

Women at Work

*A statistical review of trends in women's employment in
South Australia*

Report prepared for:
**The Office for Women and the Department of Further Education,
Employment, Science and Technology**

Part 1

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February 2005

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Preface

This report examines trends in women's employment in South Australia. It has been commissioned by the Office for Women and the Department of Further Education, Employment, Science and Technology to inform the development of policies by the South Australian Government.

The report identifies some of the key policy implications of trends in the context of the South Australian Strategic Plan (SASP), SA Works Program and the Workforce Development Strategy.

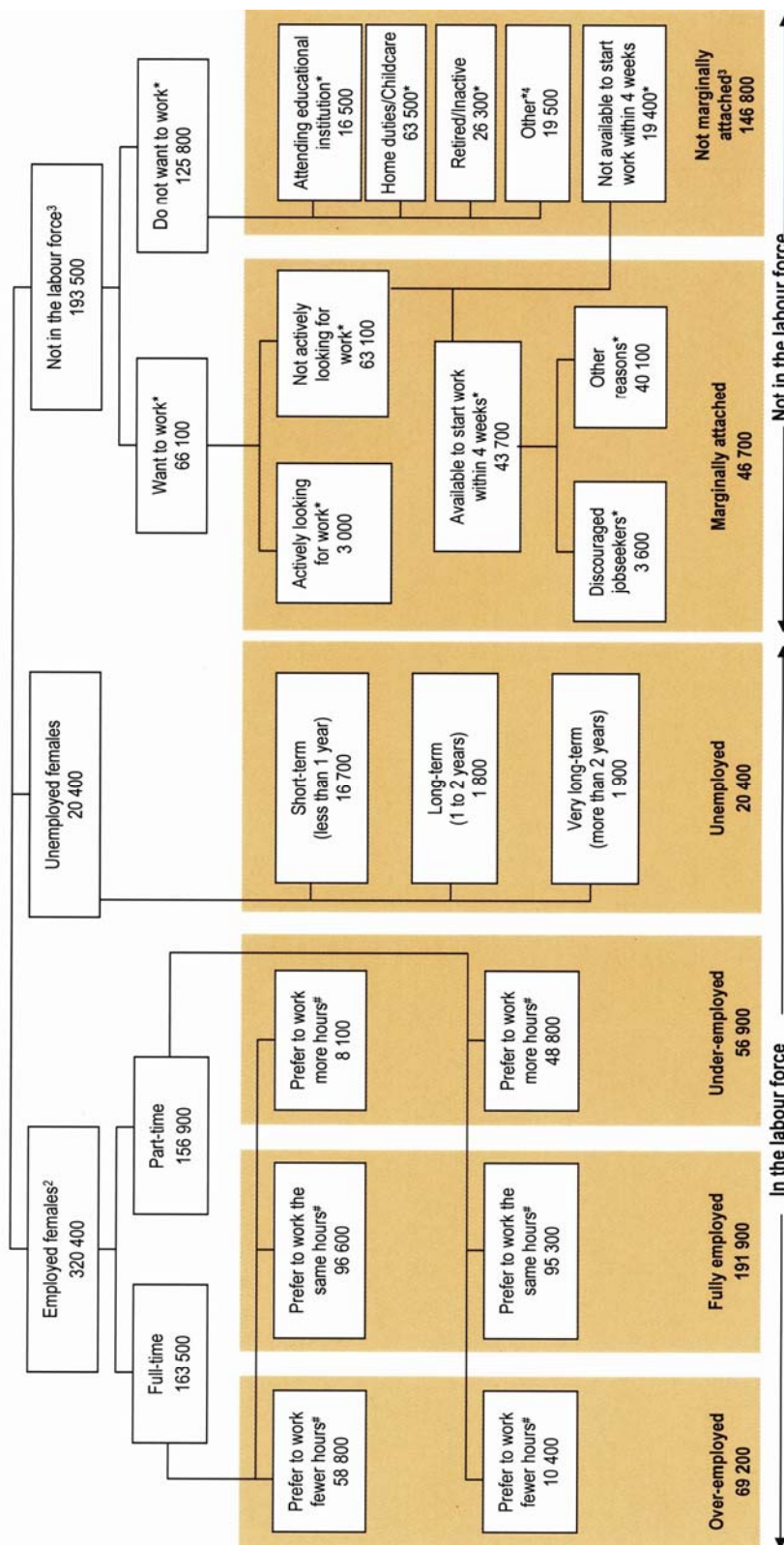
The SASP outlines a commitment to "develop and implement strategies to deal with the causes of inequalities for women and to provide leadership to influence and shape women's policy, particularly in the areas related to income, housing, health and employment (SASP 2004: 47). The Plan outlines a range of employment and skill formation related targets including to:

- Better the Australian average employment growth rate within 10 years;
- Equal or better the Australian average unemployment rate within 5 years;
- Equal or better the Australian average youth unemployment rate within 5 years;
- Reduce regional unemployment rates;
- Raise the lowest incomes of South Australians relative to those of the average South Australian;
- Increase the proportion of the South Australian labour force with non-school qualifications from 50.7% in 2002 to 55% within ten years;

The *Skills for the Future – Final Report of the Ministerial Inquiry into Skills* (Schofield, 2003) and the *Review of SA Employment Programs* (Spoehr, 2003) outlined a range of recommendations to the State Government on employment and skill formation policy and programs. In particular the latter recommended that targets be developed for women in employment policy and programs (Rec 8, Rec 17). Both reports recommended the preparation of a workforce development strategy (WDS). DFEEST has been supporting the Training and Skills Commission in the preparation of the strategy, which is due for release early in 2005. A key objective of this report is to inform a gender sensitive approach to the preparation and implementation of employment and skill formation policies and strategies.

This report is divided into two sections. The first section documents trends in women's employment in South Australia since the early 1990s. A range of gender disaggregated indicators relating to employment, unemployment, employment type, underemployment, industry and occupational gender segregation, education and qualifications, migrant and indigenous workers, income and earnings, childcare, superannuation and the relationship between women's labour market and family roles are provided.

The second section of the report discusses some of the key policy implications emerging from the data and outlines a range of policy options for consideration.



Source: ABS, Labour Force, Australia, Detailed (6291.0.55.001) extracted from SuperTable; Persons Not in the Labour Force, September 2003 (6220.0); Forms of Employment, November 2001 (6359.0); # Estimated using ratios calculated from Forms of Employment (6359.0), unpublished data. The preference for working hours for an estimated 2 400 females was not known.
 * Estimated using ratios calculated from Persons Not in the Labour Force (6220.0).
 1. 12 month average to December 2003.
 2. According to the ABS, full-time employed persons includes those who worked 35 hours or more per week (in all jobs). Part-time employed persons include those who worked less than 35 hours per week (in all jobs).
 3. Includes 1 600 females who were permanently unable to work
 4. Includes females: with a disability or handicap, illness or injury, looking after an ill or disabled person, travelling, on holiday or leisure activity, or working in an unpaid voluntary job.
 Note: Due to rounding, some disaggregated figures may not add up to totals.

Figure 1
 A profile of the labour market experience of South Australian women aged 15-69
 2003

A statistical review of trends in women's employment in South Australia

A snapshot view of women's relationship to the South Australian labour market

Figure 1 (opposite page) provides a snapshot view of the position of all South Australian women aged 15-69 in relation to their position in the labour market in 2003.

Note: Statistics provided in Figure 1 are for 2003 because of the unavailability or incompleteness at the time of publication of ABS data for certain categories of employment in 2004-05.

The statistics shown in Figure 1 are inclusive only of women aged 15-69 years. In this sense they differ from most ABS data (eg labour force participation rates) that also includes women over 69 years. Therefore there is a discrepancy between the percentages shown in Figure 1 and other data in this report.

The key features of this snapshot view of all South Australian women aged 15-69 include:

- 340,800 (63.8%) were defined as being formally in the labour market
- 46,700 (24.1% of those women not formally in the labour market or 8.7% of all women aged 15-69) were identified by the ABS as being 'marginally attached' to the labour market ie stating that they wanted to work and were available to start work within 4 weeks
- Another 19,400 (10.1% of women not in the labour market or 3.6% of all women aged 15-69), although not available to start work within 4 weeks, nevertheless said that they wanted to work
- 63,500 (11.9%) were engaged full-time in unpaid domestic work and/or childcare
- 16,500 (3.1%) were attending an educational institution (and not in the labour force)
- 26,300 (4.9%) were defined as 'retired or inactive'
- 51.0% of women in the labour market were working full-time and 49.0% were working part-time
- 20,400 (6.0% of women formally in the labour market) were unemployed
- 21.6% of women in paid employment were 'over-employed' (ie stated that they would prefer to work fewer hours)
- 17.8% of women in paid employment were 'under-employed' (ie stated that they would prefer to work more hours)
- 81.9% of unemployed women had been out of work for less than a year and 18.1% had been unemployed for more than a year.

Changes in women's employment 1990-2005

The respective positions of women and men in the South Australian labour market continue to be significantly different. This is in spite of some quite dramatic changes that both groups have experienced over the past two or three decades. Most notably, there are still significant differences in the rates at which both men and women participate in the labour market – although this is changing quite rapidly, particularly through the increasing participation of women in part-time employment and the decreasing participation of men in full-time employment.

It is notable also that South Australia has lagged significantly behind Australia as a whole in terms of employment growth in general and in women's employment growth in particular.

Tables 1 and 2 illustrate changes in female and male employment patterns in full-time and part-time jobs in South Australia and Australia over the period 1990-2005.

Table 1
Full-time and part-time female and male employment changes in South Australia
1990 to 2005
('000s)

	Full-time female employees '000	Part-time female employees '000	All female employees '000	Full-time male employees '000	Part-time male employees '000	All male employees '000
1990	149.4	120.5	269.9	351.9	31.2	383.1
1991	148.8	126.7	275.5	346.5	34.1	380.6
1992	144.8	123.2	268.0	323.9	39.0	362.9
1993	143.2	128.4	271.6	321.7	40.3	362.0
1994	146.0	128.9	274.9	322.9	40.1	363.0
1995	151.9	130.6	282.5	319.2	44.3	363.5
1996	149.1	137.6	286.7	322.9	44.7	367.6
1997	149.5	142.8	292.3	317.2	48.7	365.9
1998	147.3	134.0	281.3	316.8	48.5	365.3
1999	148.4	139.1	287.5	320.1	50.2	370.3
2000	152.2	144.6	296.8	325.5	55.8	381.3
2001	156.2	144.7	300.9	319.6	54.9	374.5
2002	151.7	156.2	307.9	321.9	61.5	383.4
2003	164.5	156.2	320.7	336.0	54.8	390.8
2004	151.4	165.9	317.3	332.2	63.9	396.1
2005	168.1	155.8	323.9	335.1	60.6	395.7
Change 1990-2005	+12.5%	+29.3%	+20.0%	-4.8%	+94.2%	+3.3

Source: ABS Cat No 6291.0.55.001 Labour Force, Australia, Detailed – Electronic Delivery, Monthly. Table LM8.

Note: Figures are for February for each year except for 2005 (January)

Table 2
Full-time and part-time female and male employment changes in Australia
1990 to 2005
('000s)

	Full-time female employees '000	Part-time female employees '000	All female employees '000	Full-time male employees '000	Part-time male employees '000	All male employees '000
1990	1962.7	1286.8	3249.5	4244.4	374.5	4618.9
1991	1929.3	1323.7	3253.0	4124.4	395.1	4519.5
1992	1891.3	1347.4	3238.7	3984.9	441.1	4426.0
1993	1903.9	1342.9	3246.8	3951.2	445.4	4396.6
1994	1932.5	1407.3	3339.8	4018.3	473.8	4492.1
1995	1991.4	1498.0	3489.4	4144.9	516.3	4661.2
1996	2065.6	1541.3	3606.9	4212.5	525.6	4738.1
1997	2064.9	1586.6	3651.5	4204.3	562.1	4766.4
1998	2090.6	1607.6	3698.2	4261.2	586.2	4877.4
1999	2126.5	1646.4	3772.9	4291.8	631.0	4922.8
2000	2198.2	1710.6	3908.8	4349.8	635.5	4985.3
2001	2266.7	1745.2	4011.9	4352.5	678.7	5031.2
2002	2217.3	1857.9	4075.2	4379.9	734.2	5114.1
2003	2292.7	1955.7	4248.4	4447.8	771.1	5218.9
2004	2319.0	1923.2	4242.2	4539.8	798.8	5338.6
2005	2430.9	1919.1	4350.0	4630.0	784.6	5414.6
Change 1990-2005	+23.9	+41.4	+33.9	+9.1	+109.5	+17.2

Source: ABS Cat No 6291.0.55.001 Labour Force, Australia, Detailed – Electronic Delivery, Monthly. Table LM8.

Note: Figures are for February for each year except for 2005 (January)

- These figures show a pattern in women's employment in South Australia characterised by steady growth in part-time employment with little change in full-time employment until 2001.
- Women's employment patterns over the past 3 years have been unusually volatile. The periods 2002-03 and 2004-05 have seen atypical increases occurring in women's full-time jobs in South Australia and a similar decline in part-time jobs. However 2002 and 2004 produced equally substantial decreases in women's full-time jobs and increases in part-time jobs.
- A total of 54,000 net new jobs were created for women in South Australia between 1990-2005. Only 18,700 of these new jobs were full-time. In February 2004 there were only 2,000 more full-time jobs than existed in 1990. Net full time employment growth among women was negative from 1990-1994. Full-time jobs slowly began to be created again in the mid to late 1990s and early 2000s.

- Overall, the number of employed persons in South Australia has increased by 10.2% between 1990-2005 while in Australia net employment has increased by 24.1% over the same period (Table 2).
- Total female employment in South Australia in the period 1990-2005 increased by 20.0% compared to an increase in Australia as a whole of 33.9% (Table 2).
- Full-time jobs for women in South Australia increased by only 12.5% over the period 1990-2005 compared to an increase of 23.9% in Australia as a whole (Table 2).
- Part-time jobs for women in South Australia increased by 29.3% over the period 1990-2005 compared to an increase of 41.4% in Australia as a whole (Table 2).
- The strong growth in female part-time employment, combined with the more modest growth in female full-time employment, meant that in February 2004 over half of all female jobs in South Australia were part-time (52.3%), which was considerably higher than the national average (45.3%).
- During 1990-2005, a net total of 12,600 additional male jobs (+3.3%) were created in South Australia. This comprised a net loss of 16,800 full-time jobs (-4.8%) and a net gain of 29,400 part-time jobs (+94.2%) for men. For Australia as a whole, there was a net gain of 9.1% in the number of full-time jobs and a net gain of 109.5% in part-time jobs (Table 2).
- Total male employment in South Australia 1990-2005 increased by 3.2% and in Australia by 17.2% (Table 2).

