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A/ SUMMARY STATISTICS

SIGNS OF THE TIMES

- As at November 2001, 55.0 per cent of women were in the labour force¹ compared with 72.3 per cent of men. In comparison, in 1970, 40.0 per cent of women were in the labour force compared with 83.4 per cent of men.²
- 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 66.7 per cent;³
 - the ratio of female to male **average weekly ordinary time earnings for full-time adult employees** (excluding overtime) is currently 84.3 per cent;⁴
 - the ratio of female to male **hourly full-time adult earnings** is currently 89.6 per cent.⁵
- Women are more likely than men to work part-time – they make up 71 per cent of the part-time labour force and 34 per cent of the full-time labour force.⁶
- Employed mothers with dependant children are much more likely to work part-time than employed fathers with dependant children - 57 per cent of employed mothers work part-time compared to only 5 per cent of employed fathers.⁷
- Women with dependant children are much less likely to be employed than men with dependant children.⁸
- Women's lifetime earnings are significantly affected by having children– in 1986 a woman with secondary education and two children was likely to earn \$510,000 less over her lifetime than her childless counterpart. By 1997, women were twice as likely to return to the workforce when their children reach preschool age as they had been in 1986. Consequently, the lifetime earnings gap had narrowed to \$172,000.⁹
- Men outnumber women in managerial and administrative jobs by more than three to one.
- One in every 10 board members on private sector boards is a woman.
- By contrast, almost one in three Commonwealth board members is a woman.
- Sexual discrimination and sexual harassment in employment remain the primary grounds of complaint under the *Sex Discrimination Act 1984* with 83 per cent of complaints under the Act lodged by women.¹⁰

¹ Either employed or actively seeking work.

² ABS Cat No. 6203.0 *Labour Force*, November 2001.

³ ABS Cat No. 6302.0 *Average Weekly Earnings*, August 2001.

⁴ ABS Cat No 6305.0 *Employee Earnings and Hours*, May 2000

⁵ Excludes overtime and accounts for the fact that men work longer full-time hours on average than women.
Op. Cit.

⁶ ABS Cat No. 6203.0 *Labour Force*, November 2001.

⁷ ABS Cat No. 6224.0 *Labour Force Status and Other Characteristics of Families*, Australia, June 2000.

⁸ ABS Cat No. 6203.0 *Labour Force Australia*, November 2001.

⁹ Chapman, B., Dunlop, Y., Gray, M., Liu, A. and Mitchell, D., *The Impact of Children on the Life-time Earnings of Australian Women: Evidence from the 1990s*, Australian Economic Review, Volume 34, Issue 4 2001.

¹⁰ HREOC, *Annual Report*, 2000-01.

B/ POPULATION

Employed persons (seasonally adjusted data)

- In November 2001, the number of people employed was 9,186,600 - consisting of 6,639,800 full-time employees (72 per cent) and 2,546,800 part-time employees (28 per cent).
- In November 2001, there were 2,232,000 full-time female employees (34 per cent of the full-time labour force) and 1,814,000 female part-time employees (71 per cent of the part-time labour force).

Unemployed persons (seasonally adjusted data)

- In November 2001, the unemployment rate was 6.7 per cent, with male and female unemployment rates at 7.0 per cent and 6.4 per cent respectively.

