



Equity Statistics 2004



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A/ SUMMARY STATISTICS

SIGNS OF THE TIMES

- As at January 2004, women comprised 44 per cent of total employment,¹ in contrast to 1964 when they comprised only 28 per cent of total employment.
- Women are more likely than men to work part-time – they make up 70.5 per cent of the part-time work force and 33.7 per cent of the full-time work force.²
- Of those women working part-time in November 2003, around three quarters did not want to work more hours and only 4.9 per cent were actively seeking and available to start full-time work.³
- Men outnumber women in managerial and administrative jobs by almost three to one.⁴
- There is still a significant pay gap between men and women:
 - the ratio of female to male **total average weekly earnings** (including overtime and taking into account both part-time and full-time employment) is currently 65.1 per cent;⁵
 - the ratio of female to male **average weekly ordinary time earnings for full-time adult employees** (excluding overtime) is currently 84.3 per cent;⁶
- Women with dependent children are much less likely to be employed than men with dependent children.⁷
- In August 2002, 19 per cent of male employees received paid paternity leave and 30 per cent of females received paid maternity leave.⁸

¹ ABS Cat. No. - 6202.0 *Labour Force*, January 2004.

² As above.

³ ABS *Labour Force Survey*, Supertables data cube (employment and hours).

⁴ ABS Cat. No. 6105.0 - *Australian Labour Market Statistics*, November 2003.

⁵ ABS Cat No. 6302.0 - *Average Weekly Earnings*, November 2003.

⁶ ABS Cat No. 6305.0 - *Employee Earnings and Hours*, May 2002.

⁷ ABS *Labour Force Survey*, Supertables data cube (families and relationships).

⁸ ABS Cat. No. 6310.0 - *Employee Earnings, Benefits and Trade Union Membership*, August 2002.

B/ POPULATION

Employed persons (seasonally adjusted data)

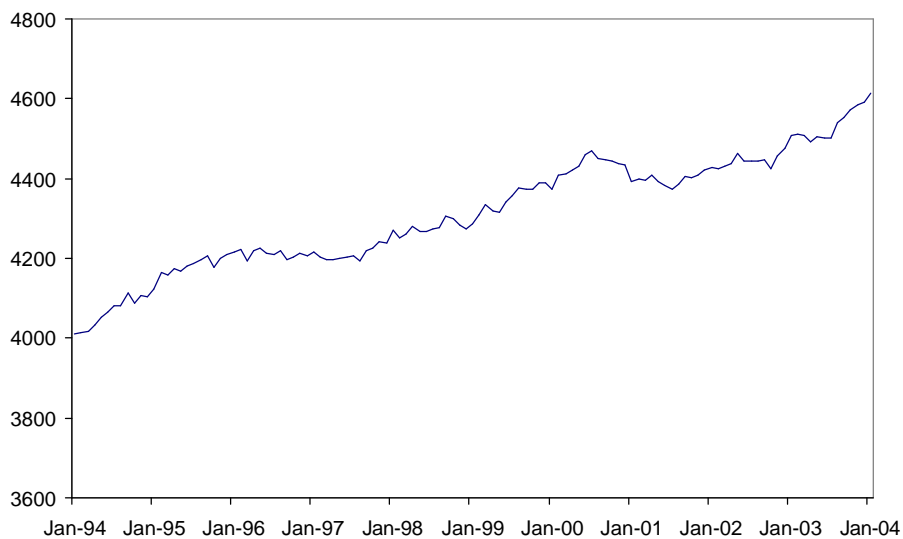
- In January 2004, the number of people employed was 9,678,300 – full-time employment accounted for 6,955,400 (or 71.9 per cent) and part-time employment, 2,722,900 (or 28.1 per cent).
- In January 2004, there were 2,341,300 females working full-time (33.7 per cent of the full-time work force) and 1,920,300 females working part-time (70.5 per cent of the part-time work force).