Changes in women's labour force participation rates

The key features of changes in female and male participation in the workforce over the period 1978-2005 are shown in Table 3. In general, women's labour market participation has steadily increased while men's has declined but the overall picture is more complex than it first appears.

Table 3
Female and male full-time and part-time employees as a percentage of all females and males aged 15 and over, South Australia 1978–2004

	Females in the labour force as a % of all females aged 15+			Males in the labour force as a % of all males aged 15+		
	Full-time employees (%)	Part-time employees (%)	Female participation rate (%)	Full-time employees (%)	Part-time employees (%)	Male participation rate (%)
May 1978	25.2	15.7	44.4	71.1	3.8	79.8
May 1980	24.4	15.5	44.3	67.7	4.0	77.6
May 1982	24.4	16.7	45.4	65.8	4.3	75.4
May 1984	22.5	17.5	44.5	63.6	4.4	74.7
May 1986	24.8	19.6	48.6	63.5	5.1	74.7
May 1988	25.4	20.3	49.9	61.1	5.1	72.8
May 1990	25.8	21.6	51.0	63.0	5.6	75.0
May 1992	23.6	21.5	50.6	55.1	7.2	73.1
May 1994	23.8	22.4	51.5	56.4	6.9	71.3
May 1996	25.1	23.4	53.0	56.0	8.0	71.2
May 1998	23.5	21.8	50.2	53.5	8.4	69.1
May 2000	24.1	23.7	51.4	54.9	9.5	70.8
May 2001	25.3	23.9	52.5	53.9	9.1	68.9
May 2002	24.5	25.5	53.1	54.0	10.1	69.1
May 2003	26.3	25.6	54.6	56.1	9.4	70.0
May 2004	24.3	26.1	53.5	54.7	10.2	69.4
Jan 2005	26.2	25.6	54.4	54.7	10.4	70.1

Source: This table is reproduced from Broomhill, Ray and Rhonda Sharp (2005). 'Envisaging gender: Towards gender-responsive policies and budgets in South Australia'. *The State of South Australia*. J. Spoehr (ed). Adelaide: Wakefield Press. (Sources used include ABS Cat. 6201.4 *Labour Force, South Australia*; ABS Cat. 6202.0 *Labour Force, Australia*; ABS Cat. 6204.0 *Labour Force Australia: Historical Summary 1978–89*.)

Note: The participation rate is defined as the number of persons in the labour force as a percentage of all persons aged 15 and over. It includes persons employed full-time and part-time as well those officially classified as unemployed. Table 3 shows the female and male participation rate together with the percentages of the female and male adult (aged 15 years and over) population engaged in full-time and part-time employment.

- Women's labour force participation rate increased from 44.4% to 54.4% while men's participation rate decreased from 79.8% to 70.1%.
- The percentage of all adult women working on a part-time basis increased from 15.7% to 26.1% between 1978-2004
- However, the percentage of the adult female population engaged in full-time employment has actually remained remarkably steady at around 25% over the entire period 1978-2004 – with a small decline actually occurring in the early 1990s.

- The percentage of all adult men engaged in part-time employment has almost tripled – from 3.8% to 10.2 – while the percentage of all adult men engaged in full-time employment fell from 71.1% to 54.7%.
- In spite of increasing percentage of men working part-time, the great majority of all part-time workers remain female. Overall, in May 2004, 73% of all South Australian part-time workers were women.

Figure 2 shows in graph form the changing pattern of labour force participation for South Australian women and men over the period 1990-2004.

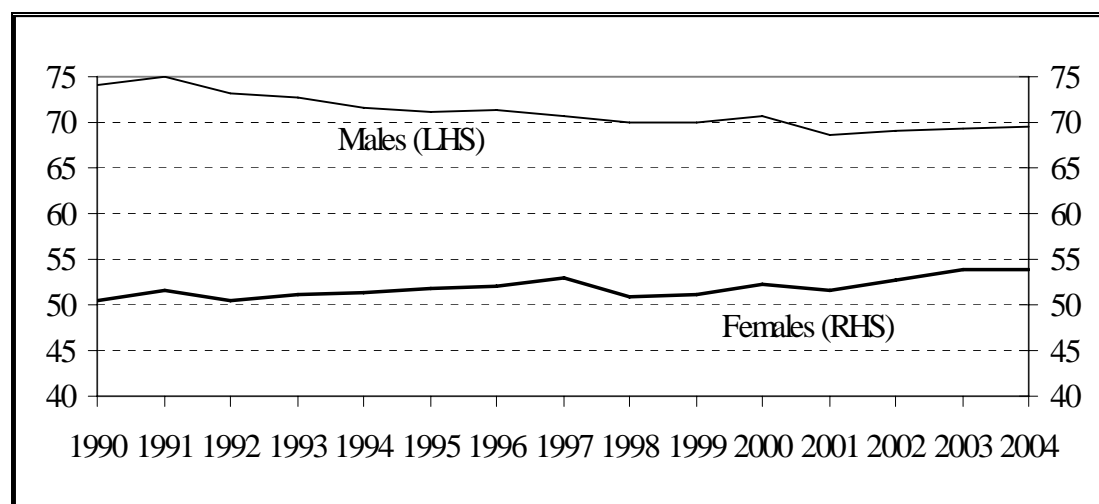


Figure 2
Female and male labour force participation rates,
South Australia, 1990-2004

Source: ABS Cat. No. 6202.0, *Labour Force, Australia*. (Figures for February of each year.)

- Male and female labour market participation rates have slowly been converging over the period.
- However a significant gap remains between labour force participation rates of males (around 69%) and females (around 54%).
- The South Australian female labour force participation rate rose comparatively slowly during the 1990s from 51% in 1990 to 54% in 2004.
- Women's labour force participation increased rather unevenly during this period in line with fluctuations in the economic cycle.
- The South Australian male labour force participation rate declined fairly steadily from around 75% in 1991 before stabilising in 2001 around 69%.

Figure 3 shows in graph form the changing pattern in the rate of labour market participation by South Australian women in comparison to Australian women over the period 1990-2004.

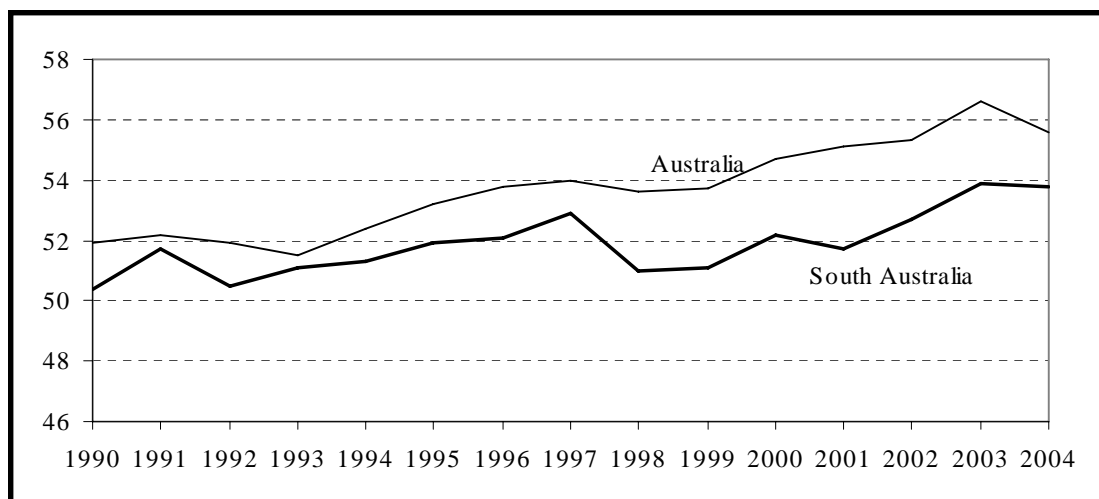


Figure 3
Labour force participation rates,
Australia and South Australia,
females 1990-2004
(per cent)

Source: ABS Cat. 6291.0.55.001 *Labour Force, Australia, Detailed – Electronic Delivery*, Australian Bureau of Statistics. (Figures for February of each year.)

The key features shown in Figure 3 include:

- Between 1990-2004 South Australian female labour market participation rate remained around 2% lower than the rate of the Australian level.
- While the rate of South Australian female labour market participation increased steadily during the early to mid 1990s in line with the Australian trend, it fell significantly during 1997-98 before continuing its steady rate of growth after 1999.

Figure 4 shows in graph form the changing pattern in the rate of labour market participation by South Australian men in comparison to Australian men over the period 1990-2004.

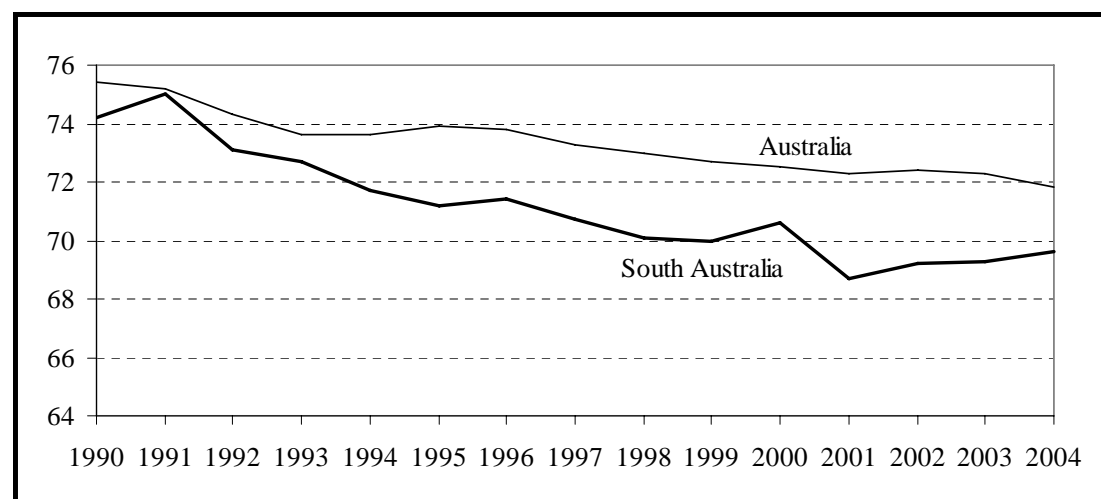


Figure 4
Labour force participation rates,
Australia and South Australia,
males 1990-2004
(per cent)

Source: ABS Cat. 6291.0.55.001 *Labour Force, Australia, Detailed – Electronic Delivery*, Australian Bureau of Statistics. (Figures for February of each year.)

- From 1992-1999 the South Australian male labour market participation rate fell significantly below the rate of the Australian level.
- The South Australian male labour market participation rate increased (against the Australia-wide trend) in the periods 1999-2000 and 2001-2004.

Participation rates for different age groups of women

There appears to be an increasing divergence in the experiences of different age groupings of women within the South Australian labour market. The past 25 years have seen a very significant generational shift occur in the South Australian workforce – as older male workers, in particular, have prematurely dropped out of the labour market in large numbers and younger males and females find great difficulty in gaining access to paid work – often entering the workforce via the peripheral labour market though part-time and casual jobs in the service sector.

Women of all ages in South Australia, except those under 20 years, have been experiencing higher participation rates. This is particularly so as it has become the norm for married women to join the labour force, at least on a part-time basis.

Table 4 shows the changes in the labour force participation rates of females and males of different age groupings in South Australia between 1986-2005 in South Australia.

Table 4
Changes in female and male labour force participation by age
South Australia
1986–2005

Age group	Females					Males				
	1986	1991	1996	2001	2005	1986	1991	1996	2001	2005
	%	%	%	%	%	%	%	%	%	%
15–19	63.5	55.5	61.1	58.8	64.6	61.9	58.6	52.2	57.4	62.2
20–24	75.3	73.4	77.7	79.5	83.1	90.7	87.6	87.7	88.0	90.6
25–34	63.6	68.3	66.8	71.7	73.0	96.0	94.4	91.1	90.0	88.5
35–44	64.2	74.5	75.6	69.8	68.5	94.9	95.1	91.6	87.0	87.2
45–54	52.8	65.2	69.2	70.4	76.1	89.9	89.2	87.9	84.6	87.0
55–59	27.3	36.9	40.6	44.0	48.9	74.2	76.7	68.3	64.2	73.1
60–64	10.8	13.5	17.4	20.6	26.8	43.2	49.1	43.5	45.5	51.1
65+	2.0	1.9	3.6	3.2	2.5	7.7	7.2	9.1	7.6	7.7
Total	47.5	51.3	52.9	52.3	53.9	74.6	73.5	70.3	67.8	69.0

Source: ABS Cat No 6291.0.55.001 Labour Force, Australia, Detailed – Electronic Delivery, Monthly. Table LM8:

Note: Figures are for June except for 2005 (January)

An important initial point to note from this data is that while the overall participation rate for all females aged 15 and over was only 53.9% in January 2005 (and this is the figure usually quoted as the official participation rate), for women between the ages of 20–55 the average participation rate was actually significantly higher (74.0%).

- The participation rate for women aged 25–34 years increased from 63.6% to 73.0% (probably as a result both of later marriage and the increasing rate at which new mothers are re-entering the workforce).
- The participation rate for women aged 20–24 years also increased from 75.3% to 83.1% while women aged 55–59 increased their participation rate from 27.3% to 48.9%.
- Of particular note also is the increasing trend for women over 45 years to join, or remain in, the workforce. The participation rate for women 45–54 years increased from just 52.8% to 76.1%.
- The participation rates for young women in the age group 15–19 years dropped marginally from 63.5% to 58.8% between 1986–2001 before increasing to 64.6% in 2005.
- The participation rate for men in the 55–59 age group decreased significantly from 74.2% to 64.2% between 1986 and 2001 before recovering to 73.1% in 2005.

Participation rates for women in different socio-economic areas

A key aspect of a more comprehensive gender analysis of the different positions occupied by men and women in the labour market is an understanding of differences in the experiences of different socioeconomic groups of men and women.

Undoubtedly some women have done very well as a result of changes in the labour market. Restructuring of the labour process has however further marginalised some already disadvantaged women.

In Adelaide the difference in the experience of women in different socioeconomic neighbourhoods is reflected in data shown in Table 5 indicating changes in labour market participation rates between the 1991, 1996 and 2001 censuses in all 16 Adelaide local government areas (LGAs). The suburbs are shown in ascending order (lowest shown first) according to socio-economic status (based on a range of socio-economic variables used by the ABS's SEIFA Index of Advantage/Disadvantage).

