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A

House of Representatives
Standing Committee on Employment and Workplace Relations

**Inquiry into Pay Equity and Associated Issues Related
to Increasing Female Participation in the Workforce**

Submission by the
Australian Bureau of Statistics
November 2008

INTRODUCTION

1 The Australian Bureau of Statistics (ABS) collects a wide range of information on the structure and operations of the labour market, and the links between work, family and community life. The ABS has a number of sources of data on employee earnings which enable the measurement and analysis of pay equity.

2 In addition to information on earnings, the ABS collects information on many aspects of work relevant to the issue of pay equity, such as participation and barriers to participation, the composition and characteristics of the labour force, working arrangements, combining work and family, conditions of employment, and industrial relations.

3 The purpose of this submission is to:

- Outline the main ABS data sources that can be used in the measurement, understanding and analysis of pay equity, provide estimates based on these sources and describe some of the advantages and limitations of these sources.
- Provide some contextual information in respect of female labour force participation.
- Outline the range of other data sources that can be used to monitor employment and employment changes that may impact upon pay equity issues, including employment and participation, barriers to work, education and skills, working arrangements, and work and family.
- Provide references to existing ABS collections and articles related to pay equity and/or female labour force participation (see Attachments 1 and 2).

4 This submission is provided in respect of the Inquiry Terms of Reference, point 1:

"The adequacy of current data to reliably monitor employment changes that may impact on pay equity issues"

DATA SOURCES RELATED TO MONITORING PAY AND PAY EQUITY

Background

5 Average earnings statistics represent the average gross earnings of employees, and as such do not necessarily relate to the earnings of the 'average person'. It should also be noted that changes over time in the level of earnings, and therefore changes in measures of pay equity, may be affected by changes in the overall composition of the labour force. There are several factors which can contribute to compositional change, including variations over time in the proportions of full-time, part-time, casual and junior employees; variations in the occupational distribution within and across industries; and variations in the distribution of employment between industries. Such effects may apply differently within different states and territories, and over time.

6 The ABS has a number of surveys which collect information on employee earnings. These surveys either collect information from businesses or from individuals in households. The different survey methodologies used to collect earnings information, through either a business survey or a household survey, have different strengths and weaknesses, and it is important for users to be aware of these differences in any analysis of the data.

7 Business surveys provide:

- more robust earnings estimates as the data are obtained from employers' payrolls;
- the ability to collect the components of earnings separately (i.e ordinary time and overtime earnings);
- better, more consistent, industry and sector estimates - industry coding is based on the main activities of the business (as maintained on the ABS Business Register);
- little or no demographic information about employees.

8 Household surveys provide:

- less robust earnings estimates as they are reliant on respondents accurate recall of their (pre-tax) earnings. In addition, for some household surveys respondents report on behalf of others in the households and this can affect the quality of data reported;
- a wide range of socio-demographic and employment characteristics.

Key surveys

9 There are three main sources of data that can be used to monitor pay equity. These are the:

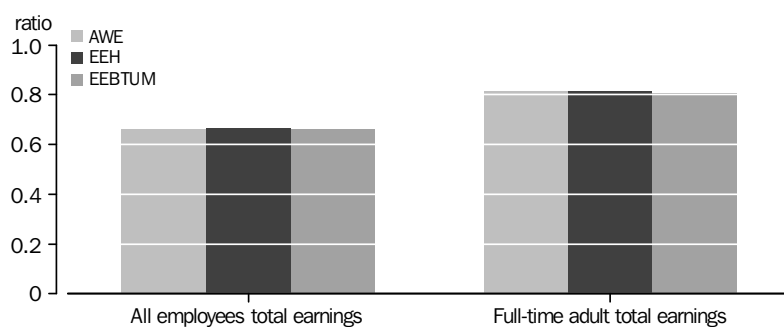
- Survey of Average Weekly Earnings (AWE) - a quarterly business survey;
- Survey of Employee Earnings and Hours (EEH) - a two-yearly business survey; and
- Survey of Employee Earnings, Benefits and Trade Union Membership (EEBTUM) - an annual household survey.

10 In addition to these three key surveys, the Survey of Income and Housing, a two-yearly household survey, also provides some information to enable the monitoring and understanding of pay equity issues.

11 Graph 1 presents a gender comparison of earnings, as measured from the AWE, EEH and EEBTUM surveys, for two different series - all employees total earnings and full-time adult total earnings. For convenience, in this graph, and throughout the submission, the term 'gender wage gap' is used to describe the difference in earnings between males and females. It is expressed as the ratio of females earnings to male earnings. A higher ratio indicates that the wage gap is smaller (i.e a ratio of 1 indicates that there is no gap), while a lower ratio indicates a larger wage gap.

12 The graph highlights that, at an aggregated level, all three of these sources provide a consistent measure of the gender wage gap. The gender wage gap as measured by the all employees total earnings series is around 0.66, while the gender wage gap as measured by the full-time adult total earnings series is around 0.81. The difference between these two measures reflects the impact of including part-time employees in the all employees series. A greater proportion of women work part-time than men and the higher prevalence of part-time work among women results in an larger differential between men and women when looking at the earnings of all (full-time and part-time) employees.

1. RATIO OF FEMALE EARNINGS TO MALE EARNINGS, Comparison of data sources—2006



Source: *Average Weekly Earnings, Australia (6302.0)*; *Employee Earnings and Hours, Australia (6306.0)*; *Employee Earnings, Benefits and Trade Union Membership, Australia (6310.0)*.

13 While each of the three key surveys can be used in the measurement and analysis of pay equity, the decision on which source to use is dependent on the nature of the analysis being undertaken. These surveys, including their advantages and limitations and some key analysis, are discussed in more detail below.

Survey of Average Weekly Earnings (AWE)

14 The Survey of Average Weekly Earnings (AWE) is designed to provide a quarterly measure of the level of earnings, and represents the ABS headline measure of average earnings. Series from the AWE survey are referred to extensively in Commonwealth, state and territory legislation (including for the indexation of a number of government benefit payments) and private sector contracts. The current AWE series, based on information obtained from a sample survey of employers, was introduced in August 1981. Prior to August 1981, the AWE series was based primarily on information from payroll tax returns.

15 The sample size for the AWE survey is approximately 5,500 employers. The AWE survey is designed, through its sample design and rotation pattern, to provide a time series of the level of earnings.

16 The AWE survey is collected at the business rather than employee level, that is, data are obtained from businesses on the total earnings (ordinary time and overtime) paid to their employees and the total number of (full-time adult employees and other) employees in the business. Estimates are available by state/territory, industry and sector. Seasonally adjusted and trend estimates are produced for key series.

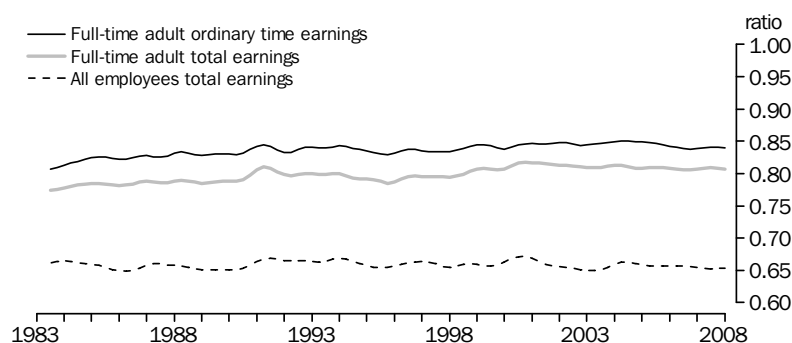
17 Three key earnings series are produced from the AWE survey:

- average weekly total earnings for all employees.
- average weekly total earnings for full-time adults; and
- average weekly ordinary time earnings for full-time adults.

18 Each of these series are produced for males, females and persons.

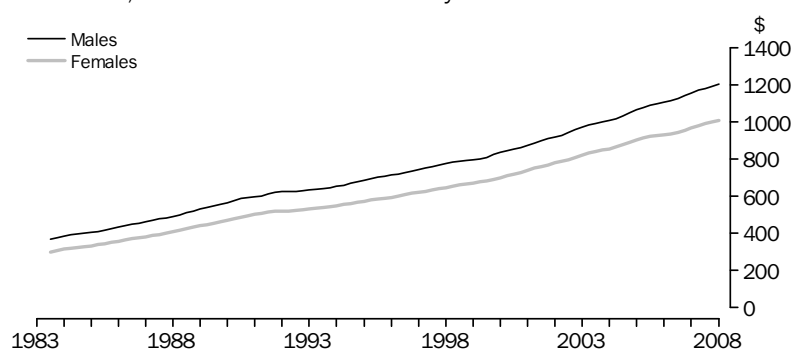
19 The following graphs provide quarterly time series from Nov 1993 to May 2008. Graph 2 shows the ratio of female earnings to male earnings for the three series referred to above, while graph 3 shows the level estimates of earnings for the average weekly ordinary time earnings for full-time adults series. Graph 2 shows that the gender wage gap (in terms of the ratio of female earnings to male earnings) can vary considerably depending on the measure used. In May 2008, the ratio of female earnings to male earnings was 0.65 for all employees total earnings, 0.81 for full-time adult total earnings, and 0.84 for full-time adult ordinary time earnings. The ratio for the two full-time series has increased since 1983 - from 0.77 to 0.81 for full-time adult total earnings, and 0.81 to 0.84 for full-time adult ordinary time earnings. However, the ratio for all employees total earnings has decreased, from 0.66 to 0.65.

2. RATIO OF FEMALE EARNINGS TO MALE EARNINGS, Trend estimates—
Nov 1993-May 2008



Source: *Average Weekly Earnings, Australia (6302.0)*.

3. AVERAGE WEEKLY ORDINARY TIME EARNINGS OF FULL-TIME ADULT
EMPLOYEES, Trend estimates—Nov 1993-May 2008



Source: *Average Weekly Earnings, Australia (6302.0)*.

20 As outlined above, the difference in the wage gap when expressed in terms of all employees total earnings and full-time adult total earnings can be attributed to the high prevalence of part-time work among women (and therefore a relatively higher number of women than men who have lower earnings as a result of working part-time hours). The difference between the full-time adult total earnings series and the full-time adult ordinary time earnings series reflects the fact that a higher proportion of men work overtime hours than women, therefore limiting the analysis to ordinary time earnings results in a lower gender wage gap than when analysing total earnings.

21 While the AWE survey provides a frequent time series, data are only available for full-time adult employees and all employees, and can only be cross-classified by a small number of variables, such as sex, state, sector, and industry. This limits its usefulness in terms of understanding pay equity.

Survey of Employee Earnings and Hours (EEH)

22 The two yearly Survey of Employee Earnings and Hours (EEH) provides statistics on the composition and distribution of employee earnings, the hours they are paid for, and the methods used to set their pay. The EEH survey has been run since 1974, initially on an annual basis, but on a two-yearly basis since 1996.

23 The EEH survey uses a two-stage sample selection approach. The first stage involves selecting a probability sample of employers from the ABS Business Register. In the second stage, the selected employers are asked to select a random sample of employees from their payrolls using instructions provided by the ABS. The sample size is approximately 9,000 employers and 57,000 employees.

24 As the EEH survey is collected at the individual employee level, some information is available on the individual characteristics of these employees. This also means that it is possible to derive measures of distribution (e.g. medians, deciles, earnings ranges).