Source: ABS Cat No. - 6203.0 Labour Force November 2001

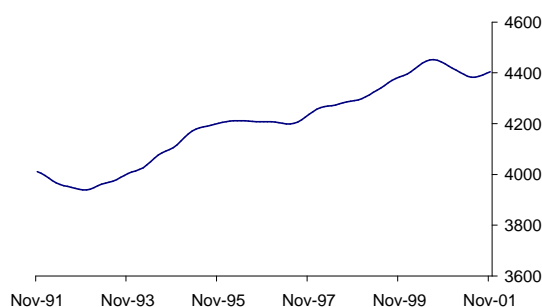
C/ RECRUITMENT

Labour force participation

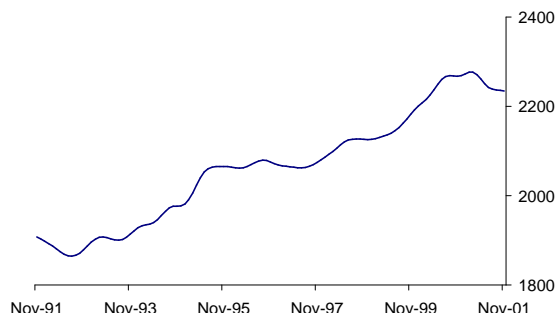
- The seasonally adjusted labour force participation rate fell was 63.5 per cent in November 2001. The female participation rate was 55.0 per cent while the male labour force participation rate was 72.3 per cent.
- From a low of 62.3 per cent in April 1993, the trend estimate of the participation rate rose to 63.7 per cent in November 1995, before declining to 63.0 per cent in August 1997. After remaining between 63.0 per cent and 63.4 per cent for two years, the rate has risen to reach 63.7 per cent in November 2001. As at November 2001, 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 November 2001, the female labour force participation rate was highest (at 77 per cent) for women aged 20-24 years, before falling to 71 per cent for women aged 25 to 54 years. The male participation rate, on the other hand, rises from 84 per cent for 20 to 24 year olds to 91 per cent for 25 to 34 year olds and 92 per cent for 35 to 44 year olds.

Source: ABS Cat.no. 6203.0 - Labour Force, November 2001

MEN employed full-time (1991-2001): ('000)



WOMEN employed full-time (1991-2001): ('000)



Re-entrants to the labour force

- In July 1995, approximately 86,000 women (2.2% of the labour force) and approximately 19,700 men (0.4% of the labour force) were classified as recent re-entrants to the labour force.
- Of the female recent re-entrants to the labour force, approximately 23% had been out of the labour force for 1-2 years, 21.3% for 3-4 years, 31.6% for 5-9 years and 24.1% for 10 years or more. The majority of female re-entrants (approximately 44.8%) gave 'pregnancy/caring for children' as the reason for ceasing their previous job.
- Of the male re-entrants, approximately 38.1% had been out of the workforce for 1-2 years, 32% for 3-4 years, 19.3% for 5-9 years and 10.7% for more than 10 years. The majority of male re-entrants (approximately 40%) gave 'losing the job' as their reason for ceasing work.

Source: ABS Cat no.6264.0 - Persons Who Had Re-entered the Labour Force, July 1995

D/ PROMOTION, TRANSFER AND TERMINATION

Length of time/career experience with current employer

- Permanent employees were 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 1998, an estimated 44% of permanent employees had worked for their current employer for more than five years compared to 21% of casual employees.
- Female and male permanent full-time employees share relatively similar career experience, except that men are significantly more likely to have worked with the same employer for ten years or more.
- In November 1998, of those employees who had worked with their current employer for a year or more, approximately 7.1% of men and 6.9% of women had been promoted in the last twelve months, while 7.4% of men and 8.2% of women had experienced a transfer.
- In 1998, during the previous twelve months, approximately 24.9% of male employees and 28.1% of female employees had experienced a change in hours or location while 34.3% and 38.3% of male and female employees respectively had taken on new duties in the workplace. Approximately 37.8% of male employees and 38.2% of female employees had taken on added responsibility during that period.

Source: ABS Cat no. 6254.0 - Career Experience, tables 2 & 6, November 1998.

Percentage of women on private sector and Commonwealth boards

- Women remain under-represented in private sector management and on private sector boards although female representation is continuing to increase. The Korn/Ferry survey (2001) indicates that, in 2001, 10% of board members on private sector boards were women, an increase from 7.6% in 1998 and 4% in 1995.
- The number of women occupying board positions and other senior management positions at the Commonwealth level is continuing to increase. The latest Appoint monitoring survey, managed by the Office of the Status of Women (OSW), shows that the proportion of women on Commonwealth Boards (over which the Commonwealth has total jurisdiction) has increased to 32.8%, as at July 2001.

