

Appendix 1

Women at Work: Facts and Figures

Table 1. Civilian Population ^(a) - February 1993

	Males	Females
Civilian population aged 15 years and over	6,814,500	7,000,500
Percent of total	51	49

Table 2. The Labour Force ^(a) - February 1993

Labour Force	5,041,400	3,617,500
Percent of Labour Force	58	42
Participation rate	74.0	51.7

Table 3. Employment ^(a) - February 1993

Number in employment	4,401,500	3,204,600
Percent of total employment	58	42
Number in full-time employment	3,992,800	1,897,500
Percent of full-time employment	67	32
Number in part-time employment	408,700	1,307,100
Percent of part-time employment	24	76

Table 4. Unemployment: Number and rate ^(a) - February 1993

	Males		Females	
	No	Males%	No	Females%
Total unemployed	639,900	61	412,900	39
Aged 15 to 19	111,700	55	91,000	45
Aged 20 and over	528,200	62	321,800	38
Looking for full-time work	585,600	66	300,400	34
Aged 15 to 19	81,000	58	59,300	42
Aged 20 and over	504,600	68	241,100	32
Looking for part-time work	54,300	33	112,400	67
Aged 15 to 19	30,700	49	31,700	51
Aged 20 and over	23,600	23	80,700	77

Table 5. Average Duration (weeks) of unemployment ^(a) - February 1993

Age	Males	Females	Persons
15-19	23.9	22.5	23.3
20-24	52.2	41.3	47.6
25-34	59.7	43.9	53.7
35-54	60.9	55.8	58.8
55 and over	56.4	43.7	51.4

Table 6. Persons with marginal attachment and discouraged jobseekers ^(b) ('000) - September 1992

	Males	Females	Females as % of total
Persons not in the labour force	1,223.4	2,514.7	67
With marginal attachment	246.7	599.7	71
Wanted to work and actively looking	29.4	29.7	50
Wanted to work, not actively looking	217.3	570.0	72
Discouraged jobseekers	37.8	107.8	74
Without marginal attachment	976.8	1,915.0	66

Table 7. Occupation ^(c), August 1992

Occupation	Females No	Females % share
Managers and Administrators	218,300	25.1
Professionals	451,200	42.4
Para-professionals	217,300	46.7
Tradespersons	118,800	10.3
Clerks	991,900	77.5
Salespersons	768,600	65.5
Plant, machine operators and drivers	77,200	14.1
Labourers and related workers	402,600	35.6
TOTAL	3,245,800	42.3

Table 8. Persons aged 15 to 69: Educational Attainment ^(d) and gender ('000) - February 1992

	Males	Females
With post-school qualifications	2,868.8	2,207.8
Degree	657.4	482.1
Trade qualification	1,449.8	170.5
Certificate or Diploma	735.9	1,536.9
Other post-school qualifications	25.7	18.3
Without post-school qualifications	2,945.1	3,540.1

Table 9. Comparison of males and females for the Australian Traineeship System

Year	Males	Females
1985-1986	-	- }
1986-1987	5,994	14,319)*
1987-1988	-	- }
1988-1989	3,588	8,527
1989-1990	4,044	8,559
1990-1991	3,027	6,302
1991-1992	2,911	6,218
1992-1993 (March)	3,752	7,075
TOTAL	23,316,510,000	

* For the triennium 1985 to 1986 and 1987 to 1988 gender was not disaggregated.

Table 10. Apprenticeship commencements from 1 January 1993 to 31 March 1993 by ASCO Trade Group and gender

ASCO Trade Group	Males	Females
Metal fitting/Machinist	1,569	37
Other metal	1,142	17
Electrical	2,105	47
Building	3,019	39
Printing	180	47
Vehicle	2,289	29
Food	1,313	444
Horticulture	377	69
Miscellaneous	1,282	1,483
Hairdressing	181	1,383
Other	1,101	100
TOTAL	13,276	2,212

Table 11. Full-time Adult Non-managerial Employees: Average Weekly Earnings and Hours Paid for, May 1991