Unemployed persons (seasonally adjusted data)

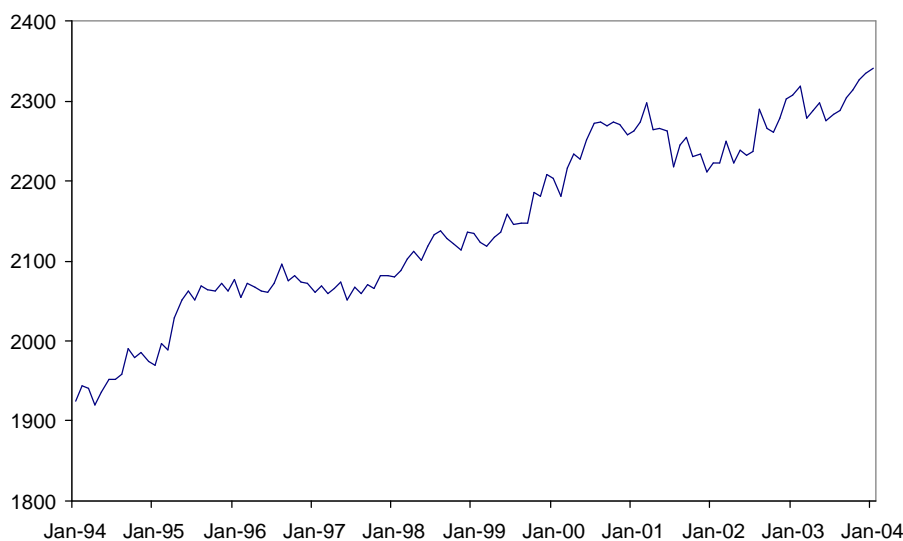
- In January 2004, the unemployment rate was 5.7 per cent, with male and female unemployment rates at 5.4 per cent and 6.1 per cent respectively.

Source: ABS Cat. No. – 6202.0 Labour Force, January 2004

MEN employed full-time (1994-2004): ('000)



WOMEN employed full-time (1994-2004): ('000)