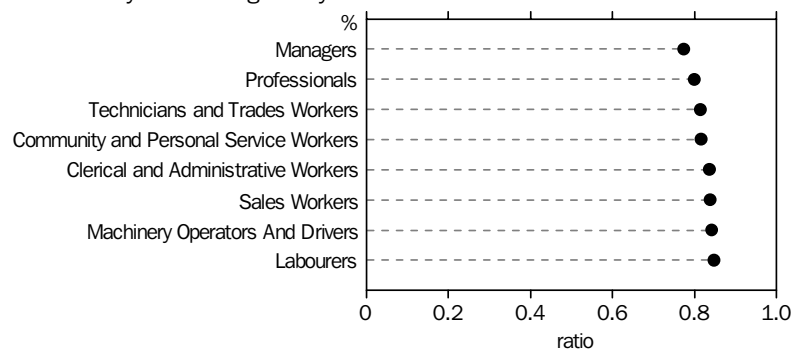
25 The EEH survey provides a number of variables relevant to the analysis of pay and pay equity, from both a business and an employee perspective. Business characteristics available from the EEH survey include: industry; sector (public/private); level of government (for public sector); employer unit size; and state/territory. Employee characteristics available from the EEH survey include: managerial/non-managerial status; occupation; sex; full-time/part-time status; adult/junior status; type of employee (permanent, fixed-term contract or casual); whether receives casual loading; method of setting pay (i.e. awards, collective agreements and individual arrangements); and hours paid for.

26 The EEH survey therefore supplements the AWE survey by providing detailed information on the composition and distribution of employee earnings and hours, cross-classified by a number of relevant characteristics, albeit on a less frequent basis. It is therefore an important source of information with which to monitor pay equity.

Occupation and Industry

27 Graph 4 shows the ratio of female earnings to male earnings (full-time adult ordinary time earnings) for each of the broad occupation groups. The graph shows that the gender wage gap is lowest (i.e. the ratio is highest) in the lower skilled occupation groups (0.84 for Machinery operators and drivers and 0.85 for Labourers) and highest in the higher skilled occupation groups (0.77 for Managers and 0.80 for Professionals).

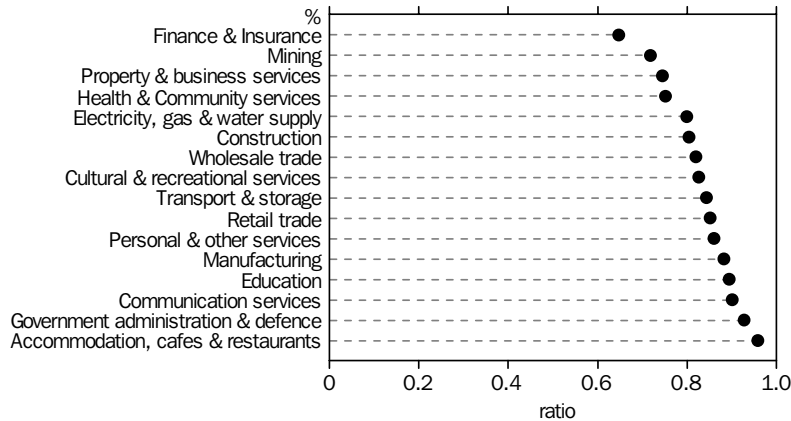
4. RATIO OF FEMALE EARNINGS TO MALE EARNINGS, by Occupation—Full-time adult ordinary time earnings—May 2006



Source: *Employee Earnings and Hours, Australia (6306.0)*.

28 Graph 5 shows the ratio of female earnings to male earnings (full-time adult ordinary time earnings) for each industry division. The graphs shows that the gender wage gap is lowest (i.e the ratio is highest) in the Accommodation, cafes and restaurants industry (0.96), and highest in the Finance and insurance industry (0.65).

5. RATIO OF FEMALE EARNINGS TO MALE EARNINGS, by Industry—Full-time adult ordinary time earnings—May 2006

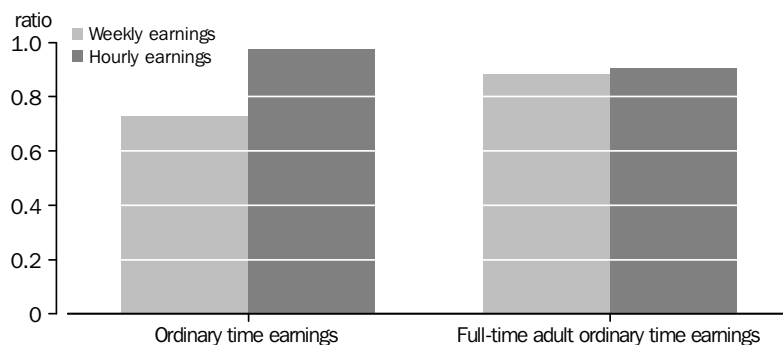


Source: *Employee Earnings and Hours, Australia* (6306.0).

Hours paid for

29 The collection of data on hours paid for within the EEH survey allows for the construction of hourly rates, which is a valuable measure when looking at pay equity. However, it should be noted that information on hours paid for is only collected of non-managerial employees. Graph 6 shows the ratio of female earnings to male earnings on both a weekly and an hourly basis for non-managerial employees. This illustrates that for each of the measures of earnings shown, the ratio is higher (and therefore the gender wage gap is lower) when using hourly earnings. For ordinary time earnings of non-managerial employees, the ratio of female earnings to male earnings, based on an hourly rate, was 0.97. In contrast, the ratio based on weekly earnings was 0.73.

6. RATIO OF FEMALE EARNINGS TO MALE EARNINGS, Weekly and hourly earnings—Non-managerial employees—May 2006

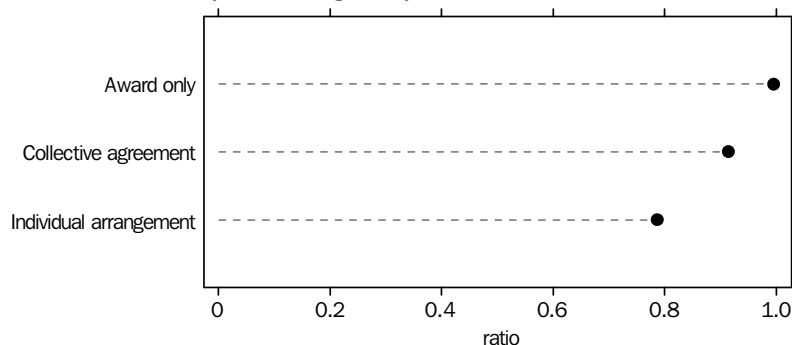


Source: *Employee Earnings and Hours, Australia* (6306.0).

Methods of setting pay

30 The method used to set employees' pay (i.e awards, collective or individual agreements) is also an important factor when looking at pay equity. The EEH survey is currently the only ABS source of data on the method used to set employees' pay. Graph 7 shows the ratio of females earnings to male earnings for full-time adult ordinary time earnings, highlighting that the wage gap is lower for those on awards (just under 1.0), and higher for those on individual contracts (0.79).

7. RATIO OF FEMALE EARNINGS TO MALE EARNINGS, by Method of setting pay—
Full-time adult ordinary time earnings—May 2006



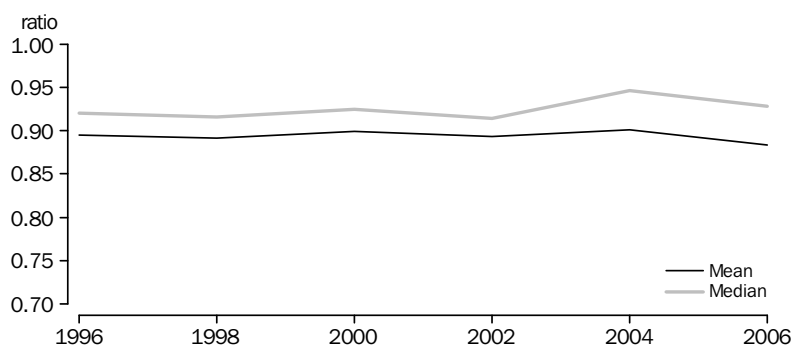
Source: *Employee Earnings and Hours, Australia (6306.0)*.

Measures of earnings distribution

31 Another approach to comparing earnings is to use a measure of distribution, such as the median. The median, which represents the midpoint of the distribution, is often a more representative measure of 'average' than the arithmetic mean, as the median is not affected by outliers, which can skew the mean upwards in the case of earnings data. Median earnings are therefore usually lower than mean earnings.

32 Graph 8 compares the mean and median ratio of female earnings to male earnings, for full-time adult non-managerial ordinary time earnings. Throughout the period May 1996 to May 2006, the median gender wage gap has been lower (ie the ratio has been higher). Between May 1996 and May 2006, the median ratio has increased from 0.92 to 0.93 while the mean ratio has decreased from 0.89 to 0.88.

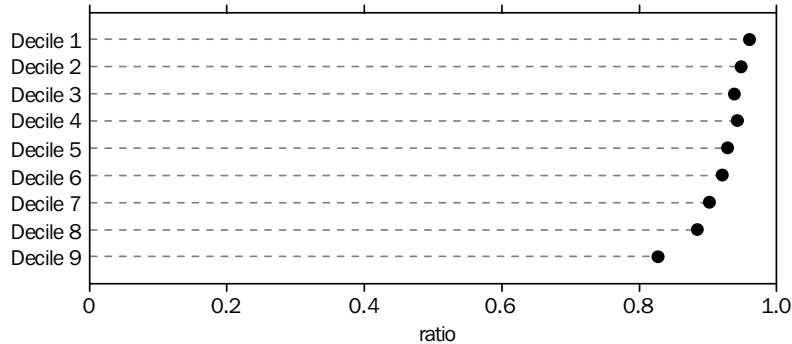
8. RATIO OF FEMALE EARNINGS TO MALE EARNINGS, Mean and median earnings—Full-time adult non-managerial ordinary time earnings—May 2006



Source: *Employee Earnings and Hours, Australia (6306.0)*.

33 Graph 9 shows the ratio of female earnings to male earnings, for full-time adult non-managerial ordinary time earnings, at each decile within the distribution. Deciles divide the entire distribution into ten equal groups, with the bottom decile (decile 1) representing the bottom 10% of earners, and the top decile (decile 9) representing the top 10% of earners (decile 5 is the median). The graph shows that the gender wage gap is lowest amongst lower earning employees (ratio of 0.96 for decile 1) and highest amongst higher earning employees (ratio of 0.83 for decile 9).

9. RATIO OF FEMALE EARNINGS TO MALE EARNINGS, by Deciles—Full-time adult non-managerial ordinary time earnings—May 2006



Source: *Employee Earnings and Hours, Australia (6306.0)*.

