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**Women
at Work**
in
Australia
1983

WOMEN'S BUREAU
DEPARTMENT OF EMPLOYMENT
AND INDUSTRIAL RELATIONS

CENTRO DE INVESTIGACIONES DE LA UNAM
FACULTAD DE CIENCIAS
BIOLOGIA

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March 1984	

DEFINITIONS

The civilian labour force includes all persons 15 years of age and over who are employed full time and part time and all persons who are unemployed and actively seeking work.

The labour force participation rate is the number of persons 15 years and over who are in the labour force expressed as a percentage of the total population of persons aged 15 years and over. For example, the labour force participation rate for females in August 1982 was 44.0%, which means that 44.0% of all females 15 years and over were in the labour force. Participation rates have also been calculated for particular age groups.

The term married females includes women in de facto relationships but excludes those who are widowed, divorced or permanently separated.

Employed persons comprises employees, employers, self-employed persons and unpaid family helpers. Employees are wage and salary earners only.

Unemployed persons are those persons who are not employed and are actively seeking work.

Discouraged job seekers comprise those persons not in the labour force who want a job but are discouraged by labour market conditions from actively seeking work.

1 Retrospective labour force data provided in this publication dates back to 1966. This is due to a revision in 1978 of labour force estimates from August 1966 to November 1977 which provided a series comparable to 1978 and later estimates.

2 Part of the demographic data is based on census material and some comparisons are referred back to 1947 for this reason.

Sources: ABS, The Labour Force Australia, August 1983 (Cat. No. 6203.0)

ABS, Persons Not in the Labour Force Australia (including discouraged job seekers), September 1983 (Cat. No. 6220.0)

INTRODUCTION

Since the early 1960s there has been a considerable increase in the number of females in the labour force, which has resulted mainly from the increased participation of married women. However, although women now constitute over one third of the total labour force, most still suffer a number of disadvantages by comparison with male workers.

- Despite greater numbers of women entering traditionally male jobs, most women continue to limit their occupational choices. There is still a high proportion of women concentrated within a relatively small number of occupations which are mainly of lesser skill and lower status. Furthermore, even in areas where women predominate, men tend to hold the higher level, decision-making jobs; 9.2% of employed males work in administrative, executive or managerial positions, compared with 2.6% of employed females working in such positions.
- The lower average earnings of women reflect this situation. In August 1983, the average weekly earnings of all female full-time employees was 78.3% (\$267.00) of the male average of \$341.
- Fewer women than men in the labour force have post-school qualifications — 36.4% of women compared with 43.5% of men. The bulk of female post-school qualifications are in the teaching, nursing and secretarial fields and only 2.3% of the female labour force have trade qualifications compared with 22.7% of the male labour force.
- Unemployment rates for women have been generally well above the rates for men, and the female labour force is comparatively much younger than the male labour force. Almost one-third of the female labour force was under 25 years of age, compared with less than one-quarter of the male labour force.
- The practical obstacles which impede women's progress towards equal status in the labour force are considerable. Female students often limit the range of jobs and training for which they are eligible by not continuing mathematics or undertaking science or technical subjects as part of their secondary schooling. Many tertiary courses, technical and trade training courses and also many unskilled jobs are closed to women and girls who have not done these subjects to the required level at school.
- For many women, child bearing and rearing interrupt careers at some stage. Less obvious is the problem of the double burden of paid employment and domestic responsibilities which leaves many women at a disadvantage by comparison with men and imposes constraints upon their choice of employment. This is reflected in the numbers of married women who work in part-time employment, who work evening/night shifts and who work at a relatively short distance from home. Such constraints limit their opportunities to pursue higher wages, responsibility and status.

This publication sets out some of the main facts about male-female composition of the Australian labour force and highlights particular characteristics relating to females. It follows a similar publication produced in 1982; the data presented in the earlier publication have been updated and additional material included.

DEMOGRAPHIC DATA 1982

- One contributing factor to the increased participation of women in the labour force has been a change in the pattern of women's lives, and especially in the structure of families. Women are having fewer children and most have completed child bearing by the time they are 31 years old, leaving many years in which to participate in the labour force while their children are at school.
- In July 1982, 61.6% of the female civilian population aged 15 and over were married and living with their husbands or were living in a de facto relationship, compared with 65.6% in August 1966.
- The fertility rate¹ decreased from 3.0 in 1947 to 1.9 in 1982.
- The median age for women on first marriage was 22.4 years in 1982, having risen slowly since the early 1970s (21.0 years):
 - 45.0% of married mothers having their first child were aged 24 years and under; 83.4% were aged 29 years and under;
 - 46.4% of married mothers having their second child were aged 26 years and under; 72.7% were aged 29 years and under;
 - 46.1% of married mothers having their third child were aged 28 years and under; 73.8% were aged 31 years and under.
- The life expectancy rate of females in 1982 was 78.2 years.

¹ The fertility rate represents the number of children a woman should bear during her lifetime if she experienced the rate for the year shown.

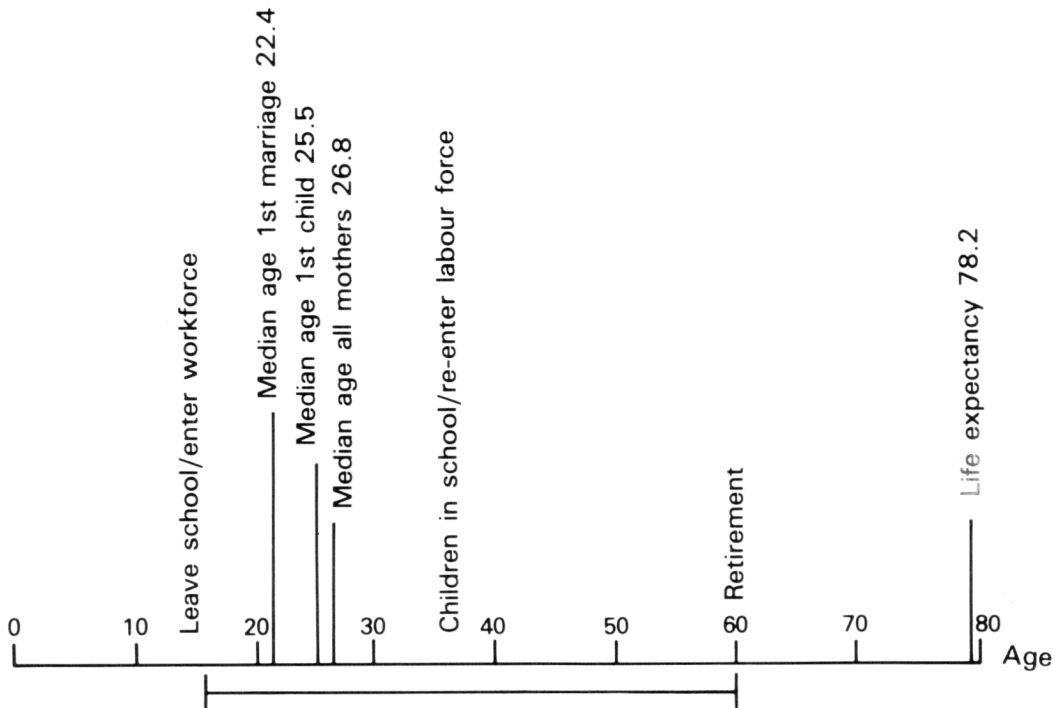
Sources: ABS, Marriages Australia, 1982 (Cat. No. 3306.0)
ABS, Births Australia, 1982 (Cat. No. 3301.0)
ABS, Deaths Australia, 1982 (Cat. No. 3302.0)
ABS, Labour Force Status and other Characteristics of Families, July 1982 (Cat. No. 6224.0).

DEMOGRAPHIC DATA

Total fertility 1966 to 1982



Expected female life pattern 1982



Based on statistics published in:

ABS, Births Australia, 1982 (Cat. No. 3301.0)

ABS, Deaths Australia, 1982 (Cat. No. 3302.0)

ABS, Marriages Australia 1982 (Cat. No. 3306.0)

THE CIVILIAN LABOUR FORCE

Females and Males, 1966 to 1983

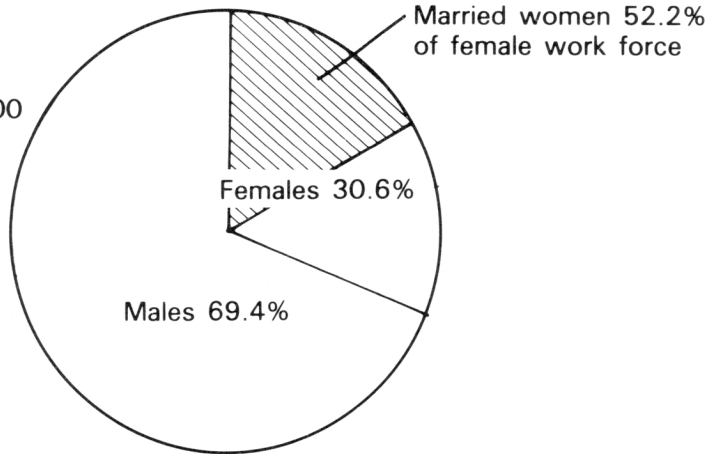
- The diagrams opposite show the increased in the proportion of women in the labour force since 1966. In August 1966 the total civilian labour force was estimated at 4 902 500, of which 1 497 900 (or 30.6%) were females. By August 1983 the estimated labour force was 6 927 900 and females had increased to 2 594 600 (or 37.4%). Over this period the female proportion of the civilian population aged 15 years and over remained stabled, changing from 50.4% in 1966 to 50.8% in 1983.
- The female labour force increased by 73.2% between 1966 and 1983, while the male labour force increased by 27.3%.
- Since 1966 the number of married females in the labour force has increased from 782 500 to 1 483 100. Married females increased as a proportion of the female labour force from 52.2% in 1966 to 64.8% in 1974, then declined steadily to 57.2% in 1983.

Sources: ABS, The Labour Force Australia, February 1984 (including an appendix containing Time Series February 1978 to February 1984) (Cat. No. 6203.0)

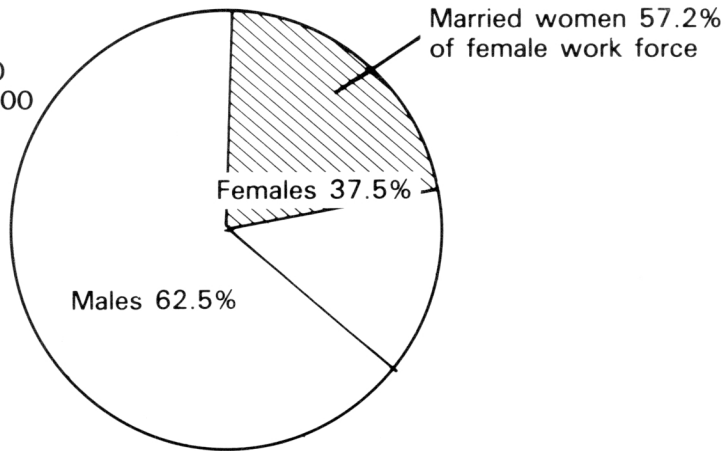
ABS, The Labour Force Australia, 1978 (including revised estimates from August 1966) (Cat. No. 6203.0).