Table 5
Labour market participation rates, males and females
16 Adelaide metropolitan local government areas
1991, 1996 and 2001 Censuses

	Males			Females		
	1991	1996	2001	1991	1996	2001
	%	%	%	%	%	%
Playford	72.9	66.6	63.3	44.4	42.7	42.5
Port Adelaide/Enfield	63.9	59.1	58.8	43.2	41.8	44.1
Charles Sturt	66.7	62.0	61.3	47.3	46.3	47.7
Salisbury	78.5	72.5	69.1	54.4	50.9	50.6
Onkaparinga	79.4	73.6	70.5	58.6	54.1	54.2
West Torrens	66.2	61.1	62.3	47.3	46.9	49.5
Marion	69.8	65.5	64.8	49.3	48.4	50.3
Campbelltown	71.7	65.7	64.0	52.3	50.1	50.1
Holdfast Bay	64.8	61.4	62.4	46.6	45.0	48.0
Tea Tree Gully	80.4	76.7	73.9	59.9	58.7	58.3
Prospect	69.2	67.8	70.1	52.5	54.7	58.1
Norwood, Payneham, St Peters	67.0	64.4	64.2	49.8	50.3	53.1
Adelaide	61.9	57.7	55.1	50.1	49.1	47.1
Unley	71.2	68.0	69.1	57.2	54.7	56.2
Mitcham	70.2	66.4	67.2	54.1	51.1	54.0
Burnside	66.5	65.5	66.7	49.0	50.3	52.4
Adelaide Metro Area	71.5	67.2	65.9	51.4	49.8	51.1
South Australia	72.5	67.6	66.1	51.7	49.6	50.9
Australia	72.2	68.9	67.3	50.7	51.2	52.2

Source: Broomhill, Ray and Rhonda Sharp (2005). 'Envisaging gender: Towards gender-responsive policies and budgets in South Australia'. *The State of South Australia*. J. Spoehr (ed). Adelaide: Wakefield Press.

- Throughout the Adelaide metropolitan area the changes in women's participation in the labour market were quite variable.
- In poorer socioeconomic suburbs, women's participation rates were lower in 1991, fell substantially between 1991 and 1996 and then either remained static or rose slightly again by 2001.
- In more affluent suburbs women's participation rates were considerably higher in 1991, then either fell marginally or increased in the period 1991–1996 and increased quite markedly again by 2001.
- For men, similarly, there is a very clear correlation between lower socioeconomic suburb and falling labour market participation rates. In Adelaide's poorer suburbs the fall in participation rates in most cases is fairly dramatic, whereas in more affluent suburbs the decline in male participation rates over the period 1991–2001 is much less – and in some case the participation rate for men actually increased in these suburbs.

Official unemployment rates for women

Although for most of the 1980s official female unemployment rates in South Australia were equal to, or higher than, male rates, since the early 1990s the female rate of unemployment has fallen below the male rate. Female unemployment increased to again exceed the male rate in late 2003 and early 2004 (6.9%) before dropping steadily again to reach its lowest level in several decades in January 2005 (4.9%).

Figure 5 provides in graph form a comparison of the trend unemployment rate for females in South Australia and Australia over the period 1989-2004.

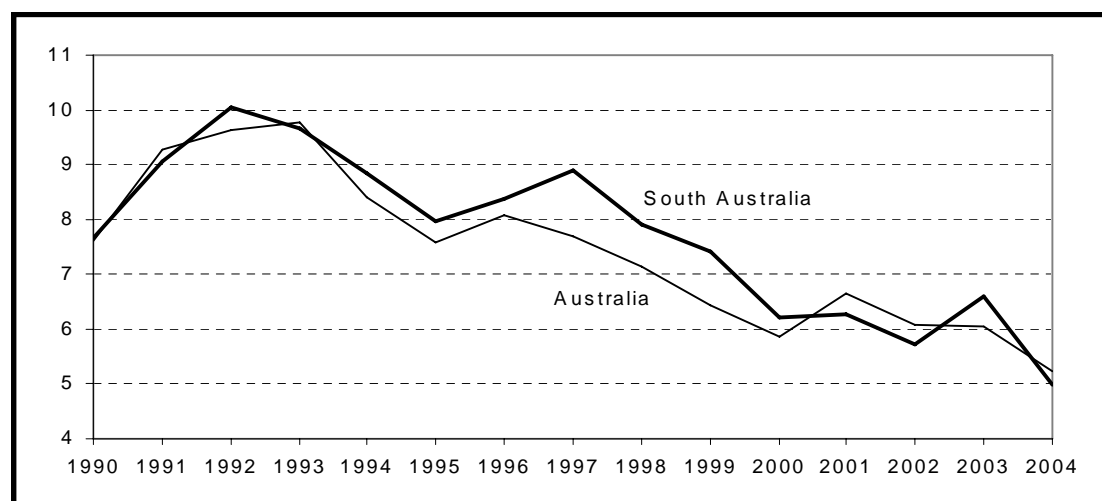


Figure 5
Trend unemployment rate,
Australia and South Australia, females, 1989-2004
(percent)

Source: ABS Cat No 6202.0 Labour Force. Australia.

- The official unemployment rate for females in South Australia was marginally above the Australian average for most of the 1990s until 1997.
- In 1997 the female unemployment rate jumped significantly in relation to the Australian average and remained higher until 2001.
- Over the period 2001-02 the South Australian female unemployment rate remained below the Australian average but jumped again in 2003-04 before falling significantly below the national average again in January 2005.

Table 6 compares the trend unemployment rate for females and males in the South Australian and Australian labour markets over the period 1990-2004.

Table 6
Trend unemployment rate,
South Australia and Australia, 1990-2005
(%)

	South Australia		Australia	
	Females %	Males %	Females %	Male %
Feb 1990	6.8	6.7	6.3	5.6
Feb 1991	8.3	9.2	8.1	8.7
Feb 1992	9.4	12.1	9.4	10.7
Feb 1993	9.7	12.3	9.6	11.5
Feb 1994	9.5	11.4	9.4	10.6
Feb 1995	8.6	10.5	8.2	8.7
Feb 1996	7.9	10.0	7.6	8.5
Feb 1997	8.3	9.9	8.1	8.6
Feb 1998	9.1	10.0	7.6	8.0
Feb 1999	7.9	9.4	7.0	7.4
Feb 2000	7.6	8.3	6.4	6.6
Feb 2001	5.9	8.1	6.1	6.8
Feb 2002	6.1	7.5	6.5	6.9
Feb 2003	5.3	6.6	6.1	6.3
Feb 2004	6.9	6.7	6.1	5.5
Jan 2005	4.9	5.6	5.2	5.0

Source: ABS Cat No 6202.0 *Labour Force, Australia*.

- The official unemployment rate for females in South Australia remained below the male unemployment rate for most of this period.
- While the unemployment rate for females in South Australia remained close to the Australian average the male unemployment rate has generally been significantly higher than the Australian average throughout the period.

High levels of unemployment among young people has been a particular problem throughout the past few decades. Table 7 shows the number and percentages of young females and males who were officially classified as unemployed between 1990-2005.

Table 7
Number of unemployed young people by age group,
South Australia
1994-2004
('000)

Year	Females				Males			
	Ages 15-19		Ages 20-24		Ages 15-19		Ages 20-24	
	'000	%	'000	%	'000	%	'000	%
1990	5.4	16.2	4.0	9.0	6.0	16.8	7.3	13.8
1991	4.0	13.9	5.6	12.5	6.6	21.2	9.3	18.1
1992	6.7	23.8	8.1	17.9	7.2	24.4	10.0	19.2
1993	6.8	27.0	6.6	15.5	7.8	28.9	7.3	14.8
1994	8.8	31.4	4.2	10.4	8.1	27.2	6.7	13.6
1995	8.1	31.6	5.1	11.5	8.9	29.0	5.5	10.9
1996	5.5	18.7	4.9	12.1	6.6	22.2	7.3	16.0
1997	4.8	18.7	5.4	13.5	7.2	24.6	6.3	13.7
1998	4.0	15.7	3.7	10.3	8.1	27.5	5.0	11.7
1999	5.8	21.3	2.9	8.0	5.4	17.1	6.0	14.4
2000	3.9	13.3	3.4	9.9	5.9	19.6	4.0	9.3
2001	5.7	17.7	3.8	10.8	6.4	20.2	5.0	11.9
2002	5.2	17.0	2.9	7.6	5.0	15.7	4.5	10.5
2003	6.5	20.1	4.1	10.6	5.9	18.8	5.3	12.0
2004	5.0	16.3	4.0	9.8	5.4	16.4	5.4	11.8
2005	5.7	17.5	3.0	7.1	7.2	21.8	6.4	13.1

Source: ABS Cat. 6291.0.55.001 *Labour Force, Australia, Detailed – Electronic Delivery*. Australian Bureau of Statistics. Figures for October of each year except for 2005 (January).

- The official unemployment rate for females aged 15-19 rose to very high levels between 1992-1995 – peaking at 31.6% in 1995 – and has remained above 13% until 2005.
- The official unemployment rate for females aged 20-24 rose to a peak of 17.9% in 1992 and since then has trended down to a low of 7.1% in 2005.
- The official unemployment rate for males aged 15-19 has generally been higher than the female rate throughout the period 1990-2005 and remains in excess of 20% in 2005.
- The official unemployment rate for males aged 20-24 has remained above 10% for virtually the entire period 1990-2005 and remains at 13.1% in 2005.

Women's underemployment and hidden unemployment ('extended labour force underutilisation')

While official statistics of unemployment show an apparent convergence in the experience of women and men, a notable gender difference can be observed in men's and women's experience of underemployment and 'hidden unemployment' in South Australia. The ABS is now attempting to measure these experiences and this data reveals that the rates of both underemployment and hidden unemployment amongst women are far greater than the rates of unemployment. The data also shows that underemployment and hidden unemployment are far greater amongst women than for men.

'Underemployment' is defined by the ABS as follows:

Underemployed workers are employed persons who want, and are available for, more hours of work than they currently have. They comprise:

- (i) persons employed part-time who want to work more hours and are available to start work with more hours, either in the reference week or in the four weeks subsequent to the survey*
- (ii) persons employed full-time who worked part-time hours in the reference week for economic reasons (such as being stood down or insufficient work being available). It is assumed that these people wanted to work full-time in the reference week and would have been available to do so.*

(ABS Cat No 6105.0 *Australian Labour Market Statistics*. January 2005: Glossary)

'Hidden unemployment' is conceptualised in the ABS statistical data sets as 'extended labour force underutilisation'. This category is defined by the ABS as comprising:

the unemployed, plus the underemployed, plus two groups of marginally attached to the labour force:

- (i) persons actively looking for work, not available to start work in the reference week, but available to start work within four weeks and*
- (ii) discouraged jobseekers*

as a percentage of the labour force augmented by (i) and (ii).

(ABS Cat No 6105.0 *Australian Labour Market Statistics*. January 2005: Glossary)

Table 8 provides an estimate of combined unemployment, underemployment and hidden unemployment (ie 'extended labour force underutilisation') in South Australia over the period 1986-2003.

Table 8
Female and male underemployment and hidden unemployment in South Australia
1994-2003

	Unemployment rate		Underemployment rate		Extended labour force underutilisation rate	
	Females	Males	Females	Males	Females	Males
Sept 1994	9.0	10.7	9.0	3.3	19.9	14.5
Sept 1995	8.0	10.5	9.5	4.9	19.3	16.2
Sept 1996	8.2	10.2	9.7	4.8	20.2	15.9
Sept 1997	8.5	10.3	9.6	4.9	20.5	15.9
Sept 1998	8.2	10.6	8.8	4.0	19.6	15.3
Sept 1999	7.6	8.2	7.6	4.7	16.9	13.9
Sept 2000	6.2	7.8	7.9	4.7	15.8	13.0
Sept 2001	6.4	8.0	9.5	5.4	17.0	14.4
Sept 2002	6.6	6.5	8.3	4.1	16.5	11.4
Sept 2003	6.4	5.9	8.6	4.6	16.4	11.1

Source: ABS Cat No 6105.0 *Australian Labour Market Statistics*

Note: These are the latest figures for underemployment released by the ABS at this time.

- While official female unemployment was 6.4% in 2003, the estimated combined level of female unemployment, underemployment and hidden unemployment (the 'extended labour force underutilisation rate') was almost three times as great (16.4%).
- While official female unemployment declined from 9.0% to 6.4%, female underemployment remained at 8.6% – only slightly less than the level in 1994 (9.0%).
- The female extended labour force underutilisation rate continued to increase during the mid 1990s (while 'unemployment' was decreasing) and then declined from 1997-2003 (but less significantly than unemployment).
- While male official unemployment was generally higher than the female rate throughout this whole period, the male underemployment rate remained at about half the female rate.
- The female extended labour force underutilisation rate in 2003 (16.4%) was significantly higher than the male rate (11.1%).

Table 9 attempts to provide a more comprehensive measure of unemployment based upon an hours based unemployment rate that analyses the extent of labour under utilisation from the perspective of the number of hours that the labour force is prepared to work, rather than the number of people in the labour force. The hours unemployment rate was developed at the Centre for Labour Research at the University of Adelaide. It is based on the hypothesis that most part-time workers who are seeking extra hours are actually expressing their preference for full-time work and

would therefore like to work the number of hours worked on average in Australia. The hours unemployment rate is calculated by adding an estimate of visible underemployment to the number of people that the ABS estimates to be unemployed. The estimates for the total amount of under-utilisation and total size of the labour force are then converted to hours to obtain an hours based unemployment rate (see Appendix A for a more detailed definition).

Table 9
Hours unemployment rate, South Australia
1990-2004
(%)

Year	Hours unemployment rate		
	Females	Males	Total
1990	11.7	8.7	10.2
1991	13.5	12.1	12.7
1992	16.6	16.0	16.6
1993	16.6	17.4	17.4
1994	15.9	15.1	15.9
1995	15.7	15.6	16.0
1996	15.3	14.0	15.0
1997	16.3	15.1	16.1
1998	16.0	15.0	15.8
1999	15.7	14.6	15.4
2000	13.2	12.4	13.1
2001	12.5	12.2	12.5
2002	14.4	13.8	14.4
2003	13.2	11.5	12.6

Source: Barrett, S. (2004). 'Beyond the Unemployment Rate: Implications for South Australian Employment Policy', paper presented on the Australasian Political Studies Association Conference, University of Adelaide, 29 September – 1 October 2004.

- Based on the hours unemployment rate, underemployment for females jumped at the start of the recession in 1991 from 13.5% to 16.6% at the height of the recession in 1992-93.
- Unlike the unemployment rate, the hours unemployment rate tended to fall consistently from 16.6% in 1993 to 13.2% in 2003, which is more than double the official trend unemployment rate of 5.3%.

Women's casual and other non-standard forms of employment

Economic restructuring during the past three decades has affected the nature of employment within the South Australian labour market. Increased workplace flexibility has seen the erosion of permanent full-time jobs and increasing numbers of non-standard forms of employment including casual, short-term contract and part-time positions. Significantly, it is the growth in these positions that have been the drivers of employment growth across Australia. Women form the majority of workers in each of these more precarious forms of employment.