Survey of Employee Earnings, Benefits and Trade Union Membership (EEBTUM)

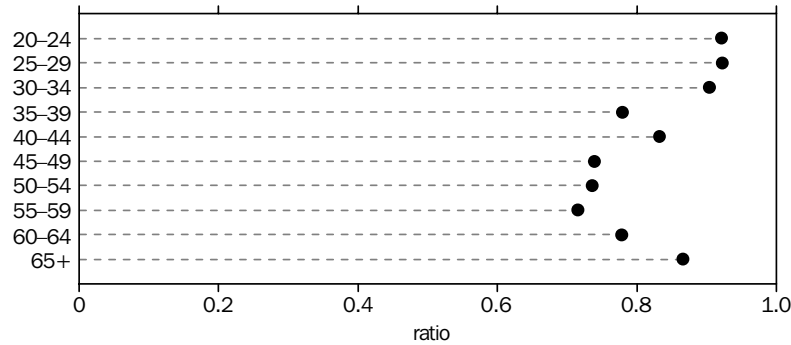
34 The Survey of Employee Earnings, Benefits and Trade Union Membership (EEBTUM) is a household survey conducted annually (in August) as a supplement to the monthly Labour Force Survey (LFS). The EEBTUM survey has been conducted since 1975, and has a sample size of approximately 30,000 employees (except for August 2008 where the sample size is approximately 23,000 employees due to the reduction in the size of the LFS sample).

35 The EEBTUM survey collects weekly earnings data together with a range of socio-demographic information, including: sex; age; marital status; relationship in household; geographic region; school attendance; country of birth and year of arrival in Australia.

36 The EEBTUM survey also collects details about the nature of employment, including: occupation; industry; hours worked (hours paid for, hours actually worked and hours usually worked); full-time/part-time status; sector; size of workplace and leave entitlements. As the EEBTUM survey is collected at the individual employee level, like the EEH survey, this means that measures of earnings distribution (e.g. medians, deciles, earnings ranges) are also able to be derived.

37 Graph 10 show the ratio of female earnings to male earnings by age (5 year age groups). The graph shows that there is a considerable difference in the gender wage gap across age groups, with the gender wage gap highest in the 55-59 year age group (ratio of 0.72) and lowest in the 25-29 year age group (0.92).

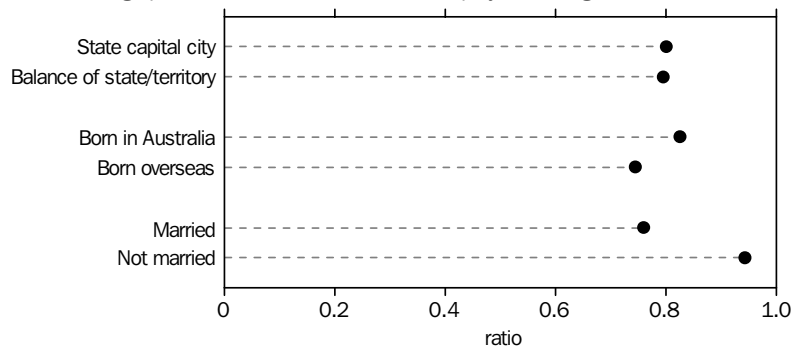
10. RATIO OF FEMALE EARNINGS TO MALE EARNINGS, by Age—Full-time employees—August 2007



Source: *Employee Earnings, Benefits and Trade Union Membership, Australia (6310.0)*.

38 Graph 11 shows the ratio of female earnings to male earnings for selected socio-demographic characteristics. The graph shows that there is little difference in the gender wage gap between state capital cities and the balance of the respective states and territories (note that Canberra and Darwin are included in balance of state/territory), however there are differences between those born in Australia (0.83) and those born overseas (0.74), and between employees who are married (0.76) and those who are not married (0.94).

11. RATIO OF FEMALE EARNINGS TO MALE EARNINGS, by Selected socio-demographic characteristics—Full-time employees—Aug 2007

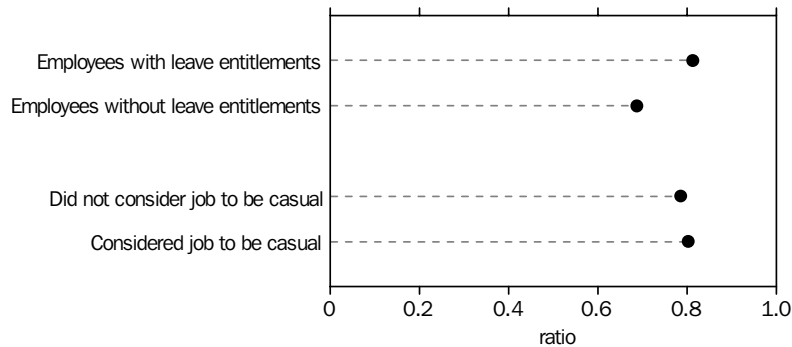


Source: *Employee Earnings, Benefits and Trade Union Membership, Australia (6310.0)*.

39 One of the employment characteristics that is particularly relevant to any analysis is that of casual work. The EEBTUM survey collects two measures of casual employment: employees (excluding owner managers of incorporated businesses) without leave entitlements (i.e not entitled to paid holiday leave or paid sick leave) - this measure is more commonly used as a proxy measure of casual employment; and employees who consider their job to be casual.

40 Graph 12 shows the ratio of female earnings to male earnings for casual and non-casual employees based on the two different measures. For both measures, the gender wage gap is higher for casual employees, although the difference is considerably smaller when looking at "self-identified" casual status.

12. RATIO OF FEMALE EARNINGS TO MALE EARNINGS, by Casual status—
Full-time employees—Aug 2007



Source: *Employee Earnings, Benefits and Trade Union Membership, Australia (6310.0)*.

Survey of Income and Housing (SIH)

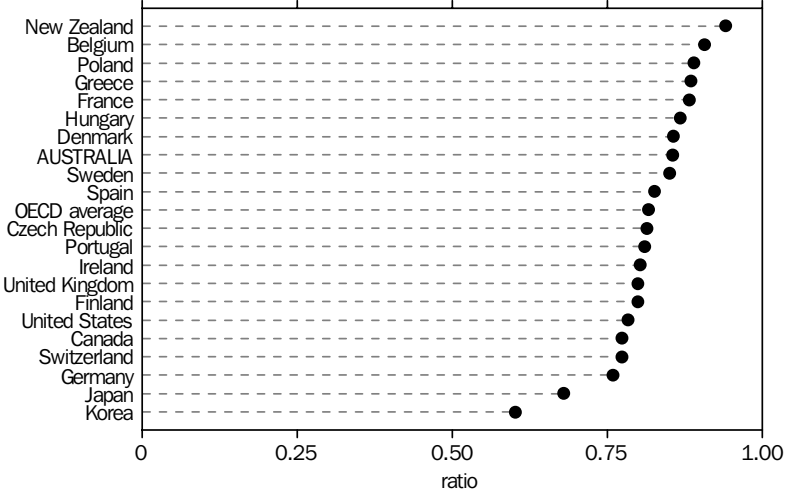
41 The Survey of Income and Housing (SIH) is a two-yearly household survey which collects detailed information about the income, assets, liabilities, net worth and household characteristics of people. The sample size for the SIH is approximately 19,000 persons. Unlike the EEBTUM survey, the SIH uses a personal interview methodology, which means the data are not affected by difficulties in respondents providing data on behalf of other members of the household.

42 The SIH collects information on household income, as well as the various components of household income, i.e: wages and salaries (earnings); income from own unincorporated business; government pensions/allowances; and other income. This can cross-classified by a wide range of socio-demographic and employment characteristics such as age, family composition, geographic region, labour force status, full-time/part-time status, hours worked, industry, and occupation.

International comparison

43 Graph 13 shows the gender wage gap for full-time employees in selected OECD countries, using median earnings. The graph shows that amongst OECD countries, the gender wage gap is lowest in New Zealand (0.94) and highest in Korea (0.60). Using this measure, Australia (0.86) has the 8th lowest gender wage gap in the OECD.

13. RATIO OF FEMALE EARNINGS TO MALE EARNINGS, OECD countries—
 Median earnings of full-time employees—2004 (or latest)



Source: OECD.Stat - Key Economic Indicators (KEI). Australian data sourced from EEBTUM survey.

DATA SOURCES RELATED TO EMPLOYMENT AND PARTICIPATION

44 There are a number of ABS sources of information relating to employment that are valuable in providing context to the analysis and understanding of pay equity issues and the issues relating to female labour force participation. For the purposes of this submission, these sources are grouped into the following broad topics:

- Employment and participation;
- Barriers to participation;
- Education and skills;
- Working arrangements; and
- Paid work, and family and community participation.

45 See Attachment 2 for further information on each of the sources discussed in this section.

Employment and participation

46 A range of ABS data is available on the labour force participation and employment characteristics of men and women. The main data sources are the monthly Labour Force Survey (LFS) and the five-yearly Census of Population and Housing. The sample size for the monthly LFS is approximately 55,000 people, although during 2008/09 the sample size has been reduced to approximately 42,000 persons.

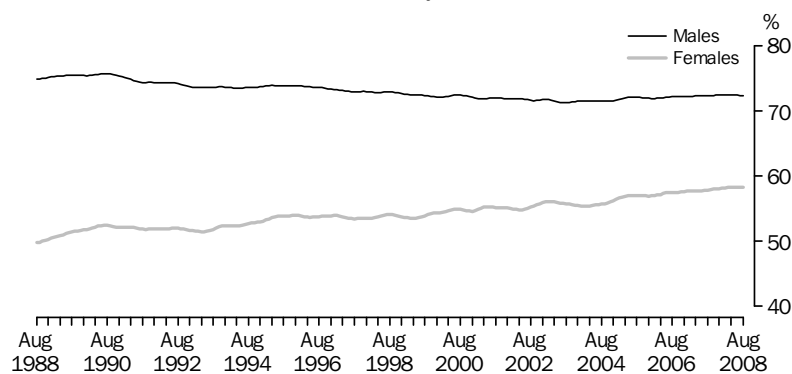
47 The monthly LFS provides information on the labour market activity of the usually resident civilian population aged 15 years and over. Key estimates produced from the LFS include the number of employed and unemployed people, the unemployment rate and the participation rate. In addition, a range of socio-demographic information is available from the LFS, including sex, age, marital status, relationship in household, family, geographical region, country of birth and year of arrival. For employed persons, a range of information is collected relating to their employment, including full-time/part-time status, hours worked (hours actually worked and hours usually worked), job tenure, preference for more hours, occupation and industry.

48 The following graphs show some key labour market indicators from the monthly LFS.

Labour force participation rate

49 Graph 14 shows the labour force participation rate, for males and females, for the period August 1988 to August 2008. The labour force participation rate is the labour force expressed as a percentage of the civilian population aged 15 years and over. The labour force is all persons who were either employed or unemployed. The graph shows that over the past 20 years there has been a steady increase in the participation rate for women, from 50% in 1988 to 58% in 2008. Over the same period there has been a slight decline in the participation rate for men, from 75% in 1988 to 72% in 2008.

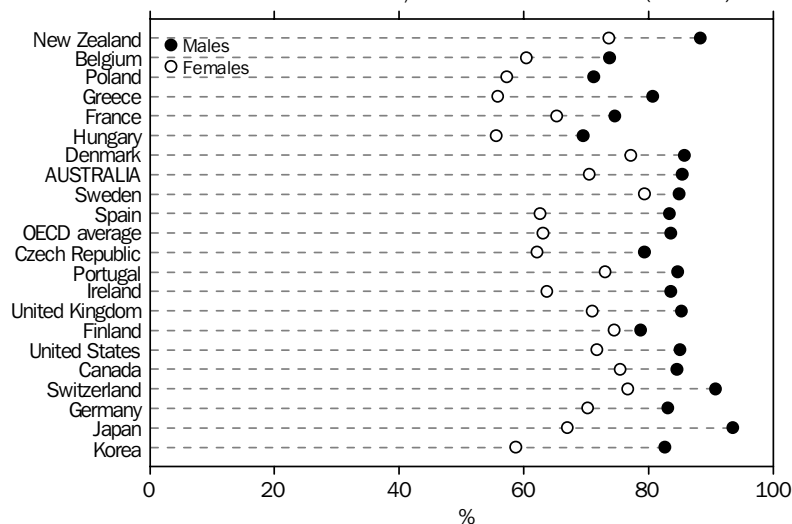
14. LABOUR FORCE PARTICIPATION RATE, by Sex—Trend estimates



Source: Labour Force, Australia, Spreadsheets (6202.0.55.001).