Source: OSW Website

Specialist/generalist managers

- In November 2001, the labour force included 737,100 managers and administrators, of whom 554,700 (75 per cent) were men and 182,400 (25 per cent) were women. Of the 182,400 female managers and administrators in the work force, approximately 11 per cent were classified as generalist managers, 50 per cent as specialist managers and 39 per cent as farm managers.
- Of the generalist managers, 130,400 (87 per cent) were men and 20,200 (13 per cent) women. Approximately 247,200 (73 per cent) of the specialist managers were men and 90,800 (27 per cent) women, while of the farm managers, 177,100 (71 per cent) were men and 71,400 (29 per cent) women.
- Women tend to concentrate in different types of occupations to men. In November 2001, men outnumbered women in managerial and administrative jobs by more than three to one (554,700 men compared with 182,400 women). In contrast, women represented approximately 89 per cent of all advanced clerical and service workers and 73 per cent of all intermediate clerical and service workers.
- A significant proportion of all female employees (2,094,900 or 51.5 per cent of the female workforce) were employed as clerical/service workers, compared to only 15.3 per cent of male employees. In addition, a large proportion of female employees were employed as professionals or associate professionals (20.5 per cent and 10.8 per cent, respectively) with the majority in the health, education, information, social and arts fields.
- A large proportion of male employees were employed as tradespersons (20.7 per cent) or production/transport workers (13.7 per cent) in contrast to the relatively small proportion of women employees in these fields (2.9 per cent and 2.2 per cent respectively).

Source: ABS Cat no.6203.0 - Labour Force, Table 51, November 2001.

Occupation of employees

Female and Male Employees by Occupation	Female Employees ('000)	(% of all female employees)	Male employees ('000)	(% of all male employees)
Managers & Administrators	182.4	4.5	554.7	10.8
Generalist Managers	20.2	0.5	130.4	2.5
Specialist Managers	90.8	2.2	247.2	4.8
Farmers and Farm Managers	71.4	1.8	177.1	3.5
Professionals	834.8	20.5	846.4	16.5
Science, Building Engineering Professionals	33.1	0.8	137.8	2.7
Business & Information Professionals	175.2	4.3	329.4	6.4
Health Professionals	226.5	5.6	88.3	1.7
Educational Professionals	267.3	6.6	125.4	2.4
Social, Arts Professionals	132.7	3.3	165.4	3.2
Associate Professionals	437.6	10.8	652.1	12.7
Science, Engineering & Related Professionals	24.6	0.6	107.0	2.1
Business & Administration Associate Professionals	159.9	3.9	182.0	3.6
Managing Supervisors (Sales)	183.0	4.5	278.5	5.4

Health & Welfare Assoc Professionals	43.7	1.1	16.5	0.3
Other Associate Professionals	26.5	0.7	68.1	1.3
Tradespersons	118.7	2.9	1058.6	20.7
Mechanical & Fabrication Engineers	2.8	0.1	203.5	4.0
Automotive tradespersons	1.1	0.0	143.4	2.8
Electrical & Electronics Tradesperson	2.4	0.1	160.1	3.1
Construction Tradespersons	2.5	0.1	292.9	5.7
Food Tradespersons	28.6	0.7	63.1	1.2
Skilled Agricultural & Horticultural	8.3	0.2	66.0	1.3
Other Tradespersons & Related trades	73.0	1.8	129.6	2.5
Advanced Clerical/Service Workers	347.4	8.5	40.9	0.8
Secretaries and Personal Assistants	187.2	4.6	2.6	0.1
Other Advanced Clerical and Service Workers	160.1	3.9	38.3	0.7
Intermediate Clerical /Service Workers	1147.0	28.2	428.1	8.4
Intermediate Clerical Workers	673.4	16.6	209.5	4.1
Intermediate Sales & Related Workers	49.8	1.2	103.9	2.0
Intermediate Service Workers	423.8	10.4	114.6	2.2
Intermediate Production & Transport workers	87.7	2.2	701.3	13.7
Intermediate Plant Operators	7.6	0.2	185.1	3.6
Intermediate Machine Operators	30.9	0.8	54.8	1.1
Road & Rail Transport Drivers	12.4	0.3	272.9	5.3
Other Intermediate Production	36.8	0.9	188.4	3.7
Elementary Clerical / Service Workers	600.6	14.8	314.9	6.1
Elementary Clerks	36.0	0.9	30.7	0.6
Elementary Sales Workers	516.1	12.7	214.8	4.2
Elementary Service Workers	48.4	1.2	69.5	1.4
Labourers & Related Workers	310.3	7.6	526.9	10.3
Cleaners	122.2	3.0	83.5	1.6
Factory Labourers	72.3	1.8	129.1	2.5
Other Labourers & Related Workers	115.7	2.8	314.2	6.1