Table 10 shows the number of males and females in the South Australian labour market by different employment types according to the *Survey of Employment Arrangements and Superannuation* conducted by the Australian Bureau of Statistics in 2000.

Table 10
Number of people ('000) by employment type,
South Australia,
2000

	Males	Females	Total
	'000	'000	'000
Employees with leave entitlements not working on a fixed-term contract	205.2	141.0	346.3
Employees with leave entitlements working on a fixed-term contract	10.9	12.4	23.3
Self-identified casuals	54.4	87.6	142.0
Employees without leave entitlements who did not identify as casual	5.3	4.1	9.3
Owner managers of incorporated enterprises not working on a contract basis	21.2	7.0	28.2
Owner managers of incorporated enterprises working on a contract basis	5.2	2.3	7.5
Owner managers of unincorporated enterprises not working on a contract basis	42.7	20.5	63.2
Owner managers of unincorporated enterprises working on a contract basis	23.1	7.8	31.0

Source: ABS Cat. 6361.0 *Survey of Employment Arrangements and Superannuation 2000*. Australian Bureau of Statistics.

- Women represented 60.6% of all casual employees (including self-identified casual and employees without leave entitlements not identifying as casuals).
- Women represented 53.2% of all employees with leave entitlements working on a fixed-term contract.
- Women represented only 40.7% of all employees with leave entitlements not working on a fixed-term contract (ie in 'permanent' employment).
- Women represented 28.9% of all owner managers.
- 62.6% of all female employees possessed leave entitlements (either as permanent or contract workers) compared to 78.4% of male employees.
- 37.4% of all female employees were casual employees (including self-identified casual and employees without leave entitlements not identifying as casuals) compared to 21.6% of male employees

Table 11 shows all males and females in the Australian national labour market by different employment types according to the 2000 ABS *Survey of Employment Arrangements and Superannuation*.

Table 11
Number of people ('000) by employment type,
Australia,
2000

	Males	Females	Total
Employees with leave entitlements not working on a fixed-term contract	2715.7	2085.8	4801.5
Employees with leave entitlements working on a fixed-term contract	145.7	140.3	286.0
Self-identified casuals	641.5	954.8	1596.4
Employees without leave entitlements who did not identify as casual	86.1	73.8	159.9
Owner managers of incorporated enterprises not working on a contract basis	329.4	156.6	486.0
Owner managers of incorporated enterprises working on a contract basis	147.2	27.0	174.2
Owner managers of unincorporated enterprises not working on a contract basis	551.3	287.0	838.3
Owner managers of unincorporated enterprises working on a contract basis	290.3	95.1	385.4

Source: ABS Cat. 6361.0 *Survey of Employment Arrangements and Superannuation 2000*. Australian Bureau of Statistics.

- The proportion of casual workers in South Australia was somewhat higher than in Australia as a whole: 29.0% of all South Australian employees were casual, compared to 25.7% nationally
- The proportion of female casual workers in South Australia was substantially higher than for Australia as a whole: 37.4% of all South Australian female employees were casual employees compared to 31.6% of Australian female employees
- The proportion of male casual workers in South Australia was only marginally higher than for Australia as a whole: 21.6% of all South Australian male employees were casual employees compared to 20.3% of Australian male employees

However, it is important to recognise that increasing casualisation is not just affecting women workers. Table 12 shows the change in the number of female and male casual workers in the South Australian labour market between 1992-2002.

Table 12
Female and male casual employees,
South Australia
1992–2002

Year	Female casual employees '000	Female casuals as a % of total female employees	Male casual employees '000	Male casuals as a % of total male employees	Female employees as a % of all casuals
1992	85.1	16.7%	47.8	9.4%	64.0%
2002	98.9	17.3%	73.7	12.9%	57.3%

Source: SA Premier's Council for Women 2003:20.

- Overall, the total number of casual workers increased by 39,700 (29.9%) between 1992 and 2002.
- The majority of this increase comprised additional male casual workers: between 1992-2002 female casual workers had declined from 64.0% to 57.3% as a percentage of all casual workers.

Women's employment in the public sector

The public sector is an important area of employment for women. In June 2004 the SA public sector employed 55,802 females and 31,083 males. Beginning in the 1970s and up until the 1990s the public sector's expansion of services, particularly in the areas of health and education, its leadership in equal employment opportunity policies and its high level of unionization contributed to greater employment opportunities and better wages and working conditions for women than in the private sector. However, in the early-1990s, and accelerating in the mid-1990s, the State's public sector workforce underwent a rapid decline due to a combination of privatisation, downsizing and outsourcing. The result has been that the proportion of the South Australian workforce employed in the public sector declined from 18% in 1992 to 12% in 2004. This has taken place in the context of severe restrictions on public sector recruitment. Furthermore, not only has the quantity of public sector employment fallen, so too has the quality of employment with employment in the public sector becoming increasingly 'precarious'.

Table 13 shows the changing levels of female and male employment in the South Australian public sector 1995-2004.

Table 13
Employees in the South Australian Public Sector
1995 to 2004.

Year	Females	Percentage female	Males	Percentage male	Total
1995	57154	55.5	45745	44.5	102899
1996	53902	56.9	40906	43.1	94808
1997	53530	58.3	38282	41.7	91812
1998	54147	59.0	37671	41.0	91818
1999	50655	60.2	33544	39.8	84199
2000	51846	62.1	31697	37.9	83543
2001	51830	62.5	31123	37.5	82953
2002	52932	63.3	30652	36.7	83584
2003	54243	63.6	31085	36.4	85328
2004	55802	64.2	31,083	35.8	86885

Source: SA Commissioner for Public Employment (2004) *South Australian Public Sector Workforce Information Report*.

- The SA public sector is a significant employer of women with the proportion of women employed in the public sector increasing steadily from 55.5% of the workforce in 1995 to just under two thirds (64.2%) of the workforce in 2004. Males accounted for 44.5% of public sector workers in 1995 but this had declined to 35.8% by 2004.
- Employment in the SA public sector have declined for both males and females with the number of men employed declining from 45,745 in 1995 to 31,083 in 2004 with the number of women employed declining from 57,154 in 1995 to 55,802 in 2004. Between 1995 and 2001 the number of persons in the public sector workforce dropped by nearly 20,000.
- The decline in male employment has been greater than the decline in female employment- -32% compared to -2.4% between 1995 and 2004.
- Since 2002 there has been a small increase in the number of males, 431 or 1.4%, and an increase of 2,870 or 5.1% in the number of females employed in the SA public sector.

Table 14 shows the numbers and percentages of female and male employees in the South Australian public sector in 2004 according to their salary range.

Table 14
Employees in SA Public Sector by Salary Groups and Gender
June 2004

Salary	Number of females	% female	Number of males	% male
\$0-\$38,000	24,159	73.5%	8,719	26.5%
\$38,001-\$49,000	13,729	65%	7,417	35%
\$49,001-\$64,000	14,206	61%	9,193	39%
\$64,001-\$83,000	2,958	42%	4,077	58%
\$83001+	750	31%	1,677	69%
Total	55,802		31,083	

Source: SA Commissioner for Public Employment (2004) *South Australian Public Sector Workforce Information Report*.

Note: Salaries calculated as if all persons are full time employees and relate to pre-tax income.

- Women employees are disproportionately represented in the \$0-\$38,000 salary group.
- Male employees are disproportionately represented in the two top salary groups-\$64,001-\$83,000 and \$83,001+.
- In two 'middle' salary groups \$38,001-\$49,000 and \$49,001-\$64,000 men and women are represented in similar proportions to their workforce representation (35.8% and 64.2% respectively).

Table 15 shows the numbers and percentages of female and male employees in the South Australian public sector in 2004 according to their employment level.

Table 15
Public Service Act Employees by Remuneration Level and Gender
June 2004

Remuneration level	Total employees	Men as a % of employees in this level	Women as a % of employees in this level
Executives (all streams)	464	72%	28%
Senior managers (ASO7, ASO8)	1,734	68%	32%
Middle managers (ASO5, ASO6)	4,418	56%	44%
First line supervisors (ASO3, ASO4)	5,561	44%	56%
Trainee (ASO2)	5,474	29%	71%

Source: SA Commissioner for Public Employment (2004) *South Australian Public Sector Workforce Information Report*.

- Women are severely underrepresented in leadership positions at the executive levels –holding only 28% of these positions.
- Women are also significantly underrepresented in leadership positions at senior manager levels –holding only 32% of these positions.
- Women are slightly underrepresented in leadership positions at middle manager levels.
- Women are a slight majority of first line supervisors.
- Women are significantly overrepresented at the trainee level (71%).

Table 16 shows numbers and percentages of full-time and part-time employees within the South Australian public sector in June 2004 and the percentage change in each category over the period 1997-2004.

Table 16
Employment Status (full-time and part-time) of the SA Public Sector Workforce by Gender
June 2004

	Number of males employed	Number of females employed	Number of persons employed	% total employed persons	Males as % of total employees	Females as % of total employees	% change 1997-2004
Full time	25,950	28,316	54,266	62.5 %	47.8%	52.2%	-5.3%
Part time	5,133	27,486	32,619	37.5 %	15.7%	84.3%	+5.3%

Source: SA Commissioner for Public Employment (2004) *South Australian Public Sector Workforce Information Report*.

- Full time employed persons comprise 62.5% and part time employees account for 37.5% of the total public sector workforce.
- Between 1997 and 2004 full time employed persons have decreased by 5.3% while part-time employed persons have increased by 5.3%. (The SA public sector workforce has a significantly lower proportion of full time employees than both the Australian and South Australian workforce).
- Women comprise a greater number and percentage of both full time and part time workers in the public sector.
- While men comprise only 35.8% of the public sector workforce they comprise 47.8% of the full time workers.
- Women comprise 84.3% of all part-time public sector employees and men 15.7%.
- 49.3% of employed females work part time whereas 16.5% of males in the public sector work part-time
- 50.7% of female public sector workers are employed full-time and 83.5% of male public sector workers are employed full time.

Table 17 shows the numbers and percentages of female and male employees in the South Australian public sector in 2004 according to the nature of their employment.

Table 17
Employees in the South Australian Public Sector by Appointment Type and Gender
June 2004.

	Female	Male	% female public sector employees within each appointment type	% male public sector employees within each appointment type
Ongoing	33,718	21,261	61.3%	60.4%
Short Term contract	10,180	4,077	71.4%	18.2%
Long term contract	4,775	3,255	59.5%	8.6%
Casual	7,129	2,490	74.1%	12.8

Source: SA Commissioner for Public Employment (2004) *South Australian Public Sector Workforce Information Report*.

- Women were a majority in all the appointment types but were disproportionately represented among short term contracts (71.4%) and casual (74.1%).
- Ongoing employment was the main employment type for women comprising 60.4% of women in the public sector.
- Short term contract employment of women is nearly one fifth of women's employment in the public sector and about double that of long term contracts.
- Males comprised 38.7% on ongoing employment and 40.5% of the long term contracts in the public sector while representing 35.8% of the workforce.

Table 18 shows the changes occurring over the period 1997-2004 in the percentages of female and male employees in the South Australian public sector according to the nature of their employment.

Table 18
Employees in the South Australian Public Sector by Appointment Type
June 1997 to June 2004
(per cent)

	1997	1998	1999	2000	2001	2002	2003	2004
Ongoing	76.8	75.3	73.2	64.6	62.8	63.1	63.0	63.3
Contract	15.4	16.2	18.1	23.3	24.8	24.7	23.9	25.6
Other (casual)	7.8	8.5	8.7	12.1	12.4	12.2	13.1	11.1

Source: SA Commissioner for Public Employment (2004) *South Australian Public Sector Workforce Information Report*.

- The long term trend across the public sector workforce is towards an increase in the number of persons appointed on contract basis, rising from 15.4% in 1997 to 25.6% in 2004.
- The majority of persons are employed on an ongoing basis with ongoing employment steady at around 63% of the workforce since 2000 after a sharp decline from 76.8% in 1997.
- Casual appointments rose from 7.8% in 1997 to a peak of 13.1% in 2003. In 2004 there was a 2% decrease in casual appointments.

Women's incomes

Over the past two decades there has been an increase in the proportion of lower income households and a polarisation of income levels and opportunities between richer and poorer households in South Australia. The number of South Australian households whose incomes were below 60% of average weekly earnings rose from 25.8% to 41.7% between the 1986 and 1996 censuses (*Advertiser* 23 May 1998:33).

In 2000/01 more than a quarter (26.2%) of South Australian households derived at least 90% of their total income from government welfare, compared to a considerably lower national average of 20.7% of households (ABS Cat. 6523.0 *Household Income and Income Distribution 2000–01*).

Income polarisation has occurred between suburbs, with a major study showing that suburbs like Elizabeth, Salisbury, Port Adelaide and Noarlunga had experienced severe declines in income while wealthier areas such as Burnside, Happy Valley and Stirling were relatively better off (Glover and Tennant 1999).

The increasing polarisation of income also has a gender dimension. Table 19 shows data from the 2001 Census on weekly income by sex in all 16 Adelaide Local Government Areas (LGAs) in ascending order according to socioeconomic status (based on a range of socioeconomic variables used by the ABS's SEIFA Index of Advantage/Disadvantage).

Table 19
Weekly income, persons aged 15 years and over 16
Adelaide metropolitan local government areas
2001

	Males			Females		
	< \$300pw	\$300-799pw	>\$800pw	< \$300pw	\$300-799pw	>\$800pw
Playford	41.3	40.5	12.7	57.1	33.7	3.0
Salisbury	35.6	44.9	14.8	53.7	37.2	3.5
Port Adelaide/Enfield	41.3	37.3	13.7	54.2	32.8	5.2
Onkaparinga	34.0	42.6	19.5	50.3	38.3	5.6
Charles Sturt	38.3	37.1	18.6	51.5	34.5	7.1
Marion	35.1	40.6	19.6	51.1	36.6	6.5
West Torrens	37.3	39.0	18.3	50.2	35.6	8.0
Campbelltown	35.6	39.7	19.2	50.6	35.3	7.4
Tea Tree Gully	28.7	41.3	25.9	47.7	39.7	7.4
Holdfast Bay	28.9	34.7	28.0	43.6	35.5	11.5
Norwood, Payneham, St Peters	34.7	32.7	26.9	44.4	34.9	14.3
Prospect	30.4	34.6	29.4	30.0	37.1	14.4
Mitcham	30.6	34.2	30.0	44.7	35.3	13.0
Unley	28.3	30.8	34.4	39.6	34.9	17.4
Adelaide	31.7	15.9	31.0	36.9	26.2	18.3
Burnside	28.3	28.4	38.5	40.1	35.2	18.3
Adelaide Metro Area	34.4	38.3	21.6	49.2	35.8	8.3
South Australia	34.6	38.8	20.5	50.1	35.4	7.8
Australia	30.9	35.8	24.4	46.7	34.2	10.1

Source: Broomhill, Ray and Rhonda Sharp (2005). 'Envisaging gender: Towards gender-responsive policies and budgets in South Australia'. *The State of South Australia*. J. Spoehr (ed). Adelaide: Wakefield Press.