THE CIVILIAN LABOUR FORCE
Females and Males, 1966 to 1983

August 1966
 In labour force
 Males 3 404 600
 Females 1 497 900



August 1983
 in labour force
 Males 4 333 300
 Females 2 594 600



Based on statistics published in:
 ABS, The Labour Force Australia, February 1984 (including an appendix containing Time Series, February 1978 to February 1984) (Cat. No. 6203.0)
 ABS, The Labour Force Australia, 1978 (including revised estimates from August 1966) (Cat. No. 6203.0)

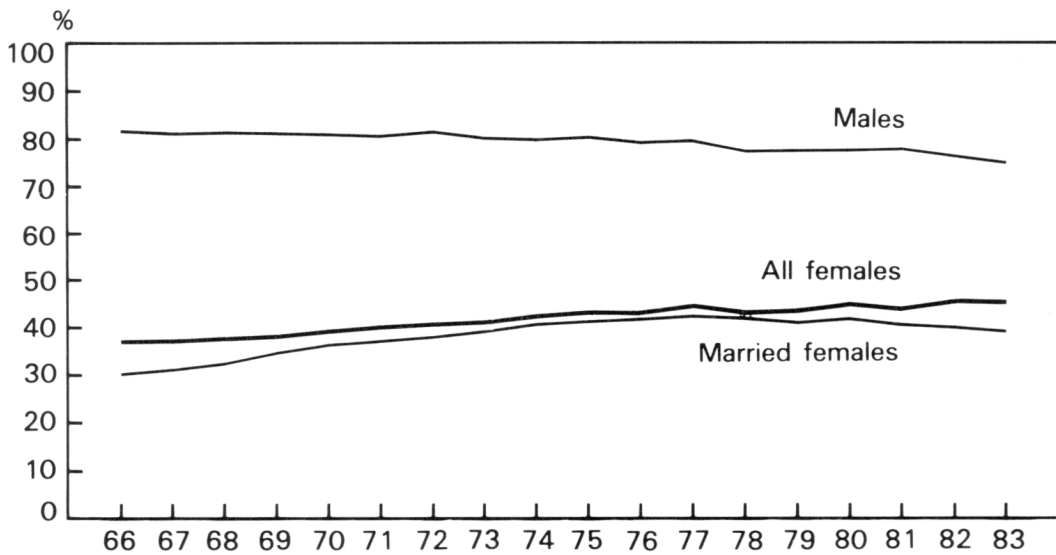
LABOUR FORCE PARTICIPATION RATES

Females and Males, 1966 to 1983

- The graph opposite shows the changes in the participation rates of married females, all females, and males in the labour force between 1966 and 1983. In August 1966, 36.3% of females in the civilian population aged 15 years and over were estimated to be in the labour force. By August 1983 their participation rate had risen to 44.0%.
- There has been a large increase in the participation rate of married females in the labour force over the same period. In August 1966, it was estimated that 29.0% of married females were in the labour force. By August 1983 the proportion had risen to 41.6%.
- Over the same period the participation rate of males decreased from 84.0% to 75.9%.

Sources: ABS, The Labour Force Australia, February 1984 (including an appendix containing Time Series, February 1978 to February 1984) (Cat. No. 6203.0)
ABS, The Labour Force Australia, 1978 (including revised estimates from August 1966) (Cat. No. 6203.0)

LABOUR FORCE PARTICIPATION RATES
Females and Males, 1966 to 1983



Based on statistics published in:
ABS, The Labour Force Australia, February 1984 (including an appendix containing Time Series, February 1978 to February 1984) (Cat. No. 6203.0)
ABS, The Labour Force Australia, 1978 (including revised estimates from August 1966) (Cat. No. 6203.0)

LABOUR FORCE PARTICIPATION RATES BY AGE GROUP

Females and Males, 1966 to 1983

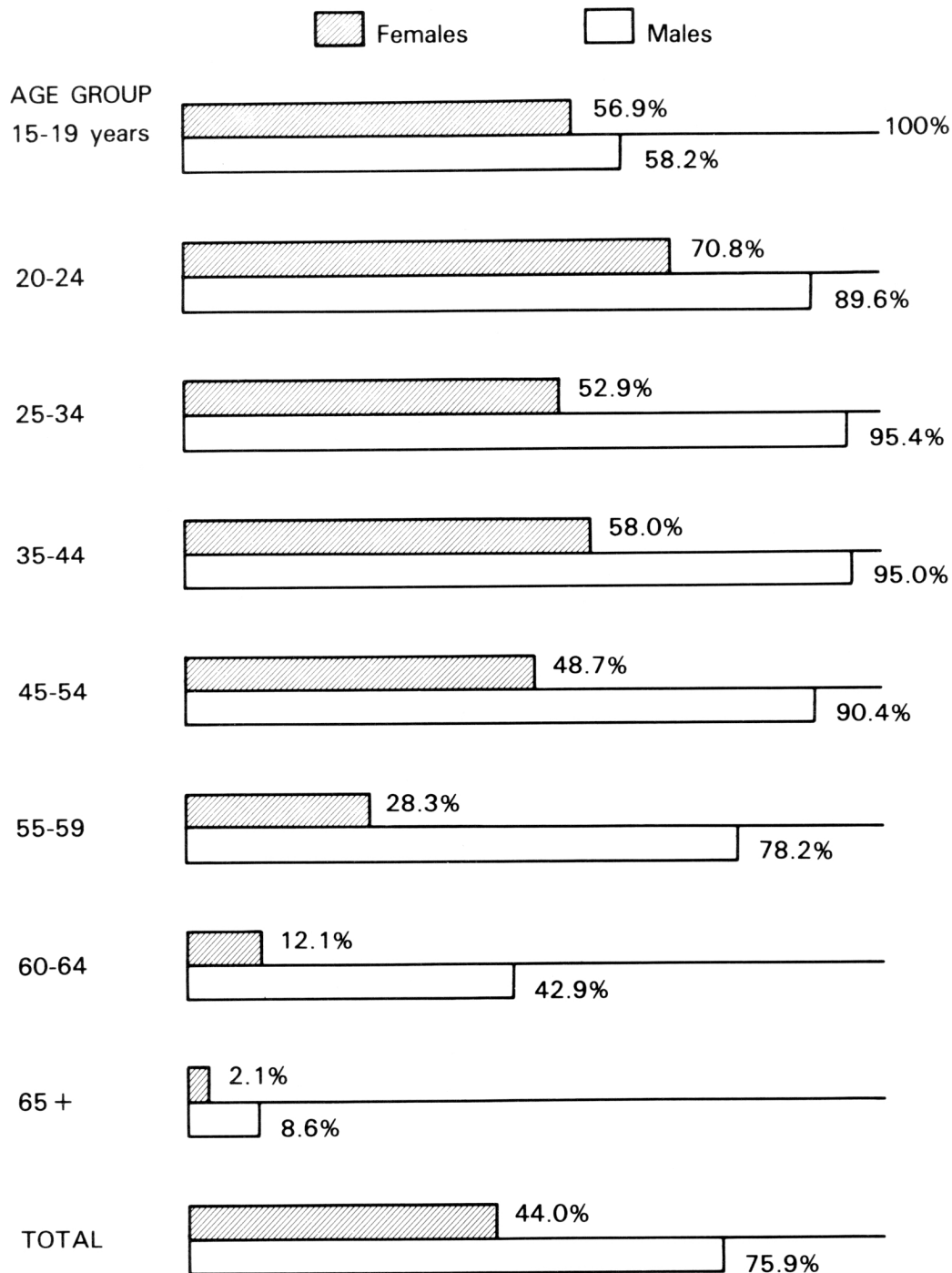
- Between 1966 and 1983 labour force participation rates for females have increased for all age groups, with the exception of 15–19 year olds and 60 years and older. Participation rates for males have decreased in all age groups.
- Since 1966 the participation rate for females aged 15–19 years has fallen significantly from 63.0% to 56.9% in 1982, and for young males from 66.6% to 58.2%. This decrease in labour force participation may be partially attributed to a greater increase in school participation rates among young females than young males, although this would be offset to a certain degree by an increasing number of school students participating in the labour force. The decrease in the participation rate of young females is also reflected in the predominance of females among the 15–29 year olds identified as discouraged job seekers by the Australian Bureau of Statistics in September 1983 (see page 30 for details of discouraged job seekers).
- Labour force participation rates for females vary significantly according to age. In August 1983 the participation rate was highest, at 70.8%, for those women aged 20–24 years. For women in the 25–34 year age group the participation rate falls to 52.9%, reflecting withdrawal from the labour force for reasons of child bearing and rearing. Although the rate increases again to 58.0% for women aged 35–44 years, it is well below the 95.0% rate recorded for males in the same age group.
- While male labour force participation rates do not vary as greatly from one age group to another compared with females, there has been a significant decline in male rates for particular age groups.
- Between 1966 and 1983 there has been a significant decline in the participation rate of males in the age group 55–59 years, from 90.9% to 78.2%; for males 60–64 years, from 79.4% to 42.9%; and for males aged 65 years and over, from 23.3% to 8.6%, reflecting the trend to earlier retirement. In other age groups male participation rates decreased slightly.

Sources: ABS, The Labour Force Australia, August 1983 (Cat. No. 6203.0)

ABS, The Labour Force Australia, 1978 (including revised estimates from August 1966) (Cat. No. 6203.0)

ABS, Persons Not in the Labour Force Australia (including persons who wanted to work but who were not defined as unemployed) September 1983 (Cat. No. 6220.0)

LABOUR FORCE PARTICIPATION RATES BY AGE GROUP
Females and Males, August 1983



Based on statistics published in:
 ABS, The Labour Force Australia, August 1983 (Cat. No. 6203.0)

AGE STRUCTURE OF THE LABOUR FORCE

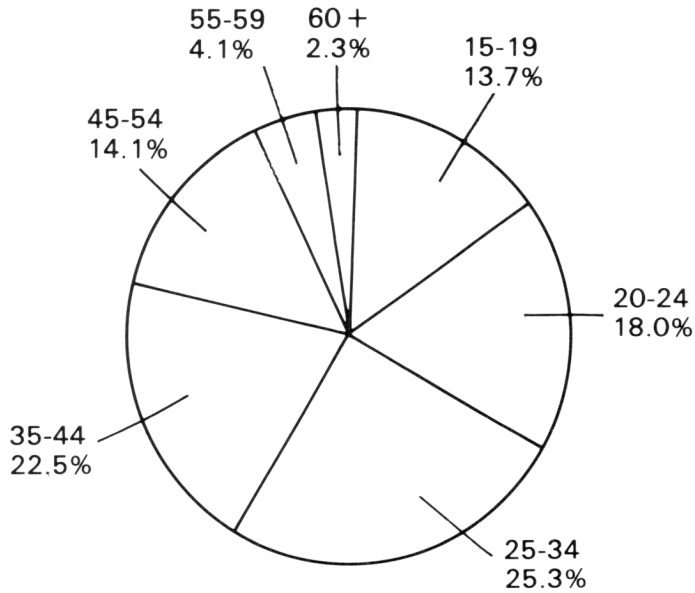
Females and Males, August 1983

- Many women leave the labour force during the child-rearing years. They tend, therefore, to have a different working pattern to men, which is reflected in the younger age structure of the female labour force.
- In August 1983, 13.7% of the female labour force was in the age group 15–19 years compared with 8.7% of the male labour force in the same age group.
- In the same period, almost one-third of the female labour force was under 25 years of age, compared with less than one-quarter of the male labour force. The comparative youth of the female labour force is also reflected in female average earnings (see introduction for details of earnings levels).