E/ TRAINING AND DEVELOPMENT

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

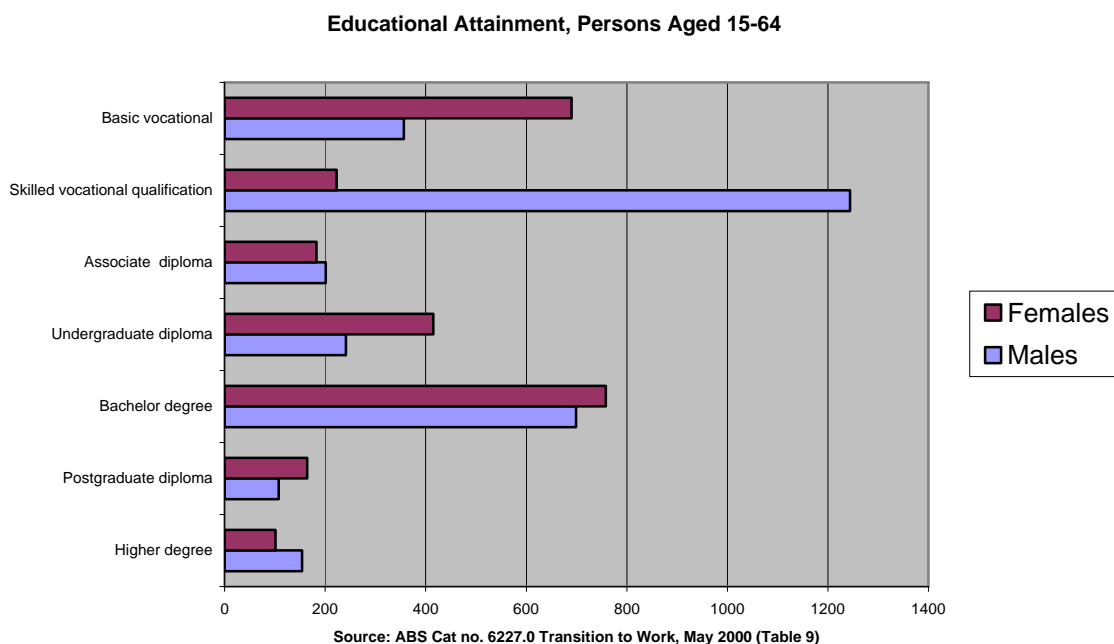
- In the year to November 1998, approximately 87.2% of all male employees and 83.1% of all female employees (both full-time and part-time, permanent and casual) had attended a training course or studied for an educational qualification for which their employer had provided financial assistance.
- Employees who undertook some kind of education or formal training had higher rates of promotion and job transfer. Of those who received some kind of education or formal training, 11% gained a promotion and 12% transferred jobs, compared to 4% and 5% respectively for those who did not.
- Of those full-time employees who attended formal training or studied, a large proportion (89%) received some form of assistance from their employer. In contrast, only 69% of part-time employees received some form of employer assistance.