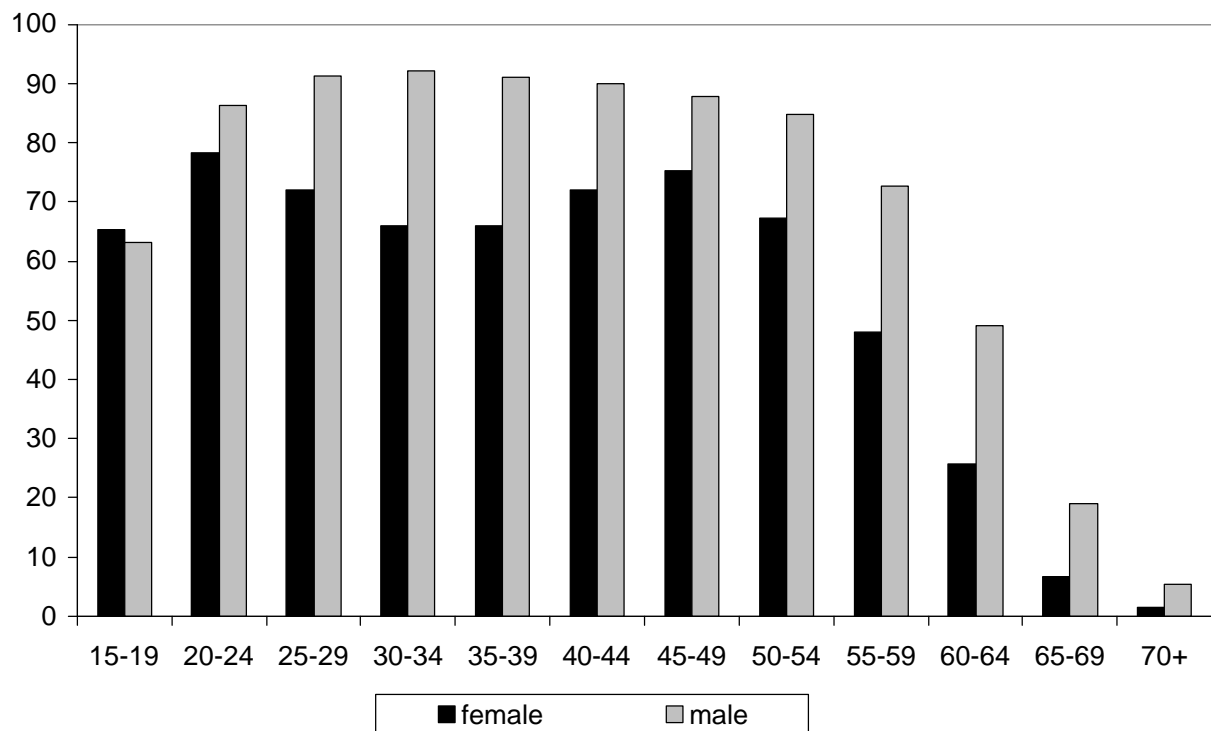
C/ RECRUITMENT

Labour force participation

- The seasonally adjusted labour force participation rate was 63.8 per cent in January 2004.
- Over the last 10 years, the female participation rate has increased from 52.3 per cent to 55.7 per cent while the male participation rate has fallen from 73.6 per cent to 72.2 per cent.
- As at January 2004, women comprised 44 per cent of total employment, in contrast to 1964 when they comprised only 28 per cent of total employment.
- Female labour force participation rates vary by age, partly reflecting periods in life when women take on caring responsibilities. In January 2004, the female labour force participation rate was highest (at 78.2 per cent) for women aged 20 to 24 years, before falling between ages 25 to 34 then rising for 35 to 49 year olds. The male participation rate, on the other hand, is consistently high between ages 20 and 54.

Source: ABS Cat. No. – 6202.0 Labour Force, January 2004

Male and female labour force participation rates by age (Jan 2004): (%)



D/ PROMOTION, TRANSFER AND TERMINATION

Length of time/career experience with current employer

- Permanent employees are more likely to have worked for their current employer for a greater length of time than those working on a casual basis. As at November 2002, an estimated 46 per cent of employees with leave entitlements had worked for their current employer for five years or more compared with 23 per cent of employees without leave entitlements. Nevertheless, casual employment is not necessarily short-term or temporary employment. Data from the ABS *Career Experience* survey (November 2002) indicate that 60.2 per cent of employees without leave entitlements had been with their current employer for 12 months or longer.
- Men and women who are permanent full-time employees have relatively similar career experiences, except that men are more likely to have worked with the same employer for 10 years or more. In November 2002, 28 per cent of male permanent full-time employees had been with their current employer for 10 years or more, compared with 23 per cent of female permanent full-time employees.
- Women have enjoyed slightly higher rates than men in terms of promotions and transfers achieved within the workplace and experiences with new or different duties and added work responsibilities. Of those employees who had worked with their current employer for a year or more in November 2002, approximately 7.1 per cent of men and 7.9 per cent of women had been promoted in the last 12 months, while 5.4 per cent of men and 6.8 per cent of women had experienced a transfer. Approximately 15 per cent of male employees and 24 per cent of female employees had experienced a change in hours, while 35 per cent and 41 per cent of male and female employees respectively had taken on new, different or extra duties in the workplace. Approximately 38 per cent of male employees and 41 per cent of female employees had taken on added responsibility during that period.

Source: ABS Cat. No. 6254.0 - Career Experience, tables 2 & 6, November 2002

Specialist/generalist managers

- In November 2003, the work force included 708,600 managers and administrators, of whom 526,400 (74 per cent) were men and 182,200 (26 per cent) were women. Of the 182,200 female managers and administrators in the labour force, approximately 11 per cent were classified as generalist managers, 58 per cent as specialist managers and 31 per cent as farm managers.
- Of the generalist managers, 133,600 (87 per cent) were men and 20,500 (13 per cent) women. Approximately 247,100 (70 per cent) of the specialist managers were men and 105,600 (30 per cent) women, while of the farm managers, 145,700 (72 per cent) were men and 56,100 (28 per cent) women.
- Women tend to concentrate in different types of occupations to men. In November 2003, men outnumbered women in managerial and administrative jobs by almost three to one (526,400 men compared with 182,200 women). In contrast, women represented approximately 88 per cent of all advanced clerical and service workers and 72 per cent of all intermediate clerical and service workers.
- A significant proportion of all employed females (2,153,100 or 50.4 per cent of the female workforce) were clerical/service workers compared with only 15.8 per cent of employed males. In addition, a large proportion of employed females were professionals or associate professionals (21.6 per cent and 11.1 per cent, respectively). A majority of female professionals worked in the health and education fields.
- A large proportion of male employees were employed as tradespersons (20.9 per cent) or production/transport workers (12.7 per cent) in contrast to the relatively small proportion of women employees in these fields (2.8 per cent and 2.4 per cent respectively).

