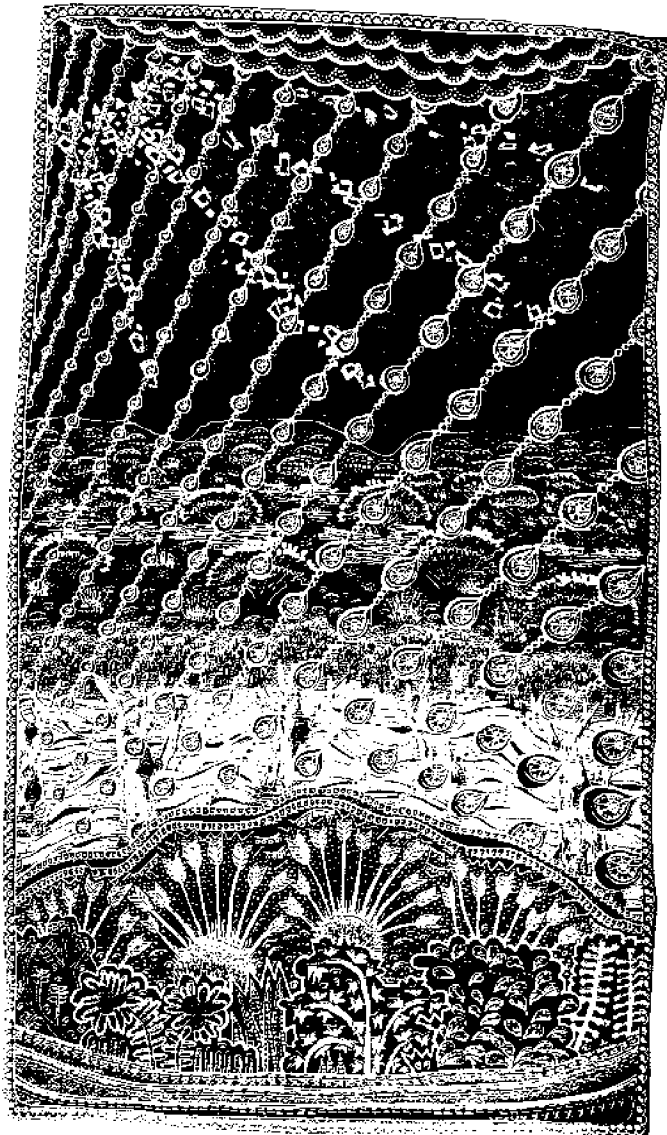


# Australian Women's YEAR BOOK 1995





# **AUSTRALIAN WOMEN'S YEAR BOOK 1995**

**Kathleen Townsend**  
First Assistant Secretary  
Office of the Status of Women

**W. McLennan**  
Australian Statistician  
Australian Bureau of Statistics

ABS Catalogue No. 4124.0

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Cover illustration: Annie Franklin, *Desert Rain*, 92.8 x 54.0 cm, 1990, colour screenprint. By arrangement with Helen Maxwell, aGOG. Photographer: David Paterson.

Annie Franklin grew up in Canberra and completed a Diploma of Fine Art in Printmaking at Charles Sturt University in Wagga Wagga, New South Wales. She then worked in community arts areas in the Australian Capital Territory, focusing on social and environmental issues. In 1990 she took up the position of Arts Co-ordinator at the Munupi Arts Centre, Pularumpi, Melville Island, Northern Territory. Not Aboriginal herself, Annie worked with Tiwi Aboriginal women at Munupi facilitating the making of prints and paintings. She also worked with Tiwi women to organise several exhibitions of Tiwi women's work around Australia and in 1992 with two Tiwi women, Susan Wanji Wanji and Reppie Orsto, took an exhibition of Tiwi work and her own work to Paris. Annie Franklin currently lives and works in Darwin.

Design: WhizzbangArt

# Preface

The **Australian Women's Year Book 1995** is published and funded jointly by the Australian Bureau of Statistics (ABS) and the Office of the Status of Women (OSW). Like its predecessor in 1994, the year book looks at women's position across a broad range of areas including health and health promotion, education and training, employment, income and income support and housing. Also included are new topics which look at the role of women in business, management and the environment.

Statistics and indicators are collected from a variety of sources, covering key aspects of women's lives. Wherever possible time series have been maintained and extended to provide a statistical basis for on-going assessment of women's status in Australia. New data from major studies released during the year are included in relevant chapters. In particular, results from the first National Aboriginal and Torres Strait Islander Survey have been incorporated throughout the year book. In some areas no new data were available and it will be necessary to refer to the previous edition for this information. As in the previous year book, comparative data for women and men are presented, following international guidelines.

International and national activities in preparation for the fourth United Nations World Conference on Women in Beijing have again shown that comprehensive, accurate and up-to-date statistics are essential tools in developing economic and social policies that recognise the needs of women. The **Australian Women's Year Book** makes such material available to policy decision-makers and to all people with an interest in women's social and economic status in Australia.

Kathleen Townsend  
First Assistant Secretary  
Office of the Status of Women

W. McLennan  
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Australian Bureau of Statistics

October 1995

## **Acknowledgements**

The **Australian Women's Year Book 1995** would not have been possible without close cooperation between ABS and OSW. Jaz Beer, Bob Dutton, Di Chambers, Maj-Britt Engelhardt, Erica Fisher, Kirsty Goody and Beth Wright under the leadership of Dot Russell, were the principal ABS researchers and authors. Jill Guthrie, Lyn Rainforest and Ann Tsakalos were the major OSW contributors. Maelisa McNeil edited and managed the report.

The team wishes to acknowledge the many valuable contributions provided by ABS staff, OSW staff and other commonwealth departments.