Source: ABS Cat no.6254 - Career Experience, Table 11, November 1998.

Level of education of employed persons, according to gender

- In May 2000, employed women were more likely to have qualifications at the basic vocational, undergraduate diploma, and postgraduate diploma levels. Employed men were more likely than employed women to have qualifications at the skilled vocational and higher degree levels.
- Of those employed persons aged 15-64 in May 2000, approximately 3,004,300 men (or 47% of the male population aged 15-64) had some form of post-school qualification. In contrast, approximately 2,534,900 women (or 39% of the female population aged 15-64) had post school qualifications.

Source: ABS Cat.No.6227.0 – Transition from Education to Work, May 2000



University enrolments in specific fields of study

Broad field of study: table indicating the % of male/female students enrolled in various fields of study (under/post graduate level.) 1999.

Course:	Agriculture	Architecture/ Building	Arts/ Humanities	Business/ Economics	Education	Engineering	Health/ Medicine	Law	Science	Vet Science
Male:	58%	62%	31%	24%	24	85%	26%	46%	60%	33%
Female:	42%	38%	69%	76%	76%	15%	74%	54%	40%	67%

- In a number of tertiary level fields of study the distribution of male and female students is now quite similar. However, men and women continue to concentrate in some specific disciplines. For example, in 2000, women continued to predominate in fields such as education (76% of enrolments), health (74%) and arts and humanities (69%), and were less likely to enter engineering (15% of enrolments) or architecture (38%).

Source: Students 2000-Selected Higher Education Statistics (DETYA), table28.

Starting salaries/employment of new graduates

- In 2001, the median annual starting salary for new bachelor degree graduates, aged less than twenty-five and in their first year of full-time employment, was \$35 000 or 86 per cent of the annual rate of average weekly earnings (AWE). The starting salary for new

female graduates across all fields was \$33 040, this being approximately 94.4 per cent of the starting salary for male graduates.

- Graduate employment is at its highest level since 1990. The 2001 Graduate Destination Survey shows that, of those graduates seeking full-time employment, 83.3 per cent of men and 83.0 per cent of women were likely to have found it within four months of completing their degree.

Source: Graduate Careers Council Association, GradStats, December 2001.

Vocational training

- In September 2001, approximately 112,543 women and 217,496 men were undertaking vocational training in the form of a traineeship or apprenticeship. At that time, approximately 34.1% of all apprentices and trainees were women.

Source: Australian Apprentice and Trainee Statistics, 2000 - National Centre for Vocational Education Research

F/ WORK ORGANISATION

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

- In August 2001, approximately 55% of permanent female employees were full-time and 45% were part-time. In contrast, approximately 85% of permanent male employees were full-time and 15% were part-time.
- Overall, women are more likely than men to be employed on a casual basis (32% of female employees are casual compared to 23% of male employees).
- Traditionally a higher proportion of casual employees have been female, however because of 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 (55% of the casual employees are female).
- Women dominate part-time casual employment (67%) while men dominate full-time casual employment (74%).
- The proportion of female part-time employees who are employed on a casual basis has fallen in recent years from approximately 62% in August 1996 to 59% in August 1999 – suggesting a greater trend towards regular part-time employment in lieu of irregular 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% compared to 11%).

Source: ABS Cat. no. 6310.0 - Employee Earnings, Benefits and Trade Union Membership Survey, August 2001 (table 25).

Working arrangements - preferences

- Of the 270,400 women classified as unemployed and looking for work in August 2001, approximately 175,500 (65%) were seeking full-time work and 94,900 (35%) were seeking part-time. In contrast, of the 373,600 unemployed men seeking employment at this time, approximately 319,100 (85%) sought full-time employment and only 54,400 (15%) were looking for part-time work.
- Of those women working part-time in 2000, the overwhelming majority were satisfied with their hours, with approximately 80% of part-time workers specifically wishing to be in part-time employment and not seeking additional hours of work.