Table 19 reveals a definite difference in income distribution between women and men within different suburbs:

- Almost three times as many women (aged 15+ years) in the more highly ranked 50% of suburbs earned more than \$800 per week compared to women in the less affluent 50% of suburbs.
- In the LGA with the lowest socio-economic ranking only 3% of women received income of more than \$800 per week compared to over 18% in the highest ranked socio-economic LGA.
- For men also, a significant difference in the distribution of income can be seen across Adelaide's suburbs with the highest ranking socio-economic suburbs containing around three times as many males (aged 15+ years) with weekly incomes in excess of \$800.

South Australian income levels are clearly lower than the Australian averages for both women and men. Table 20 compares the weekly incomes of males and females in South Australia and Australia as shown in the Census of June 2001.

Table 20
Weekly income, females and males aged 15 years and over
South Australia and Australia
June 2001

	Females			Males		
	< \$300pw	\$300-799pw	>\$800pw	< \$300pw	\$300-799pw	>\$800pw
South Australia	50.1	35.4	7.8	34.6	38.8	20.5
Australia	46.7	34.2	10.1	30.9	35.8	24.4

Source: Broomhill, Ray and Rhonda Sharp (2005). 'Envisaging gender: Towards gender-responsive policies and budgets in South Australia'. *The State of South Australia*. J. Spoehr (ed). Adelaide: Wakefield Press.

- 50.1% of South Australian women aged 15 and over had incomes of less than \$300 per week (on average for the previous year) compared to 46.7% for Australia as a whole.
- 7.8% of South Australian women aged 15 and over had incomes of less than \$800 per week (on average for the previous year) compared to 10.1% for Australia as a whole.
- Substantially more women (50.1%) than men (34.6%) in South Australia had incomes of less than \$300 per week.
- Substantially fewer women (7.8%) than men (20.5%) in South Australia had incomes greater than \$800 per week.

Women's wage rates and earnings

Table 21 shows female earnings as a percentage of male earnings in South Australia over the period 1990-2004.

Table 21
Female average weekly earnings as a % of male average weekly earnings (trend),
South Australia
August 1990–2004

	1990	1992	1994	1996	1998	2000	2002	2004
Full-time adult ordinary earnings	85.8	87.1	88.8	84.5	85.5	84.1	89.7	92.3
Full-time adult total earnings	81.3	84.1	84.8	80.0	81.7	81.2	85.5	89.1
Total earnings	65.6	68.6	68.8	63.9	69.5	65.8	67.9	67.5

Source: ABS Cat. 6302.0 *Average Weekly Earnings, Australia*

Note: 'Full-time adult ordinary earnings' is the full-time employee's normal income for her standard hours of work. 'Full-time adult ordinary earnings' is equal to weekly ordinary earnings plus weekly overtime earnings by full-time workers. 'Total earnings' includes all earnings by full-time and part-time workers including overtime etc.

The ratio of both full-time ordinary and full-time total female employee's earnings to male earnings has improved quite markedly between 1990-2004.

- The gap between the total earnings of all female and male employees (including part-time workers) has also been reduced, but by a much smaller margin. The smaller reduction is explained largely by the increase in the number of male employees who are part-time and casual workers.

Table 22 compares the changes to female and male average weekly earnings between August 1990 and August 2004.

Table 22
Changes in female and male average weekly earnings (trend),
South Australia
August 1990 and August 2004

	Females			Males		
	1990	2004	% change	1990	2004	% change
	\$	\$		\$	\$	
Full-time adult ordinary earnings	469.80	844.00	79.7%	547.60	914.40	67.0%
Full-time adult total earnings	480.40	854.30	77.8%	590.60	959.10	62.4%
Total earnings	353.60	527.00	49.0%	539.30	780.20	44.7%

Source: ABS Cat. 6302.0 *Average Weekly Earnings, Australia*

- Full-time female employees' ordinary earnings increased by 79.7% between August 1990 and August 2004 compared to an increase in male employees' full-time ordinary earnings of only 67.0%.
- Full-time female employees' total earnings (ie including overtime) increased by 77.8% between August 1990 and August 2004 compared to an increase in full-time male employees' total earnings of only 62.4%.
- Full-time and part-time female employees' total earnings (including overtime) increased by 49.0% between August 1990 and August 2004 compared to an increase in male full-time and part-time employees' total earnings of only 44.7%.

Figure 6 shows in graph form a comparison of the ratio of female to male average weekly ordinary time earnings for full-time employees in South Australia and Australia.

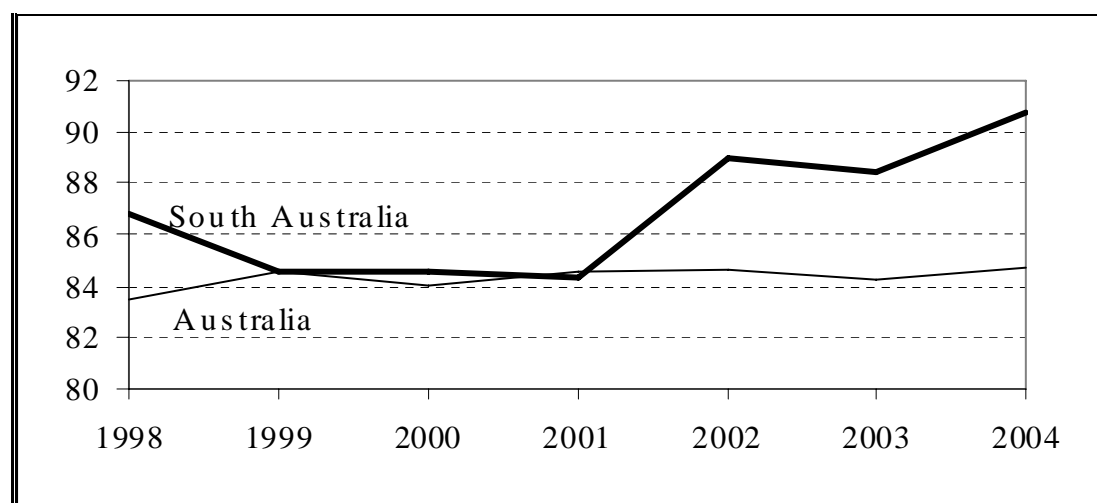


Figure 6
Ratio of female to male average weekly full-time ordinary earnings
South Australia and Australia
1998-2004

Source: ABS. Cat. 6302.0 *Average Weekly Earnings, States and Australia*. Australian Bureau of Statistics.

Note: The female to male AWOTE ratio was calculated using full-time adult ordinary time earnings

- Prior to 1998 the gender gap between female and male earnings had been consistently less in South Australia than nationally.
- Between 1998-2001 the gender gap in South Australia increased significantly and for a period of two years there was little or no difference between South Australia and the national average (ie women's full-time ordinary earnings remaining at around 84-85% of male full-time ordinary earnings).
- Since 2001-02 the gender gap in earnings has again closed in South Australia (around 89-92%) while the national level remains at around 85%.

Table 23 compares female average weekly earnings in all Australian states and territories in August 2004.

Table 23
Female average weekly earnings, States and Australia
August 2004
(\$)

	NSW	Vic	Qld	SA	WA	Tas	NT	ACT	Aust
Full-time adult ordinary earnings	909.70	853.50	817.00	844.00	803.50	788.40	885.30	972.40	863.30
Full-time adult total earnings	926.10	872.20	830.50	854.30	816.20	799.40	901.00	980.10	878.20
Total earnings	648.50	590.00	555.30	527.00	543.30	556.80	629.70	753.70	596.40

Source: ABS. Cat. 6302.0 *Average Weekly Earnings, States and Australia*. Australian Bureau of Statistics

- In spite of recent improvements in the ratio of female to male earnings in this state, South Australian female employee's earnings are substantially below the Australian average.
- South Australian women's average full-time ordinary earnings are \$19.30 per week lower than the Australian average and \$65.70 per week lower than for NSW.
- South Australian women's average total earnings (for full-time and part-time employees) are \$69.40 per week lower than the Australian average and \$121.50 per week lower than for NSW.
- These comparisons reveal that the smaller gender gap between female and male earnings in South Australia is largely the result of South Australian males lower earnings compared to the rest of Australia rather than South Australian women's higher earnings.

Women's education and qualifications

From 1991 to 2001, the numbers of South Australian women holding a postgraduate degree, a graduate diploma or certificate, a Bachelor's degree, and a certificate III & IV have increased very significantly. The number of women holding advanced diplomas and diplomas has declined slightly and the number holding a certificate I or II has decreased significantly.

Growth in educational qualifications among women has outpaced growth among their male counterparts in the numbers of postgraduate degrees, graduate diplomas and certificates, and Bachelor's degrees attained.

Table 24 shows the numbers of South Australian females and males holding post-schooling qualification at the time of the 1991, 1996 and 2001 Censuses.

Table 24
Level of education,
South Australia,
1991, 1996 and 2001

	1991 Census		1996 Census		2001 Census	
	Females	Males	Females	Males	Females	Males
Postgraduate Degree	2,083	6,330	3,609	8,023	5,676	9,572
Graduate Diploma and Graduate Certificate	4,989	3,607	7,415	5,124	8,841	5,510
Bachelor Degree	23,829	28,896	37,029	35,826	52,457	43,383
Advanced Diploma and Diploma	38,018	19,538	36,498	26,922	34,322	29,090
Certificate Level, nfd(a)	n.a.	n.a.	n.a.	n.a.	3,532	2,263
Certificate III & IV	13,033	97,452	16,695	102,329	33,990	121,169
Certificate I & II	21,061	15,253	22,263	13,255	15,175	9,128

Source: ABS Census 2001 Cat 2003.0 Time Series Profile: South Australia

- The number of South Australian females holding PhD degrees increased from 2,083 to 5,676 (an increase of 172% compared to an increase for men of 51%).
- The number of South Australian females holding graduate diplomas and certificates increased from 4,989 to 8,841 (an increase of 77% compared to an increase for men of 53%).
- The number of South Australian females holding bachelor degrees increased from 23,829 to 52,457 (an increase of 120% compared to an increase for men of 50%).
- The number of South Australian females holding advanced diplomas and diplomas decreased from 38,018 to 34,322 (a decrease of 10% compared to an increase for men of 49%).
- The number of South Australian females holding level I-IV certificates increased from 34,094 to 49,165 (an increase of 44% compared to an increase for men of 16%).

Table 25 shows the numbers of Australian females and males holding post-schooling qualification at the time of the 1991, 1996 and 2001 Censuses.

Table 25
Level of education,
Australia,
1991, 1996 and 2001

	1991 Census		1996 Census		2001 Census	
	Females	Males	Females	Males	Females	Males
Postgraduate Degree	34,788	90,128	64,075	126,765	104,031	165,011
Graduate Diploma and Graduate Certificate	78,064	46,644	113,549	69,538	127,143	76,785
Bachelor Degree	334,145	402,279	539,104	537,830	777,421	668,522
Advanced Diploma and Diploma	436,387	243,149	489,073	357,471	499,322	393,037
Certificate Level, nfd(a)	145,120	n.a.	n.a.	n.a.	46,412	26,793
Certificate III & IV	268,791	1,197,308	196,167	1,286,833	397,035	1,541,455
Certificate I & II	881,648	160,396	260,876	137,868	224,290	105,956

Source: ABS Census 2001 Cat 2003.0 Time Series Profile: Australia

- In Australia, there was an increase of 199% in the number of women holding postgraduate degrees (compared to an increase amongst South Australian women of 172%).
- In Australia, there was an increase of 63% in the number of women holding graduate diplomas and certificates (compared to an increase amongst South Australian women of 77%).
- In Australia, there was an increase of 133% in the number of women holding bachelor degrees (compared to an increase amongst South Australian women of 120%).
- In Australia, there was an increase of 14% in the number of women holding advanced diplomas and diplomas (compared to a decrease amongst South Australian women of 10%).
- In Australia, there was a decrease of 46% in the number of women holding level I-IV certificates (compared to an increase amongst South Australian women of 44%).

A study (Kennedy and Hedley 2003) examining trends in labour force participation for people with different levels of educational attainment revealed that participation rates for all female educational attainment categories increased significantly between 1981 and 2001. This is in contrast to males for whom over the same time period the participation rates have fallen for all educational attainment, especially for those with no post-school qualifications. The largest increase was recorded for women with post-school and no post-school qualifications. Despite these increases, females with degree or higher qualifications aged 25 to 54 years in 2001 had participation rates over 20 percentage points higher than those with no post-school qualifications.

Women and superannuation

Occupational superannuation, by definition, benefits those with strong labour market attachment. Those outside the labour market, as well as those employed in part-time or low paid occupations, are constrained in their capacity to accumulate retirement savings. Consequently, the framework underlining the current retirement income system is gender biased and represents one of the principal sources of gender inequity. A capacity to secure an adequate retirement income under the current system is very limited for women as they are severely constrained by their traditional roles of wife and mother. Their income, and therefore the superannuation paid on their behalf by employers, is less. Furthermore, they may work for small firms that make smaller contributions. Also they may have worked for more employers as they move in and out of the labour market, or move from part-time to full-time or back again, which implies that they probably will have money in many small funds. Therefore, income disparities along gender lines in relation to superannuation benefits are significant.

In South Australia, females are more likely than men to have no superannuation, and are less likely to be making personal/spouse contributions to their superannuation. Table 26 shows the number of female and male employees and the forms of superannuation cover they possess.

Table 26
Employees ('000) aged 15 to 54 with different forms of superannuation coverage
Australia and South Australia,
2000

	South Australia		
	Females	Males	Persons
Employer or business contributions only	154.1	163.5	317.6
Personal/spouse and employer/business contributions	46.3	91.2	137.6
Personal/spouse contributions only	3.5	17.8	21.3
Has superannuation, but no contributions currently being made	21.4	28.0	49.4
No superannuation	35.2	27.9	63.1
Total	260.5	328.4	589.0

Source: ABS Cat. 6361.0 *Survey of Employment Arrangements and Superannuation 2000*. Australian Bureau of Statistics.

Notes: Excluding contributing family workers and employees who worked for payment in kind only in their main job.

- In South Australia, 35,200 women employees (13.5% of all female employees aged 15-54) had no superannuation in 2000 (compared to 8.5% of male employees).
- A further 21,400 South Australian women employees (8.2% of all female employees aged 15-54) had superannuation, but no contributions were currently being made (compared to 8.5% of male employees).
- In South Australia only 19.1% of all female employees were making personal contributions to a superannuation fund (compared to 36.3% of male employees).