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# Milestones for Australian women, 1985-95

- 1985** Helen Williams was appointed as Secretary of the Department of Education, the first woman to head a commonwealth government department (1985-87).
- 1986** The Hon. Joan Child, MHR, became the first female Speaker of the House of Representatives.
- 1986** The *Affirmative Action (Equal Employment Opportunity for Women) Act 1986* was passed by parliament.
- 1986** Janine Haines became the first female leader of a political party in the commonwealth parliament.
- 1987** Mary Gaudron became the first woman to be appointed to the High Court of Australia.
- 1987** The first female University Vice-Chancellor was appointed (Di Yerbury at Macquarie University).
- 1988** *A say, a choice, a fair go: the Government's (first) National Agenda for Women* was released.
- 1988** The first female pilots in the Royal Australian Air Force graduated (Flight Lieutenant R D Williams and Flying Officer Hicks).
- 1989** Rosemary Follett became Australia's first female head of government (ACT).
- 1989** The first female station leaders of Australian National Antarctic Research Expeditions were appointed (Diana Patterson in Mawson and Alison Clifton on Macquarie Island).
- 1990** Two women became State Premiers, Dr Carmen Lawrence in Western Australia and Joan Kirner in Victoria.
- 1990** Deirdre O'Connor became the first female Federal Court Judge and president of the Administrative Appeals Tribunal.
- 1990** The Australian Government ratified International Labour Organisation Convention 156 on Workers with Family Responsibilities (ILO 156). It aims to enable workers, or those who wish to be employed, to do so without conflict between their employment and their family responsibilities, and without discrimination.



- 1990** The Aboriginal and Torres Strait Islander Commission was established with Miss Lois O'Donoghue as its first chairperson.
- 1990** Cathy Freeman (at age 16 years) became the first Aboriginal person to win a gold medal at the Commonwealth Games in Auckland, New Zealand.
- 1991** Dame Roma Mitchell was appointed Governor of South Australia and became Australia's first female vice-regal representative.
- 1991** The Law Institute appointed its first female president in its 132-year history (Gail Owen).
- 1992** The House of Representatives Standing Committee on Legal and Constitutional Affairs completed its Inquiry into Equal Opportunity and Equal Status for Women in Australia and published its report *Half Way to Equal*.
- 1992** Justice Elizabeth Evatt, President of the Australian Law Reform Commission, became the first Australian elected to the United Nations Human Rights Committee.
- 1992** The provisions of the *Sex Discrimination Act 1984* relating to sexual harassment were strengthened and the Act was extended to industrial awards.
- 1993** *Women – Shaping and Sharing the Future: the New National Agenda for Women, 1993-2000* was released.
- 1993** The *National Strategy on Violence Against Women* was released.
- 1994** Centenary of Women's Suffrage in Australia. In 1894 South Australia granted women the right to stand for parliament and the right to vote.
- 1994** 10th anniversary of the *Sex Discrimination Act* and the announcement of significant changes to improve the effectiveness of the Act.
- 1994** Dr Heather Munro became the first female president of the Royal Australian College of Obstetricians and Gynaecologists.
- 1995** Dr Wendy Craik became the first female director of the National Farmers' Federation.

Source: Adapted from: the House of Representatives Standing Committee on Legal and Constitutional Affairs (1992) *Half Way to Equal: Report of the Inquiry into Equal Opportunity and Equal Status for Women in Australia*; *Women – Shaping and Sharing the Future: the New National Agenda for Women, 1993-2000*.

## Definitions and references

Readers' attention is drawn to the definitions and references at the end of each chapter where terms used in the chapter are defined and their primary reference source given.

## Symbols etc.

The following symbols used in tables mean:

n.a.	not available
n.y.a.	not yet available
p	preliminary data
r	figures or series revised since previous edition
..	not applicable
—	nil or rounded to zero
*	subject to high sampling variability
**	data suppressed due to high sampling variability or confidentiality

## Other usages

Unless otherwise stated, the terms women and men refer to people aged 15 years and over.

Where figures have been rounded, discrepancies may occur between the sums of the component items and totals.

## For more information

Inquiries about women's policy issues and initiatives should be directed to:

Office of the Status of Women  
Department of the Prime Minister and Cabinet, 3-5 National Circuit, Barton ACT 2601  
Phone: (06) 271 5711, (06) 271 5752, (06) 271 5035 Fax: (06) 271 5751

General inquiries about the content and interpretation of the statistics in this publication should be addressed to:

Director, Social Analysis and Reporting Section, ABS, PO Box 10, Belconnen ACT 2616  
Phone: (06) 252 7187 Fax: (06) 252 7494

Inquiries about the availability of more recent data from ABS should be directed to Information Services in your nearest ABS office (see p. 195).

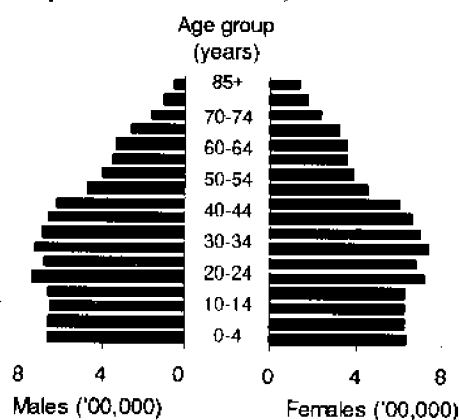
POPULATION.  
BIRTH AND  
FERTILITY

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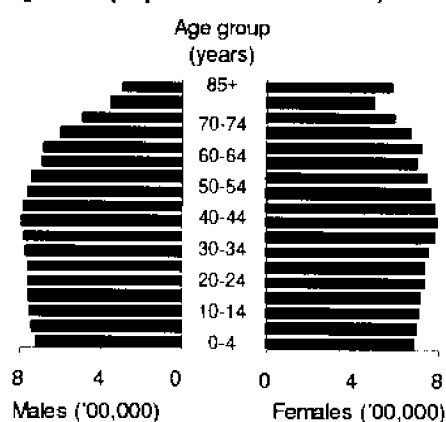