50 Graph 15 shows how Australia's labour force participation rate compares with other selected OECD countries. The graphs show that, of the selected countries, Australia has the 5th highest participation rate for men, and the 10th highest participation rate for women.

15. LABOUR FORCE PARTICIPATION RATE, OECD countries—2007 (or latest)

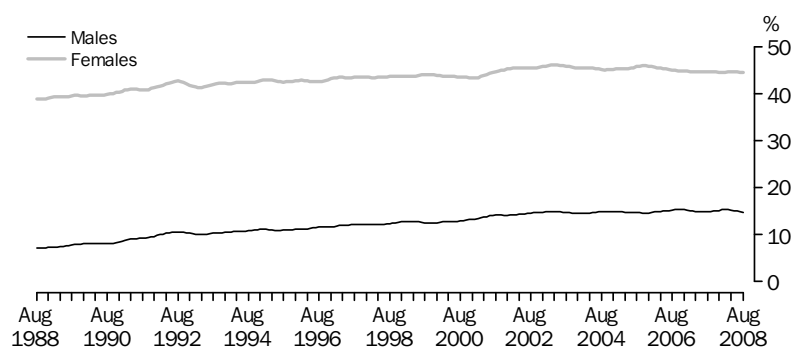


Source: OECD.Stat - Key Economic Indicators (KEI).

Part-time employment

51 In addition to differences in the extent of participation in the labour force, there are also differences in the degree to which employed men and women participate in employment. Graph 16 shows the proportion of employed men and women who work part-time, and how this has changed over the past 20 years. Around 45% of employed women now work part-time compared with around 15% of employed men, although part-time employment has been increasing for both men and women.

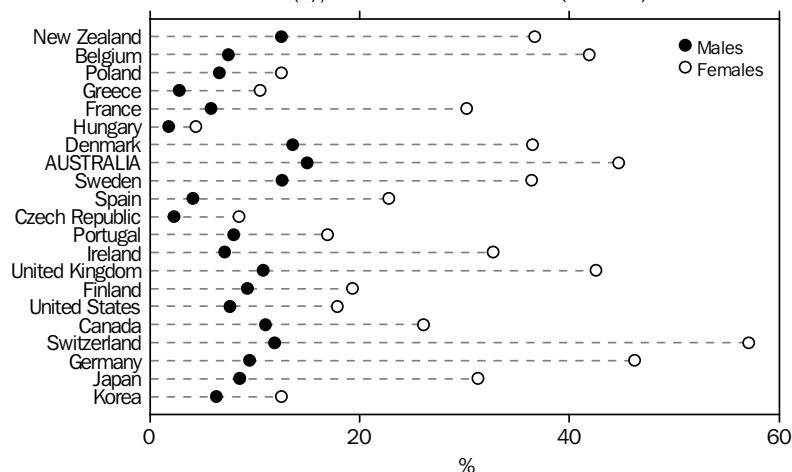
16. PROPORTION OF EMPLOYED PERSONS WORKING PART-TIME, by Sex—
Trend Estimates



Source: *Labour Force, Australia, Spreadsheets (6202.0.55.001)*.

52 Graph 17 shows that Australian women have the 3rd highest rate of part-time employment among the selected OECD countries (based on national part-time definitions). While the rate of part-time employment is considerably lower for Australian men than Australian women, the rate of part-time employment for Australian men is higher than in all the other selected OECD countries.

17. PART-TIME EMPLOYMENT(a), OECD countries—2007 (or latest)



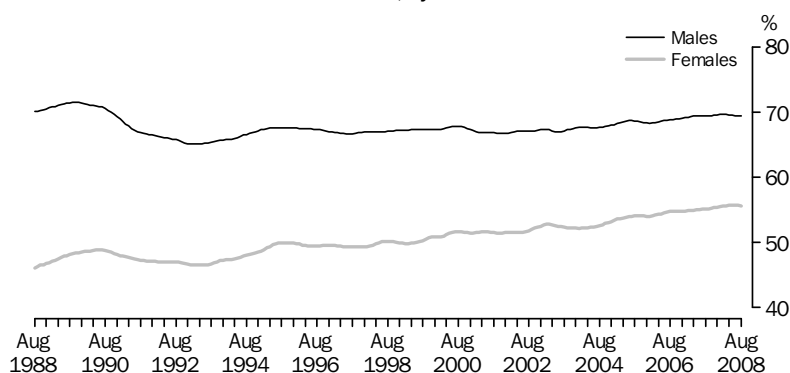
(a) Part-time based on national definitions (except United States and Korea which are based on OECD common definition).

Source: *OECD.Stat - Key Economic Indicators (KEI)*.

Employment to population ratio

53 Graph 18 shows the employment to population ratio, for males and females, for the period August 1988 to August 2008. The employment to population ratio is the number of employed persons expressed as a percentage of the civilian population in the same group. As with the labour force participation rate, the employment to population ratio is higher for men than women, although the difference has been decreasing over the past 20 years. In August 2008, the employment to population ratio was 56% for women compared with 69% for men.

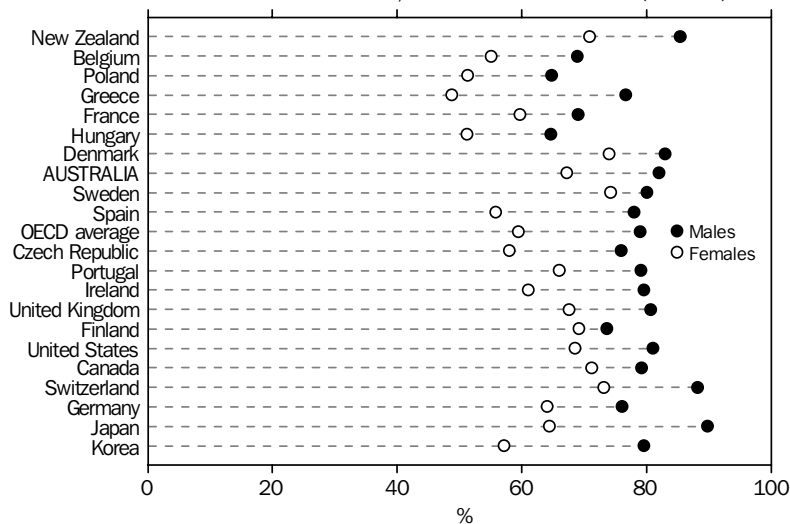
18. EMPLOYMENT TO POPULATION RATIO, by Sex—Trend Estimates



Source: *Labour Force, Australia, Spreadsheets (6202.0.55.001)*.

54 Graph 19 shows the employment to population ratio for selected OECD countries. Australia had the 9th highest employment to population ratio for women, and 5th highest for men.

19. EMPLOYMENT TO POPULATION RATIO, OECD countries—2007 (or latest)

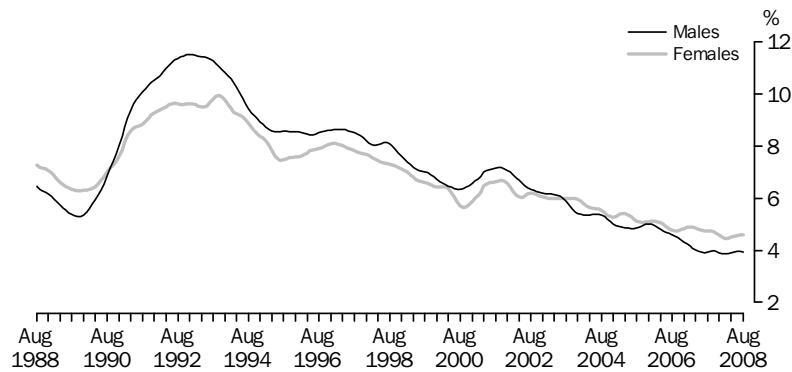


Source: *OECD.Stat - Key Economic Indicators (KEI)*.

Unemployment rate

55 Graph 20 shows the unemployment rate, for males and females, for the period August 1988 to August 2008. The unemployment rate is the number of unemployed persons expressed as a percentage of the labour force. The graph shows that the unemployment rates for both men and for women have steadily declined since the early 1990's. For most of this period the unemployment rate has been higher for men than for women, however, more recently the unemployment rate has been lower for men. In August 2008, the unemployment rate for women was 4.6% compared with 3.9% for men.

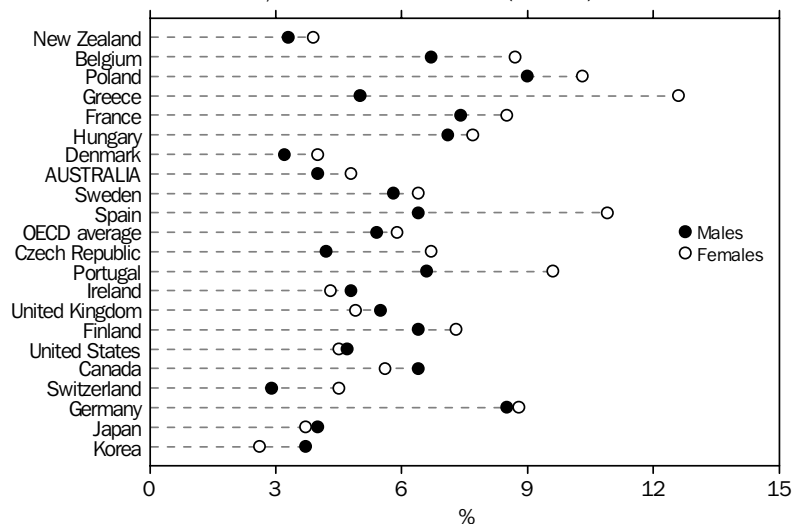
20. UNEMPLOYMENT RATE, by Sex—Trend Estimates



Source: Labour Force, Australia, Spreadsheets (6202.0.55.001).

56 Graph 21 shows the unemployment rate for selected OECD countries. Australian women had the 8th lowest unemployment rate, while Australian men had the 5th lowest unemployment rate.

21. UNEMPLOYMENT RATE, OECD countries—2007 (or latest)



Source: OECD.Stat - Key Economic Indicators (KEI).

Occupation and Industry

57 Graph 22 shows the occupational profile of employed men and women. The graph shows that in August 2008, almost half of all employed women were either Professionals or Clerical and administrative workers. In contrast, the occupation group with the highest proportion of employed men was Technicians and trades workers.