Duration of women's unemployment

Not only has South Australia had consistently higher female unemployment rates than the rest of the nation, but it also records consistently higher levels of long-term unemployment. The recession of the early 1990s led to a substantial increase in the unemployment rate and substantially changed the nature of unemployment in both South Australia and Australia in terms of the proportion of long term unemployment and the duration of unemployment.

There are also a number of significant differences between the extent of unemployment among men and women. The average duration of unemployment for males is substantially higher than the corresponding figure for females throughout the past 15 years. The cyclical variation in the average duration of unemployment for South Australian men is also more pronounced than it is nationally.

These changes are shown in Tables 27 and 28.

Table 27
Long-term Unemployed as a Percentage of Total Unemployment,
Australia and South Australia
1990-2004
(%)

Year	South Australia		Australia	
	Females	Males	Females	Males
1990	49.4	59.9	37.8	46.9
1991	47.9	60.6	42.8	55.2
1992	52.5	68.6	51.6	66.6
1993	61.2	72.6	53.7	66.5
1994	57.0	72.0	54.8	68.4
1995	62.2	70.7	52.7	62.5
1996	52.4	65.0	48.1	60.8
1997	48.2	63.1	50.0	59.7
1998	63.8	64.3	53.6	61.2
1999	49.6	68.7	47.5	59.5
2000	49.8	62.8	44.1	58.0
2001	51.7	61.3	42.7	53.6
2002	47.0	61.1	44.1	52.0
2003	44.9	56.1	41.6	51.2
2004	43.1	51.9	38.8	50.4

Source: ABS Cat No 6291.0.55.001 Labour Force, Australia, Detailed – Electronic Delivery, Monthly. Table UM2. Figures are for February each year.

Note: The official definition of a long term unemployed person is a person unemployed for 12 months or more. Under changes implemented in April 2001, the definition of duration of unemployment is the period of time from when an unemployed person began looking for work, until the end of the reference week; or the period of time since an unemployed person last worked in any job for two weeks or more, until the end of the reference week; whichever was the shorter period.

- The percentage of unemployed South Australian females who had been unemployed for more than 12 months fell from 49.4% to 43.1% after having reached a peak of over 60% in the mid 1990s.
- South Australia continued to have a significantly higher proportion of long-term unemployed women than Australia as a whole (except for 1997).
- The percentage of unemployed South Australian males who had been unemployed for more than 12 months fell from 59.9% to 51.9% after a peak of over 72% in 1993-94.
- South Australia continued to have a significantly higher proportion of long-term unemployed men than Australia as a whole.

The average duration of unemployment for women and men in South Australia and Australia over the period 1990-2004 is shown in Table 28:

Table 28
Average duration of unemployment since last full-time job,
Australia and South Australia, persons
1990-2004
(Weeks)

Year	South Australia			Australia		
	Females	Males	Total	Females	Males	Total
1990	42.7	69.6	56.1	30.9	48.7	39.5
1991	37.6	54.7	46.9	31.5	46.2	39.3
1992	41.9	63.4	54.2	41.7	56.6	49.9
1993	51.1	84.9	69.3	46.3	67.4	57.9
1994	48.7	83.4	67.4	50.1	73.8	62.7
1995	54.3	70.9	63.5	48.6	69.1	59.2
1996	44.1	73.2	60.2	40.1	61.5	51.8
1997	48.0	67.1	58.1	42.1	56.1	49.5
1998	58.4	74.5	66.8	45.7	65.8	56.1
1999	44.7	86.4	67.1	44.8	68.3	57.0
2000	49.3	80.6	65.0	41.1	67.7	54.6
2001	43.4	71.0	58.7	38.3	55.6	47.3
2002	45.2	62.7	54.7	36.5	53.3	45.2
2003	39.4	61.2	51.2	34.6	51.8	43.3
2004	40.3	57.5	48.9	32.1	50.8	41.2

Source: ABS Cat. 6291.0.55.001 *Labour Force, Australia, Detailed – Electronic Delivery*, Australian Bureau of Statistics. Figures for February of each year.

- The average duration of women's unemployment in South Australia has remained consistently higher than the national average although substantially lower than the average for unemployed men in South Australia.

- The average duration of unemployment of unemployed South Australian females fell from 42.7 weeks to 40.3 weeks after having reached a peak of over 58 weeks in 1998.
- South Australian unemployed women continued to have a significantly higher average duration of unemployment than unemployed women in Australia as a whole throughout the period.
- The average duration of unemployment of unemployed South Australian males fell from 69.6 weeks to 57.5 weeks after having reached a peak of over 80 weeks in 1993-4 and again in 1999-2000.
- South Australian unemployed men continued to have a significantly higher average duration of unemployment than unemployed men in Australia as a whole throughout the period.

Nationally, the average duration of female unemployment tended to follow the trend unemployment rate. In South Australia, however, there appears to be less correlation between the duration of unemployment and the unemployment rate for women.

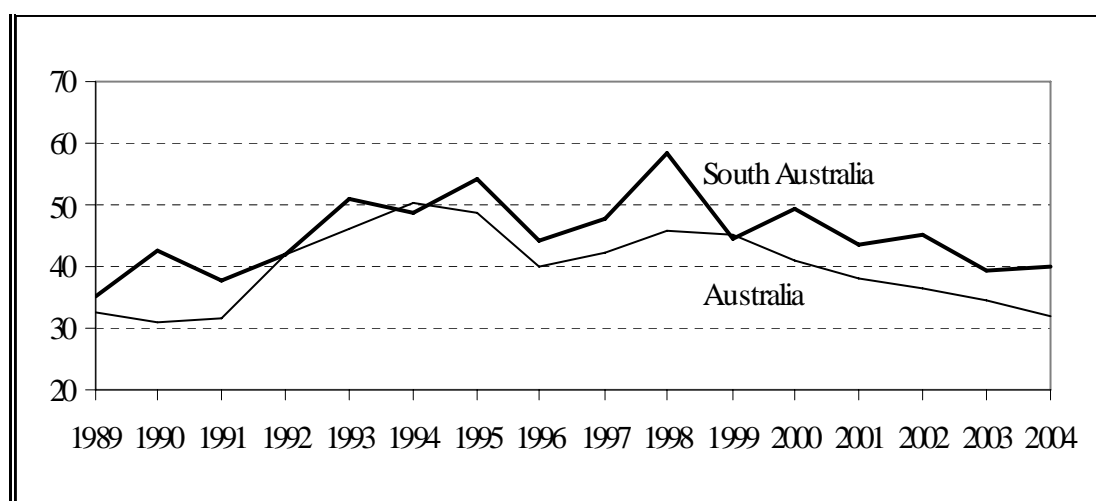


Figure 7
Average duration of unemployment since last full-time job
Australia and South Australia, females
1989-2004
(%)

Source: ABS Cat. 6291.0.55.001 *Labour Force, Australia, Detailed – Electronic Delivery*. Australian Bureau of Statistics. Figures for February of each year.

Figure 7 shows the degree to which females are generally more susceptible to labour market changes than men.

- In South Australia, each time the labour market has worsened or improved the female component of the labour market is the first to be affected. That is, when unemployment fell in 1993 and 1998, the increase in female job growth preceded the corresponding increase in male job growth.
- Conversely, when unemployment rates for all persons rose in 1997, female job loss preceded the loss of jobs among males.

This sensitivity to labour market changes among women may provide governments, policy makers and commentators with a useful indicator about the health of the South Australian labour market.

Industry gender segregation

Despite significant changes within the South Australian labour market, occupational and industry sex segregation has remained largely unchanged over the last twenty years and women generally continue to occupy a specific, and frequently disadvantaged, labour market position. The occupational categories and industries in which women predominate continue to attract the lowest rates of pay, are often considered unskilled or low skilled in nature and are not as clearly able to be linked with 'productivity gains' for wage bargaining purposes as male work has been.

An analysis of gender segregation in the South Australian labour force reveals a pattern of jobs segregated not only by industry, but also by occupations and job levels within industries.

Table 29 shows the distribution of female and male employment in South Australian industries over the period 1994-2004.

Table 29
Number of employed females and males ('000) by industry
South Australia,
1994-2004

Industry	1994		1999		2004		Change 1994-2004	
	F	M	F	M	F	M	F	M
Agriculture, Forestry and Fishing	13.4	32.9	15.0	31.2	13.2	28.5	-0.2	-4.4
Mining	0.8	4.5	0.3	2.0	0.3	5.9	-0.5	1.4
Manufacturing	24.5	85.8	25.4	71.1	23.7	68.4	-0.8	-17.4
Electricity, Gas and Water Supply	0.8	3.5	1.1	4.1	1.3	3.6	0.5	0.1
Construction	4.4	28.8	6.4	35.3	4.5	42.7	0.1	13.9
Wholesale Trade	11.9	23.6	11.2	23.9	10.8	23.9	-1.1	0.3
Retail Trade	47.1	45.1	46.5	48.6	49.9	50.0	2.8	4.9
Accommodation, Cafes and Restaurants	16.1	9.9	16.7	13.4	18.4	12.0	2.3	2.1
Transport and Storage	4.9	21.0	5.7	19.9	8.0	23.1	3.1	2.1
Communication Services	2.6	7.5	2.8	8.9	3.4	9.4	0.8	1.9
Finance and Insurance	11.6	9.4	13.2	8.7	11.5	8.4	-0.1	-1.0
Property and Business Services	22.4	26.8	33.6	34.1	35.5	41.9	13.1	15.1
Government Administration and Defence	9.3	14.7	9.2	13.9	14.6	19.2	5.3	4.5
Education	32.1	15.4	30	16.8	30.1	16.2	-2.0	0.8
Health and Community Services	57.5	12.6	53.4	17.4	70.0	19.5	12.5	6.9
Cultural and Recreational Services	7.0	7.0	5.7	6.3	8.9	7.3	1.9	0.3
Personal and Other Services	12.9	14.3	13.5	17.8	16.7	17.0	3.8	2.7

Source: ABS Cat No 6291.0.55.001 Labour Force, Australia 2004.

- In 2004, women and men were relatively equally represented in just four industries in South Australia: Retail Trade; Property and Business Services; Cultural and Recreational Services; and Personal and Other Services.
- Women formed a significant majority of employees in Health and Community Services (78.2%); Accommodation, Cafes, and Restaurants (60.5%); Education (65.0%); and Finance and Insurance (57.8%).
- Men formed a significant majority of employees in Mining (95.2%); Construction (90.5%); Agriculture, Forestry and Fishing (68.3%); Manufacturing (74.3%); Transport and Storage (74.3%); Electricity, Gas and Water Supply (73.5%); Communication Services (73.4%); Wholesale Trade (68.9%); and Defence (56.8%).
- In 2004, over half (58%) of all female employment was in just 4 industries: Health and Community Services; Retail Trade; Property and Business Services; and Education.
- While female employment increased by approximately 41,500 over the period 1994-2004, almost two-thirds (62%) of this increase occurred in just two industries: Property and Business Services; and Health and Community Services.

- Although manufacturing remains an overwhelmingly male dominated area, male jobs in the industry declined by 17,400 between 1994-2004 compared to a decline of only 800 in female jobs.

To measure gender segregation by industry an index of dissimilarity (ID) was computed (see Appendix B for computational formula). The ID-index is based on the understanding that segregation means a different distribution of women and men across the industries. The more equal the distribution, the less the segregation; the ID-index equals to 0 in case of *complete equality* that is where woman’s employment is distributed similarly to men’s across industries and it equals to 1 in the case of *complete dissimilarity* that is where women and men are in totally different industries. The ID-index can be interpreted as the proportion of the workforce that would need to change jobs in order to remove segregation considering the difference in the female and male share of employment.

Table 30 shows the results of applying the Index of Dissimilarity to the South Australian and Australian labour forces over the period 1997-2004.

Table 30
Measure of Industry Segregation – Index of Dissimilarity (ID)
1997-2004

	South Australia	Australia
1997	0.26	0.30
1998	0.26	0.31
1999	0.27	0.29
2000	0.26	0.31
2001	0.27	0.30
2002	0.27	0.32
2003	0.27	0.31
2004	0.27	0.31

Source: Data used for calculations of IDs is from ABS Cat. 6291.0.55.001 *Labour Force, Australia, Detailed – Electronic Delivery*. Australian Bureau of Statistics

Note: This index as well as the other proposed gender segregation indices, in particular the Moir and Selby-Smith segregation indicator (MSS) and the standardised or Karmel and MacLachlan-index (IP), are not most adequate methods of measuring gender segregation over time. Partially this is due to changes in distribution of women and men across different categories (i.e. industry, occupation, etc) are unlikely to happen in a context of either the categorical structure remaining stable or the female share of the labour force remaining constant

- The ID-index for Australia averages 0.31 for the period 1997 to 2004, while for South Australia averages 0.27 indicating that there is slightly lower gender segregation by industry in South Australia compared to the national ID-index.

Occupational gender segregation

The South Australian labour market has also historically experienced a high level of occupational gender segregation.

Table 31 shows the distribution of female and male employees by occupation in both South Australia and Australia.

Table 31
Number of workers by occupation,
Australia and South Australia
August Quarter 2004

Year	South Australia				Australia			
	Females		Males		Females		Males	
	('000)	%	('000)	%	('000)	%	('000)	%
Managers and Administrators	15.3	4.8	40.1	10.1	217.5	5.1	574.1	10.8
Professionals	63.6	19.8	59.0	14.9	954.5	22.3	863.6	16.3
Associate Professionals	38.3	11.9	51.9	13.1	498.4	11.6	673.3	12.7
Tradespersons and Related Workers	10.3	3.2	76.8	19.4	110.5	2.6	1087.7	20.6
Intermediate Production and Transport Workers	6.9	2.2	59.8	15.1	101.2	2.4	719.6	13.6
Advanced Clerical, Sales, and Service Workers	21.8	6.8	2.9	0.7	315.7	7.4	41.2	0.8
Intermediate Clerical, Sales, and Service Workers	89.7	28.0	30.8	7.8	1172.0	27.4	436.8	8.3
Elementary Clerical, Sales, and Service Workers	44.4	13.8	25.3	6.4	605.7	14.1	327.6	6.2
Labourers and Related Workers	30.4	9.5	50.1	12.6	314.3	7.3	564.3	10.7
Total	320.7	100.0	396.7	100.0	4289.8	100.0	5288.2	100.0

Source: ABS Cat. 6291.0.55.001 *Labour Force, Australia, Detailed – Electronic Delivery*. Australian Bureau of Statistics.

- Almost half (48.6%) of all female workers were employed in clerical, sales or service occupations compared to only 14.9% of males.
- Another 41.7% of female workers were employed in professional or associated professional occupations compared to 28% of males.
- 19.4% of males were employed as tradespersons or related workers compared to only 3.2% of females.
- 10.1% of males were employed as managers or administrators compared to only 4.8% of females.
- The South Australian pattern of gender segmentation is quite similar to the broader Australian pattern except that women are slightly less well represented in

higher paid occupations in South Australia (Managers and Administrators; Professionals; Advanced Clerical, Sales, and Service Workers).