## Summary graphs

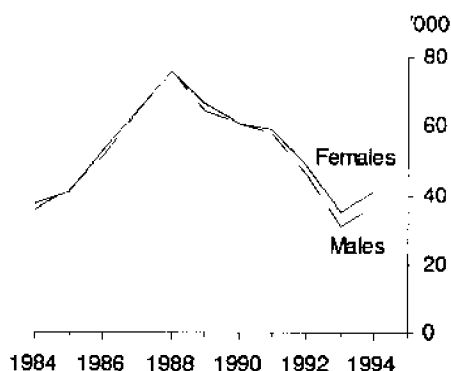
Population structure, 1994



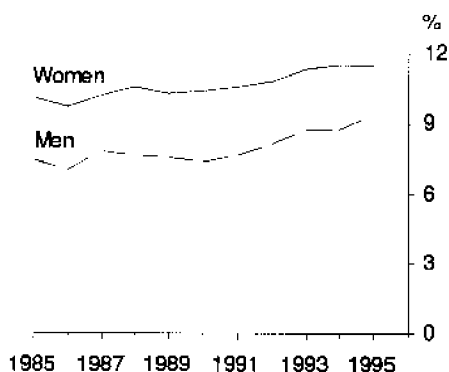
Projected population structure, 2041



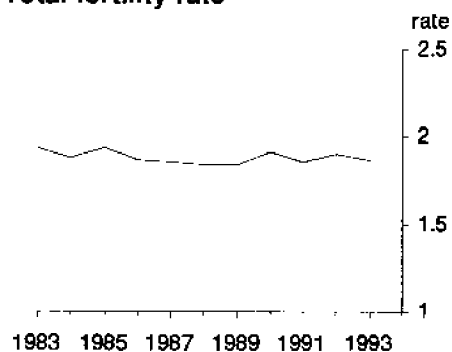
Settler arrivals



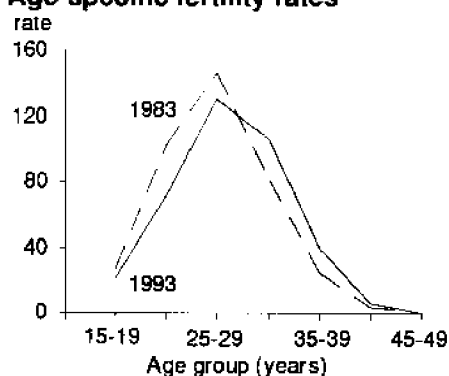
Proportion of people living alone



Total fertility rate



Age-specific fertility rates



## Policy background

Immigration, health and family policies all impact on the population.

In 1994 the United Nations International Conference on Population and Development was held in Cairo. The Program of Action resulting from the conference supports the empowerment of women. It recognises that fertility and population issues cannot be considered in isolation from social and economic issues, particularly those that limit the power of women to control their own lives. These gains were further cemented at the United Nations Fourth World Conference on Women in Beijing in September 1995.

In 1995 the commonwealth government released *An Agenda for Families* which aims to improve services and support needed by families to carry out their caring role. Measures include social infrastructure programs such as education and health care as well as programs of direct assistance to families and particularly to families in need or in crisis.

## 1995 statistical activities

The results of the first National Aboriginal and Torres Strait Islander Survey were released early in the year including *Detailed Findings* (4190.0) and a series of regional overviews. It is planned to release a number of publications focusing on different groups and topics, such as young people and employment.

Results of a study into the number of marriages that end in divorce were published in *Marriages and Divorces, Australia* (3310.0).

Three analytical papers in the Focus on Families series were published: *Income and Housing* (4424.0); *Caring in Families: Support for persons who are older or have disabilities* (4423.0); and *Family Life* (4425.0).

A longitudinal survey of immigrants to Australia is being undertaken by the Bureau of Immigration, Multicultural and Population Research. 5,000 recently arrived immigrants and their partners will be surveyed about six months after they arrive, again one year later and then two years after the second interview.

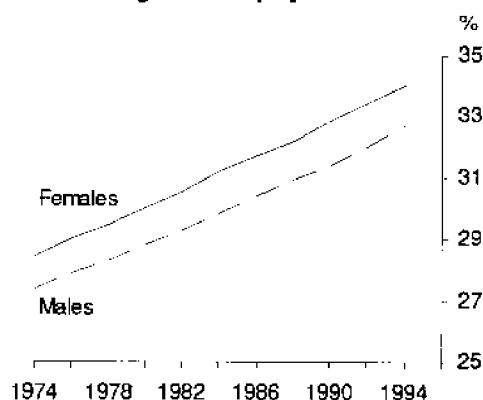
## Population structure

In June 1994, 50.2% of the Australian population was female. During the last ten years, the population has increased by an average of 1.4% each year, reaching 9.0 million females and 8.9 million males in 1994 (see *Summary indicators* p. 16). The population is projected to increase to between 25 and 27 million by the year 2041 with females comprising around 51% of the population.

The median age of the population has increased steadily over the last 20 years. In 1994 the median age of females was 34.0 years compared to 32.7 years for males. In 1974 the median ages were 28.4 years and 27.4 years respectively.

In June 1994 women and men aged 65 years and over comprised 12% of the total population. By 2041 this is

## Median age of the population



Source: Estimated Resident Population by Sex and Age: States and Territories of Australia (3201.0)

projected to increase to 21–22%. At this time, women are expected to account for 56% of those aged 65 years and over compared to 57% in 1994 (see *Summary graphs* p. 2).