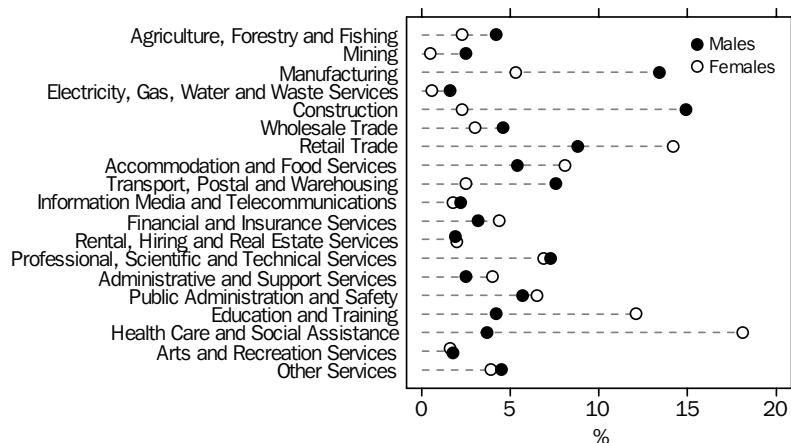
22. PROPORTION OF EMPLOYED FEMALES AND MALES, by Occupation—Aug 2008



Source: Labour Force, Australia, Detailed, Quarterly (6291.0.55.003).

58 Graph 23 shows the industry profile of employed men and women. The Health care and social assistance, Education and training, and Retail trade industries have a much higher proportional representation of women than men. In comparison, a considerably higher proportion of men than women work in the Manufacturing, Construction, and Transport, postal and warehousing industries.

23. PROPORTION OF EMPLOYED FEMALES AND MALES, by Industry—Aug 2008

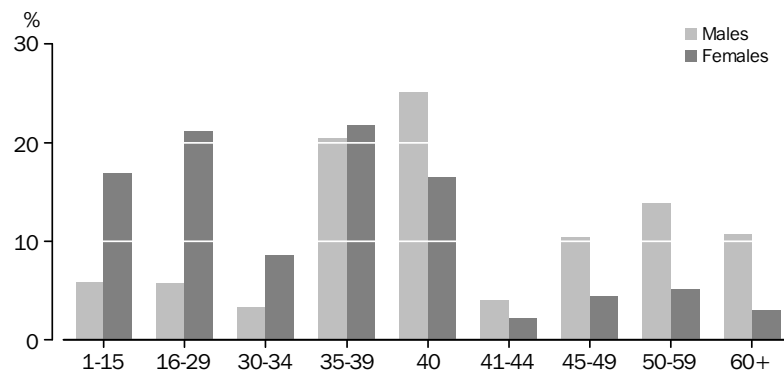


Source: Labour Force, Australia, Detailed, Quarterly (6291.0.55.003).

Hours worked

59 As discussed earlier, a higher proportion of females than males work part-time. Graph 24 shows the distribution of usual hours worked of males and females. It highlights that the proportion of women is considerably higher than men in each of the part-time hours categories (less than 35 hours), while the proportion of men is higher in each of the full-time hours categories (35 hours or more), although there is only a marginal difference in the 35-39 hour range. For males, the most common hours usually worked were either 35-39 or 40, while for females the most common hours worked were 35-39 closely followed by 16-29.

24. USUAL HOURS WORKED, by Sex—Aug 2008



Source: Labour Force, Australia, Detailed - Quarterly (6291.0.55.003).

Barriers to participation

60 People may face a variety of barriers to participating in the labour force, or increasing their participation in the labour force, and these barriers are often different for women and men. Women make up around half of the almost 500,000 unemployed people and over three-fifths of the 6 million people not in the labour force. Women also make up more than half of the 600,000 underemployed workers, although this is primarily due to the higher prevalence of part-time work among women. The incidence of underemployment among part-time workers was higher for men (20%) than women (14%).

61 There are four key ABS surveys that provide information on the barriers which people face in participating or increasing their participation in the labour force:

- Job Search Experience Survey - annual household survey;
- Underemployed Workers Survey - annual household survey;
- Persons Not in the Labour Force - annual household survey; and
- Barriers and Incentives to Labour Force Participation - two-yearly household survey.

62 These surveys collect information on the reasons why people are not available for (more) work; the reasons that they are not looking for (more) work; and the difficulties they have in finding (more) work. The first three surveys also collect information regarding people's preferred working hours (either total numbers of hours they would prefer to work each week, or whether they prefer to work full-time or part-time).

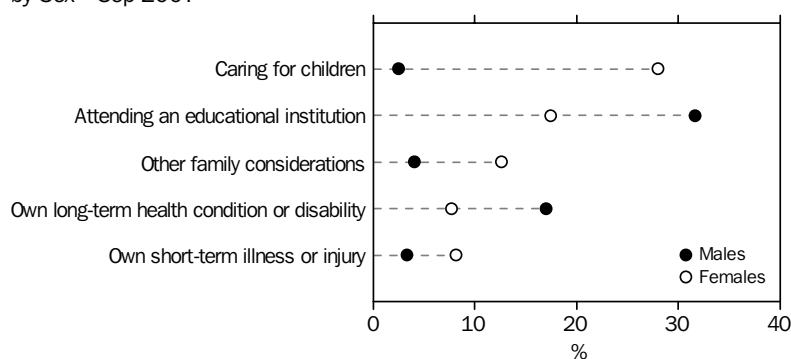
63 In September 2007, there were approximately 3.4 million women who were not in the labour force. Three-quarters (or 2.6 million) of these women either did not want to work or were permanently unable to work. However, there were almost 800,000 women who although not currently in the labour force, did want to work. Of those women who wanted to work, two-thirds (over 500,000) were not actively looking for work but were available to start work within 4 weeks (regarded as 'marginally attached' to the labour force), and a further 200,000 were not actively looking for work and were also not available to start work within 4 weeks.

64 For almost a third of women who were not in the labour force but who wanted to work (250,000), the main reason they were not working was due to caring for children. Caring for children includes reasons related to child care (no child care in locality, no child care available at all, cost or too expensive, booked out or no places available, and quality of child care unsuitable) as well as other reasons (children too young or too old, and prefers to look after children).

65 The majority (90%) of marginally attached women reported that they were not actively looking for work for non-labour market reasons. Non-labour market reasons include: personal reasons (own short-term illness or injury, own long-term health condition or disability, pregnancy, attending an educational institution, had no need to work, welfare payments or pension may be affected, and moved house or on holidays); family reasons (ill health of someone other than themselves, caring for children and other family considerations); no jobs in suitable hours; other reasons; and had a job to go to. Women made up two-thirds (66%) of all those not actively looking for non-labour market reasons.

66 For over one-quarter (28% or 130,000) of marginally attached women who were not actively looking for work for non-labour market reasons, the main reason they were not actively looking for work was because they were caring for children (graph 25). Over half (54%) of these women reported that they preferred to look after their own children or that their children were too young for child-care, while the remaining 46% were unable to find suitable childcare. Most (80%) of the women who cited caring for children as the main reason they were not actively looking for work were aged 25–44 years. There was also a high proportion of both men and women who were not actively looking for work because they were attending an education institution, however the majority of these people were aged 15–24 years.

25. SELECTED MAIN REASONS FOR NOT ACTIVELY LOOKING FOR WORK(a),
by Sex—Sep 2007



(a) Marginally attached people not actively looking for work for non-labour market reasons.

Source: *Persons Not in the Labour Force, Australia (6220.0)*.

67 The remaining 10% of marginally attached women reported that they were not looking for work for labour market reasons. Labour market reasons include: considered too young or old by employers; lacked necessary schooling, training, skills or experience; difficulties with language or ethnic background; no jobs in their locality or line of work; or no jobs available at all. These people are commonly referred to as 'discouraged jobseekers'. Women made up almost two-thirds of all discouraged jobseekers (63%).

68 In September 2007, there were almost 50,000 female discouraged job seekers. Many discouraged job seekers were older people with 35% of female discouraged job seekers aged 65 years and over and a further 24% aged 55-64 years. Close to half (44%) of female discouraged job seekers stated the reason they were not actively looking was 'Considered too old by employers'. The next most common reasons for not looking were 'No jobs in locality or line of work' (22%) and 'Lacked the necessary schooling, training, skills or experience' (21%).

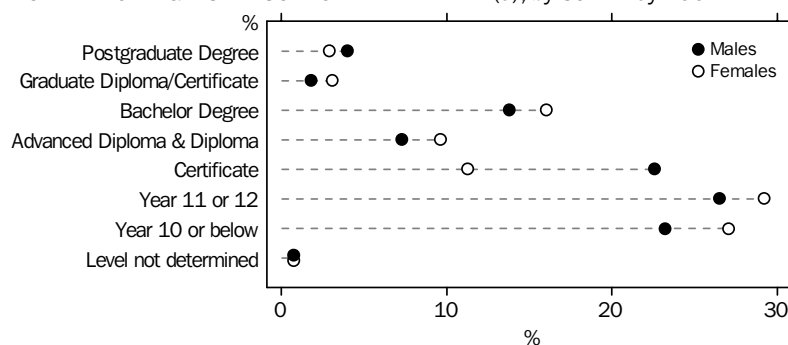
Education and skills

69 A range of ABS surveys collect information about people's educational qualifications (level of highest non-school qualification, level of highest educational attainment, and field of study) in addition to labour market and socio-demographic information. These include:

- Census of Population and Housing (also collects information about income ranges) - five-yearly household survey;
- Survey of Education and Work - annual household survey;
- Survey of Job Search Experience - annual household survey;
- Multi-Purpose Household Survey (current personal income) - annual household survey;
- Survey of Employment Arrangements, Retirement and Superannuation (current personal income) - six-yearly household survey; and
- General Social Survey (current personal income) - four-yearly household survey.

70 Graph 26 shows the level of highest educational attainment for men and women. The proportion of men with a postgraduate degree was slightly higher than for women, while a higher proportion of women had graduate diploma, graduate certificate, bachelor degree, diploma or advanced diploma as their highest level of educational attainment. The largest difference between men and women was in certificate level education, with men twice as likely to have certificate as their highest level of educational attainment.

26. LEVEL OF HIGHEST EDUCATIONAL ATTAINMENT(a), by Sex—May 2007



(a) Classified according to the Australian Standard Classification of Education (ASCED).

Source: *Education and Work, Australia* (6227.0).

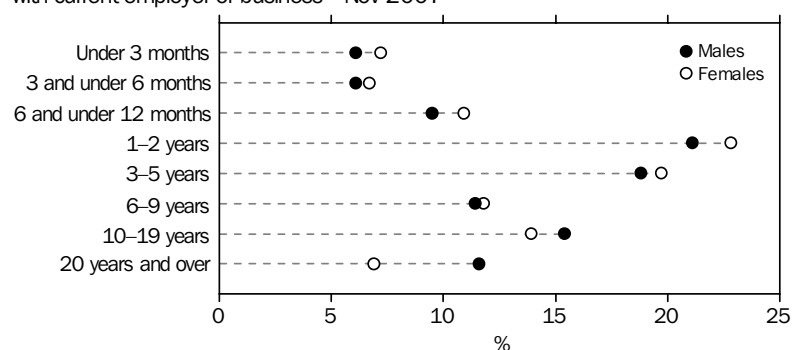
71 Formal education is only one measure of skill that has a bearing on their labour market outcomes. The skills that people obtain on the job through experience, as well as formal and informal on-the-job training, are also important factors. These other factors are more difficult to measure, as outcomes tend to be more subjective. Nonetheless, there are a range of characteristics that can be used to give an indication of people's skills, including:

- Occupation of current job;
- Duration with current employer;
- Occupation of last job; and
- Time since last job (an indicator of skill erosion).