	Males		Females	Female/male Ratios per cent
	-earnings (\$)			
Award/agreed base rate	521.70	478.60		91.7
Pay by measured result	7.90	1.90		24.1
Over-award pay	10.90	6.70		61.5
Total ordinary time earnings	540.50	487.20		90.1
Overtime	55.10	11.30		20.5
Total earnings	595.60	498.50		83.7
	-hours paid for-			
Ordinary time	37.7	37.5		99.5
Overtime	2.6	0.6		23.1
Total hours	40.3	38.1		94.5

LABOUR FORCE DEFINITIONS

Discouraged jobseekers: persons with marginal attachment to the labour force who wanted to work and were available to start work within the next four weeks but whose main reason for not taking active steps to find work was that they believed they would not find a job for any of the following reasons -

- (a) considered to be too young or too old by employers; or
- (b) experienced difficulties with language or ethnic background; or
- (c) lacked the necessary schooling, training, skills or experience; or
- (d) no jobs in their locality or line of work; or
- (e) no jobs available at all.

Employed: Persons aged 15 and over who, during the reference week:

- (a) worked for one hour or more for pay, profit, commission or payment in kind in a job or business, or on a farm; or
- (b) worked for one hour or more without pay in a family business or on a farm; or

(c) were employees who had a job but were not at work and were: on paid leave; on leave without pay for less than four weeks; stood down without pay because of bad weather or plant breakdown at their place of employment for less than four weeks up to the end of the survey week; on strike or locked out; on worker's compensation and expected to be returning to their job; or receiving wages or salary while undertaking full-time study; or being returning to their job; or receiving wages or salary while undertaking full-time study; or

(d) were employees, self-employed persons or unpaid family helpers who had a job, business or farm, but were not at work.

Full-time workers: Employed persons who usually worked 35 hours or more a week and others who, although usually working less than 35 hours a week, worked 35 hours or more during the reference week.

Marginal attachment to the labour force: persons who were not in the labour force in the reference week, wanted to work and -

- (a) were actively looking for work but did not meet the criteria to be classified as unemployed; or
- (b) were not actively looking for work but were available to start work within four weeks or could start work within four weeks if childcare was available

Occupation: Classified according to the *Australian Standard Classification of Occupations (ASCO) 1986 (1222.0)*.

Participation rate: For any group, the labour force expressed as a percentage of the civilian population aged 15 and over in the same group. Participation rates for persons classified by birthplace are calculated using population estimates which exclude those in institutions. Participation rates for persons classified by school or tertiary educational institution attendance are calculated using population estimates which include those in institutions.

Part-time workers: Employed persons who usually worked less than 35 hours a week and who did so during the reference week.

Person not in the labour force: persons who do not meet the criteria that would enable them to be classified as being in the labour force. To be classified as being in the labour force, a person must be aged 15 or over and be either *employed* or *unemployed*. Persons not in the labour force, therefore, include all persons aged 15 and over who are not employed, who want to work but do not meet the criteria to be classified as unemployed; who do not want to work; or who, through incapacity or infirmity, cannot work.

Unemployed: Persons aged 15 and over who were not employed during the reference week, and:

- (a) had actively looked for full-time or part-time work at any time in the four weeks up to the end of the reference week and:
 - (1) were available for work in the reference week, or would have been available except for temporary illness (i.e. lasting for less than four weeks to the end of the reference week); or
 - (2) were waiting to start a new job within four weeks from the end of the reference week and would have started in the reference week if the job had been available then; or
- (b) were waiting to be called back to a full-time or part-time job from which they had been stood down without pay for less than four weeks up to the end of the reference week (including the whole of the reference week) for reasons other than bad weather or plant breakdown.

Unemployment rate: For any group, the number of unemployed persons expressed as a percentage of the labour force in the same group.

SOURCES:

- (a) ABS *The Labour Force*, Australia, February 1993. Cat. No. 6203.0
- (b) ABS *Persons Not in the Labour Force*, Australia, September 1992. Cat. No. 6220.0
- (c) ABS *The Labour Force*, Australia, August 1992. Cat. No. 6203.0
- (d) ABS *Labour Force Status and Educational Attainment*, February 1992. Cat. No. 6235.0
- (e) ABS *Women in Australia*, 1993. Cat. No. 4113.0