## Overseas born

In June 1994, 22% of females and 23% of males were born overseas. This was

## Overseas born population

Selected country of birth	1994		Selected country of birth	1994	
	Females	Males		Females	Males
	%	%		%	%
UK & Ireland	36.9	35.7	UK & Ireland	30.1	29.8
Italy	8.1	8.9	New Zealand	6.9	7.1
New Zealand	5.8	5.7	Italy	6.1	6.8
Yugoslavia	4.5	5.1	Former Yugoslav Republics	4.1	4.5
Greece	4.6	4.5	Greece	3.5	3.6
Germany	3.8	3.6	Vietnam	3.5	3.5
	'000	'000		'000	'000
<b>Total overseas born</b>	<b>1 583.9</b>	<b>1 695.0</b>	<b>Total overseas born</b>	<b>2 007.9</b>	<b>2 055.8</b>

Source: Estimated Resident Population by Country of Birth, Age and Sex, Australia (3221.0)

a slight increase since 1984, when 20% of females and 22% of males were born overseas (see *Summary indicators* p. 16).

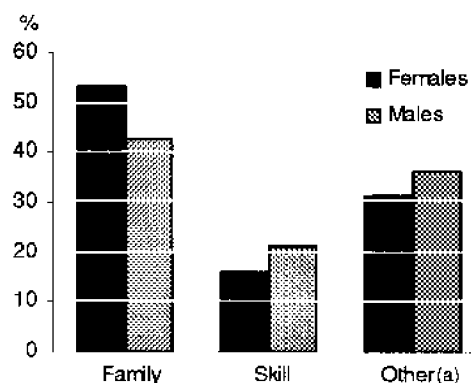
This increase was primarily due to an increase in the number of people born in non-English speaking countries. In 1984, 11% of females and 12% of males were from non-English speaking countries compared to 13% and 14% respectively in 1994.

People born in the UK and Ireland, New Zealand, Italy, the Former Yugoslav Republics and Greece represented five of the six largest overseas born groups in both 1984 and 1994. However, by 1994 people born in New Zealand had replaced those born in Italy as the second largest group.

In 1994, 30% of both the female and male overseas born population were born in the UK or Ireland. This was a decrease from 1984 when 37% of overseas born females and 36% of overseas born males were born there.

In contrast, the proportion of the population born in Asian regions has increased during the last ten years. Females and males born in Vietnam represented 3% of the overseas born population in 1994. In 1984 Vietnam was not a separately identified country in Australian population statistics because numbers were so small. This increase reflects Australia's changing immigration pattern. In 1994, 38% of immigrants to Australia were born in

#### Settler arrivals by visa category, 1993-94



(a) Includes humanitarian and non-visa.

Source: Bureau of Immigration, Multicultural and Population Research *Immigration Update*

Southeast Asia, Northeast Asia or Southern Asia compared to 15% in 1974.

77,900 settlers arrived in Australia in 1994. This was 12,300 more than in the previous year. Continuing the trend of recent years, female immigrants outnumbered males, accounting for 53% of settler arrivals.

Female settler arrivals were more likely than males to enter Australia under the family migration category. In 1993-94, 53% of female immigrants were in this category compared to 43% of males. In contrast males were more likely than females to enter under the skill category, 21% and 16% respectively.

## Aboriginal and Torres Strait Islander people

In June 1994 there were about 303,000 Aboriginal and Torres Strait Islander people in Australia, representing 1.7% of the population. 49.7% of the Indigenous population were female.

The Indigenous population has a younger age structure than the total Australian population due to higher fertility and lower life expectancy. 39% of the Indigenous population were aged under 15 years in 1994 compared to 22% of the total population. Only 3% of the Indigenous population were aged 65 years and over, compared to 12% of the total population.

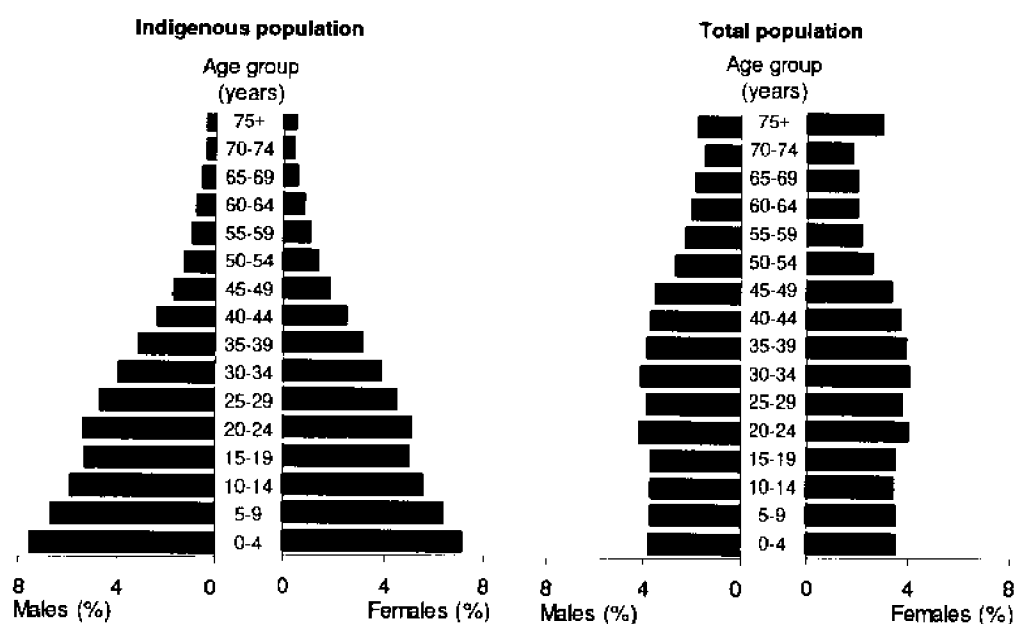
## Indigenous people aged 13 years and over, 1994

Recognition of homelands	Females	Males
	%	%
<i>Recognised area</i>	75.5	75.1
Living there	30.0	31.0
Not living there	45.5	44.1
Did not recognise area	24.5	24.9
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