72 The monthly LFS is the key source of information on employed people's occupation (see Employment and participation section). The LFS also has some information on the duration with current employer (whether they have worked for their current employer/business for less than 12 months or 12 months or more). The annual Forms of Employment Survey and six-yearly Survey of Employment Arrangements, Retirement and Superannuation provide greater detail on the continuous duration with current employer/business.

73 Graph 27 shows the duration with current employer for employed men and women. For both men and women, a continuous duration with current employer or business of 1-2 years or 3-5 years was most common. The proportion of women was slightly higher than men for the durations up to 9 years, however for the longer durations (10 years or more) there was a higher proportion of men than women.

27. PROPORTION OF EMPLOYED FEMALES AND MALES, by Continuous duration with current employer or business—Nov 2007



Source: *Forms of Employment, Australia (6359.0)*.

74 The Persons Not in the Labour Force survey provides information about people's last job (if their most recent job was within the last 20 years) and the length of time since they finished in that job. In addition, the four-yearly Survey of Education and Training provides a comprehensive picture of participation, and outcomes of and access to education and training. This survey also contains socio-demographic and labour market information along with personal/household weekly income.

Working arrangements

75 There are a myriad of different working arrangements that people have in their employment, and it is useful to examine these as they can have an impact on pay. An analysis of different working arrangements can also help to better explain and understand pay outcomes. There are key differences in the types of work performed by women and men as well as their working arrangements, and this can have a significant impact on pay.

76 Information on working arrangements and conditions of employment is available from a number of ABS surveys, including the:

- monthly Labour Force Survey;
- Working Time Arrangements Survey - three-yearly household survey;
- Forms of Employment Survey - annual household survey;
- Labour Mobility Survey - two-yearly household survey;
- Locations of Work Survey - three-yearly household survey; and
- Survey of Employment Arrangements, Retirement and Superannuation (current personal income) - six-yearly household survey.

77 These surveys collect a variety of information on different aspects of the nature of people's working arrangements (e.g. occupation and industry; measures of casual status, multiple job-holding; whether working on a fixed-term basis, whether working in own business).

78 Working arrangements can also be analysed in the context of working conditions (e.g. job duration, hours worked, whether work extra hours or overtime); job flexibility and mobility (e.g. shiftwork, work at home, changes of job or industry); job stability (e.g. whether their earnings or hours vary, whether has guaranteed minimum number of hours); and working patterns (e.g. whether work on weekends, in the evening or overnight) and people's preferred work patterns.

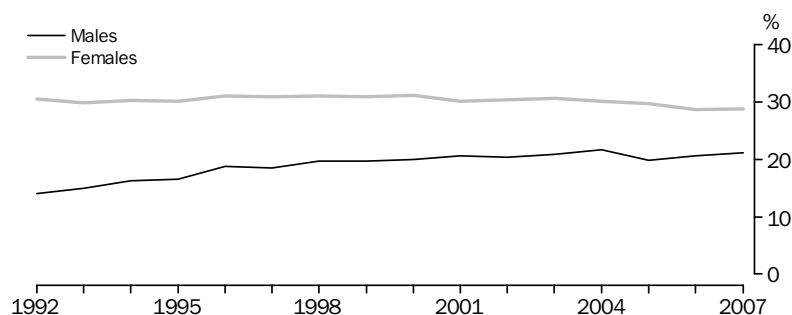
79 Over the past 30 years there has been an increasing trend towards forms of employment other than the 'traditional' arrangement of full-time, ongoing wage or salary jobs, with regular hours and paid leave. Casual employment is one form of employment that has become increasingly topical.

80 The ABS has three measures of casual employment. These relate to employees (excluding owner managers of incorporated enterprises) who do not have paid (sick and holiday) leave entitlements; consider their job to be casual; or who received a casual loading as part of their pay. For further information and an analysis of the various ABS measures of casual employment, refer to the article 'Measures of Casual Employment' in the October 2008 issue of *Australian Labour Market Statistics* (6105.0).

81 Graph 28 shows the proportion of male and female employees (excluding owner managers of incorporated enterprises (OMIEs)) without paid leave entitlements, over the period August 1993 to August 2007 - as indicated earlier, this is a proxy measure for casual employment.

82 The graph shows that a higher proportion of female employees (excluding OMIEs) than male employees (excluding OMIEs) do not have paid leave entitlements. However, the difference has been reducing over time with the proportion of female employees (excluding OMIEs) without paid leave entitlements remaining fairly steady while the proportion of male employees (excluding OMIEs) without paid leave entitlements has increased gradually. In August 2008, the proportion of female employees (excluding OMIEs) without paid leave entitlements was 29%, compared with 21% of male employees (excluding OMIEs). This represents 25% and 16% of all employed females and males respectively.

28. PROPORTION OF FEMALE AND MALE EMPLOYEES(a) WITHOUT PAID LEAVE ENTITLEMENTS—1992-2007



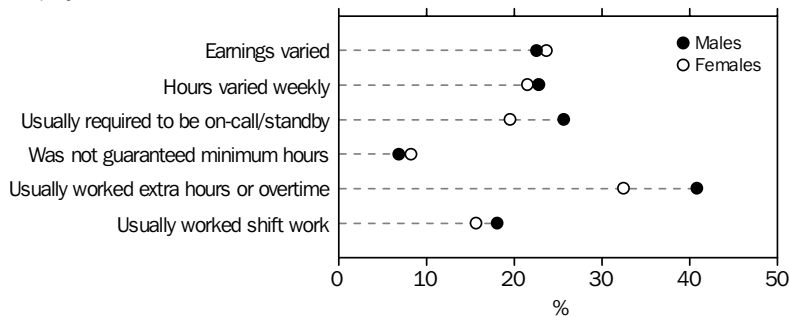
(a) Employees (excluding Owner Managers of Incorporated Enterprises).

Source: *Australian Labour Market Statistics* (6105.0).

83 There are a number of working arrangements related to job flexibility and stability that are of interest in the context of monitoring employment. Graph 29 highlights selected characteristics related to flexibility/stability (whether earnings or hours vary, on-call work, overtime, shiftwork and guaranteed hours), and shows the proportion of male and female employees (excluding owner managers of incorporated enterprises) who have these working arrangements.

84 The graph shows that over 20% of male and female employees earnings vary from one period to the next, and that over 20% of male and female employees hours vary from one week to the next. Male employees are more likely than female employees to be on call or stand-by (26% compared with 20%), to usually work extra hours or overtime (41% compared with 33%) or to usually work shift work (18% compared with 16%).

29. PROPORTION OF FEMALE AND MALE EMPLOYEES(a), by Selected employment characteristics—Nov 2006



(a) Employees (excluding Owner Managers of Incorporated Enterprises).

Source: *Working Time Arrangements, Australia (6342.0)*.

Paid work, and family and community participation

85 The ABS collects and disseminates a wide range of information relating to people's paid labour force participation along with their family situations and community participation. This information can assist in understanding not just how individuals combine paid work, family and community participation, but how these various activities are apportioned among individuals within families. This information therefore provides some valuable insights into some issues related to female labour force participation.

86 Some major data sources that yield statistics about various aspects of how families combine paid work, family responsibilities and community participation include:

- Childhood Education and Care Survey (previously the Child Care Survey) - 3 yearly household survey
- Census of Population and Housing - 5 yearly household survey
- General Social Survey - 4 yearly household survey
- Labour Force Survey - monthly household survey
- Pregnancy and Employment Transitions - 6 yearly household survey
- Survey of Disability, Ageing and Carers - 6 yearly household survey
- Survey of Employment Arrangements, Retirement and Superannuation - 6 yearly household survey
- Time Use Survey - infrequent household survey
- Voluntary Work Survey - infrequent household survey

87 The ABS social report *Australian Social Trends* contains many analytical reports of relevance to the subject of female labour force participation. These articles, as well as articles contained in the *ABS Yearbook* and *Australian Labour Market Statistics* are listed in Attachment 2.

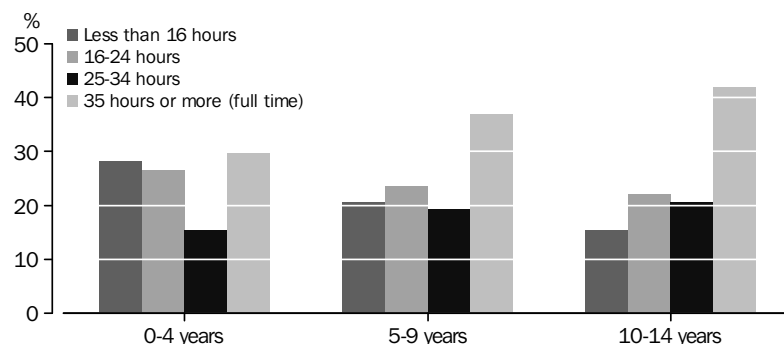
Labour force participation and hours worked for women with children

88 Women's labour force participation rates and hours of employment vary over the life course. For most women, childbirth is followed by some time out of the labour force. In general, women work fewer hours when they first engage in paid work after having children and increase their hours of work as children grow older. In contrast, the labour force participation rate for men remains quite high until retirement. In 2002, employment rates for women with children in Australia tended to be lower than comparison countries. The OECD average employment rate of women whose youngest child was under six years of age was 59%, nine percentage points above Australia (50%). The lower employment rate for women whose youngest child was under six years of age in Australia may, in part, be due to factors such as higher levels of household income or other income sources that reduce the imperative to return to the workforce soon after childbirth.

89 The participation of women with children has increased over the decade 1996 to 2006. Between 1996 and 2006 the participation rate of mothers with children aged 0-14 years rose from 59% to 64%. The rise was particularly pronounced among lone mothers (up from 50% to 59%).

90 Graph 30 shows that a substantial minority of women work relatively few hours, especially when their children are very young (note: the following analysis excludes a very small number of same sex families). In 2007, in families with an employed mother where the youngest child was aged 0-4 years, about 30% of mothers worked less than 16 hours a week. This proportion decreased with the age of the youngest child to 16% where the youngest child was aged 10-14 years. The proportion of families with an employed mother in which the mother was working full time increased from 30% of families where the youngest child was aged 0-4 years, to 42% of families where the youngest child was aged 10-14 years.

30. FAMILIES WITH EMPLOYED MOTHER (EXCLUDING SAME SEX COUPLES), by Age of youngest child—Proportion in each hours worked category—2006-07



Source: *Family Characteristics and Transitions, Australia, 2006-07 (4442.0)*.

Women's labour force participation and fertility

91 The relation between women's employment and their fertility is complex. Increasing proportions of women with higher levels of educational qualifications and increasing female labour force participation over recent decades have accompanied a decline in fertility. The fertility rate peaked in 1961 (3.5 births per woman), and has generally been declining since then to reach a low in 2001 (1.7 births per woman). Since 2001, the fertility rate has been gradually increasing, and at 2007 was 1.8 births per woman.

Combining paid and unpaid work

92 In 2006, men spent more time on average on paid work than women (31 hours 51 minutes a week for men, 16 hours 27 minutes a week for women). In contrast, women spent more time on unpaid work (such as domestic activities, child care, purchasing, and voluntary work and care) than men (36 hours 31 minutes for women, 20 hours 4 minutes for men).