Table 32 shows the changes in female and male employment in South Australian occupations over the period 1994-2004.

Table 32
Number of employed females and males ('000) by occupation
South Australia,
1994-2004

Occupation	1996 ('000)		2000 ('000)		2004 ('000)		Change 1996-2004 (%)	
	F	M	F	M	F	M	F	M
Managers & Administrators	14.7	42.8	15.9	43.5	15.3	40.1	4.1	-6.3
Professionals	50.8	50.2	52.1	57.9	63.6	59.0	25.2	17.5
Associate Professionals	28.9	41.6	34.9	45.7	38.3	51.9	32.5	24.8
Tradespersons & Related	9.6	76.7	9.2	77.9	10.3	76.8	7.3	0.1
Intermediate Production & Transport	7.3	51.7	7.6	52.7	6.9	59.8	-5.5	15.7
Advanced Clerical, Sales, & Service	24.2	2.6	23.6	2.6	21.8	2.9	-9.9	11.5
Intermediate Clerical, Sales, & Service	83.1	33.1	77.7	29.0	89.7	30.8	7.9	-6.9
Elementary Clerical, Sales, & Service	41.2	19.2	44.5	20.4	44.4	25.3	7.8	31.8
Labourers & Related	29.8	43.4	32.8	53.4	30.4	50.1	2.0	15.4
Total	289.6	361.3	298.3	383.1	320.7	396.7	10.7	9.8

Source: ABS Cat. 6291.0.55.001 *Labour Force, Australia, Detailed – Electronic Delivery*, Australian Bureau of Statistics.

- The most significant changes in female occupations were large increases in the numbers of females in professional occupations (25.2% increase) and those classified as Associate Professionals (32.5%).
- The numbers of women employed declined in the occupations classified as Intermediate Production and Transport Workers (5.5% decrease) and Advanced Clerical, Sales, and Service Workers (9.9% decrease).

To measure gender segregation by occupation an index of dissimilarity (ID) was computed (see Appendix B for computational formula). The ID-index is based on the understanding that segregation means a different distribution of women and men across the occupations. The more equal the distribution, the less the segregation; the ID-index equals to 0 in case of *complete equality* that is where woman's employment is distributed similarly to men's across industries and it equals to 1 in the case of *complete dissimilarity* that is where women and men are in totally different industries. The ID-index can be interpreted as the proportion of the workforce that would need to change jobs in order to remove segregation considering the difference in the female and male share of employment.

Table 33 shows the results of applying the Index of Dissimilarity to the South Australian and Australian labour forces over the period 1997-2004.

Table 33
Measure of occupational segregation – Index of Dissimilarity (ID),
1997-2004

	Australia	South Australia
1997	0.41	0.29
1998	0.41	0.28
1999	0.40	0.29
2000	0.40	0.28
2001	0.39	0.28
2002	0.40	0.28
2003	0.38	0.28
2004	0.39	0.27

Source: Data used for calculations of IDs is from ABS Cat. 6291.0.55.001 *Labour Force, Australia, Detailed – Electronic Delivery*, Australian Bureau of Statistics.

- The average Australian ID-index for occupational segregation was 0.4 while South Australian was at 0.28. Those results imply that the level of occupational gender segregation was relatively high for Australia as a whole.

Labour force status and migrant women

Approximately 20% of South Australian women were born outside of Australia. The labour market experiences of migrant workers have historically been quite different from those born in Australia.

Table 34 compares labour market participation rates and unemployment rates of South Australian male and female workers who were born outside of Australia with the average for all South Australians.

Table 34
Labour market participation rates and unemployment rates
Persons born outside of Australia and all South Australians
South Australia
January 2005

Jan 2005	Participation rate		Unemployment rate	
	Females	Males	Females	Males
Born outside of Australia	41.5	57.9	4.9	6.3
All South Australians	54.4	70.1	4.9	5.6

Source: ABS Cat No 6291.0.55.001 *Labour Force, Australia, Detailed – Electronic Delivery, Monthly*. Table LM5.

This comparison of the labour force status of South Australian males and females who were born outside of Australia with the South Australian population as a whole shows that in January 2005:

- Females who were born outside of Australia had a much lower participation rate (41.5%) than the average for all South Australian females (54.4%).
- Females who were born outside of Australia experienced the same rate of unemployment as the rest of the female population (4.9%).
- Males who were born outside of Australia also had a much lower participation rate (57.4%) than the average for all South Australian males (70.1%) but unlike their female counterparts had a higher rate of unemployment as the rest of the male population (6.3% compared to 5.6%).

Table 35 shows the changes that have occurred over the period 1992-2005 in the labour force status of South Australian males and females who were born outside of Australia compared with the South Australian population as a whole.

Table 35
Labour market participation rates and unemployment rates
Persons born outside of Australia and all South Australians
South Australia
1992-2005

	Participation rate %		Unemployment rate %	
	Females born outside of Australia	All South Australian females	Females born outside of Australia	All South Australian females
1992	44	51	12	9
1994	44	52	12	10
1996	46	53	7	8
1998	41	50	11	9
2000	41	51	8	8
2002	43	53	5	6
2004	43	54	7	7
2005 (Jan)	42	54	5	5

Source: ABS Cat No 6291.0.55.001 Labour Force, Australia, Detailed – Electronic Delivery, Monthly. Table LM4.

- The labour market participation rate of migrant females declined from 44% to 42% while the rate for all South Australian females increased from 51% to 54%.
- The unemployment rate of migrant females declined from 12% to 5% to closely approximate the unemployment rate for all South Australian females.

Labour force status and indigenous women

Approximately 1.6% of South Australian women identify themselves as indigenous women. Indigenous women are over-represented in disadvantaged socio-economic groups.

Table 36 shows the labour market status of indigenous females and males by age group according to the Census of 2001.

Table 36
Labour market participation and unemployment rates for indigenous females and males by age, South Australia June 2001

	Indigenous females aged 15+			Indigenous males aged 15+			Total indigenous persons aged 15+
	Participation rate (%)	Unemployment rate (%)	No. of Females	Participation rate (%)	Unemployment rate (%)	No. of Males	
15-24 years	37.8	27.1	2,151	49.8	29.7	2,180	4,331
25-34 years	47.0	16.2	1,899	62.6	25.4	1,795	3,694
35-44 years	52.1	14.5	1,536	60.6	18.6	1,412	2,975
45-54 years	46.4	10.0	947	58.8	13.8	888	1,835
55-64 years	25.1	8.1	494	40.1	10.5	429	923
65 years +	6.1	0.0	374	12.9	8.3	280	654
Total	41.8	13.1	7,428	54.4	22.7	6,984	14,412

Source: ABS Cat. 2002.0. *2001 Census Community Profile Series: Indigenous Profiles – South Australia*. Australian Bureau of Statistics.

- The labour market participation rate for South Australian indigenous females in June 2001 was 41.8% compared to 51.2% for all South Australian women.
- The labour market participation rate for South Australian indigenous males in June 2001 was 54.4% compared to 66.5% for all South Australian men.
- The unemployment rate for South Australian indigenous females in June 2001 was 13.1% compared to 6.6% for all South Australian women.
- The unemployment rate for South Australian indigenous males in June 2001 was 22.7% compared to 8.4% for all South Australian men.
- The labour market participation rate for South Australian indigenous females aged 15-24 years in June 2001 was 37.8% compared to 62.0% for all South Australian women aged 15-24 years.
- The labour market participation rate for South Australian indigenous males aged 15-24 years in June 2001 was 49.8% compared to 64.4% for all South Australian men aged 15-24 years.
- The unemployment rate for South Australian indigenous females aged 15-24 years in June 2001 was 27.1% compared to 13.4% for all South Australian women aged 15-24 years.

- The unemployment rate for South Australian indigenous males aged 15-24 years in June 2001 was 29.7% compared to 16.1% for all South Australian men aged 15-24 years.
- 20.2% of all employed indigenous females were attached to a Community Development Employment Program

Women's labour market status and family roles

The different labour market positions of women need to be understood in the broader context of the organisation of family life and households. For example, the organisation of family and households has a marked impact on their capacity to participate in paid work.

Table 37 shows the labour market status of South Australian females in relation to their family or household relationships.

Table 37
Labour force status of females according to their family/household relationships
South Australia,
December 2004

	Full-time female employees as a % of all females aged 15 and over	Part-time female employees as a % of all females aged 15 and over	Female unemployment rate %	Female labour force participation rate %
Total females in couple relationships	27.7	27.6	2.5	56.8
with children under 15	18.8	42.2	3.0	62.8
with no children < 15 but with dependent student(s)	39.1	33.3	1.9	73.8
with no dependents but with offspring over 15	34.7	35.7		68.0
with no children	31.0	16.3	2.9	48.6
Total female lone parents	23.6	23.9	11.6	54.2
with children under 15	18.2	31.5	12.7	57.1
with no children < 15 but with dependent student(s)	50.7	15.9	9.5	72.9
with no dependents but with offspring over 15	24.4	11.6	9.9	40.1
Total females living alone	18.9	10.3	4.1	30.4
Total females	26.2	25.6	4.6	54.4

Source: ABS Cat No 6291.0.55.001 Labour Force, Australia, Detailed – Electronic Delivery, Monthly. Table fm1.

Note: The *female unemployment rate* is the number of unemployed females as a % of all females in the labour force. The *female participation rate* is the number of all females in the labour force as a % of all females aged 15 and over.

- There was only a marginal difference in the overall labour force participation rate of women in couple relationships (56.8% of all females aged 15 and over) compared to women who were lone parents (54.2% of all females aged 15 and over).
- However, women who were lone parents were far more likely to be unemployed (11.6% of all females aged 15 and over) than women in couple relationships (2.5% of all females aged 15 and over).
- Women in couple relationships with children under 15 years were much more likely to be employed part-time (42.2% of all females aged 15 and over) than full-time (18.8% of all females aged 15 and over)
- Women who were lone parents with children under 15 years also were much more likely to be employed part-time (31.5% of all females aged 15 and over) than full-time (18.2% of all females aged 15 and over)

Table 38 shows couple families with dependents aged under 15 years in relation to the labour market experience of the male and female partners.

In couple families with dependent children both parents were in the labour force in a clear majority of cases (60.5%). However, these families were twice as likely to have a father employed full-time and a mother employed part-time than for both to be employed full-time.

Table 38
South Australian couple families with dependents under 15 and labour force status
June 2004
%

Female's labour force status	Male partner's labour force status					Total couple families
	Male partner in the labour force	Male partner employed full-time	Male partner employed part-time	Male partner unemployed	Male partner not in the labour force	
Female partner in the labour force	60.5	55.3	3.7	1.4	1.9	62.3
<i>Female partner employed full-time</i>	20.0	17.7	1.4	0.9	0.5	20.5
<i>Female partner employed part-time</i>	38.6	35.8	2.3	0.5	0.5	39.1
<i>Female partner unemployed</i>	1.9	1.9	0.0	0.0	0.9	2.8
Female partner not in the labour force	32.6	27.9	2.3	2.3	5.1	37.7
Total couple families	93.0	83.3	6.0	3.7	7.0	100.0

Source: ABS Cat No 6291.0.55.001 Labour Force, Australia, Detailed – Electronic Delivery, Annual. Table FA3.

- In 60.5% of families both partners were in the labour force.
- In 20.0% of families the male partner was in the labour market and the female partner worked full-time.
- In 38.6% of families the male partner was in the labour market and the female partner worked part-time.

- The percentage of South Australian couple families in which the male was a full-time worker with a female partner not in the workforce represented only 27.9% of all couple families with dependents under 15 years.

Table 39 shows a comparison between South Australia and Australia of the labour force status of all female lone parents and female lone parents with children under 15 years in June 2004.

Table 39
Labour force status of female lone parents in South Australia and Australia
June 2004

	Lone female parents with children under 15		All female lone parents	
	South Australia	Australia	South Australia	Australia
	%	%	%	%
Employed full-time	17.9	18.0	19.7	22.1
Employed part-time	33.3	27.6	27.9	23.6
Unemployed – looking for f/t work	5.1	4.3	3.3	3.6
Unemployed – looking for p/t work	2.6	2.5	1.6	1.6
Not in the labour force	41.9	47.6	47.5	49.0

Source: ABS Cat No 6291.0.55.001 Labour Force, Australia, Detailed – Electronic Delivery, Annual. Table FA3.

Note: The unemployment figures shown in this table are expressed as percentages of all lone female parents and are therefore different from the 'unemployment rate' which is expressed as a percentage of those in the labour force.

- Significantly fewer South Australian lone female parents with children under 15 years are in the labour force (41.9% compared to 47.6%).
- South Australia has a higher level of unemployment amongst lone female parents with children under 15 years (7.7% compared to 6.8%). Note however that the official *unemployment rate* amongst South Australian lone female parents in 2004 was 11.6%.
- South Australia has a significantly higher level of part-time employment amongst all lone female parents and a lower level of full-time employment.

There have been notable changes to South Australian households in the past few decades. Table 40 summarises changes that have occurred within different types of families and households between the 1986 and 2001 censuses.

Table 40
South Australian family and household types
1986,1991,1996 and 2001 Censuses

	1986		1991		1996		2001		Change 1986– 2001
	No.	%	No.	%	No.	%	No.	%	%
Couple without children	122,743	25.5	129,672	25.7	145,235	26.6	153,753	27.0	+25.3
Couple with dependent children	155,496	32.4	153,019	30.3	146,423	26.9	142,331	25.0	-8.5
Couple with only non-dependent children	42,704	8.9	37,621	7.5	34,690	6.4	32,836	5.8	-23.1
Total couple families	320,943	66.8	320,312	63.5	326,348	59.8	328,920	57.7	+2.5
Lone parent with dependent children	28,231	5.9	33,420	6.6	38,223	7.0	43,741	7.7	+55.0
Lone parent with non-dependent children	n/a	n/a	14,773	2.9	16,667	3.1	18,392	3.2	+24.5*
Total lone parent families	n/a	n/a	48,193	9.6	54,890	10.1	62,133	10.9	+28.9*
Other families	n/a	n/a	6,210	1.2	6,336	1.2	6,382	1.1	+2.8*
Lone persons	92,137	19.2	110,432	21.9	138,995	25.5	155,258	27.2	+68.5
Group households	17,524	3.6	19,034	3.8	18,748	3.4	17,754	3.1	+1.3
Total households	480,468	100.0	504,181	100.0	545,317	100.0	570,447	100.0	+18.7

Sources: Broomhill, Ray and Rhonda Sharp (2005). 'Envisaging gender: Towards gender-responsive policies and budgets in South Australia'. *The State of South Australia*. J. Spoehr (ed). Adelaide: Wakefield Press.