Source: National Aboriginal and Torres Strait Islander Survey unpublished data

Homelands are lands with which Indigenous people may have ancestral or cultural links. Three-quarters of both Indigenous females and males aged 13 years and over recognised an area as their homeland. About 30% of both

## Age and sex profile, 1994



Source: National Aboriginal and Torres Strait Islander Survey: Detailed Findings (4190.0); Estimated Resident Population by Sex and Age: States and Territories of Australia (3201.0)



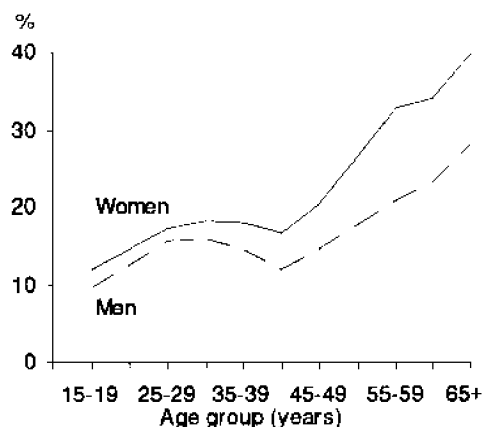
females and males were living in their homelands.

## Language

In 1991, 25% of women and 18% of men born in non-English speaking countries reported that they spoke English poorly or not at all. English proficiency declined with age. Among 15–19 year olds, 12% of women and 10% of men reported poor English skills compared to 17% of women and 12% of men aged 40–44 years. Of those aged 65 years and over, 40% of women and 28% of men born in non-English speaking countries reported poor English proficiency.

Among the Aboriginal and Torres Strait Islander population in 1994, 13% of both women and men had difficulty

### People born in NESC<sup>(a)</sup> with poor English proficiency, 1991



(a) Non-English speaking countries: all overseas countries except UK, Ireland, New Zealand, South Africa, Canada and USA.

Source: Census of Population and Housing unpublished data

### Indigenous people aged 15 years and over, 1994

Main language	Women	Men
	%	%
English	82.2	82.0
Aboriginal English	3.3	2.9
Aboriginal or Torres Strait Islander language	14.4	15.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

Source: National Aboriginal and Torres Strait Islander Survey unpublished data

communicating in English. The proportion who had difficulty also increased with age. 10% of women and 13% of men aged 15–24 years had difficulty with English compared to 18% of women and 15% of men aged 45 years and over.

82% of Indigenous women and men spoke English as their main language. 14% of women and 15% of men spoke an Aboriginal or Torres Strait Island language as their main language, while a further 3% of people spoke a type of Aboriginal English (such as creoles or pidgin English).

## Families

83% of women and 84% of men aged 15 years and over were living in a family in June 1994. 8 million adults were married, representing 60% of women and 62% of men. Around half of all married people were living with dependants.

422,200 people were lone parents with dependants and 87% of these were women.

In 1994, 6% of women were lone parents with dependants compared to 1% of men.

**Family status of people aged 15 years and over, June 1994**

Family status	Women		Men	
	'000	%	'000	%
<i>Member of a family</i>	5 547.7	83.3	5 442.4	83.9
Married	3 984.2	59.8	4 018.4	61.9
With dependants	1 948.3	29.3	1 981.7	30.5
Without dependants	2 035.9	30.6	2 036.8	31.4
Lone parent with dependants	367.4	5.5	54.8	0.8
Other(a)	1 196.1	18.0	1 369.3	21.1
<i>Not a member of a family</i>	1 112.9	16.7	1 046.9	16.1
Living alone	767.8	11.5	570.0	8.8
Not living alone	345.1	5.2	476.9	7.3
<b>Total</b>	<b>6 660.6</b>	<b>100.0</b>	<b>6 489.4</b>	<b>100.0</b>

(a) Includes lone parents with non-dependent children, dependent students, non-dependent children and other family members.

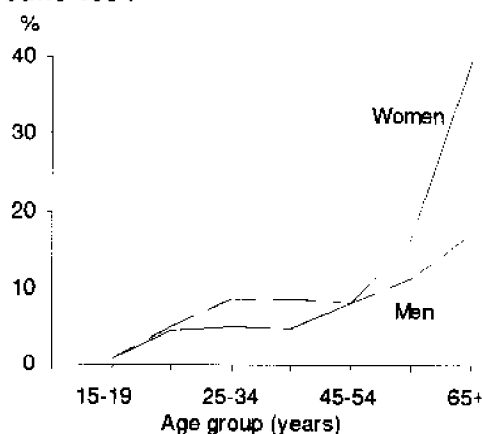
Source: Labour Force Status and Other Characteristics of Families, Australia (6224.0)

A further 12% of women and 9% of men were living alone. In 1984, 10% of women and 7% of men lived alone (see *Summary indicators* p. 16). The likelihood of living alone varies considerably according to age and this variation is particularly marked for women. 5% of women aged 25–34 years were living alone in 1994, compared to 39% aged 65 years and over. In comparison, 9% of 25–34 year old men and 17% of men aged 65 years and over lived alone.

The higher proportion of older women living alone is primarily due to their greater life expectancy compared to men (see p. 42). Many of these women are widows.

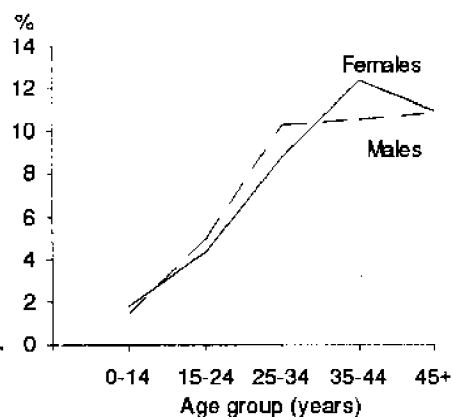
Until the 1960s it was government policy to assimilate Indigenous people into mainstream society. This resulted in some Indigenous children being taken from their

natural family and placed either with a non-Indigenous family or in a mission. In 1994, 6% of Aboriginal and Torres Strait Islander people stated that they had been taken away from their natural family as a

**Proportion of people living alone, June 1994**

Source: Labour Force Status and Other Characteristics of Families, Australia (6224.0)

### Indigenous people taken away from natural family, 1994



Source: National Aboriginal and Torres Strait Islander Survey unpublished data

child by either a mission, the government, or 'welfare'.