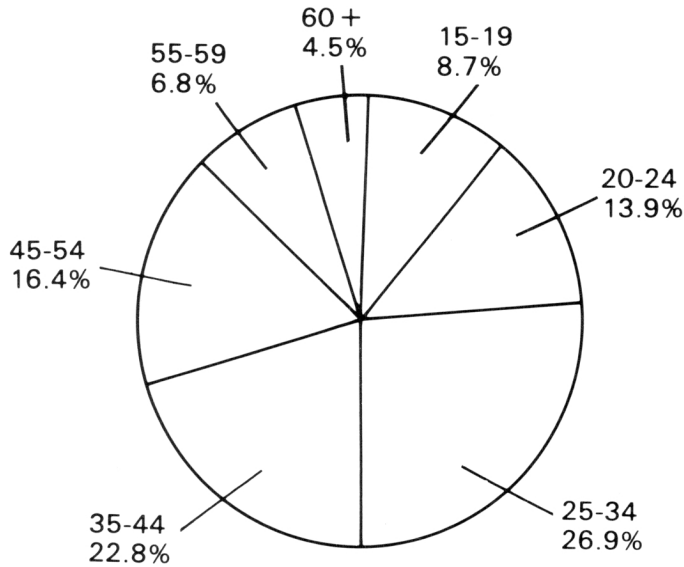
Source: ABS, The Labour Force Australia, August 1983 (Cat. No. 6203.0)

AGE STRUCTURE OF THE LABOUR FORCE
Females and Males, August 1983

Females



Males



Based on statistics published in:
ABS, The Labour Force Australia, August 1983 (Cat. No. 6203.0)

MIGRANTS IN THE LABOUR FORCE

Females and Males, August 1983

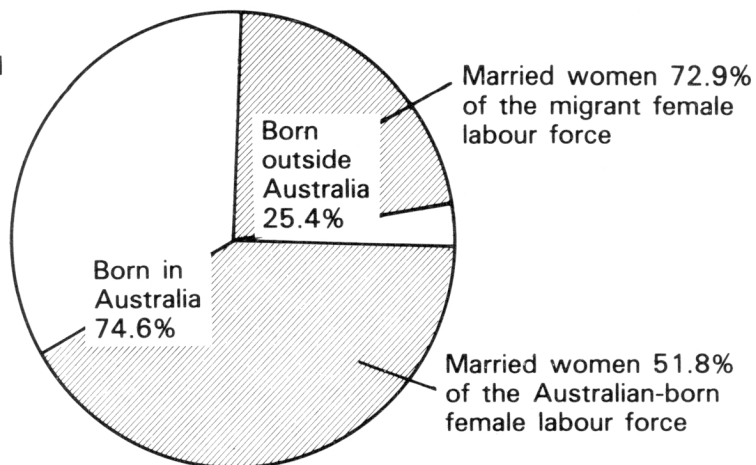
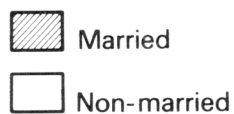
- Migrants (defined here as persons born outside Australia) represented 26.7% of the total labour force in August 1983.
- Migrant females represented 25.4% of the total female labour force and migrant males represented 27.5% of the total male labour force.
- Migrants in August 1983 represented 31.2% of unemployed persons, 30.0% of unemployed females, 40.5% of unemployed married females and 31.8% of unemployed males.
- In August 1983 the unemployment rate for migrant females was 11.7%, and 11.5% for migrant males (the unemployment rate for both Australian-born females and males was 9.3%).
- The unemployment rate for migrant married females was 9.3% (6.1% of Australian-born married females in the labour force were unemployed in the same period).
- The unemployment rate for young migrant females aged 15–19 years was 27.9% (the unemployment rate of Australian-born 15–19 year old females was 21.2%).
- English language fluency is a significant factor affecting the employment prospects of migrant females. Those women in the labour force who had arrived in Australia since 1982 had an unemployment rate of 29.1% in August 1983, with married females in this group having an unemployment rate of 30.2%.
- In August 1983, migrant females in the labour force came predominantly from the United Kingdom and Ireland (37.8%), Asia — including Lebanon, Turkey and Indo-China — (14.0%), New Zealand (7.5%), Italy (8.1%), Greece (5.3%), Yugoslavia (5.2%), Africa (3.5%), West Germany (3.8%) and Netherlands (2.3%).
- In August 1983, the labour force participation rate of Australian-born females aged 15 years and over was 44.8%, while the rate of migrant women in this group was 45.7%. In the same period 40.4% of married females born in Australia were in the labour force, while the participation rate of migrant married females was 45.7%.
- This difference in participation rates for migrant and Australian-born married females results from the higher participation rates of migrant females aged 25–64 years, compared to Australian-born women in the same age groups. However, the participation rate of migrant females aged 15–64 years was lower than that of Australia born women in that age group.
- There are variations in the participation rates of migrant females from different countries. Participation rates for New Zealand women are 63.1%, African women 47.8%, Greek women 48.5%, women from Yugoslavia 48.7%, Lebanese women 31.7%, Italian women 39.1%, and for women from the United Kingdom and Ireland 46.4%.

Source: ABS, The Labour Force Australia, August 1983. (Cat. No. 6203.0)

MIGRANTS IN THE LABOUR FORCE

Females and Males, August 1983

Females



Males



EMPLOYED PERSONS WORKING FULL TIME AND PART TIME Females and Males, 1966 to 1983

- Between August 1966 and August 1983 the total employed labour force increased by 29.2% from 4 823 900 to 6 241 100, with full-time employment accounting for 56.5% of the increase in total employment.
- The number of persons in full-time employment increased by 18.3%, from 4 248 800 to 5 150 300, with males accounting for 52.8% of this increase. Female full-time employees increased from 25.5% of total full-time employees in August 1966 to 28.3% (1 486 900) in August 1983.
- Over the same period part-time employment increased by 129.6% from 475 100 to 1 090 800. Part-time employees represented 9.8% of all employed persons in 1966, increasing to 17.3% in 1983.
- The number of female part-time employees rose from 349 600 to 850 500, increasing their share of part-time work from 73.6% to 78.0%. Male part-time employment rose from 125 400 to 240 200.
- In August 1966 female part-time employees represented 30.0% of the total female labour force, increasing to 32.8% in August 1983. Over the same period male part-time employees increased as a proportion of the total male labour force from 3.7% to 5.5%.
- The increase in the number of female part-time employees is largely due to the increase in the number of married females working part-time, from 268 300 in 1966 to 630 700 in 1983. In August 1966 35.2% of all married women in employment were working part-time, representing 76.7% of all females working part-time and 56.5% of total part-time employees. In August 1983 the proportion of married female employees in part-time work had increased to 45.6%, and represented 76.5% of all females working part-time and 57.8% of total part-time employees.
- Since 1966 there has been change in the age composition of part-time employees. In August 1966, 62.9% of all part-time workers were above 34 years of age. By August 1983 this proportion had decreased to 53.0%. Both females and males in all age groups 45 years and over decreased as a proportion of total part-time employees.
- Over the same period, 15–19 year olds have almost doubled their share of part-time employment. Since 1966 teenage females have increased as a proportion of part-time employees from 3.7% to 9.0%; and teenage males have increased from 4.0% to 6.1%.
- In August 1966, 5.6% of both female and male teenage employees worked part-time. In August 1983 34.0% of 15–19 year old female employees and 21.0% of 15–19 year old male employees worked part-time.
- Although in August 1983 80.1% of part-time workers were so by preference, 214 200 (20.0%) would have preferred to work more hours. Among these, 140 500 (65.6%) were women, of whom 32.9% had actively looked for full-time employment.

1 Part-time workers are defined as those who usually work less than 35 hours a week and who did so during the survey week.

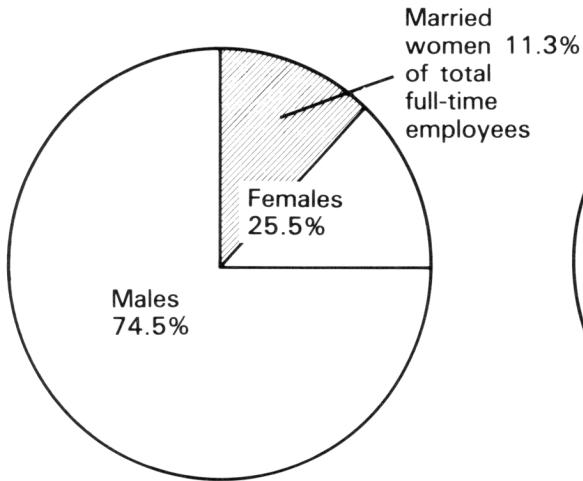
Sources: ABS, The Labour Force Australia, February 1984 (Cat. No. 6203.0)

ABS, The Labour Force Australia, 1978 (including revised estimates from August 1966) (Cat. No. 6203.0).

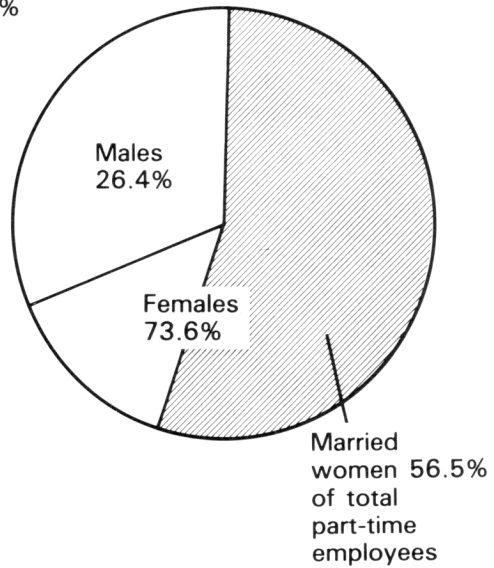
**EMPLOYED PERSONS WORKING FULL TIME AND PART TIME
Females and Males, 1966 to 1983**

 Married females

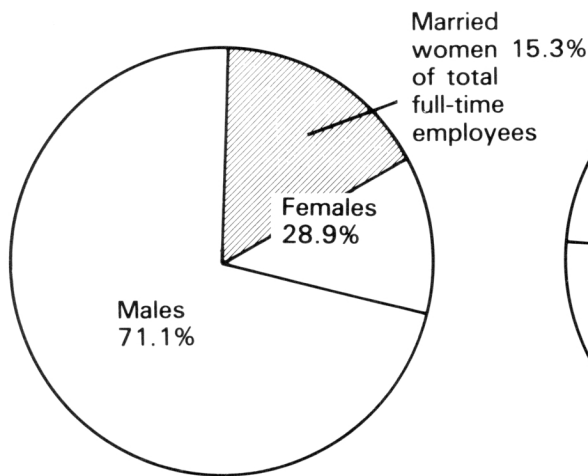
**August 1966
Full-time employment**



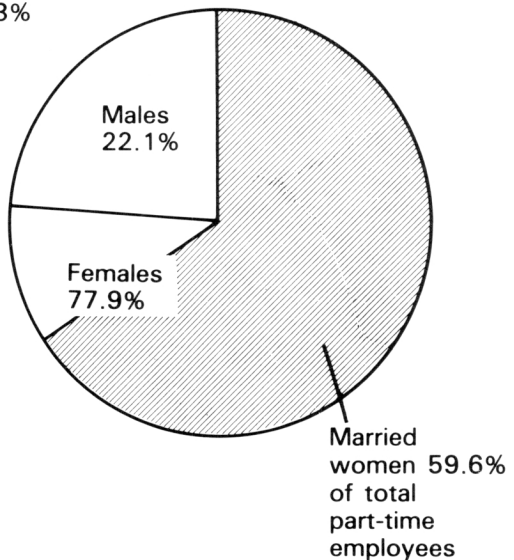
Part-time employment



**August 1983
Full-time employment**



Part-time employment



Based on statistics published in:
 ABS, The Labour Force Australia, February 1984 (Cat. No. 6203.0)
 ABS, The Labour Force Australia, 1978 (including revised estimates from August 1966) (Cat. No. 6203.0).

EMPLOYED PERSONS BY OCCUPATIONAL GROUPS

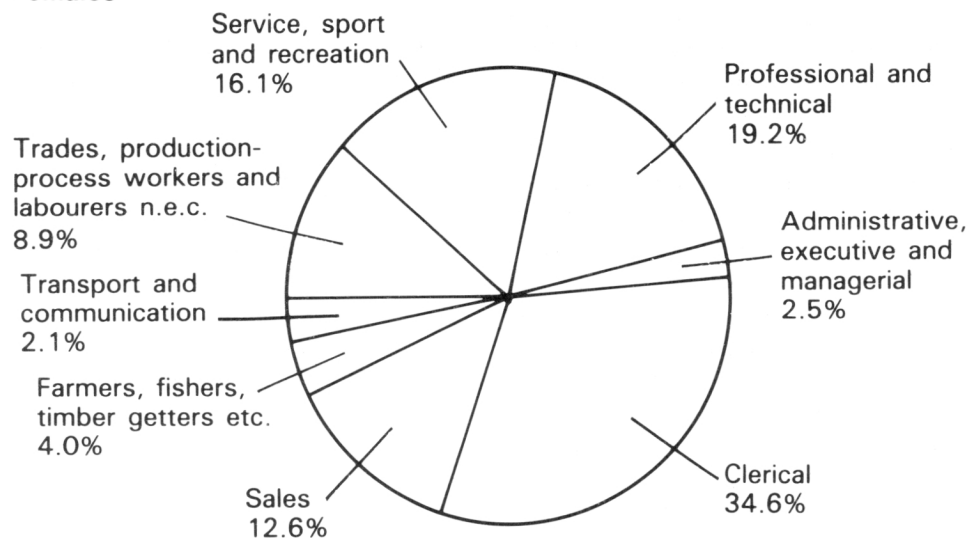
Females and Males, August 1983

- In August 1983 63.3% of female employees were concentrated in clerical (34.6%), sales (12.6%), and service (16.1%) occupations. This concentration of females in certain limited occupations has been relatively unchanged by the increase in the female labour force since August 1966.
- While 19.2% of female employees in August 1983 were in professional and technical occupations, 39.8% of these women were teachers and 32.1% were nurses.
- By comparison, in August 1983 by far the most important occupational group for male employees was that of trades, production-process and labouring (39.6%). A further 13.5% of male employees were in the professional and technical occupational group. The distribution of employed males in the remaining occupational groups was fairly even.