Employed Persons by Occupation - November 2003

Employed Persons by Occupation	Employed Males ('000)	(% of all employed males)	Employed Females ('000)	(% of all employed females)
Managers & Administrators	526.4	9.8	182.2	4.3
Generalist Managers	133.6	2.5	20.5	0.5
Specialist Managers	247.1	4.6	105.6	2.5
Farmers & Farm Managers	145.7	2.7	56.1	1.3
Professionals	896.8	16.7	920.2	21.6
Science, Building & Engineering Professionals	147.4	2.8	36.1	0.8
Business & Information Professionals	349.9	6.5	200.5	4.7
Health Professionals	80.8	1.5	253.3	5.9
Education Professionals	141.0	2.6	282.2	6.6
Social, Arts & Miscellaneous Professionals	177.6	3.3	148.1	3.5
Associate Professionals	690.6	12.9	472.4	11.1
Science, Engineering & Related Associate Professionals	105.2	2.0	31.8	0.7
Business & Administration Associate Professionals	197.9	3.7	178.8	4.2
Managing Supervisors (Sales & Service)	291.4	5.4	186.5	4.4
Health & Welfare Associate Professionals	25.8	0.5	48.6	1.1
Other Associate Professionals	70.3	1.3	26.7	0.6
Tradespersons & Related Workers	1117.3	20.9	120.2	2.8
Mechanical & Fabrication Engineering Tradespersons	213.3	4.0	1.7	0.0
Automotive Tradespersons	142.7	2.7	1.3	0.0
Electrical & Electronics Tradespersons	186.9	3.5	2.0	0.0
Construction Tradespersons	302.1	5.6	5.2	0.1
Food Tradespersons	60.9	1.1	28.4	0.7
Skilled Agricultural & Horticultural Workers	73.3	1.4	11.6	0.3
Other Tradespersons & Related Workers	138.2	2.6	69.9	1.6
Advanced Clerical & Service Workers	44.9	0.8	344.4	8.1
Secretaries & Personal Assistants	3.9	0.1	181.7	4.3
Other Advanced Clerical & Service Workers	41.0	0.8	162.7	3.8
Intermediate Clerical, Sales & Service Workers	458.2	8.6	1183.8	27.7
Intermediate Clerical Workers	235.5	4.4	688.2	16.1
Intermediate Sales & Related Workers	96.7	1.8	45.2	1.1
Intermediate Service Workers	126.0	2.4	450.4	10.6
Intermediate Production & Transport Workers	683.2	12.7	101.6	2.4
Intermediate Plant Operators	176.1	3.3	8.0	0.2
Intermediate Machine Operators	44.2	0.8	28.5	0.7
Road & Rail Transport Drivers	270.4	5.0	18.9	0.4
Other Intermediate Production & Transport Workers	192.5	3.6	46.1	1.1
Elementary Clerical, Sales & Service Workers	345.9	6.5	624.9	14.6
Elementary Clerks	32.8	0.6	36.7	0.9
Elementary Sales Workers	235.7	4.4	548.8	12.9
Elementary Service Workers	77.4	1.4	39.4	0.9
Labourers & Related Workers	595.4	11.1	319.1	7.5
Cleaners	93.9	1.8	129.2	3.0
Factory Labourers	141.8	2.6	81.1	1.9
Other Labourers & Related Workers	359.7	6.7	108.7	2.5

E/ TRAINING AND DEVELOPMENT

Participation in work-related training and employer-sponsored training schemes

- In the year to November 2002, approximately 60 per cent of all male employees and 66 per cent of all female employees had undertaken some form of study or training in the previous 12 months.
- Employees who undertook some kind of education or formal training had higher rates of promotion. Of those who received some kind of education or formal training, 10 per cent gained a promotion. By comparison 3 per cent of those who did not engage in either study or training attained a promotion.
- Of those full-time employees who attended training supported by their employer, a large proportion (85 per cent) received some form of assistance from their employer. In contrast, around 70 per cent of part-time employees engaged in training supported by their employer received some form of employer assistance.