Reflecting the change in policy, the proportion of Indigenous people who had been taken away from their natural family increased considerably with age. 11% of both women and men aged 45 years and over had been taken from their natural family compared to 4% of women and 5% of men aged 15-24 years.

### Family size

The average size of Australian families has decreased slightly over the last decade from 3.3 members in 1982 to 3.1 members in 1992. This reflects a number of social changes including the decline in fertility in the 1970s; an increase in the proportion of women delaying childbirth until their 30s and 40s; and the formation of smaller families through separation and divorce.

In 1992, the average size of families from a non-English speaking background (that is, families where either member of a couple or a lone parent was born in a non-English speaking country) was larger than that of all families (3.4 members).

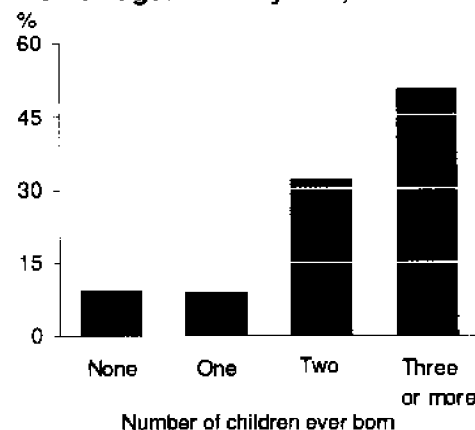
Completed family size can be estimated by the number of children ever borne to women aged 45-59 years. In 1992, half of all women aged 45-59 years had three or more children while almost one-tenth had remained childless.

### Marriage

In 1994, 111,200 marriages were registered in Australia, a 3% decrease since 1984 when 114,500 couples were married.

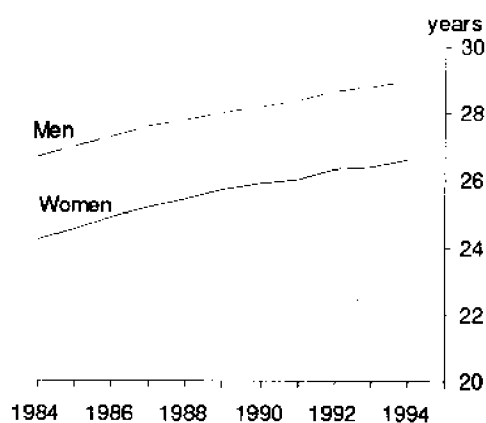
However, the marriage rate has decreased steadily over the last ten years from 47 per 1,000 not married females in 1984 to 36 in 1994 (see *Summary indicators* p. 16).

### Women aged 45-59 years, 1992



Source: Survey of Families in Australia unpublished data

### Median age at marriage



Source: Marriages, Australia (3306.0)

During the last decade the median age at marriage has increased for both women and men. In 1984, the median age of marriage for women and men was 24.2 and 26.7 years respectively. By 1994 this had increased to 26.6 years for women and 29.0 years for men. The later age at which people are leaving education and an increase in de facto relationships have contributed to these increases.

In 1994, 71,600 marriages (64%) involved partners who were both born in Australia. A further 23% of marriages involved one partner born in Australia and the other born overseas. The remaining 13% of marriages had both partners born overseas. This was an increase from 10% in 1984.

Australian born women were more likely to live in de facto relationships than overseas born women living in Australia. In 1992, 6% of Australian born women were living in de facto relationships compared to 4% of women born overseas

and 3% of those born in non-English speaking countries. In contrast, 65% of overseas born women were in a registered marriage compared to 53% of Australian born women.

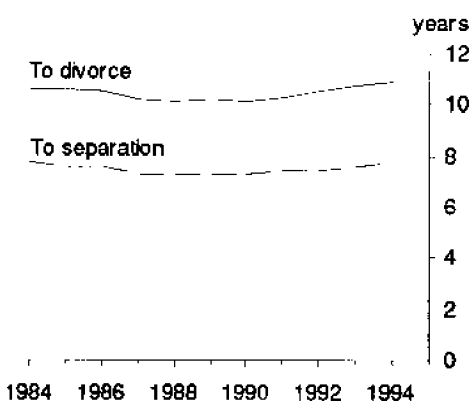
### Divorce

In 1994 there were 48,300 divorces in Australia. The proportion of divorces involving children has declined steadily over the last ten years from 61% in 1984 to 53% in 1993 (see *Summary indicators* p. 16).

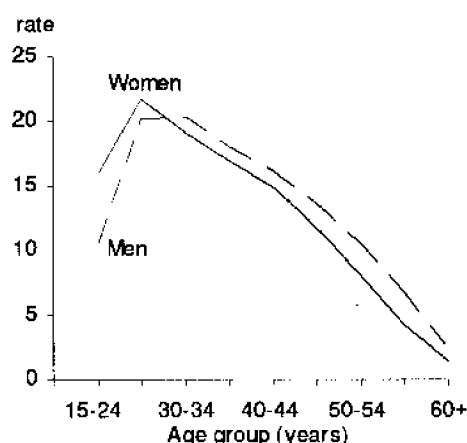
Over the last decade the divorce rate per 1,000 married women has fluctuated between 10.6 and 12.1. In 1994 there were 12 divorces per 1,000 married women.

Divorce and separation data refer only to those marriages that end in divorce. Marriages in which the couple separate but do not formally divorce or couples who separate after living in a de facto relationship are not included.