Use of formal and informal child care to combine work and family

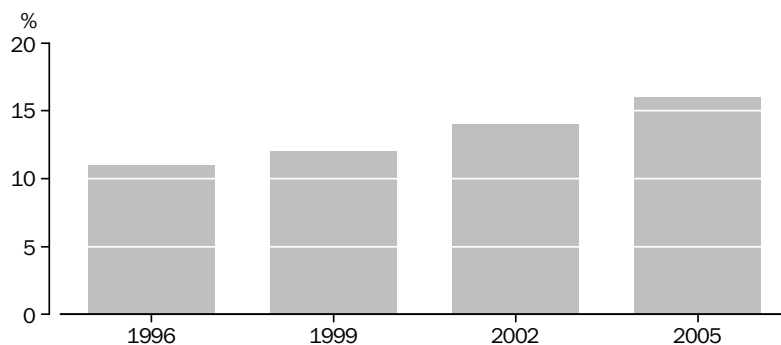
93 Trends in child care use over time can illustrate how families combine paid work with caring for their children. Families may use 'formal care' (for example long day care, family day care, before/after school care), 'informal care' (for example care provided by grandparents, relatives, nannies and babysitters), or a combination of both to help them care for their children. Almost 60% of children aged under 2 years who received non-parental care were cared for by their grandparents. Note that unless explicitly stated, preschool is not included in formal care.

94 Over the decade from 1996 to 2005:

- the proportion of children aged 0 to 11 years using formal care (including those who also used informal care) increased from 14% to 23% (704,000 children in 2005);
- the proportion using informal care (including those who also used formal care) declined slightly from 36% to 33% (1,040,000 children in 2005);
- the proportion using formal care only increased from 9% to 14% (444,000 children in 2005);
- the proportion using informal care only decreased from 31% to 25% (780,000 children in 2005); and
- the proportion using both formal and informal care increased slightly from 6% to 8% (260,000 children in 2005).

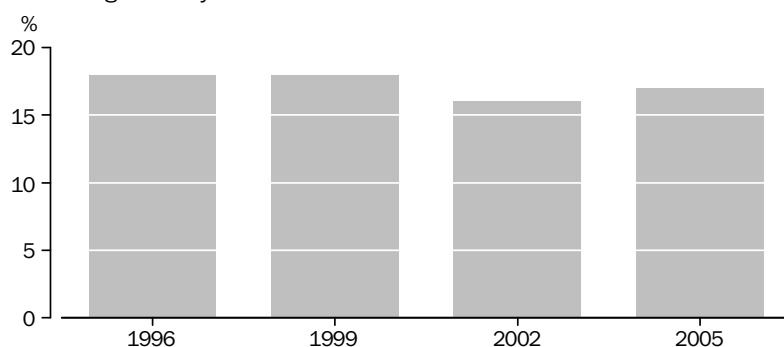
95 Graphs 31 and 32 show that in June 2005, 16% of children aged 0-11 years (497,000 children) were attending formal child care and/or preschool for work-related reasons, an increase from 11% a decade earlier; and 17% of children aged 0-11 years (525,000 children) were using informal child care for work-related reasons, relatively unchanged since 1996. 'Work-related reasons' means that 'working', 'looking for work', or 'work-related study or training' was reported, by parents, as a reason (not necessarily the main reason) for using child care.

31. PROPORTION USING FORMAL CARE AND/OR PRESCHOOL FOR WORK-RELATED REASONS, Children aged 0-11 years



Source: *Child Care, Australia (4402.0)*.

32. PROPORTION USING INFORMAL CARE FOR WORK-RELATED REASONS,
Children aged 0-11 years



Source: *Child Care, Australia (4402.0)*.

96 There may be other situations where work is indirectly related to the use of child care, even if it is not reported as a reason. For example, following the birth of a subsequent child, a family may decide to keep the first child in child care until the mother again returns to work for various reasons, for example to avoid disrupting the child's care arrangement, and/or to retain the child care place for the first child and secure a place for subsequent children (who may be given priority if a sibling is already attending the service).

Combining labour force participation with caring for someone with a disability

97 Many more women than men are primary carers and a smaller proportion of female primary carers were employed than male primary carers. A primary carer is a person who provides the most informal assistance, in terms of help or supervision, to a person with one or more disabilities. The assistance has to be ongoing, or likely to be ongoing, for at least six months and be provided for one or more of the core activities of communication, mobility and self care (for example, eating, being understood by families or friends, getting into or out of bed).

98 Around 48% of primary carers (aged 15 to 64 years) were employed and these carers were more likely to work part-time than full-time. Consistent with the intensity of care provided by primary carers, who may find it more difficult to combine their caring role with paid employment, 273,000 women aged 15 to 64 years were primary carers and 46% of these were employed. In contrast, 88,500 men aged 15 to 64 years were primary carers and 55% of these were employed.

Participation in voluntary work

99 Women often combine voluntary work with paid employment and childraising. In 2006, 22% of women were regular volunteers compared with 19% of men. For women, those employed part-time had the highest rates of regular volunteering (29%). People with a child aged less than 15 years were the most likely to volunteer regularly (29% of people in couple relationships and 27% of lone parents) but on average they spent fewer hours per week volunteering than did people with older children or older people living without children.

ATTACHMENT 1: DATA SOURCES

Employment and participation

<i>Survey</i>	<i>Designed to measure</i>	<i>Frequency/ Latest issue</i>	<i>Overview</i>
Census of Population and Housing	<p>The Census aims to accurately measure the number and key characteristics of people in Australia on Census Night and the dwellings in which they live.</p> <p>It is also designed to provide timely, high quality and relevant data for small geographic areas and small population groups, to complement the rich but broad level data provided by ABS surveys.</p>	<p>Five-yearly</p> <p>August 2006</p>	<p>Provides information on labour force status and income. For employed people, information is collected on status in employment, occupation, industry, hours worked, workplace address and method of travel to work. This can be cross-classified by an extensive range of socio-demographic data including age, sex, marital status and education. For unemployed persons, information is collected on whether looking for full-time or part-time work.</p> <p>Although not subject to sampling error, the labour data available from the Census is not as detailed as that from other labour-specific surveys. The main advantage of Census data is the fine level of disaggregation possible, eg by detailed industry and occupation. The main disadvantage is its five-yearly frequency.</p>
<p>Labour Force Survey</p> <p><i>Labour Force, Australia</i> (cat. no. 6202.0).</p> <p><i>Labour Force, Australia, Detailed - Electronic Delivery</i> (cat. no. 6291.0.55.001).</p> <p><i>Labour Force, Australia, Detailed, Quarterly</i> (cat. no. 6291.0.55.003).</p> <p><i>Labour Force Survey and Employee Earnings, Benefits and Trade Union Membership, Australia: Basic Confidentialised Unit Record File, August 2006</i> (cat. no. 6202.0.30.001)</p> <p><i>Labour Force Survey and Employee Earnings, Benefits and Trade Union Membership, Australia: Expanded CURF, August 2006</i> (cat. no. 6202.0.30.003)</p> <p><i>Labour Force Survey and Labour Mobility, Australia: Basic Confidentialised Unit Record File, February 2006</i> (cat. no. 6202.0.30.004)</p>	<p>Labour market activity in the Australian civilian population aged 15 years and over.</p> <p>Key series produced include:</p> <ul style="list-style-type: none"> ● Number of people employed, unemployed, and not in the labour force ● Unemployment rate ● Labour force participation rate 	<p>Monthly</p>	<p>The Labour Force Survey (LFS) is a monthly survey of approximately 24,000 dwellings across Australia, which provides estimates of the labour market activity of Australia's resident civilian population aged 15 years and over. The ABS has conducted the LFS since 1960, first as a quarterly survey, then as a monthly survey from 1978.</p> <p>The LFS collects comprehensive labour market information cross-classified by detailed demographic data. Estimates are available by State/Territory, capital city/balance of state, and sub-state regions.</p>

Barriers to participation

<i>Survey</i>	<i>Designed to measure</i>	<i>Frequency/ Latest issue</i>	<i>Overview</i>
<p>Persons Not In the Labour Force</p> <p><i>Persons Not In the Labour Force, Australia</i> (cat. no. 6220.0)</p>	<p>The potential supply of labour not reflected in the employment and unemployment figures (e.g. discouraged jobseekers).</p>	<p>Annual</p> <p>September 2006</p>	<p>Provides information about people who are not working or looking for work including whether they want to work, reasons they are not actively looking for work, their availability for work and their main activity when not in the labour force.</p> <p>Estimates are based on a point in time, rather than over a long period.</p>
<p>Underemployed Workers</p> <p><i>Underemployed Workers, Australia</i> (cat. no. 6265.0)</p>	<p>Complements other measures of labour underutilisation (e.g. Persons Not In the Labour Force).</p>	<p>Annual</p> <p>September 2006</p>	<p>Provides information about part-time workers who indicate that they would prefer to work more hours, and full-time workers who did not work full-time hours in the reference period for 'economic reasons'. Includes information on steps taken to find additional hours of work, preferred number of extra hours and difficulties in finding work.</p>
<p>Barriers and Incentives to Labour Force Participation</p> <p><i>Barriers and Incentives to Labour Force Participation, Australia</i> (cat. no. 6239.0)</p> <p><i>Multi-Purpose Household Survey, Australia, Expanded Confidentialised Unit Record File, 2006-07</i> (cat. no. 4100.0.55.001)</p>	<p>Focuses on barriers people face in joining the labour force or in taking up (more) employment.</p> <p>Survey scope is people aged 18 years and over who are not employed or who work few hours (0-15 hours/week)</p>	<p>Two-yearly</p> <p>August 2004 - June 2005</p>	<p>Provides information on the characteristics of the potential labour force to allow a better understanding of the factors that influence people to join or leave the labour force, cross-classified by demographic variables.</p> <p>More detailed information than other surveys (e.g. Persons Not In the Labour Force, Underemployed workers).</p> <p>Incentives to labour force participation are inferred from information about barriers, rather than being assessed directly.</p> <p>Small sample size.</p>
<p>Retirement and Retirement Intentions</p> <p><i>Retirement and Retirement Intentions, Australia</i> (cat. no. 6238.0)</p> <p><i>Multi-Purpose Household Survey, Australia, Expanded Confidentialised Unit Record File, 2006-07</i> (cat. no. 4100.0.55.001)</p>	<p>Retirement trends, factors which influence decisions to retire, and the income arrangements retirees and potential retirees have made to provide for their retirement.</p> <p>Survey scope is people aged 45 years and over who have, at some time, worked for two weeks or more.</p>	<p>Two-yearly</p> <p>August 2004 - June 2005</p>	<p>Provides information on retirement decisions and intentions cross-classified by a range of demographic characteristics such as age, sex, marital status and country of birth, as well as labour force characteristics.</p> <p>More detailed, but less frequent, information on retirement and retirement intentions is available from the Survey of Employment Arrangements, Retirement and Superannuation.</p> <p>Small sample size.</p>