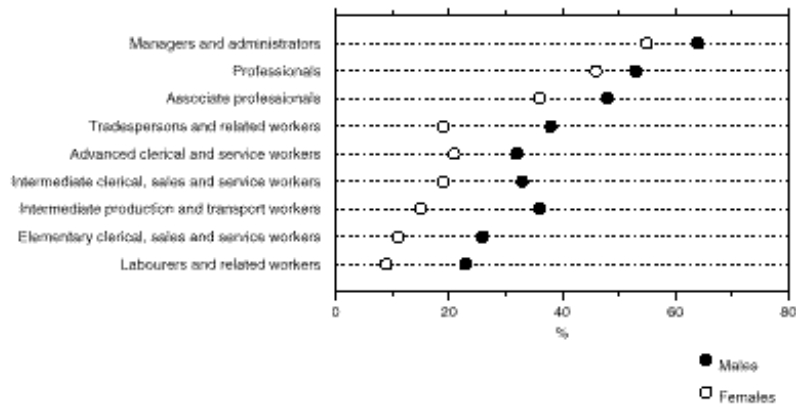
Source: ABS Cat no.6203.0 - Labour Force, tables 20 & 25, August 2001, ABS Cat no 6265.0 - Underemployed Workers, September 2000

Overtime

- In November 2000, some 2,543,800 employees (33% 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% compared to 25%).
- In November 2000, some 38% of all employees received overtime pay, 33.48% were not paid overtime, and payment for overtime was included in the salary package for a further 21%. Approximately 711,600 (43.2%) male full-time employees worked paid overtime and 454,900 (27.6%) male full-time employees worked unpaid overtime, while for 389,500 full-time male employees (23.6%) overtime was included in the salary package. In contrast, approximately 265,400 (29.7%) full-time female employees worked paid overtime and 396,200 (44.3%) full-time female employees worked unpaid overtime while overtime was included in the salary package for 150,800 female full-time employees (16.8%).

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

Overtime usually worked by occupation and gender



Changes in Workplace Responsibilities

In November 1998, female employees who had been with their current employer for more than twelve months were more likely than men to have taken on “new, different or extra duties” (38% and 34% respectively). A similar proportion of male and female employees (approximately 7%) had been promoted in the previous year.