### Median duration of marriage



Source: Divorces, Australia (3307.0)

**Age-specific divorce rates<sup>(a)</sup>**

(a) Divorce rate per 1,000 married population.

Source: Divorce Registrations *unpublished data*; Estimated Resident Population by Marital Status, Age and Sex, Australia (3220.0)

The median duration of marriage to divorce was 10.9 years and 7.7 years to separation. The time between separation and divorce increased from 2.9 years in 1984 to 3.2 years in 1994.

Age-specific divorce rates refer to the number of divorces for a particular age group per 1,000 married population of the same age. The peak divorce rate for women was in the 25–29 year age group compared to 25–34 years for men.

**Widowhood**

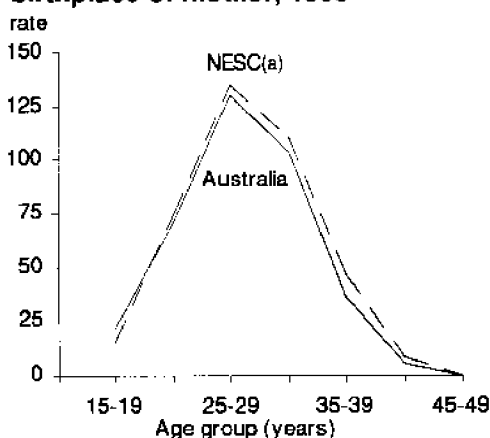
In 1994 there were 865,700 widowed people living in Australia and 80% of these were women. The greater number of widowed women than men is primarily due to their greater life expectancy and the tendency on average for women to marry men a few years older than themselves.

The proportion of widowed women increases considerably with age. In 1994, 2% of women aged 40–44 years were widowed compared to 17% of those aged 60–64 years and 72% of women aged 85 years and over.

**Fertility**

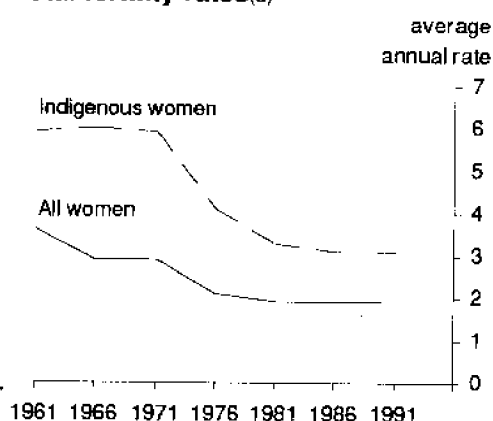
The total fertility rate, or the number of children one woman would expect to bear during her child-bearing lifetime, was 1.9 in 1993. Over the last decade the total fertility rate has fluctuated at around 1.9 children per woman (see *Summary indicators* p. 18).

The total fertility rate was higher for women born in non-English speaking countries than Australian born women, 2.0 children per woman compared to 1.8 in

**Age-specific fertility rates by birthplace of mother, 1993**

(a) Non-English speaking countries: all overseas countries except UK, Ireland, New Zealand, South Africa, Canada and USA.

Source: Birth Registrations *unpublished data*; Estimated Resident Population by Country of Birth, Age and Sex, Australia (3221.0)

**Total fertility rates(a)**

(a) The estimates for Aboriginal and Torres Strait Islander women are averages for the five-year period ending at the census date.

Source: Birth Registrations *unpublished data*; Census of Population and Housing *unpublished data*

1993. Women from main English speaking countries had a similar fertility pattern to Australian born women.

The net reproduction rate is the number of daughters that a group of newborn female babies would bear during their lifetime, if they adhered to the age-specific birth and death rates for that year. The net reproduction rate was 0.9 in 1993. Since falling below the replacement level of 1.0 in 1976 the rate has remained fairly stable.

The age of peak fertility in 1993 was 25–29 years and almost two-thirds of all births were to women aged 25–34 years.

Fertility indicators are usually calculated from birth registration data. However, because most states have only recently included an identifier of Aboriginal and Torres Strait Islander origin on birth registration forms, there are currently

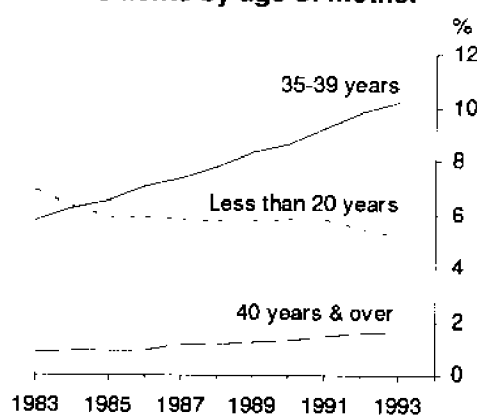
insufficient data available from this source to measure fertility of Indigenous women.

Estimates derived from the 1991 Census of Population and Housing indicate that the total fertility rate of Aboriginal and Torres Strait Islander women was about 3.1 children per woman, over 50% higher than the rate for all women. In the last 30 years there has been a substantial decline in the fertility of Indigenous women. In the 1960s Indigenous fertility was about 6.0 children per woman compared to 3.6 children for all Australian woman.

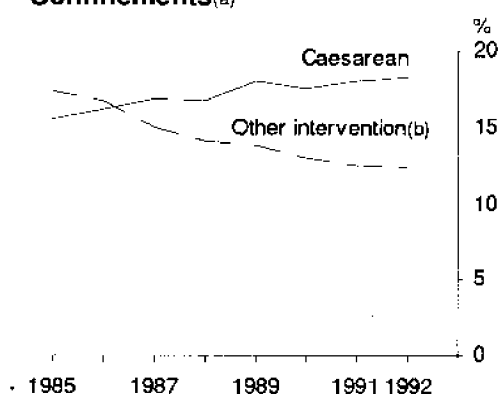
**Births**

In 1993 there were 260,200 live births, a 7% increase since 1983 when 242,600 children were born. Over this period the number of women aged 15–44 years increased by 16% (see *Summary indicators* p. 18).