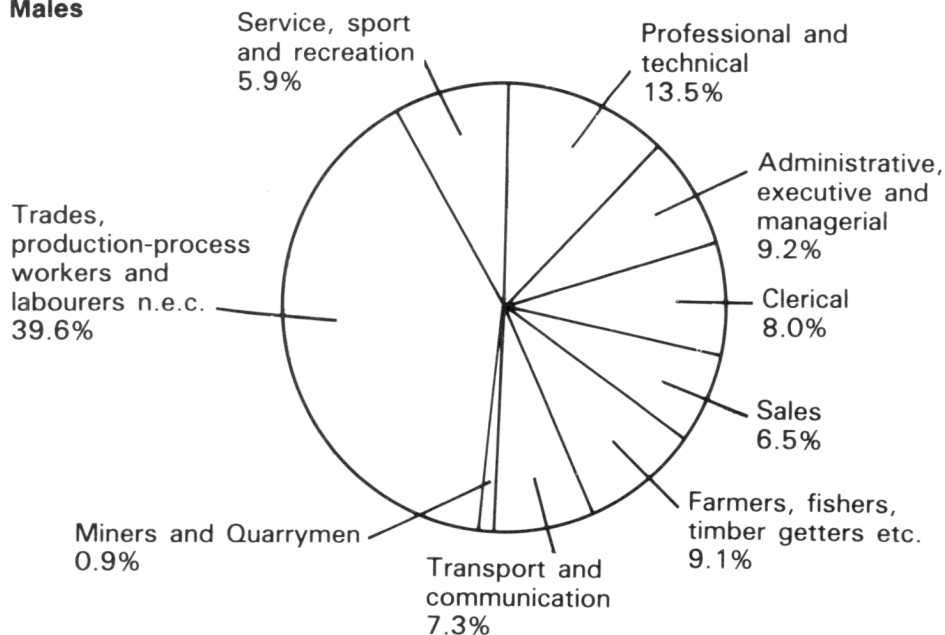
Source: ABS, The Labour Force Australia, August 1983 (Cat. No. 6203.0)

EMPLOYED PERSONS BY OCCUPATIONAL GROUPS
Females and Males, August 1983

Females



Males



Based on statistics published in:
 ABS, The Labour Force Australia, August 1983 (Cat. No. 6203.0)

FULL TIME AND PART TIME EMPLOYEES BY OCCUPATIONAL GROUPS

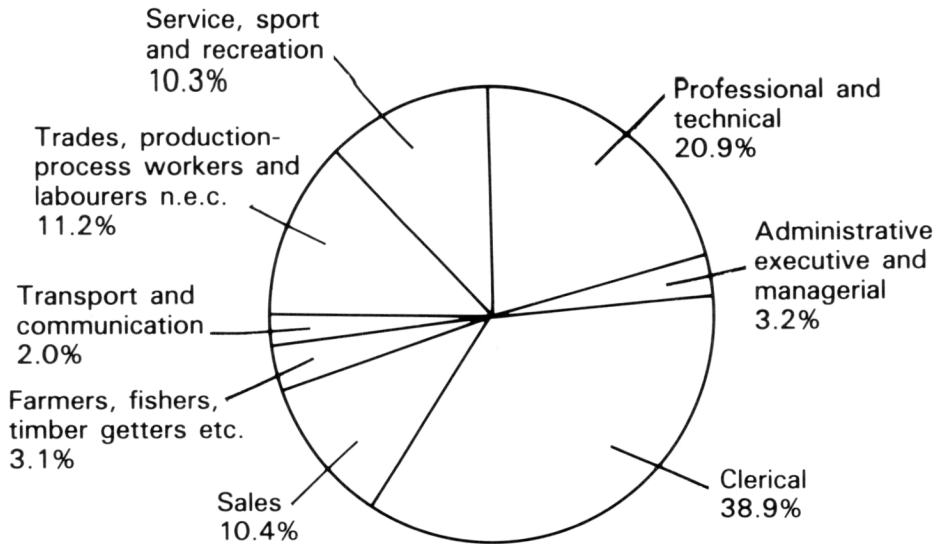
Females and Males, August 1983

- In August 1983 the most important occupational groups for full-time female employees were clerical (38.9%) and professional and technical occupations (20.9%). At the same time, 69.7% of part-time female employees were concentrated in clerical (27.1%), service, sport and recreation (26.3%) and sales (16.3%) occupations.
- In comparison, the most important occupational group for full-time male employees was trades, production-process and labouring (40.4%) followed by the professional and technical group (13.4%). Part-time male employees were more evenly distributed across occupations — trades (27.3%); services (15.1%); professional and technical (15.0%); sales (14.1%); farmers (12.1%) — compared with part-time female employees.
- Part-time employees accounted for the majority of all female employees in two of the occupations in which females predominate — 59.5% of all women employed in service, sport and recreation, and 47.3% of all women employed in the sales occupation group were working part time in August 1983.

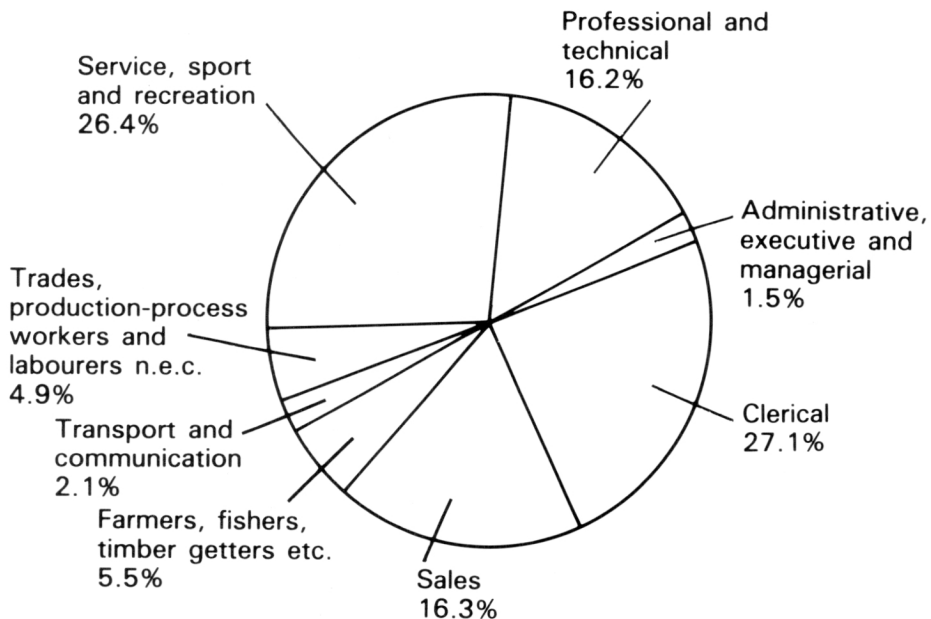
Source: ABS, The Labour Force Australia, August 1983 (Cat. No. 6203.0)

FULL-TIME AND PART-TIME FEMALE EMPLOYEES BY OCCUPATIONAL GROUPS
 August 1983

Full-time female employees by occupation



Part-time female employees by occupation



Based on statistics published in:
 ABS, The Labour Force Australia, August 1983 (Cat. No. 6203.0)

EMPLOYED PERSONS BY INDUSTRY GROUPS

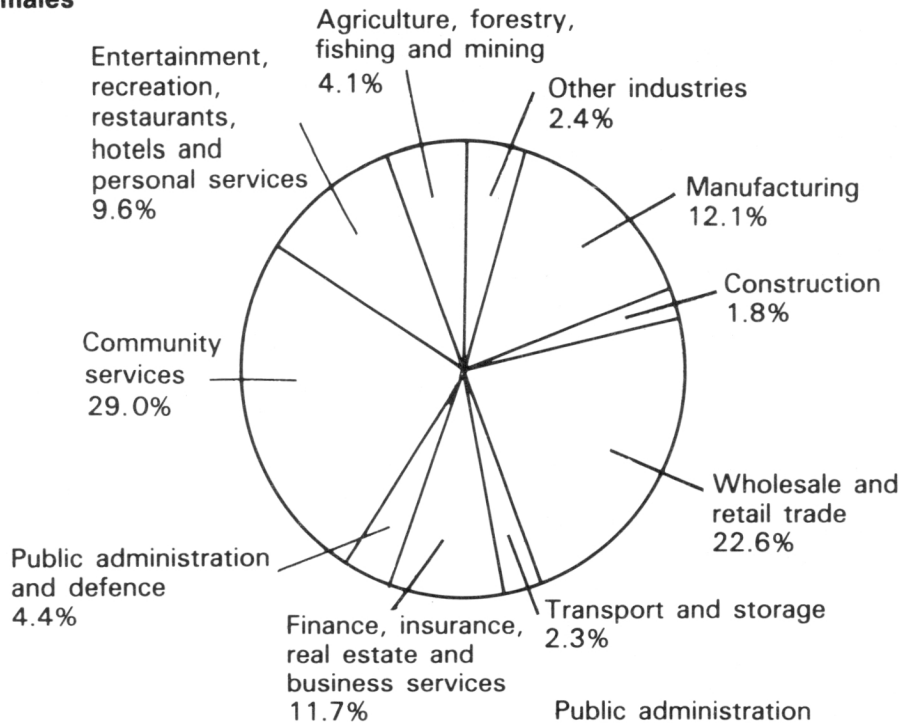
Females and Males, August 1983

- In August 1983 75.4% of female employees were concentrated in four main industries — 29.0% were in community services, 22.6% in wholesale and retail trades, 12.1% in manufacturing, and 11.7% in finance, property and business services.
- In August 1983 the industries employing the largest number of males were manufacturing (21.8%), wholesale and retail trade (17.7%) and construction (8.9%). Males are not concentrated into a small number of industry groups to the same degree as females.
- Between August 1966 and August 1983 community services was the largest growth industry for women, increasing by 129.0% from 287 600 to 673 300. Strong growth in female employment also occurred in the wholesale and retail trade, and in the finance, insurance, real estate and business services industry.
- Over the same period the number of female part-time employees increased strongly in several industries. Part-time employment accounted for over 99.0% of the total increase in female employment in the wholesale and retail trade — in August 1983 42.9% of female employees in this industry were part-time workers. The number of female part-time employees also increased strongly in community services, representing 36.5% of all female employees in that industry in August 1983.