Source: ABS Cat no.6254.0 - Career Experience, November 1998

G/ CONDITIONS OF SERVICE

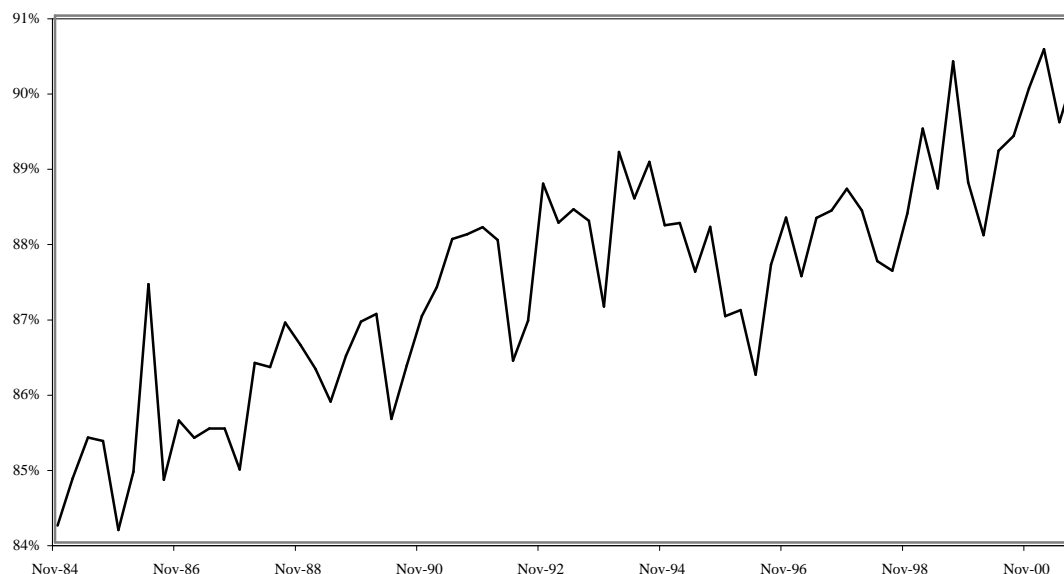
Pay Equity

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 is the final data for May 2000, which was released in March 2001. It indicates that the ratio of female to male Average Weekly Ordinary Time Earnings (AWOTE) for full-time adult managerial employees was 78.7 per cent and the ratio for adult non-managerial employees was 89.9 per cent.
- As at May 2000, 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 2.1 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 August 2001 indicate that average weekly ordinary-time earnings (AWOTE) for full-time adult male employees rose by 4.7 per cent compared to a rise of 5.6 per cent for females over the year to August 2001. AWOTE for male full-time adult employees was \$886.60 whilst the average weekly ordinary time earnings for female full-time adult employees was \$751.90. The female-to-male AWOTE ratio was 84.8 per cent in August 2001, up from 84.0 per cent in August 2000, but down from its highest ever level of 85.1 per cent in August 1999.
- Seasonally adjusted data from the quarter ending August 2001 shows that total average weekly earnings (AWE), including overtime pay for all male employees was \$801.90 while average total earnings for female employees was \$535.20. The ratio of female-to-male average weekly earnings was 66.7 per cent in August 2001, down slightly from 66.8 per cent in August 2000. (It should be noted that AWE for all female and all 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. It shows that, after remaining relatively stable in the early 1990s, the gender pay gap has significantly narrowed since 1996. In August 2001, the female-to-male ratio of total average hourly earnings for non-farm, full-time adult employees was 90.2 per cent, slightly below the peak of 90.6 per cent, reached in February 2001, and around 2.1 percentage points higher than it was in August 1991 (88.1 per cent).

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



Source: ABS Cat no.6302.0 - Average Weekly Earning, August 2001
ABS Cat no.6305.0 - Employee Earnings and Hours, May 2000

Family-friendly working arrangements

- In November 2000, approximately 24% of male employees and 16.8% of female employees had access to rostered days off (this compares to 32% and 19% respectively in 1995). Approximately 71% of men and 69% of women could choose when to take holidays, while approximately 38% of men and 38% of women could choose to work extra hours in order to take time off.
- In November 2000, approximately 62% of males permanently employed and 71% of permanently employed females 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 (40% compared to 32%) and part-time work (41% compared to 35%).

Employment conditions

- In August 2000, approximately 92% of males and 90% of female employees received a standard employment benefit as part of their salary package. Of these, approximately 90% of male employees and 88% of female employees were receiving superannuation as an employment benefit in their main job.
- Approximately 76% of male employees and 66% of female employees received holiday leave as an employee benefit in August 2000. At the same time, approximately 76% of male employees and 67% of female employees were entitled to sick leave as an employment benefit, whilst approximately 65% of male employees and 58% of female employees were entitled to the accrual of long service leave as an employee entitlement.
- Of the agreements covering 1,165,425 employees and current as at 30 June 2001, approximately 47% of the employees covered were female and 53% male.

