retail trade —	144.5	164.8	168.0	169.5	171.5
Motor vehicle dealers and petrol and tyre retailers	39.1	42.2	42.8	41.8	40.6

VICTORIA — CIVILIAN EMPLOYEES: INDUSTRY GROUPS (a) :  
AT LAST PAY PERIOD IN JUNE—continued  
(<sup>'000</sup>)

Industry group	1971	1976	1977	1978	1979
Wholesale and retail trade—continued					
Other retail trade	105.4	122.6	125.2	127.6	131.0
Transport and storage —	62.3	68.8	69.0	68.4	69.7
Road transport	25.1	27.3	27.6	27.1	27.9
Rail and air transport	21.8	23.9	23.7	23.7	23.6
Water transport	9.0	8.0	7.4	7.3	7.3
Other transport and storage	6.3	9.5	10.4	10.3	10.9
Communication (b)	32.2	35.1	35.2	35.1	34.6
Finance, insurance, real estate, and business services —	100.0	105.9	108.6	108.7	110.3
Finance and investment —	37.3	38.8	39.6	40.0	41.2
Banking	27.0	29.5	30.1	30.2	30.7
Other finance	10.3	9.2	9.6	9.8	10.4
Insurance	20.7	19.9	20.5	20.1	20.0
Real estate and business services	42.0	47.2	48.4	48.6	49.1
Public administration and defence (c)	44.8	55.5	56.3	58.5	59.3
Community services —	160.2	220.4	230.0	238.1	243.2
Health	62.5	90.3	95.1	98.8	101.3
Education, libraries, museums, and art galleries	66.0	92.1	96.6	100.1	102.4
Welfare, religious institutions, and other community services	31.7	38.0	38.4	39.1	39.5
Entertainment, recreation, restaurants, hotels, and personal services (d)	60.7	68.2	67.6	67.8	68.6
<b>Total</b>	<b>1,272.6</b>	<b>1,352.4</b>	<b>1,356.3</b>	<b>1,352.9</b>	<b>1,366.5</b>

(a) Excludes employees in agriculture and private households employing staff.

(b) Because estimates of Australian Telecommunications Commission employees are not available separately for the construction and communication industry groups, all employees of the Commission, except those in the manufacturing industry, have been included in the communication industry group.

(c) Excludes permanent defence forces.

(d) Excludes private households employing staff.

NOTE. The estimates contained in this table are based on revised benchmarks and other data and are not compatible with estimates published in editions of the *Victorian Year Book* prior to the 1980 edition. The revisions were made on the basis of data from the 1971 and 1976 Censuses of Population and Housing, labour force surveys, economic censuses and surveys, payroll tax returns, returns from government bodies, and other employment returns.

The following table shows, for Victoria, the estimated number of civilian employees in the government and private sectors at June for each of the years 1971 and 1976 to 1979. Government sector employees comprise not only administrative employees but also all other employees of government bodies (Commonwealth, State, local, and semi-government) on services such as railways, tramways, road transport, banks, postal and telecommunications, air transport, education (including universities, colleges of advanced education, etc.), radio, television, police, public works, factories and munitions establishments, marketing authorities, public hospitals (other than those run by charitable or religious organisations), and departmental hospitals and institutions.

VICTORIA — CIVILIAN EMPLOYEES: GOVERNMENT AND PRIVATE SECTORS

At 30 June—	Government sector								Private sector	
	Commonwealth		State (a)		Local (a)		Total		Number	Proportion of total employees
	Number	Proportion of total employees	Number	Proportion of total employees	Number	Proportion of total employees	Number	Proportion of total employees		
	'000	per cent	'000	per cent	'000	per cent	'000	per cent	'000	per cent
1971	90.5	7.1	194.5	15.3	21.9	1.7	307.0	24.1	965.6	75.9
1976	96.7	7.2	240.0	17.7	27.6	2.0	364.3	26.9	988.1	73.1
1977	96.3	7.1	248.6	18.3	29.1	2.2	374.0	27.6	982.3	72.4
1978	96.7	7.1	256.0	18.9	30.6	2.3	383.3	28.3	969.6	71.7
1979	96.9	7.1	260.4	19.1	31.6	2.3	388.9	28.5	977.5	71.5

(a) Excludes State and local government employees engaged in agriculture or in private homes as employees of government emergency housekeeper services.