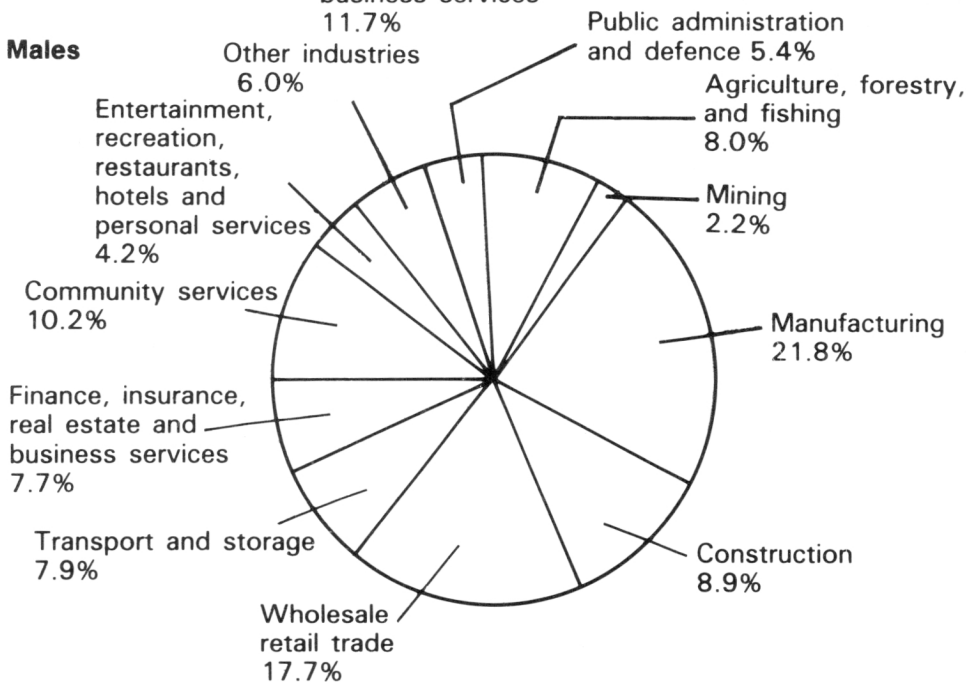
Source: ABS, The Labour Force Australia, August 1983 (Cat. No. 6203.0)

EMPLOYED PERSONS BY INDUSTRY GROUPS
Females and Males, August 1983

Females



Males



Based on statistics published in:
 ABS, The Labour Force Australia, August 1983. (Cat. No. 6203.0)

UNEMPLOYMENT

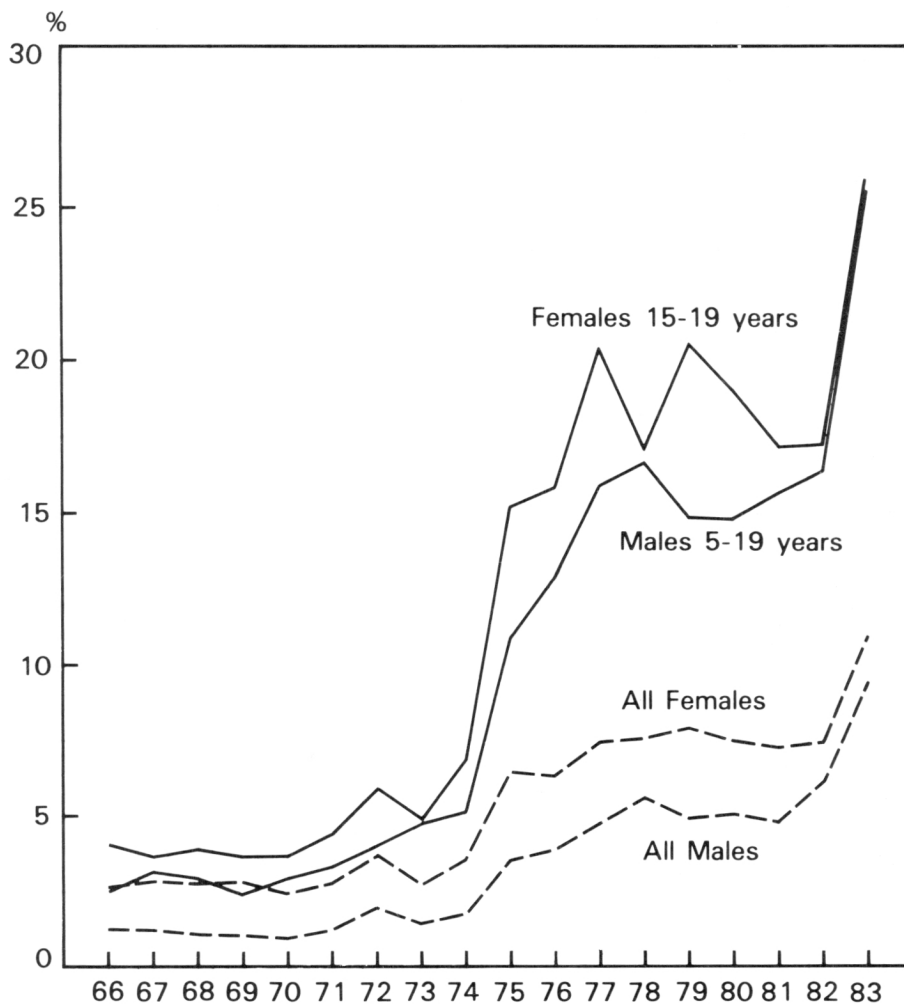
Females and Males, 1966 to 1983

- As the graph opposite shows, the female unemployment rate between August 1966 and August 1983 has been well above that for males. In August 1983 the female unemployment rate increased to 9.9%, with females representing 37.2% of the 684 100 persons unemployed in that month (see page 28 for details of discouraged job seekers, the majority of whom are women, who are not included in these labour force unemployment statistics).
- The number of unemployed persons looking for full-time work has increased since August 1966, to a full-time unemployment rate of 11.8% for females and 10.0% for males in August 1983.
- Over the same period unemployment rates for teenagers were higher than for any other age group. The unemployment rate for female 15–19 year olds has consistently been higher than that for males in the same age group. In August 1983 the female teenage unemployment rate was 22.2%, while the full-time female unemployment rate for this age group was 25.8%.
- In August 1983 unemployed women who were most recently employed in the occupational group of trades, production-process workers and labourers had the highest rate of unemployment in comparison with other occupational groups. These women had an unemployment rate of 9.0%, with the next highest rate being 7.1% for those women who had been employed in the sales occupational groups.
- The average duration of unemployment for women in August 1983 was 39.9 weeks, increasing to 44.3 weeks for those women looking for full-time work. In comparison, males experienced an average duration of unemployment of 42.5 weeks and 43.2 weeks if looking for full-time work.
- The average duration of unemployment for teenage females was 32.1 weeks compared to 32.0 weeks for teenage males.

Sources: ABS, The Labour Force Australia, August 1983 (Cat. No. 6203.0)

ABS, The Labour Force Australia, 1978 (including revised estimates from August 1966) (Cat. No. 6203.0).

UNEMPLOYMENT RATES*
Females and Males, 1966 to 1983



Based on statistics published in:

ABS, The Labour Force Australia, August 1983. (Cat. No. 6203.0)

ABS, The Labour Force Australia, 1978 (including revised estimates from August 1966)

*The graph is based on figures for August each year only, and does not show the quarterly variations within each year.

PERSONS NOT IN THE LABOUR FORCE

September 1983

- A survey in September 1983 showed that there were 4 516 800 people aged 15 years and over who were not in the labour force. Of these 3 206 100 (71.0%) were women.
- There were 733 700 people not in the labour force who wanted or who might have wanted a job but were not actively looking for work. Most of these (591 700 or 80.6%) were women.
- Of these women who wanted a job, 46.1% were not actively looking for work because of family considerations, including 2 203 000 women who were unable to find child care, or preferred to look after their children.
- Of these women not actively looking for work, 34.5% were aged 25–34 years and 24.8% were aged 35–44 years. Females aged 15–19 years who were not in the labour force but who wanted a job accounted for 9.7% of all women not actively looking for work.
- In the same survey 118 200 people were identified as discouraged job seekers, persons who were discouraged by labour market conditions from actively looking for a job, and are consequently not included in labour force unemployment statistics. Of these, 91 800 (77.7%) were women who gave the following reasons for discouragement:
 - they were considered too young or old by employers
 - they lacked necessary training or experience
 - no jobs in locality or line of work.
- In the six months to September 1983 the number of discouraged teenage females increased to 9.7% of all female discouraged job seekers. Teenage females comprised 54.5% of all 15–19 year old discouraged job seekers.

Source: ABS, Persons not in the Labour Force Australia (including discouraged job seekers), September 1983 (Cat. No. 6220.0).

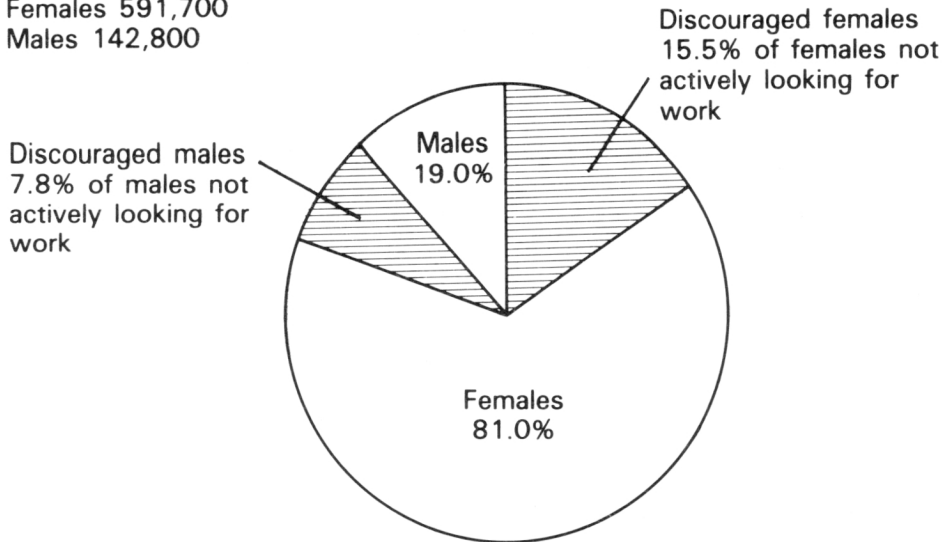
PERSONS NOT IN THE LABOUR FORCE

Females and Males, September 1983

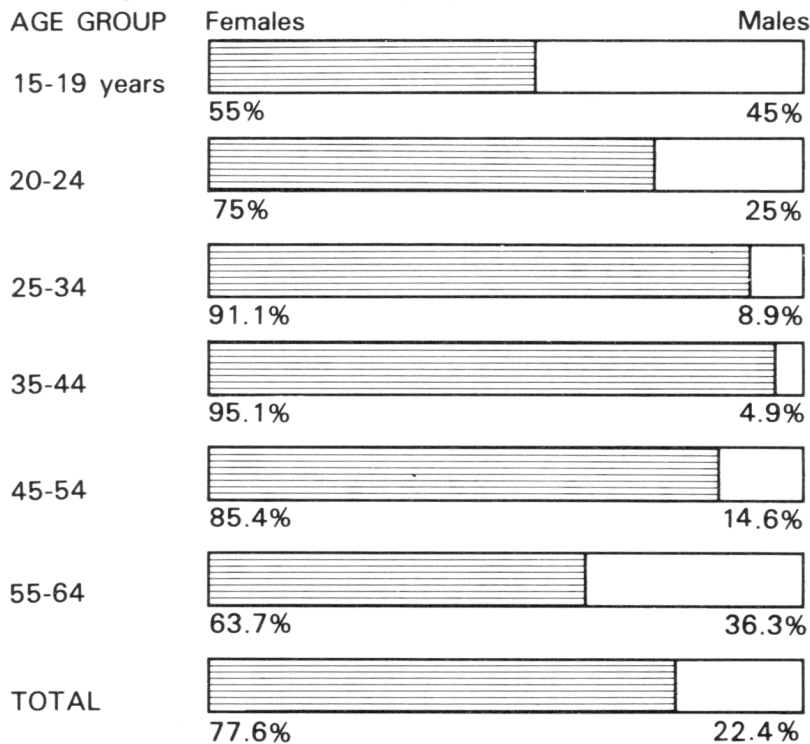
Persons who wanted a job but not actively looking for work

Females 591,700

Males 142,800



Discouraged job seekers by age group ¹



¹ Discouraged job seekers are those persons who wanted to work and were available to start within four weeks, but whose main reasons for not taking active steps to find work was that they believed they would not be able to find a job.

Based on statistics published in:

ABS, Persons not in the Labour Force Australia (including discouraged job seekers), September 1983 (Cat. No. 6220.0).