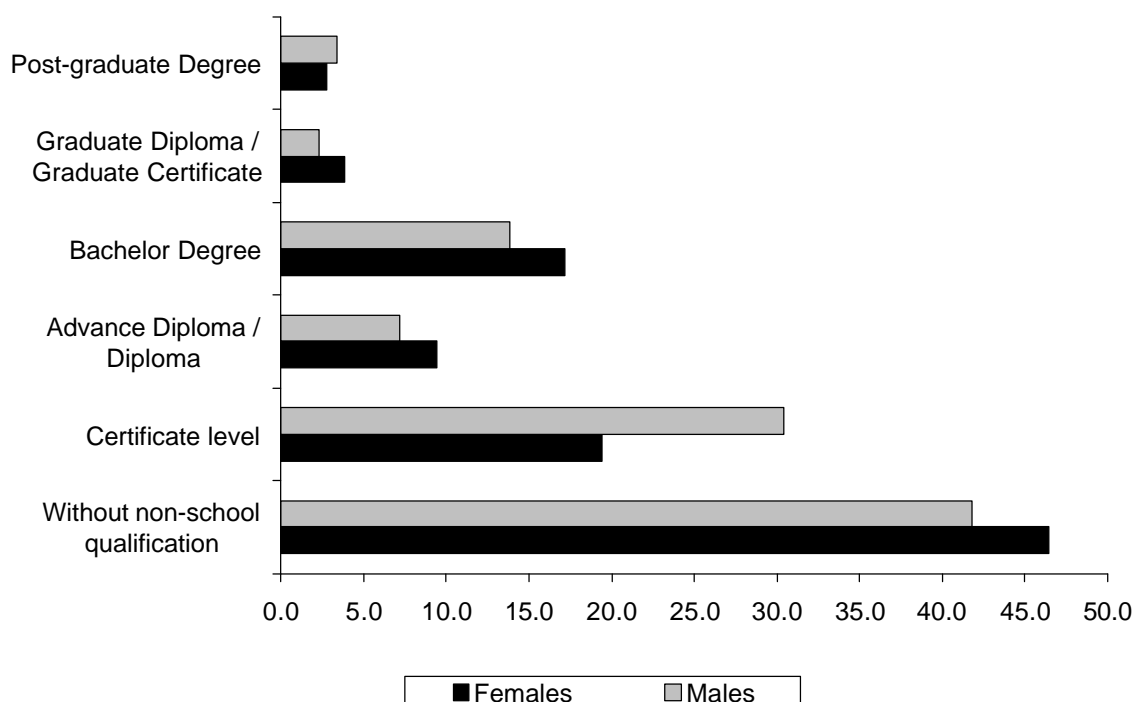
Source: ABS Cat. No. 6254.0 - Career Experience, November 2002

Level of education of employed persons, according to gender

- In May 2003, employed women were more likely than employed men to have qualifications at the Advance Diploma /Diploma, Bachelor Degree and Graduate Diploma / Graduate Certificate levels. Employed men were more likely than employed women to have qualifications at the Certificate and Post-graduate Degree levels.
- Of those employed persons aged 15-64 in May 2003, approximately 2,932,600 men (or 44.9 per cent of the male population aged 15-64) had some form of post-school qualification. In contrast, approximately 2,186,700 women (or 33.4 per cent of the female population aged 15-64) had post school qualifications.

Source: ABS Cat. No. 6227.0 – Education and Work, May 2003

Level of highest non-school qualification, employed males & females (May 2003): (%)



F/ WORK ORGANISATION

Employment status and working hours – whether full-time, part-time or casual

- In August 2002, approximately 70 per cent of female employees with leave entitlements were working on a full-time basis whereas 95 per cent of male employees with leave entitlements were working full-time.
- Overall, women are more likely than men to be employed on a casual basis - 32 per cent of female employees were without leave entitlements in August 2002 compared with 24 per cent of male employees).
- Traditionally a higher proportion of casual employees have been female. Due to the growth in the number of male casual employees in the 1980s and 1990s, casual employees are now only slightly more likely to be female (females accounted for 54 per cent of all casual employees in August 2002).
- Women dominate part-time casual employment (66 per cent in August 2002) while men dominate full-time casual employment (71 per cent).
- The proportion of female part-time employees who are employed on a casual basis has fallen in recent years from approximately 62 per cent in August 1996 to 55 per cent in August 2002 – suggesting a trend towards stronger growth in permanent part-time employment for women compared with growth in part-time casual employment.
- In November 2000, male employees employed on a full-time basis were more likely to have worked shiftwork than female employees (14 per cent compared with 11 per cent).

Source: ABS Cat. No. 6310.0 - Employee Earnings, Benefits and Trade Union Membership Survey, August 2002

Working arrangements - preferences

- Of the 277,200 women classified as unemployed and looking for work in January 2004, approximately 184,400 (66.5 per cent) were seeking full-time work and 92,800 (33.5 per cent) were seeking part-time employment. In contrast, of the 336,800 unemployed men seeking employment at this time, approximately 280,200 (83.2 per cent) sought full-time employment and only 56,600 (16.8 per cent) were looking for part-time work.
- Of those women working part-time in November 2003, around three quarters did not want to work more hours and only 4.9 per cent per cent were actively seeking and available to start full-time work.