Source: ABS Cat. no. 6310.0 - Employee Earnings, Benefits and Trade Union Membership, August 2000 (updated annually)
Agreement Making in Australia under the Workplace Relations Act :1998 & 1999 (2000 DEWRSB)

- There is not a significant difference between the number of female employees in comparison with male employees covered by employment conditions, such as parental leave, maternity leave and childcare provisions, in agreements certified during 2000 and the first half of 2001

Specified Provisions in Certified Agreements 2000/2001

	Female [#]	Male	Total
Parental Leave	38	29	33
Types of Employment	85	86	86
Superannuation	77	73	75
Annual leave	80	79	79
Sick Leave	76	76	76
Long Service Leave	70	66	68
Maternity Leave	37	28	33
Childcare Provisions	7	6	7
Flexible Annual Leave	11	11	11
Access to single days	27	19	23
48/52, career break	24	16	20
Unlimited sick leave	1	1	1
All purpose paid leave	12	9	10
Family/Carer's leave	72	55	63
Access to other leave for caring purposes	45	38	41
Extended unpaid parental leave	6	4	5
Paid adoption leave	18	12	15
Regular Part time Hours	35	28	31
Job Sharing	21	18	19
Home-based	15	11	13
Family Responsibilities	24	14	19
Paternity leave	19	13	16

Source: Workplace Agreements Database, DEWRSB (1/1/00 - 30/6/01)

This dataset of agreements is limited to those agreements where the number of female employees in collective agreements is known and thus male employees figures can also be calculated. (52% of all agreements certified in 2000 and 49% of all agreements certified in 2001)

H/ ARRANGEMENTS FOR SEX-BASED HARASSMENT

Employment-related complaints to HREOC

- In 2000-01, women represented 83% of complainants to the Human Rights and Equal Opportunity Commission (HREOC) under the *Sex Discrimination Act 1984* (Cth). Sexual harassment and sexual discrimination remain the most common grounds of complaint under the legislation. Of the complaints received by HREOC under the *Sex Discrimination Act 1984* in 2000-01, 230 (42%) were based on the ground of sex discrimination while 167 (30%) were based on the ground of sexual harassment.
- Of those complaints received by HREOC under the *Sex Discrimination Act 1984* in 2000-01, 450 complaints or 81% arose in the employment field, of which the large majority (83%) were lodged by women.

Source: Human Rights and Equal Opportunity Commission, Annual Report 2000-01.

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

Labour force: with/without dependants

- In June 2000, there were 549,100 one parent families with dependents present, of these 86% had a female parent.
- For couple families with dependants present in the household, 89% of male partners were employed full-time, compared with 26% of female partners (with a further 34.3% of female partners being employed part-time). In comparison, for lone parents with dependants, 53% of male lone parents were employed full-time compared with 22.3% of female lone parents. The unemployment rate for lone parents was higher than for parents constituting couple families.
- The husband was employed (generally full-time in 95% of cases) in 89% of all couple families with dependants whereas the wife was employed in 61% of couple families with dependants. The proportion where the wife was employed full-time has risen from 20% in the early 1980s to 26% in June 2000. The percentage of wives employed part-time has remained reasonably steady, being approximately 34% in June 2000.

Source: ABS Cat. No.6224.0 - Labour Force Status and Other Characteristics of Families, June 2000

Not in the workforce due to caring responsibilities

- In November 2001, the labour force participation rate of women with children who were lone parents was 50.2%, compared to 57.8% for women with a partner.
- The labour force participation rate of women with children under fifteen varies according to the age of the child. In June 2000, 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 (54%) and highest for those whose youngest child was aged 10-14 years (80%). A similar pattern was evident for female lone parents with children.

Source: ABS Cat no. 6224.0 Labour Force Status and Other Characteristics of Families, June 2000

Career breaks for family reasons

- Of those employees who have worked for their current employer for 6 months or more in November 1998, 182,100 (3%) had taken a break of 6 months or more from their current employment.
- Two thirds (66%) of employees who took a break of 6 months or more were women, most of whom (62%) cited "family reasons" as the main reason for the break, with more than half of those having a child or children under 12 years of age. The majority of men (44%) took their most recent break from work of 6 months or more for "personal reasons".
- In November 1998, approximately 410,600 male employees and 22,300 female employees took a break of less than six weeks when their child/children were born. In contrast, approximately 13,900 male employees and 210,400 female employees took a break of more than 6 months following the birth of their child.

Source: ABS Cat. no. 6254 - Career Experience, November 1998.