LABOUR FORCE QUALIFICATIONS Females and Males, February 1983

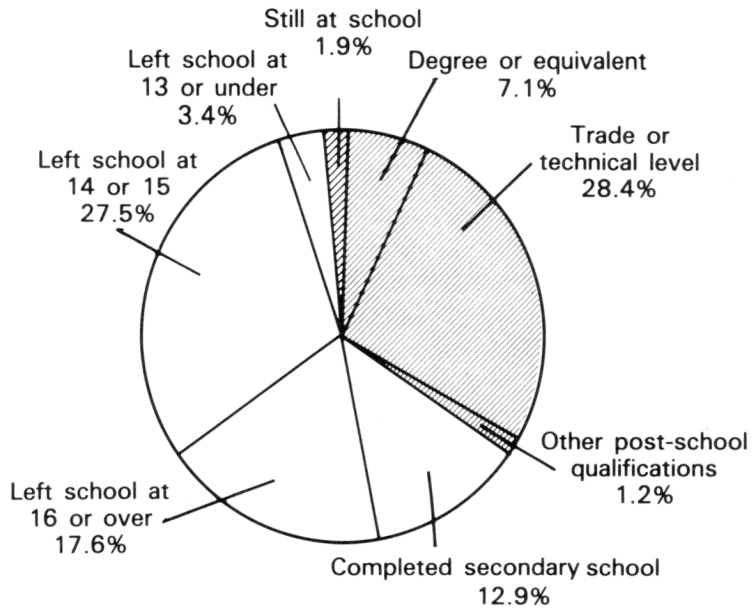
- A survey of the educational attainment of the labour force in February 1983 showed 61.5% of the female labour force had no post-school qualification compared with 55.6% of the male labour force.
- For 30.4% of males, their highest educational attainment was a trade or technical level qualification.
- Of the 28.3% of females in the labour force whose highest educational attainment was a trade or technical level qualification, only 8.1% had trade qualifications (2.0% of the total female labour force), while 76.9% had technical qualifications in the teaching, secretarial and health fields (21.8% of the total female work force). The comparable figure for men in these 3 fields was 5.5% representing 1.8% of the total male labour force.
- Of female full-time employees, 60.0% had no post-school qualifications, although 22.9% of these women had attended the highest level of secondary schooling available to them. Of the 53.9% of male full-time employees who had no post-school qualifications, 22.2% had attended the highest level of secondary schooling available.
- For females employed part-time, 61.9% had no post-school qualifications although 17.8% of these women had completed the highest level of secondary schooling available to them. A further 4.4% were still at school.
- While 7.1% of the female labour force had tertiary qualifications, 31.7% of these women held qualifications in education and teaching, and 27.8% were in arts and humanities.
- Of the 305 900 females unemployed in February 1983, 52.7% had not attended the highest level of secondary schooling available.
- In February 1983 the unemployment rate of females without post-school qualifications but who had attended the highest level of secondary schooling available was 12.9%, compared with 10.8% for males. The unemployment rate for females with post-school qualifications was 9.2% compared with 6.5% for males.

Sources: ABS, Labour Force Status and Educational Attainment, Australia, February 1983 (Cat. No. 6235).
ABS, unpublished data.
ABS, Labour Force Status and Educational Attainment, Australia, February 1983 (Cat. No. 6235).




LABOUR FORCE QUALIFICATIONS
Females and Males, February 1983

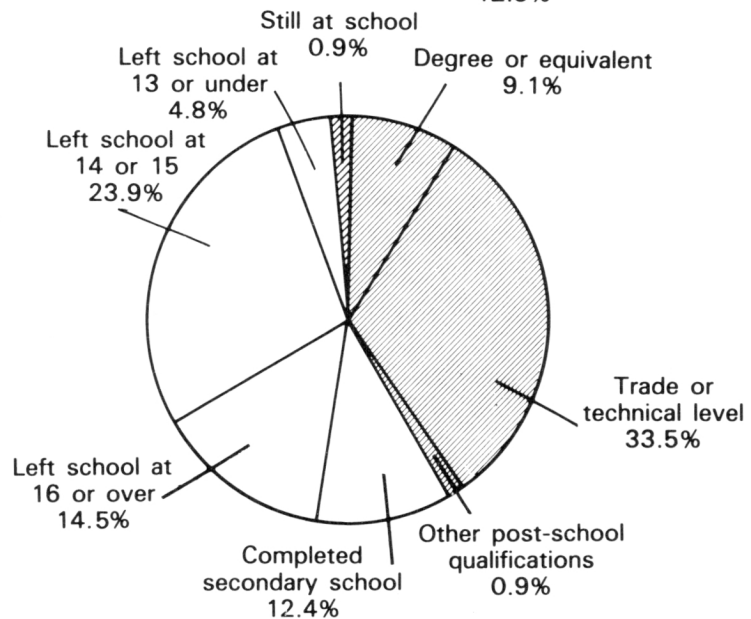
Females

-  With post-school qualifications, 36.6%
-  Without post-school qualifications, 61.4%
-  Still at school, 1.9%



Males

-  With post-school qualifications, 44.2%
-  Without post-school qualifications, 55.6%
-  Still at school, 1.0%



COMMENCEMENTS IN COMMONWEALTH GOVERNMENT LABOUR FORCE PROGRAMS Females and Males, 1982-83

- The graph opposite shows the proportion of females and males in each of the major Commonwealth Government Labour Force Programs. The table below indicates for each program, the proportion of participants aged 15-19 years, 20-24 years, and 25 years and over.
- Female participation in youth programs during the 1981-82 financial year shows that females represented 51.5% of commencements in the School to Work Transition Program, and 50.8% in the Special Youth Employment Training Program.
- In regard to community-based programs for unemployed youth, females comprised 48.0% of Community Youth Support Scheme participants in 1982-83 and 66.7% of those registered for voluntary work in the Volunteer Youth Program.
- Female participation in training programs not catering specifically for youth was much lower than that in youth programs. Females comprised 40.8% of commencements in the General Training Assistance Scheme (GTA) and 15.9% of commencements in Skills in Demand (SID). For GTA, females aged 25 years and over participated more than the younger age groups. Reflecting their low participation in trade training (they comprise 8.6% of apprentices), females represented 6.0% of those receiving assistance related to pre-apprenticeship courses and the Special Assistant Program.
- Assistance for females through the major programs is heavily concentrated in traditionally 'female' occupations. This pattern is not evident from looking at the overall female participation rates in the programs.
- Where labour force programs were applied specifically to disadvantaged groups, female commencements were in the following proportions 37.0% in training for Aboriginals, 32.0% in training for the disabled and 35.9% in the Special Groups category.

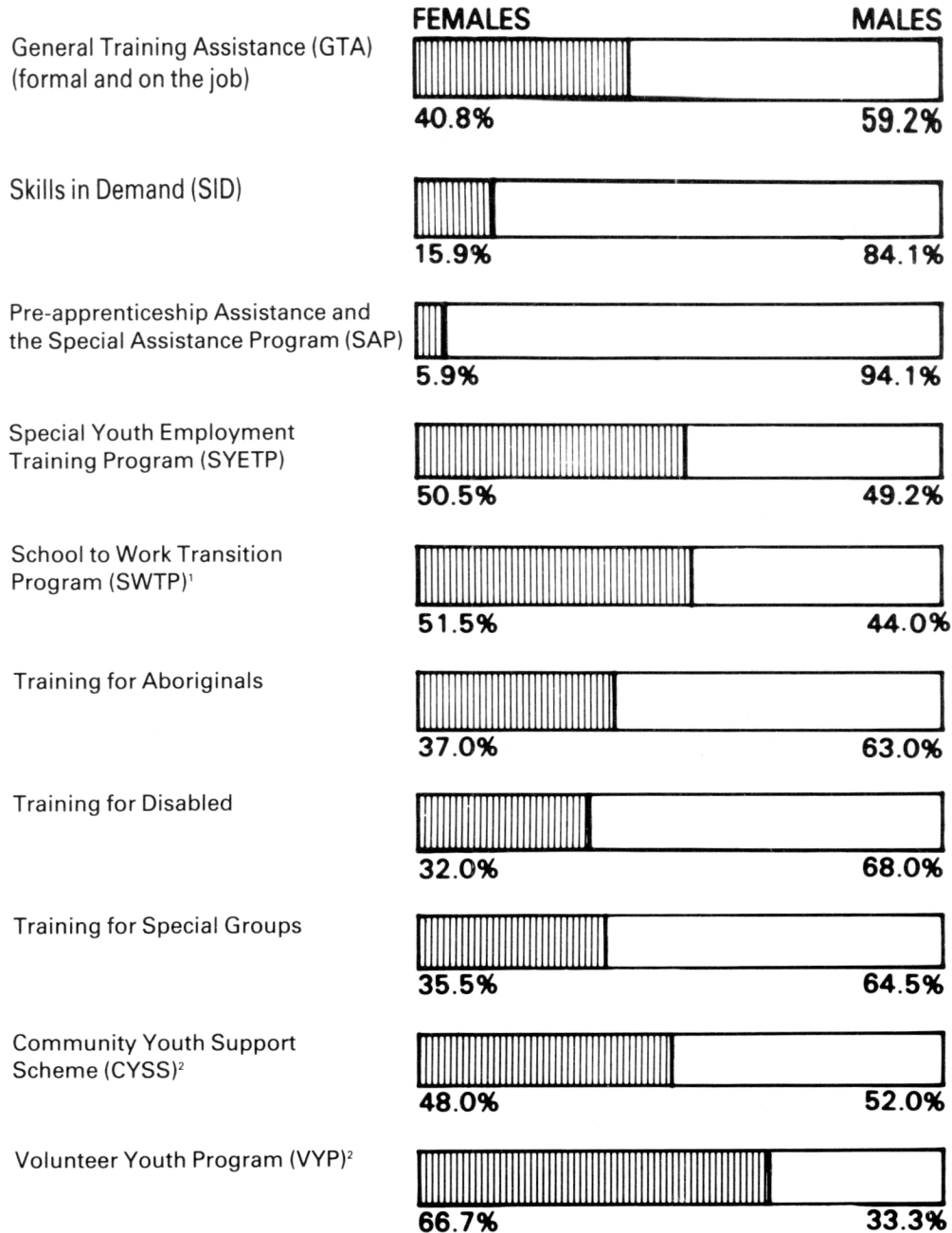
Note: Appendix 1 provides details on Commonwealth Government Labour Force Programs.

COMMENCEMENTS IN COMMONWEALTH GOVERNMENT LABOUR FORCE PROGRAMS Females and Males, July 1982 to June 1983 (%)

	15-19 years		20-24 years		25 years +		Total
	Female	Male	Female	Male	Female	Male	
General Training Assistance (GTA)	11.0	12.2	11.1	13.0	18.7	34.2	100
Skills in Demand (SID)	5.6	38.1	6.6	27.5	3.7	18.5	100
Pre-Apprenticeship Assistance and the Special Assistance Program (SAP)	5.3	80.3	0.6	13.1	0.0	0.6	100
Special Youth Employment Training Program (SYETP)	39.1	34.5	11.6	14.5	0.1	0.2	100
School to Work Transition Program (SWTP)	43.8	40.8	7.7	7.5	0.0	0.1	100
Training of Aboriginals	22.9	26.9	7.8	16.1	6.3	20.0	100
Training for the Disabled	17.9	28.0	6.8	13.8	7.3	26.2	100
Training for Special Groups	13.6	27.3	6.4	9.1	15.9	27.7	100

1. School to Work Transition Program (SWTP) includes all figures for Education Program for Unemployed Youth (EPUY)
2. Since a different statistical collection base is used, data on participation in the Community Youth Support Scheme and the Volunteer Youth Program by age is not included.
3. Figures have been rounded and discrepancies may occur between sums of the component items and totals.

**COMMENCEMENTS IN COMMONWEALTH GOVERNMENT LABOUR FORCE PROGRAMS
Females and Males 1982-1983**



1. School to Work Transition Program (SWTP) includes all figures for Education Program for Unemployed Youth (EPUY)
2. For CYSS and VYP projects reports are provided on project activities and the number of young people involved, there is no strict definition of 'participation', due to the voluntary, drop in nature of the schemes. Figures provided are broad estimates only, based on daily and two-monthly totals of persons who attended projects.