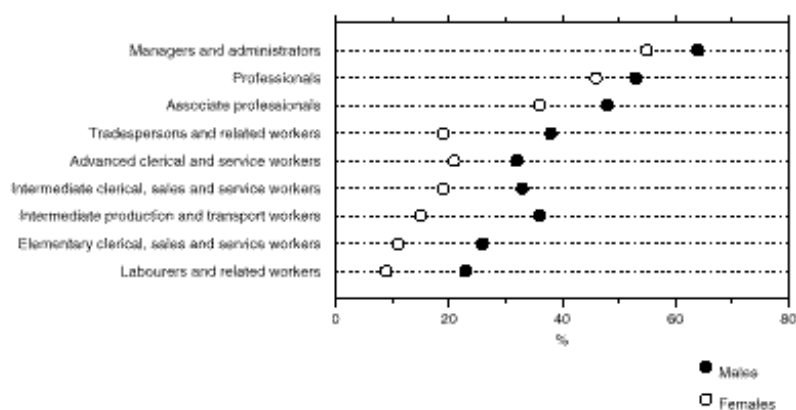
Source: ABS Labour Force Survey, Supertables data cube (employment and hours)

Overtime

- In November 2000 (latest available data), some 2,543,800 employees (33 per cent of all employees) worked paid and/or unpaid overtime on a regular basis. Male employees were more likely to work overtime on a regular basis than female employees (39 per cent compared to 25 per cent).
- In November 2000, some 38 per cent of all employees received overtime pay, 33.5 per cent were not paid overtime, and payment for overtime was included in the salary package for a further 21 per cent. Approximately 711,600 (43.2 per cent) male full-time employees worked paid overtime and 454,900 (27.6 per cent) male full-time employees worked unpaid overtime, while for 389,500 full-time male employees (23.6 per cent) overtime was included in the salary package. In contrast, approximately 265,400 (29.7 per cent) full-time female employees worked paid overtime and 396,200 (44.3 per cent) full-time female employees worked unpaid overtime while overtime was included in the salary package for 150,800 female full-time employees (16.8 per cent).

Source: ABS Cat. No. 6342.0 - Working Arrangements, November 2000

Overtime usually worked by occupation and gender



Changes in workplace responsibilities

In November 2002, female employees who had been with their current employer for more than 12 months were more likely than men to have taken on “new, different or extra duties” (41 per cent and 35 per cent respectively). A similar proportion of male and female employees (approximately 7.1 per cent and 7.9 per cent) had been promoted in the previous year.

Source: ABS Cat. No. 6254.0 - Career Experience, November 2002

G/ CONDITIONS OF SERVICE

Pay equity

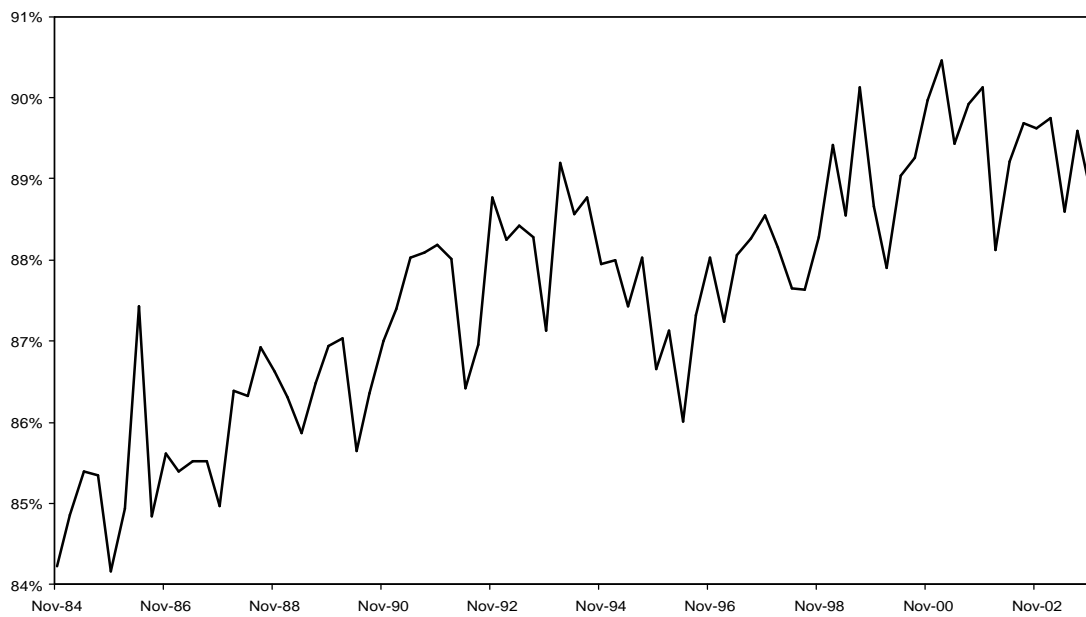
There remains a significant gap between male and female earnings, although evidence suggests this gap has narrowed in recent years. There are two main sources of data on movements in women’s wages relative to those of men - the biennial ABS Survey of Employee Earnings and Hours (the EEH survey) and the Average Weekly Earnings (AWE) Survey. The EEH Survey is considered to provide the most reliable and comprehensive source of data on the level of, and movements in, relative earnings for males and females.