NOTE. The estimates contained in this table are based on revised benchmarks and other data and are not compatible with estimates published in editions of the *Victorian Year Book* prior to the 1980 edition.

### Job vacancies surveys

In 1973, the Report of the Advisory Committee on Commonwealth Employment Service Statistics suggested that the Australian Bureau of Statistics should assist the Department of Labour (as it was then known) by participating in an appraisal of the Department's statistics on unemployment and job vacancies. Because of the importance of comprehensive and reliable vacancy statistics for framing general economic policy, the Committee recommended that the Bureau carry out quarterly job vacancy surveys. Subsequently, the Bureau conducted mail sample surveys in March 1974, March 1975, March 1976, March 1977, and March 1978 to investigate the practicability of such surveys and to find the most suitable methodology. From this experience the first of the quarterly surveys was introduced in May 1977 and further surveys were conducted in August 1977, November 1977, February 1978, and May 1978. Details were obtained by telephone and employer respondents appreciated the fact that the reporting burden was thereby reduced. Information was obtained quickly and results were usually published within six weeks of the survey date. The May 1978 survey was the last in the series. As part of the measures necessary to bring the activities of the Australian Bureau of Statistics within the resources available to it, the surveys of job vacancies were terminated. Following a subsequent re-appraisal of the situation, quarterly telephone surveys of job vacancies were re-introduced in May 1979 on a similar basis to their previous conduct.

Results from recent surveys are shown in the following table:

VICTORIA — ASPECTS OF JOB VACANCIES  
(<sup>'000</sup>)

Particulars	1979		1980		
	November	February	May	August	November
Total vacancies	8.9	10.3	8.1	7.8	8.5
Vacancies by sex —					
Males	2.4	3.5	(a) 2.7	2.6	(a) 2.2
Females	(a) 1.0	(a) 1.2	(a) 0.8	(a) 1.1	(a) 2.0
Males or females (b)	5.4	5.6	4.6	4.1	4.3
Vacancies by industry groups —					
Manufacturing (c)	2.7	3.3	2.6	3.2	3.3
Other industries (d)	6.2	7.0	5.5	4.6	5.2
Vacancies by employer groups —					
Government sector	4.0	3.8	3.4	3.3	(a) 3.5
Private sector	4.8	6.5	4.6	4.5	5.1
Job vacancy rate (per cent) (e)	0.8	0.9	0.7	0.7	0.8

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

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

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

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

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

NOTE. For further information, see Australian Bureau of Statistics quarterly publication *Job vacancies* (6231.0).

### Overtime surveys

Australian Bureau of Statistics overtime surveys commenced in July 1979 and provide statistics of overtime derived from a sample of employers each month. The survey is carried out by telephone in order to make it easier for respondents to provide the information, and to reduce delays in the collection and publication of results.

The surveys are designed to provide estimates of overtime hours actually worked, the average hours of overtime per employee working overtime, and the average hours of overtime per employee in the survey.

Results from recent surveys, for which details are available for each month since July 1979, are shown in the following table:



## VICTORIA—ASPECTS OF OVERTIME WORKED

Month	Average weekly overtime hours				Proportion of employees in the survey working overtime	
	Per employee in the survey (a)		Per employee working overtime (b)		Per cent	Standard error (c)
	Hours	Standard error (c)	Hours	Standard error (c)		
1979 —						
November	1.5	0.10	7.6	0.29	20.2	0.68
1980 —						
February	1.5	0.10	7.6	0.26	19.7	0.71
May	1.3	0.10	6.9	0.25	19.4	0.76
August	1.4	0.09	6.9	0.24	19.9	0.78
November	1.5	0.08	6.9	0.19	21.3	0.82

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

(c) See page 244 for information on the interpretation of standard error.

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

## Labour turnover surveys

Labour turnover surveys undertaken by the Australian Bureau of Statistics were designed to provide estimates of engagement rates and separation rates in certain specified industry groups. Surveys were conducted in the month of March of each year from 1949 (except for 1951 and 1954) up to 1976 and in the month of September for the years 1954 to 1966. This series has since been suspended. Results from these surveys are available in Australian Bureau of Statistics publications *Labour turnover* (6210.0).

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

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