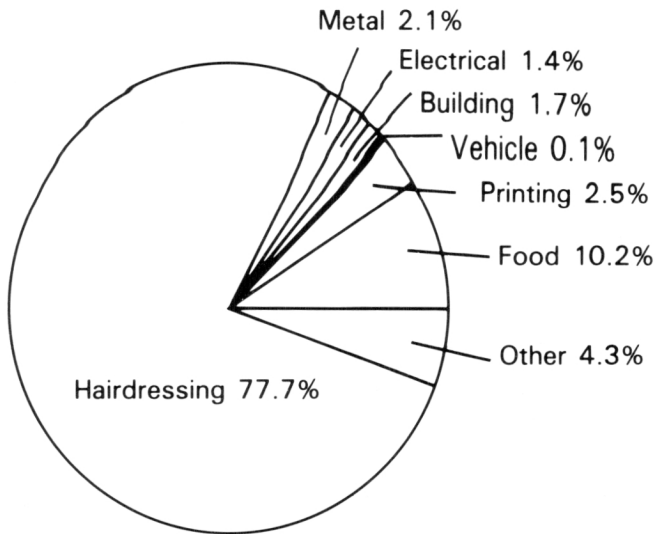
WOMEN IN TRADES 1982-1983

- In the financial year 1982-83 there were an estimated 11 910 female apprentices in Australia in approximately 60 trades. This number accounted for 8.6% of the total number of apprentices.
- The diagram opposite illustrates the distribution of female apprentices among the major trade groups. Of all females undergoing apprenticeship training 82.6% were in hairdressing. If these hairdressing apprentices are excluded from the total, females comprised only an estimated 2.1% of apprentices.
- Apart from hairdressing, the main trade in which women were training was the Food Trade, where females comprised 10.2% of apprentices. They were apprenticed mainly in cooking. Females apprenticed in the Printing Trade, mainly as compositors, comprised 2.5% and 2.1% of females apprentices were in the Metal Trade.
- The number and percentage of women apprentices in the non-traditional occupation/trades of Metal, Electrical, Building and Vehicle was tiny. In all four trade groups representation of women was below 3% with only 15 female apprentices in the Vehicle Trades Australia-wide compared with 6351 males.
- An ABS survey conducted in February 1983 of labour force status and educational attainment found that of the 1 060 500 persons in the labour force with trade qualifications 87.6% (52 500) of females were employed and 91.6% (917 000) of males.
- A total of 107 700 women in the civilian population aged 15 years and over had trade qualifications compared with 1 146 600 males.
- 45% (48 700) of women with a trade as their highest educational attainment were in the 25-44 age range compared with slightly over one fifth of women (22 700) in the 15-24 age group.
- The Federal Government is introducing schemes designed to breakdown occupational segregation in the labour market by encouraging the entry of women into non-traditional apprenticeships. Under the auspices of CRAFT (Commonwealth Rebate for Full time Training) a tax exempt incentive is being offered to all employers in 1984 to encourage an increase in the number of female apprentices in trade training. The incentive is payable to employers of all female apprentices in all trades except in hairdressing.

Sources: ABS Average Weekly Earnings, Australia, December quarter 1983 (Cat No 6301.0)
ABS Labour Force Australia, August 1983 (Cat No 6203.0)
ABS Labour Force Status and Educational Attainment, Australia, February 1983 (Cat No 6335.0)
State Training Commission

WOMEN IN APPRENTICESHIP TRAINING

By trade group as at June 1983



TRADES IN WHICH FEMALES WERE INDENTURED 1981-83

Metal	Building	Food
Boilermaking	bricklaying	breadmaking
fitting	cabinet making	butchering
fitting and turning	carpentry	cooking
fitting and 1st class	carpentry and joinery	pastry cooking
machining	painting and decorating	waiting
engineering	glazing	
mechanics	plumbing	Other
motor mechanics	signwriting	hairdressing
motor cycle mechanics	stonemasonry	dental technology
diesel mechanics	wood machining	dressmaking
instrument making		tailoring
optical mechanics	Vehicle	apparel cutting
patternmaking	vehicle painting	dry cleaning
refrigeration fitting	vehicle trimming	footwear manufacture
textile mechanics	Printing	jewellery
locksmithing	Composing	upholstery
watch and clock making	book binding & finishing	soft furniture manufacture
	hand and machine composing	canvas goods manufacture
Electrical	graphic reproduction	floristry
aircraft mechanics	printing and machinery	horticulture
electrical fitting	screenprinting	farming/fruit growing
electrical mechanics		french polishing
electrical mechanics —		saddle making
automobile		
electrical fitting and		
mechanics		
radio and TV mechanics		

CHILD CARE

June 1980

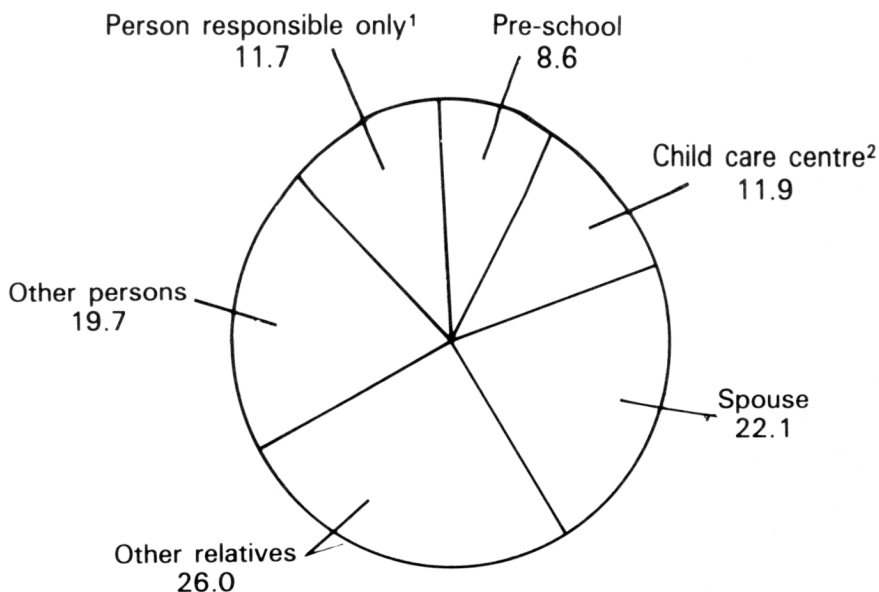
- In June 1981 (the latest figures available), 45.0% of women with dependent children were in the labour force and women with dependent children comprised 37.6% of the female labour force.
- The latest statistics on child care were collected by an ABS survey in June 1980. The diagrams opposite illustrate for employed persons responsible for children under 12, the main type of child care utilised while that person was at work. As the person responsible for children under 12 years was taken to be the mother if she normally lived in the dwelling, these diagrams will mostly reflect the child care arrangements of working women.
- Informal arrangements were the most popular types of child care for children under 12 not at school (67.8%). Most private care was provided by relatives; care by the responsible person's spouse and by other relatives accounted for 22.1% and 26.0% of main arrangements respectively. Formal child care accounted for only 20.5% of main care arrangements. It is also shown that 11.7% of care was provided by the employed person responsible for the child(ren) — in other words, no arrangements were made for child care while that person was at work.
- The pattern of main child care arrangements made by employed persons responsible for children under 12 at school indicates a reliance on coping without any child care; 31.3% of respondents made no arrangements. A further 5.4% of respondents indicated that the child(ren) were usually left by themselves. In total, private care was the source of 51.9% of arrangements for school children. The employed person's spouse provided 21.7% of care and the remainder of private care was shared fairly evenly between older children in the dwelling, other relatives and other persons. In addition, 'other' care involving organised activities such as guides, scouts and sport provided nearly 10.0% of child care for school children.
- That 31.4% of children not at school and 46.9% of children at school were looked after by other persons or not looked after by anyone may reflect a need for the provision of more formal child care facilities. Relatives are not always available to look after children and, as shown, formal care has provided only a small proportion of child care in 1980.

1 Dependent children are defined as those under 15 years and 15–20 year olds in full-time study.

Source: ABS, The Labour Force Status and Other Characteristics of Families Australia, June 1982 (Cat. No. 6224.0)
ABS, Child Care Arrangements Australia, June 1980 (Cat. No. 4401.0)

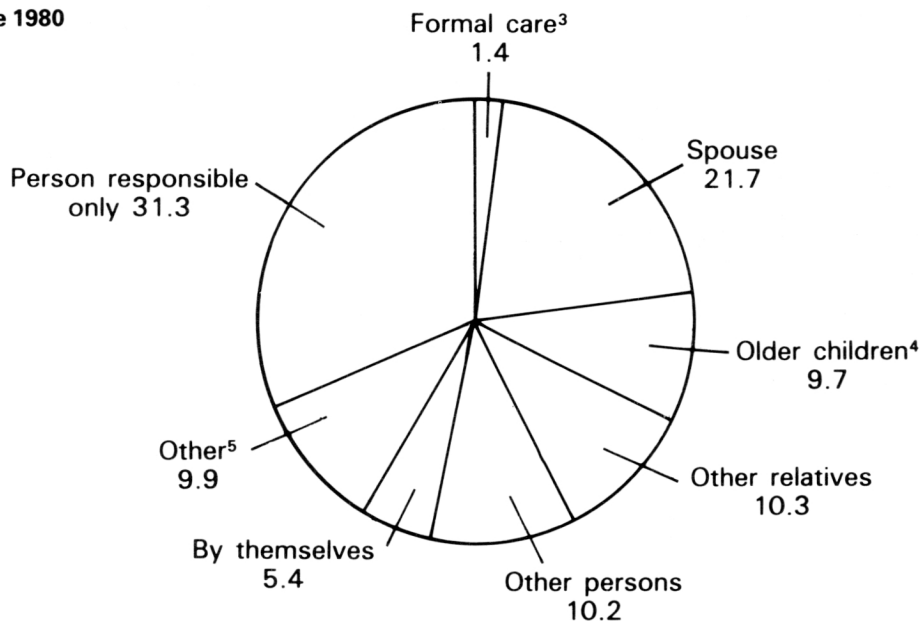
EMPLOYED PERSONS RESPONSIBLE FOR CHILDREN UNDER 12 NOT AT SCHOOL: MAIN TYPE OF CARE WHILE RESPONSIBLE PERSON AT WORK

June 1980



EMPLOYED PERSONS RESPONSIBLE FOR CHILDREN UNDER 12 AT SCHOOL: MAIN TYPE OF CARE WHILE RESPONSIBLE PERSON AT WORK

June 1980



1 The person responsible for children under 12 was taken to be the mother if she normally lived at that dwelling. Care by that person indicates not arrangements made for child care.

2 Includes creches, playgroup, kindergarten, child care centres etc.

3 Combines pre-school and child care centres.

4 Children in the dwelling 12-17 years of age.

5 Includes scouts, guides, music lessons, organised sporting activities etc.

FAMILY AND LABOUR FORCE STATUS OF WOMEN

July 1982

- The diagrams opposite illustrate the labour force participation of women in married couple families and female heads of other families,¹ with and without dependent children.
- At July 1982, married women with dependent children were more likely to be in the labour force than married women without dependent children. The participation rate of married women without dependent children was 38.5% whereas for married women with dependent children, the participation rate was 45.7%.
- Married women with dependent children were also much more likely to work part-time than those without dependent children. While 56.4% of the former who were in the labour force worked part-time, only 30.0% of married women with no dependent children who were working were doing so on a part-time basis.
- Married women in the labour force without dependent children were more likely to be working full-time (70.0%). Only 43.6% of married women in the labour force with dependent children were full-time workers.
- The labour force pattern of women who were heads of other families illustrates a lower participation rate in comparison to women in married couple families. However, of the proportion of female heads in other families working (with or without dependent children), more were working full-time.
- Of other families, female heads with dependent children had a higher participation rate than those without dependent children; 39.3% compared to 29.2%. Those with dependent children were also more likely to be working part-time, 39.6% compared to 24.2% of female heads without dependent children.
- For both women in married couple families and female heads of other families, it appears that dependent children were not a deterrent to women participating in the labour market, but that they affected the number of hours women worked.

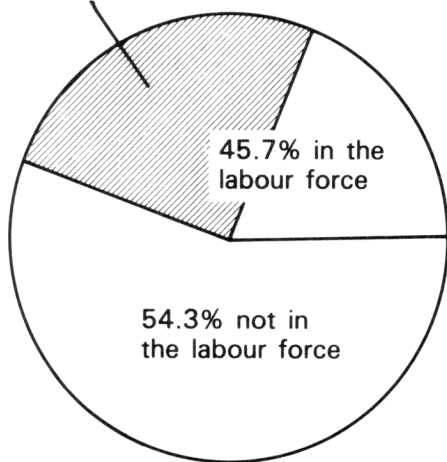
1. 'Other families' are defined by the ABS as families other than married couple families. In addition to a large component of single parent families, this category includes families in which the head was not a parent, for example, a head living with a brother or sister.