- The most recent data available from the EEH Survey are for May 2002, which were released in March 2003. They indicate that the ratio of female to male Average Weekly Ordinary Time Earnings (AWOTE) for full-time adult managerial employees was 80.4 per cent and the ratio for adult non-managerial employees was 89.4 per cent.
- As at May 2002, full-time adult non-managerial females in the top decile (90 per cent of female employees earn less than the top decile) of the earnings distribution tended to earn 2.2 times the Average Weekly Earnings (AWE) of females in the bottom decile of the distribution. By comparison, earnings were more dispersed among males, with those in the top decile earning 2.5 times that of those in the bottom decile.
- The quarterly AWE Survey, although not as comprehensive as the EEH Survey, provides a more frequent source of data on women’s wages relative to those of men. Seasonally adjusted data for November 2003 indicate that average weekly ordinary-time earnings (AWOTE) for full-time adult male employees rose by 5.4 per cent compared to a rise of 5.3 per cent for females over the year to November 2003. AWOTE for male full-time adult employees was \$993.30 while the average weekly ordinary time earnings for female full-time adult employees was \$837.50, equivalent to 84.3 per cent of male AWOTE.
- Seasonally adjusted data from the quarter ending November 2003 show that total average weekly earnings (AWE), including overtime pay for all male employees was \$894.60 while average total earnings for female employees was \$582.80. The ratio of

female-to-male average weekly earnings was 65.1 per cent in November 2003, down slightly from 65.4 per cent in November 2002. (It should be noted that comparisons of AWE data for female and male employees need to be treated with caution, as they are very sensitive to changes in the proportion of people who work on a part-time basis.)

The Department of Employment and Workplace Relations constructs an hourly earnings series using AWE data and hours worked data from the Labour Force Survey. This series is provided in the following chart. Despite the month on month volatility, it clearly shows that the gender pay gap has significantly narrowed since 1996. In November 2003, the female-to-male ratio of total average hourly earnings for non-farm, full-time adult employees was 88.8 per cent.

**Ratio Female / Male Average Hourly Earnings (AWE survey)
Full-time Adult Employees (original data)**



Source: ABS Cat. No. 6302.0 - Average Weekly Earnings, November 2003

ABS Cat. No. 6305.0 - Employee Earnings and Hours, May 2002

Family-friendly working arrangements

- In November 2000, approximately 24 per cent of male employees and 16 per cent of female employees had access to rostered days off (this compares with 32 per cent and 19 per cent respectively in 1995). Approximately 71 per cent of men and 69 per cent of women could choose when to take holidays, while approximately 38 per cent of men and 38 per cent of women could choose to work extra hours in order to take time off.
- In November 2000, approximately 62 per cent of full time male employees and 72 per cent of full time female employees had fixed starting and finishing times associated with their current job. Men were more likely to have flexible start and finish times than women in both full-time employment (38 per cent compared to 28 per cent) and part-time work (37 per cent compared to 30 per cent).

Employment conditions

- In August 2002, approximately 93 per cent of males and 92 per cent of female employees received a standard employment benefit as part of their salary package. Of these, approximately 91 per cent of male employees and 89 per cent of female employees were receiving superannuation as an employment benefit in their main job.
- Approximately 75 per cent of male employees and 67 per cent of female employees received holiday leave as an employee benefit in August 2002. At the same time, approximately 75 per cent of male employees and 68 per cent of female employees were entitled to sick leave as an employment benefit, whilst approximately 65 per cent of male employees and 61 per cent of female employees were entitled to the accrual of long service leave as an employee entitlement.
- In August 2002, 19 per cent of male employees received paid paternity leave and 30 per cent of females received paid maternity leave.
- Of the federal certified agreements covering 1,335,763 employees and current as at 31 December 2003, approximately 51 per cent of the employees covered were female and 49 per cent male.