Education and skills

<i>Survey</i>	<i>Designed to measure</i>	<i>Frequency/ Latest issue</i>	<i>Overview</i>
<p>Education and Work</p> <p><i>Education and Work, Australia</i> (cat. no. 6227.0)</p> <p><i>Survey of Education and Work, Australia - Confidentialised Unit Record File on CD-ROM, May 2006</i> (cat. no. 6227.0.30.001)</p>	<p>Participation in education and transitions from education to work.</p>	<p>Annual</p> <p>May 2006</p>	<p>Collects detailed information on education cross-classified by demographic and labour force characteristics.</p> <p>Also collects data on apprentices.</p>
<p>Job Search Experience</p> <p><i>Job Search Experience, Australia</i> (cat. no. 6222.0)</p>	<p>The characteristics and experience of unemployed people and people who started a job within the previous 12 months.</p>	<p>Annual</p> <p>July 2006</p>	<p>Provides information about the steps people take to find work, those which prove to be successful, and the main difficulties encountered, cross-classified by demographic information.</p> <p>For data on the job search experience of employed people seeking more hours see Underemployed Workers.</p>

Working arrangements

<i>Survey</i>	<i>Designed to measure</i>	<i>Frequency/ Latest issue</i>	<i>Overview</i>
Forms of Employment <i>Forms of Employment, Australia</i> (cat. no. 6359.0)	The structure and incidence of different employment arrangements, aspects of job tenure and job security.	Annual November 2006	<p>Presents cross-classification of different employment types including non-standard arrangements (e.g. casual work and fix-term contract work) by selected employment characteristics (e.g. hours worked, industry, occupation) and demographic information.</p> <p>More detailed, but less frequent information on employment arrangements is available from the Survey of Employment Arrangements, Retirement and Superannuation (SEARS).</p>
Labour Mobility <i>Labour Mobility, Australia</i> (cat. no. 6209.0) <i>Labour Force Survey and Labour Mobility, Australia: Basic Confidentialised Unit Record File, February 2006</i> (cat. no. 6202.0.30.004)	The amount of churn in the labour market over a 12 month period.	Two-yearly February 2006	<p>Provides information about job mobility and job tenure. Includes data on jobs held in the last 12 months, whether has changed employer and reasons for change. Also includes data on whether people have had a change in work such as promotion, transfer, and change in hours.</p> <p>This information is cross-classified by demographic and other information (e.g. education, industry and occupation).</p>
Locations of Work <i>Locations of Work, Australia</i> (cat. no. 6275.0)	The locations people work (eg own home or employer's premises) and job characteristics and working arrangements of people who work at home.	Five-yearly November 2005	The only survey that provides specific information about the working arrangements and employment conditions of people working from home. Other information includes hours worked, main reason for working at home, and IT use in job worked at home.
Working Time Arrangements <i>Working Time Arrangements, Australia</i> (cat. no. 6342.0)	The working arrangements of employees such as shift work, overtime, and start and finish times.	Three-yearly November 2006	Provides information about the working arrangements of employees cross-classified by employment characteristics such as full-time /part-time status, leave entitlements, occupation and industry as well as demographics.
Employment Arrangements, Retirement and Superannuation <i>Employment Arrangements, Retirement and Superannuation, Australia</i> (cat. no. 6361.0). <i>Employment Arrangements, Retirement and Superannuation, Expanded CURF, Australia</i> (cat. no. 6361.0.55.001).	<p>The diversity of employment arrangements in the workforce.</p> <p>Work and caring responsibilities.</p> <p>Retirement and retirement intentions and Superannuation arrangements.</p>	Six-yearly April - July 2007	<p>Provides very detailed information on employment arrangements and work and caring responsibilities. Unlike other surveys, information is collected on first and second jobs, rather than just main job.</p> <p>Also provides detailed information on retirement, retirement intentions and superannuation (e.g. factors that influence decision to retire, age at retirement, type of superannuation coverage, amount accrued, reasons for making personal contributions, amount of lump sum received and how it was used).</p> <p>Enables analysis at the household as well as the individual level.</p>

Paid work, and family and community participation

<i>Survey</i>	<i>Designed to measure</i>	<i>Frequency/ Latest issue</i>	<i>Overview</i>
<p>Pregnancy and Employment Transitions</p> <p><i>Pregnancy and Employment Transitions, Australia</i> (cat. no. 4913.0)</p> <p><i>Pregnancy and Employment Transitions, Australia, Expanded Confidentialised Unit Record File, November 2005</i> (cat. no. 4913.0.55.001)</p>	<p>The working arrangements and employment experiences of women during pregnancy and in the first two years after the birth of a child.</p>	<p>Six-yearly</p> <p>November 2005 (first issue).</p>	<p>Provides information about women's hours of work during pregnancy; women's use of paid and unpaid leave associated with pregnancy, the birth of their child and the subsequent caring for the new born child; the length of leave breaks taken in association with pregnancy and the birth of a child; and the reasons for entering or not entering the workforce following the birth. Details of the work arrangements of the mother's partner, both before and after the birth, are also collected.</p>
<p>LFS Families estimates</p> <p><i>Labour Force, Australia: Labour Force Status and Other Characteristics of Families - Electronic Delivery</i> (cat. no. 6224.0.55.001)</p>	<p>Labour Force Status for family types and the number of families.</p>	<p>Monthly (was previously annual)</p> <p>September 2008</p>	<p>Provides information on the number of each family type (for example, couple family/lone parent family, with/without dependants), number of dependent children, age group of dependent children and selected labour force information for the family members.</p>
<p>Child Care</p> <p><i>Child Care, Australia</i> (cat. no. 4402.0)</p> <p><i>Child Care, Australia, Expanded Confidentialised Unit Record File</i> (cat. no. 4402.0.55.001)</p>	<p>The use of, and demand for, child care for children aged under 13 years.</p>	<p>Three-yearly</p> <p>June 2005</p>	<p>Provides information on children under 13 years of age and family units with children under 13 years of age classified by type and usage of child care and the child care benefit, number and age of children, days and hours of care, labour force status and birthplace of parents, demand for childcare and other demographic and economic attributes of the families, children or parents.</p> <p>Information is also presented on the use of the Child Care Benefit and the working arrangements of parents with children aged 0-12 years.</p>
<p>General Social Survey</p> <p><i>General Social Survey: Summary Results, Australia</i> (cat. no. 4159.0)</p> <p><i>General Social Survey: Basic Confidentialised Unit Record File</i> (cat. no. 4159.0.30.001)</p> <p><i>General Social Survey: Expanded Confidentialised Unit Record File</i> (cat. no. 4159.0.30.002)</p>	<p>A wide range of information to enable it to be linked across areas of social concern. The focus is on the relationships between characteristics from different areas, rather than in depth information about a particular field.</p>	<p>Four-yearly</p> <p>2006</p>	<p>Provides information on: housing, health and disability; labour force participation; income, wealth and financial stress; sports participation and attendance at culture leisure venues; and family and community items.</p> <p>The 2006 survey also includes information on: visas; and more detailed aspects of social capital such as voluntary work and giving, other forms of social and civic participation, social relationships and the expectation of giving of support.</p>
<p>Disability, Ageing and Carers</p>	<p>Information from people with a disability</p>	<p>Six-yearly</p> <p>2003</p>	<p>Provides information on three main areas: people with a disability (including disability</p>

<p><i>Disability, Ageing and Carers, Australia: Summary of Findings</i> (cat. no. 4430.0)</p> <p><i>Disability, Ageing and Carers, Australia, Basic Confidentialised Unit Record File</i> (cat. no. 4430.0.30.002)</p>	<p>about: the types of disabilities they have; the amount of assistance needed and received; and their employment restrictions. Information from carers about: the amount of time they spend caring; and their relationship to the person they care for.</p>		<p>status, main condition, assistance needed/received, use of aids, use of public transport and employment restrictions); older persons (including assistance needed/received, culture leisure participation, disability status and income); and people who provide assistance to others because of their disability (including carer status, relationship to main recipient, time spent caring for main recipient, need for and receipt of respite care, reasons for caring).</p>
<p>Family Characteristics</p> <p><i>Family Characteristics and Transitions, Australia, 2006-07</i> (cat. no. 4442.0)</p>	<p>Changing patterns of family and household composition in contemporary Australia.</p>	<p>Three-yearly - family characteristics</p> <p>Six-yearly - transitions and history</p> <p>2006-07</p>	<p>Provides information on family and household composition, inter-household child support arrangements, and family transitions, such as relationship history, relationship expectations, children born and fertility expectations.</p>
<p>Time Use</p> <p><i>How Australians Use Their Time</i> (cat. no. 4153.0)</p> <p><i>Time Use Survey, Australia - Confidentialised Unit Record File, 2006</i> (cat. no. 4152.0.55.001)</p>	<p>The daily activity patterns of people in Australia.</p>	<p>Infrequent</p> <p>2006</p>	<p>Time use surveys collect detailed information on the daily activity patterns of people in Australia. The information is used to examine how people allocate time to activities such as paid and unpaid work and to analyse such issues as gender equality, care giving, balancing family and paid work responsibilities, and the balance between paid work, unpaid work and leisure.</p>
<p>Voluntary Work</p> <p><i>Voluntary Work, Australia</i> (cat. no. 4441.0)</p>	<p>Information about participation in unpaid voluntary work through an organisation or group.</p>	<p>Five-yearly/</p> <p>Six-yearly</p> <p>2006</p>	<p>Provides information about the types of organisation with which the voluntary work is associated, the types of activities carried out, time spent volunteering, the characteristics of the volunteer, and the reason for volunteering. Also includes information about givers of monetary donations to organisations.</p>

ATTACHMENT 2: RELEVANT ABS ARTICLES

A Profile of Carers in Australia, 2008 (4448.0)

Analytical reports and articles

AUSTRALIAN SOCIAL TRENDS (4102.0)

General:

One-parent families (2007)
Fathers' work and family balance (2006)
Carers (2005)
Balancing family and work (2003)

Earnings:

Women's incomes (2008, 2001)
Female/male earnings (2005, 2000)
Trends in earning distribution (2000)
Retirement income (1994)

Labour force participation/employment:

Barriers to work (2008)
Labour force participation across Australia (2008)
Labour force participation - An international comparison (2007)
Trends in women's employment (2006)
Casual employees (2005)
Longer working hours (2003)
Trends in employment ratios (2001)
Trends in part-time work (1994)

Unpaid work:

Voluntary work (2008, 2002)
Time spent on unpaid household work (2001)
Value of unpaid work (2001)
Unpaid work: Voluntary work (1997)

Child care:

Before and/or after school care (2007)
Maternity leave arrangements (2007)
Informal child care provided by grandparents (2005)
Formal child care (2004)
Child care arrangements (2001)
How couples share domestic work (1999)
Looking after the children (1999)
Families and work (1997)

Fertility trends:

How many children have women in Australia had? (2008)
International fertility comparison (2007)
Recent increases in Australia's fertility (2007)
Recent fertility trends (2006)

ABS YEARBOOK (1301.0):

Earnings (2008)
Retirement and retirement intentions (2007)
People who work few hours (2006)
Recent fertility trends (2006)
Working arrangements (2005)
Underemployed workers (2004)
Usual hours (2004)
Trends in child care (2002)

AUSTRALIAN LABOUR MARKET STATISTICS (6105.0):

Maternity leave (July 2008)
Underemployed workers (July 2008)
Available labour of the unemployed (October 2007)
Labour force transitions (July 2006)
Full-time and part-time participation in Australia: A cohort analysis (July 2005)
People who work few hours (April 2005)
Health, disability, age and labour force participation (April 2005)
Labour force participation in Australia (January 2005)
Parental leave (April 2003)