Source: ABS, Labour Force Status and Other Characteristics of Families, July 1982 (Cat. No. 6224.0)

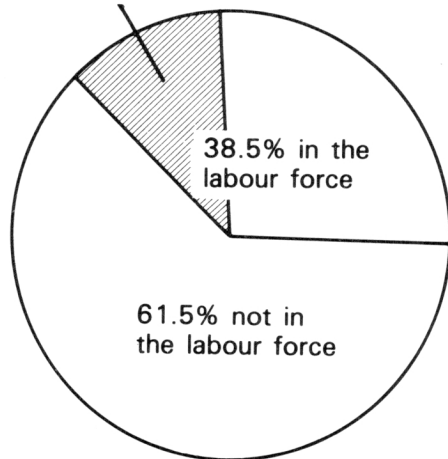
FAMILY AND LABOUR FORCE STATUS OF WOMEN
July 1982

Women in Married Couple Families (including defacto couples)

With dependent children
56.4% work part time

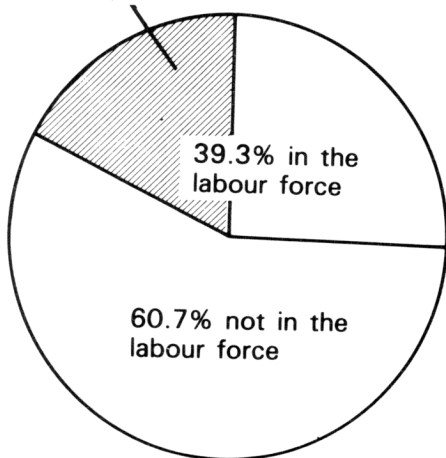


With no dependent children
30.0% work part time

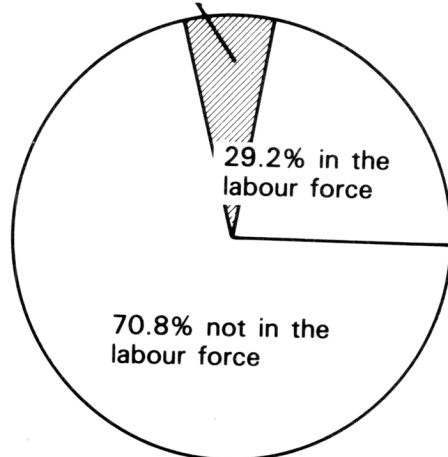


Female Heads of Other Families

With dependent children
39.6% work part time



With no dependent children
24.2% work part time



TRENDS IN TRADE UNION MEMBERSHIP

Females and Males, 1968 to 1983

- The proportion of female wage and salary earners who are members of unions is lower than that for males. In December 1983 the proportion of females reached 46.0%, compared with 61.0% of male wage and salary earners who are members of unions.
- In the decade to December 1983 the proportion of female wage and salary earners who are members of unions has risen more than that of males. For females, the proportion increased from 39.0% in 1971 to 46.0% in 1983, while the proportion of males increased from 58.0% to 61.0% over the same period.

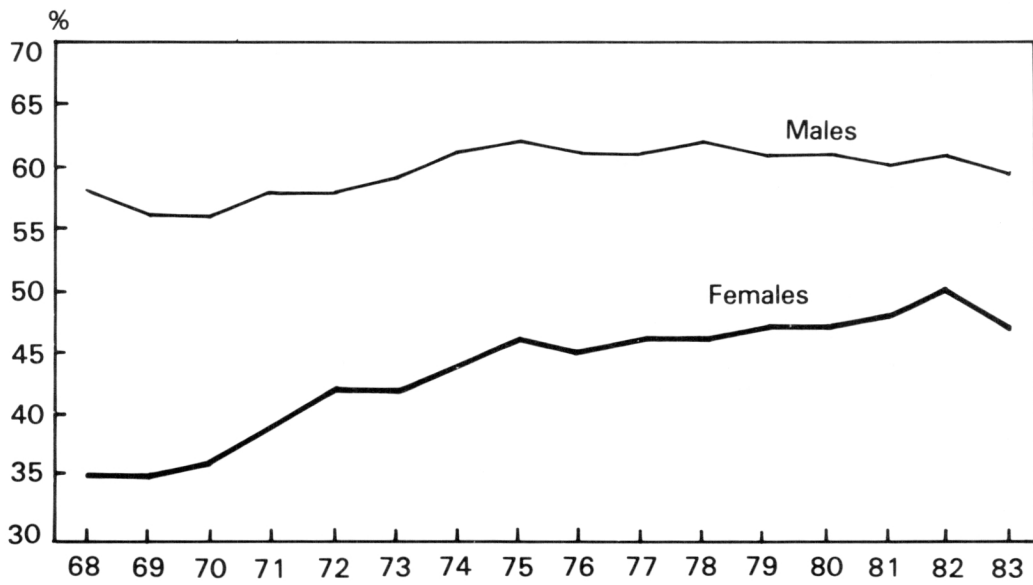
Trade Unions — Proportion of Total Employed Wage and Salary Earners

<i>End of December</i>	<i>Number of members ('000)</i>			<i>Proportion of total employed wage and salary earners (%)</i>		
	<i>Females</i>	<i>Males</i>	<i>Persons</i>	<i>Females</i>	<i>Males</i>	<i>Persons</i>
1968	506.2	1 697.7	2 204.0	35	58	50
1969	528.8	1 720.9	2 249.8	35	56	49
1970	571.3	1 759.3	2 330.6	36	56	49
1971	631.7	1 819.7	2 451.5	39	58	51
1972	704.6	1 833.6	2 538.2	42	58	52
1973	763.6	1 909.6	2 673.2	42	59	53
1974	807.2	1 969.5	2 776.6	44	61	55
1975	847.2	1 986.3	2 833.6	46	62	56
1976	843.3	1 956.8	2 800.0	45	61	55
1977	857.4	1 940.6	2 797.9	46	61	55
1978	861.5	1 969.2	2 830.8	46	62	56
1979	902.2	1 971.4	2 873.6	47	61	56
1980	946.3	2 009.5	2 955.9	47	61	56
1981	964.7	2 029.4	2 994.1	48	60	56
1982	988.0	2 024.4	3 012.4	49	62	57
1983	978.0	2 007.2	2 985.2	46	61	55

Sources: ABS, Trade Union Statistics, Australia, December 1981 (including revised figures for the period 1976 to 1980) revised estimates for the period 1968 to 1975 (Cat. No. 6323.0)
 ABS, Trade Union Statistics, Australia, December 1983 (Cat. No. 6323.0)

TRENDS IN FEMALE AND MALE MEMBERSHIP IN TRADE UNIONS
Proportion of total employed wage and salary earners in unions, December 1983

Source: ABS, Trade Union Statistics, Australia, December 1981 (including revised figures for the period 1976 to 1980)
(Cat. No. 6323.0)



APPENDIX 1

Commonwealth Government Labour Force Programs¹

General Training Assistance (GTA): provides assistance for general training to individuals with previous labour market experience. Training allowances are provided to individuals attending formal courses and subsidies are paid to employers to provide on-the-job training.

Skills in Demand (SID): assistance is provided on a project-by-project basis for industry to overcome shortages of skilled labour and to develop training arrangements, and for eligible unemployed persons to obtain new skills to enable them to obtain stable employment. Assistance is available for the cost of the developing, establishing and conducting of training arrangements, and for trainee allowances and subsidies to employers for both on and off-the-job training.

Pre-apprenticeship Assistance: an allowance for students attending pre-apprenticeship courses at Technical and Further Education (TAFE) institutions when other financial assistance is not available. The purpose of this assistance is to encourage students to undertake training leading to an apprenticeship in occupations for which there is an established labour market demand.

Special Assistance Program (SAP): aimed at reducing wastage among apprentices who become out-of-trade. Such apprentices are paid a training allowance to facilitate completion of their formal, off-the-job training. Employers who permanently engage out-of-trade apprentices are paid a wage subsidy.

Special Youth Employment Training Program (SYETP): provides work experience and training to young job seekers who lack appropriate work skills and previous work experience. Employers of participants are paid wage subsidies.

School to Work Transition Program (SWTP): designed to assist school leavers in their movement into the labour force by increasing the range of vocational education options in TAFE. An allowance equivalent to Unemployed Benefit plus \$6.00 per week is provided to young people undertaking TAFE School to Work Transition courses and other recognised courses for the unemployed.

Education Program for Unemployed Youth (EPUY): designed to build basic skills such as literacy and numeracy, along with communication, job seeking and basic vocational skills. SWTP also funds this program.

Training for Aboriginals: includes the provision of public sector training and the development of special training projects. Training allowances are available to Aboriginals undertaking formal training and subsidies are paid to employers providing on-the-job training. Other types of assistance such as work experience placement are also supported.

Training for the Disabled: trainee allowances and special employer subsidies are also available for training of the disabled. In addition, individuals may be paid allowances for attending work preparation projects.

Training for Special Groups: provides assistance for individuals such as ex-prisoners, State wards, single parents, migrants, older workers (but not Aboriginals or disabled persons) who are unemployed, lack marketable skills or have difficulty finding/keeping employment due to social, cultural or other personal factors. Subsidies are paid to employers providing a position for such individuals.

Community Youth Support Scheme (CYSS): encourages communities to assist local unemployed young people to develop their employability and to become self-reliant during periods of unemployment. Financial grants are given on a project basis for activities providing employment skills, job search and life skills, recreation and community service.

Volunteer Youth Program (VYP): designed to encourage the young unemployed to help in voluntary community services and thereby acquire employable skills. Grants are made to sponsor organisations to cover administrative and salary costs. Participants retain Unemployment Benefit and may be granted a further \$6.00 a week to cover travel costs.

¹ Statistics on female participation are not available for all Commonwealth Government labour force programs. This list outlines programs for which those statistics are available.

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Training for Aboriginals: includes the provision of public sector training and the development of special training projects. Training allowances are available to Aboriginals undertaking formal training and subsidies are paid to employers providing on-the-job training. Other types of assistance such as work experience placement are also supported.

Training for the Disabled: trainee allowances and special employer subsidies are also available for training of the disabled. In addition, individuals may be paid allowances for attending work preparation projects.

Training for Special Groups: provides assistance for individuals such as ex-prisoners, State wards, single parents, migrants, older workers (but not Aboriginals or disabled persons) who are unemployed, lack marketable skills or have difficulty finding/keeping employment due to social, cultural or other personal factors. Subsidies are paid to employers providing a position for such individuals.

Community Youth Support Scheme (CYSS): encourages communities to assist local unemployed young people to develop their employability and to become self-reliant during periods of unemployment. Financial grants are given on a project basis for activities providing employment skills, job search and life skills, recreation and community service.

Volunteer Youth Program (VYP): designed to encourage the young unemployed to help in voluntary community services and thereby acquire employable skills. Grants are made to sponsor organisations to cover administrative and salary costs. Participants retain Unemployment Benefit and may be granted a further \$6.00 a week to cover travel costs.

¹ Statistics on female participation are not available for all Commonwealth Government labour force programs. This list outlines programs for which those statistics are available.

APENDIX 2

SEX DISCRIMINATION MACHINERY IN AUSTRALIA

August 1984

<i>Jurisdiction</i>	<i>Name of Act or Convention</i>	<i>Name of the Operative Body</i>
Australia	ILO Convention No. 111 Discrimination (Employment and Occupation) 1958 ratified 1973	National, State and Northern Territory Committees on Discrimination in Employment and Occupation
	The Sex Discrimination Act 1984	Human Rights Commission
	Human Rights Commission Act 1981	Human Rights Commission
Commonwealth Public Service	Commonwealth Public Service Act 1922	Equal Employment Opportunity Bureau
New South Wales	Anti-Discrimination Act 1977	Equal Opportunity Tribunal and Anti- Discrimination Board
Victoria	Equal Opportunity Act 1984	Commissioner for Equal Opportunity
South Australia	Sex Discrimination Act 1975	Commissioner for Equal Opportunity and Sex Discrimination Board
Western Australia	Women's Legal Status Act 1923	
Northern Territory	Public Service Act (enforced as at 30 May 1980)	Public Service Commissioner