Sources: ABS Cat. No. 6310.0 - Employee Earnings, Benefits and Trade Union Membership, August 2002

ABS Cat. No. 6342.0 - Working Arrangements Australia, November 2000

Data from the Department of Employment and Workplace Relations

Specified Provisions in Certified Agreements

	Female*	Male	Total
	%	%	%
Parental Leave	57	43	43
Types of Employment	52	48	76
Superannuation	47	53	87
Annual leave	42	58	77
Sick leave	43	57	74
Long Service Leave	43	57	71
Maternity leave	47	53	34
Childcare provisions	56	44	7
Flexible annual leave	51	49	19
Access to single days	51	49	25
48/52, career break	50	50	20
Unlimited sick leave	21	79	1
All purpose paid leave	52	48	8
Family/Carer's leave	49	51	8
Access to other leave for caring purposes	52	48	42
Extended unpaid parental leave	56	44	12
Paid adoption leave	51	49	17
Regular Part-time hours	52	48	38
Job sharing	50	50	16
Home-based	50	50	15
Family responsibilities	51	49	20
Paternity leave	40	60	17

Source: DEWR, Workplace Agreements Database (current agreements as at 31/12/2003)

*This dataset of agreements is limited to those agreements where the number of female employees in collective agreements is known and thus male employee figures can also be calculated.

H/ ARRANGEMENTS FOR PREGNANT, POTENTIALLY PREGNANT EMPLOYEES AND EMPLOYEES WHO ARE BREAST-FEEDING

Labour force: with/without dependents

- In January 2004, there were 594,500 lone parents with dependants, of these 86.5 per cent had a female parent.
- For couple families with dependants present in the household, 83.9 per cent of male partners were employed full-time, compared with 26.2 per cent of female partners (with a further 33.3 per cent of female partners being employed part-time). In comparison, for lone parents with dependants, 51.8 per cent of male lone parents were employed full-time compared with 22.1 per cent of female lone parents. The unemployment rate for lone parents was higher than for parents in couple families.
- The male partner was employed (generally full-time in 93.7 per cent of cases) in 89.5 per cent of all couple families with dependants whereas the female partner was employed in 59.4 per cent of couple families with dependants. The proportion where the female partner was employed full-time increased from 20 per cent in the early 1980s to 26.2 per cent in January 2004. The percentage of female partners employed part-time has remained reasonably steady.

Source: ABS Labour Force Survey, Supertables data cube (families and relationships)

Not in the workforce due to caring responsibilities

- In January 2004, the labour force participation rate of women with dependent children who were lone parents was 50.0 per cent, compared with 59.7 per cent for women with a partner.
- The labour force participation rate of women with children under 15 varies according to the age of the youngest child. In June 2003 (latest available data), for women in couple families with an employed male partner, the labour force participation rates were lowest for those whose youngest child was aged 0-4 years (53.6 per cent) and highest for those whose youngest child was aged 10-14 years (80.6 per cent). A similar pattern was evident for female lone parents.

Source: ABS Labour Force Survey, Supertables data cube (families and relationships)

Career breaks for family reasons

- Of those employees who had worked for their current employer for at least six months in November 2002, 4 per cent had taken a break of six months or more from their current employment.
- Three quarters of employees who took a break of six months or more in the previous 12 months and had returned to work were women. Two thirds of those women who took a break for six months or more in the previous 12 months and were now back in work took their break to either have a baby or care for children. Of the women who took a break for six months or more, 26 per cent took paid parental leave, 37 per cent took unpaid parental leave and 32 per cent took leave without pay. Note that employees could take a combination of various forms of leave during this period hence they are not mutually exclusive.
- Around 47 per cent of males who took a six month break did so for "personal reasons" which could include travel or holidays and education, study or training.
- In November 2002, 370,900 male employees and 19,600 female employees took a break of less than six weeks when their child/children were born. In contrast, approximately 11,500 male employees and 241,700 female employees took a break of more than three months following the birth of their child.

Source: ABS Cat.No. 6254.0 - Career Experience, November 2002