Note: * The change for lone parents with non-dependent children refers only to the period 1991–2001 because of the unavailability of data for 1986.

- Of particular note is that the percentage of traditional couple households (including both couples with and couples without dependents) declined from 67% of all households in 1986 to 58% of households in 2001.
- The number of women living in a couple relationship without dependent children increased by 25.3%.
- The number of lone-person households rose by 69% in South Australia between 1986 and 2001, making it the fastest growing household type.
- There has also been a 55% rise between 1986 and 2001 in households comprising a single parent with a dependent child or children. One-parent families represented 22% of all families with dependent children in South Australia in 2001.

Women and childcare

In both South Australia and Australia generally, informal care – care that is non-regulated – is the primary form of childcare used by families. Formal care is more frequently used in the nation at large compared to South Australia. Data on the childcare arrangements made by parents in South Australia and Australia is shown in Table 41.

Table 41
Childcare arrangements for children aged 0 to 11,
Australia and South Australia,
2002

Type of care used	South Australia		Australia	
	Number ('000)	%	Number ('000)	%
Children who used formal and/or informal care	120.5	53.3	1510.5	48.7
Formal care only	30.8	13.6	491.3	15.8
Informal care only	66.4	29.4	723.1	23.3
Formal and informal care	23.2	10.3	296.1	9.6
Children who used neither formal nor informal care	105.6	46.7	1589.5	51.3
Total	226.1	100.0	3100.0	100.0

Source: ABS Cat. 4402.0 *Child Care Survey 2002*. Australian Bureau of Statistics.

- In South Australia, 53.3 per cent (120,500) of all South Australian children between the ages of 0 and 11 utilised some type of child care apart from their parent(s) – a figure significantly higher than the national average of 48.7%
- For 29.4% of South Australian children (that is, over half of all children who used some form of non-parent childcare) the care was entirely non-regulated or 'informal'. This was significantly greater than in Australia as a whole (23.3%).
- Only 13.6% of children utilised formal care alone and another 10.3% used a combination of formal and informal care.

There is a significant unmet demand for formal childcare in South Australia for all children under 11 but particularly for children aged 0-4 – as shown in Table 42.

Table 42
Demand for formal child care,
South Australia,
2002

	Aged 0 to 4		Aged 5 to 11		All children	
	'000	%	'000	%	'000	%
(Additional) Formal care required						
Currently use formal care	2.7	3.1	1.2	0.9	3.9	1.7
Currently use informal care only	3.0	3.3	1.9	1.4	4.9	2.2
Use neither formal nor informal care	1.6	1.8	1.4	1.0	3.0	1.3
Children who require additional formal care	7.3	8.2	4.5	3.3	11.8	5.2

Source: ABS Cat. 4402.0 *Child Care Survey 2002*. Australian Bureau of Statistics.

- Of the 226,100 children aged 0-11 in South Australia in 2002, 11,800 (or 5.2 per cent) require additional formal care to what they are already receiving or not receiving.
- Of the 11,800 children requiring additional childcare, 4,900 (41.5 per cent) currently receive informal care, 3,900 (33.1 per cent) currently use formal care, and 3,000 (25.4 per cent) use neither formal nor informal care.
- The demand for more formal childcare in South Australia is greater among children aged 0-4 than those aged 5-11. Of the 89,300 children aged 0-4, 7,300 (8.2%) require formal care or additional formal care to what they are receiving. Amongst the 136,800 children aged 5-11 in South Australia, 3.3 % require some or more formal child care.

The demand for types of formal care also differ between children aged 0-4 and those aged 5-11.

Table 43
Type of formal child care required,
South Australia,
2002

Main type of formal care required	Aged 0-4		Aged 5-11		All children	
	'000	%	'000	%	'000	%
Before and/or after school care	0.2	2.7	3.7	82.2	3.9	33.1
Long day care centre	1.7	23.3	0.3	6.7	2.0	16.9
Family day care	3.2	43.8	0.2	4.4	3.4	28.8
Occasional care centre	2.0	27.4	0.1	2.2	2.2	18.6
Preschool	0.2	2.7	-	-	0.2	1.7
Other formal care	-	-	0.2	4.4	0.2	1.7
Children who require additional formal care	7.3	100.0	4.5	100.0	11.8	100.0

Source: ABS Cat. 4402.0 *Child Care Survey 2002*. Australian Bureau of Statistics.

- Family day care accounts for 43.8% of the demand for formal childcare among South Australian children aged 0-4 (Table 7.4).
- Occasional care centres, at 27.4%, and long day care centres, at 23.3%, also help to make up the bulk of demand for formal childcare among 0-4 year-olds.
- For children aged 5-11, before and/or after school care accounts for the majority of formal care demand at 82.2%.

The two main reasons for additional formal childcare demand in South Australia are work-related and personal.

Table 44
Main reason additional formal child care required,
South Australia,
2002

Main reason additional formal care required	Number ('000)
Work-related reasons	5.4
Personal reasons	4.5
Child-related reasons	1.8
Other reasons	0.2
Children who require additional formal care (a)	11.8

Source: ABS Cat. 4402.0 *Child Care Survey 2002*. Australian Bureau of Statistics.

Note: (a) Includes "Don't know".

- Work-related reasons account for 45.8% of the demand in formal childcare, with personal reasons accounting for an additional 38.1%.
- Child-related reasons come up a distant third, as they account for 15.3% of the demand for formal childcare in South Australia.

Women and other caring responsibilities

Table 45 compares the percentages of the South Australian and Australian populations involved in caring activities in 2003.

Table 45
Carers and non-carers
Australia and South Australia,
2003

	South Australia		Australia	
	Females	Males	Females	Males
Carer %	15.6	14.1	14.1	12.0
Not a Carer %	84.4	85.9	85.9	88.0
Total ('000)	755.1	746.5	9752.6	9726.9

Source: ABS Cat. 4430.0 *Disability, Ageing and Carers: Summary of Findings. Australia. 2003*. Australian Bureau of Statistics.

Note: A carer is defined as a person of any age who provides any informal assistance, in terms of help or supervision, to persons with disabilities or long-term conditions, or older persons (i.e. aged 60 years and over). This assistance has to be ongoing, or likely to be ongoing, for at least six months.

- In South Australia, 14.8 per cent of the population, or 222,700 people, cared for someone in 2003, with women accounting for 52.9 per cent of this total.
- Women accounted for 54.1 per cent of all carers (1,377,400) in Australia.

- 15.6% and 14.1% of all women in South Australia and Australia respectively were carers in 2003, compared to 14.1% and 12.0% for males respectively.

Carers in South Australia are more likely to be unemployed, are much more likely to not be involved in the labour force, and have a higher proportion of employment as part-time work.

Table 46
Labour force status by carer status,
South Australia,
2003

Labour force status	Carers	Not a carer	Total
Employed			
Full-time ('000)	73.6	420.7	494.3
Part-time ('000)	39.5	190.7	230.2
Total ('000)	113.1	611.4	724.5
Unemployed			
Looking for full-time work ('000)	5.9	20.5	26.4
Looking for part-time work ('000)	1.7	18.1	19.8
Total ('000)	7.6	38.7	46.2
Not in the labour force ('000)	92.8	353.7	446.5
Unemployment rate (%)	6.3	5.9	6.0
Participation rate (%)	56.5	64.8	63.3

Source: ABS Cat. 4430.0 *Disability, Ageing and Carers: Summary of Findings. Australia. 2003.* Australian Bureau of Statistics.

- In 2003, the unemployment rate for carers was 6.3%, compared to 5.9% of the population.
- The participation rate for carers for South Australia in 2003 was 56.5%, compared to 64.8% for non-carers.
- The proportion of employment accounted for by part-time work in South Australia in 2003 was 34.9% for carers compared to 31.2% for non-carers.

Women's voluntary work

Voluntary work comprises an enormous, but largely unrecognised, aspect of the total work undertaken by women in South Australia. At the time of the most recent ABS survey of voluntary work (2000), female volunteers outnumbered their male counterparts in both Australia and South Australia and increased their majority in the numbers of volunteers in Australia and South Australia between 1995 and 2000.

Table 47 compares the changing numbers of volunteers in South Australia and Australia between 1985 and 2000.

Table 47
Numbers of volunteers ('000),
Australia and South Australia,
1995 and 2000

Year	Australia			South Australia		
	Males	Females	Persons	Males	Females	Persons
1995	1522.3	1667.1	3189.4	147.8	155.7	303.5
2000	2080.9	2314.8	4395.6	197.0	222.4	419.3

Source: ABS Cat. 4441.0 *Survey of Voluntary Work. Australia 2000*. Australian Bureau of Statistics.

- South Australia experienced a 38.2 per cent (115,800) increase in the number of volunteers since 1995 to reach 419,300 total volunteers in 2000.
- Women accounted for a greater portion of this increase, with 66,700 more women volunteering in South Australia in 2000 compared to 1995.
- In 2000, there were 4,395,600 volunteers in Australia, an increase of 37.8 per cent (1,206,200) from 1995. Women accounted for 53.7 per cent of this five-year increase, upping their majority in numbers of Australian volunteers to 52.7 per cent in 2000.

The labour force status of male and female volunteers differs greatly in both South Australia and Australia. Table 48 and Table 49 show the changing labour force status of South Australian and Australian volunteers between 1995-2000.

Table 48
Labour force status for volunteers,
South Australia,
1995 and 2000

Labour force status	1995			2000		
	Males	Females	Persons (a)	Males	Females	Persons (a)
Employed full-time ('000)	88.2	29.1	117.2	115.4	47.1	162.6
Employed part-time ('000)	19.3	53.0	72.2	21.4	77.1	98.5
Unemployed ('000)	8.5	4.7	13.2	6.8	11.4	18.2
Not in labour force ('000)	31.8	69.0	100.8	53.3	86.8	140.1
Total ('000)	147.8	155.7	303.5	197.0	222.4	419.3
Unemployment rate (per cent)	7.3	5.4	6.5	4.7	8.4	6.5
Participation rate (per cent)	78.5	55.7	66.8	72.9	61.0	66.6

Source: ABS Cat. 4441.0 *Survey of Voluntary Work. Australia 2000*. Australian Bureau of Statistics.

Table 49
Labour force status for volunteers,
Australia,
1995 and 2000

Labour force status	1995			2000		
	Males	Females	Persons	Males	Females	Persons
Employed full-time ('000)	1036.7	388.7	1425.2	1422.0	615.8	2037.8
Employed part-time ('000)	162.2	538.6	700.6	214.8	841.1	1055.8
Unemployed ('000)	54.6	57.8	112.2	60.4	86.3	146.5
Not in labour force ('000)	268.8	682.4	951.3	383.7	771.6	1155.4
Total ('000)	1522.3	1667.1	3189.4	2080.9	2314.8	4395.6
Unemployment rate (per cent)	4.4	5.9	5.0	3.6	5.6	4.5
Participation rate (per cent)	82.3	59.1	70.2	81.6	66.7	73.7

Source: ABS Cat. 4441.0 *Survey of Voluntary Work, Australia 2000*. Australian Bureau of Statistics.

- In 2000, male volunteers were more likely to be part of the labour force, more likely to be employed, and more likely to be employed full-time when employed. In Australia, the participation rate for males who volunteered in 2000 was 81.6%, compared to 66.7% for females.
- This gender difference in participation rate is less severe in South Australia in 2000, with the male participation rate of 72.9% only 11.9 percentage points higher than the female participation rate of 61.0%. In both South Australia and Australia, female volunteers have narrowed the gender gap in participation rates between 1995 and 2000.
- In 2000, the unemployment rate for volunteering women was 5.6% and 8.4% for Australia and South Australia respectively, compared with 3.6% and 4.7% for their male counterparts.
- 1995 saw a completely different pattern in South Australia. Australia still saw greater unemployment among volunteering women in 1995, but South Australia experienced greater unemployment among its male volunteers at 7.3% compared to 5.4% for women in 1995.
- When employed, the majority of employed female volunteers work part-time, as 42.3% of employed Australian female volunteers and 37.9% of employed South Australian female volunteers worked full-time in 2000.
- Conversely, the majority of male volunteers work full-time in Australia and South Australia. In 2000, 86.9% and 84.4% of employed male volunteers worked full-time in Australia and South Australia respectively.

It should also be noted that in relation to voluntary work, Duncan Ironmonger (2002) used time use data to estimate that of the estimated \$1.8 billion contributed by voluntary work to the South Australian economy in 2000 52.2% was contributed by women

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Appendix A: The Hours of Unemployment Rate (from Barrett 2004: 18).

The *hours unemployment rate* is an hours based unemployment rate that analyses the extent of labour under utilization from the perspective of the number of hours that the labour force is prepared to work, rather than the number of people in the labour force. This labour force indicator adds an estimate of visible under employment to the official trend unemployment statistics. It is based on the assumption that all part-time workers who are looking for extra hours are implicitly expressing a preference for full-time work. This measure adds an estimate of the number of extra hours that part-time workers who are looking for extra work would like to work (given the assumption that such workers would like to be working full-time rather than part-time) to an estimate of the number of hours that could be worked by the people who are counted as unemployed. The calculations for males and females are identical, and are as follows:

1. The number of males in the labour force, derived from the trend labour force statistics, is multiplied by the average number of hours worked by males to obtain the denominator of the equation.
2. The number of unemployed males is multiplied by the average number of hours worked by person to obtain an estimate of the number of labour hours unemployed
3. Summing the number of part-time workers who would like to work more hours and then multiplying this figure by the number of average hours worked by males obtain the extent of visible under employment.
4. The figures obtained in steps 2 and 3 are summed to obtain the numerator of the equation.
5. The numerator obtained in step 4 is divided by the denominator obtained in step 1, and then multiplied by 100 to obtain the *hours unemployment rate*.

Appendix B: The Index of Dissimilarity

The Index of Dissimilarity (ID) is according to Blackburn et al. (1993) defined as follows:

$$ID = \frac{1}{2} \sum_i \left| \frac{M_i}{M} - \frac{F_i}{F} \right|$$

The ID equation can be re-written as follows:

$$ID = \frac{1}{N} \sum_i \frac{1}{2} * \left| M_i * \frac{N}{M} - F_i * \frac{N}{F} \right|$$

If the female and male share of employment is equal, then $\frac{N}{M} = \frac{N}{F} = 2$ and

$$ID = \frac{1}{F} \sum_i \frac{1}{2} * |M_i - F_i| \text{ and similar } ID = \frac{1}{M} \sum_i \frac{1}{2} * |M_i - F_i|$$

where

- M – represents the total number of males in employment
- M_i - the number of males in category i
- F - total number of females in employment
- F_i - the number of females in category i

In the special case, where women's share of employment equals that of men's, the ID index can be interpreted as the proportion of women (or men) who would have to change job to remove segregation.