The median age of mothers has increased steadily over the last ten years from 26.9 years in 1983 to 28.9 years in 1993. 2% of mothers giving birth in 1993 were aged

**Confinements by age of mother**

Source: Births, Australia (3301.0)

**Confinements(a)**

(a) Data for 1985 and 1989 exclude NSW.

(b) Includes forceps and vacuum extraction.

Source: Australian Institute of Health and Welfare  
*Australia's Mothers and Babies*

over 40 years compared to 1% in 1983. The proportion of mothers aged 35–39 years also increased from 6% to 10%.

In 1992, 69% of confinements resulted in deliveries that required no medical intervention. Caesarean section was the method of delivery in 18% of confinements while a further 12% required some other form of medical intervention (forceps and vacuum extraction). 51% of all caesareans were performed before the onset of labour. The proportion of caesarean births increased from 16% of confinements in 1985 while the proportion of births involving other forms of intervention declined from 17%.

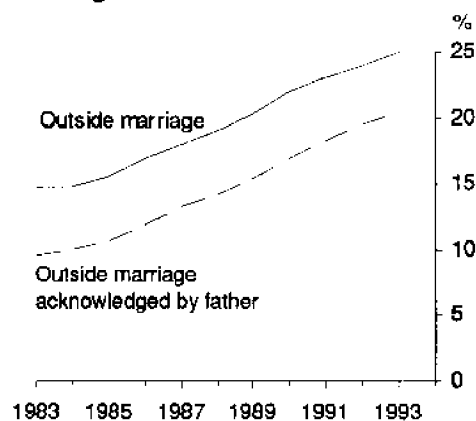
**Births outside marriage**

Births outside marriage refer to births where the parents were not in a registered marriage at the time of the birth. It is possible that the parents may have married

at a later date or that the child may subsequently have been adopted.

In 1993, 64,900 children were born outside registered marriages, representing 25% of all births. The proportion of births outside marriage has increased steadily over the last ten years from 15% of births in 1983 (see *Summary indicators* p. 18). This reflects the increasing proportion of people living in de facto relationships. In 1993, 20% of births were outside marriage and acknowledged by the father, that is, the father's particulars were recorded on the birth registration form. This was an increase from 9% in 1983.

Unmarried mothers tend to be younger than their married counterparts, with median ages of 24.5 years and 29.7 years respectively. In 1993 women aged less than 25 years accounted for 53% of confinements outside marriage compared to 15% of confinements in marriage.

**Proportion of births outside marriage**

Source: Births, Australia (3301.0)

**Confinements, 1993**

<b>Parents</b>	<b>Birthplace of mother</b>			
	<b>NESC(a)</b>		<b>Australia</b>	
	'000	%	'000	%
Parents married	33.7	88.8	140.2	72.1
Parents not married	4.3	11.2	54.2	27.9
Acknowledged by father	3.2	8.4	44.3	22.8
Not acknowledged by father	1.0	2.7	9.8	5.1
<b>Total</b>	<b>38.0</b>	<b>100.0</b>	<b>194.4</b>	<b>100.0</b>

(a) Non-English speaking countries: overseas countries excluding main English speaking countries.

Source: Births, Australia (3301.0) and unpublished data

Overseas born mothers giving birth in 1993 were more likely to be married than Australian born mothers. 89% of mothers born in non-English speaking countries were married compared to 72% of Australian born mothers.



## **Summary indicators**

Tables follow on pages 16–19

## Summary indicators

Population	units	1984	1985	1986	1987	1988
Total population						
Females	'000	7 801	7 906	8 018	8 146	8 283
Males	'000	7 778	7 883	8 000	8 118	8 249
Median age						
Females	years	31.2	31.5	31.7	32.0	32.2
Males	years	29.8	30.1	30.4	30.7	30.9
Overseas born (of population)						
Females	%	20.3	20.4	20.5	20.9	21.4
Males	%	21.8	21.8	21.9	22.1	22.6
Born in non-English speaking countries (of population)						
Females	%	11.1	11.2	11.4	11.7	12.0
Males	%	12.2	12.2	12.3	12.6	12.9
Growth rate						
Females	%	1.2	1.3	1.4	1.6	1.7
Males	%	1.2	1.3	1.5	1.5	1.6
Settler arrivals						
Females	'000	37.6	40.8	52.3	64.5	75.8
Males	'000	35.5	41.2	51.0	63.8	75.7
Living arrangements	units	1984	1985	1986	1987	1988
One parent families with dependent children (of families)						
Females	%	6.9	6.9	6.8	7.4	7.0
Males	%	1.0	0.9	1.0	1.0	1.0
People living alone (of population)						
Females	%	9.8	10.0	10.3	10.2	10.4
Males	%	7.0	7.5	7.3	7.6	7.8
Marriage rate per 1,000 not married females	rate	48.5	47.5	45.8	43.9	43.6
Median duration of marriage to separation	years	7.7	7.6	7.6	7.3	7.3
Divorce rate per 1,000 married women	rate	11.9	10.9	10.6	10.6	10.8
Divorces involving children	%	60.9	60.6	59.7	58.6	57.5
Projections	units	1996	2001	2006	2011	2016
Total population						
Females	'000	9 143	9 632	10 105	10 547	10 969
Males	'000	9 065	9 538	9 990	10 405	10 791

<b>Population</b>	<b>1989</b>	<b>1990</b>	<b>1991</b>	<b>1992</b>	<b>1993</b>	<b>1994</b>
Total population						
Females	8 427	8 554	8 669	8 774	8 861	8 956
Males	8 388	8 511	8 615	8 715	8 796	8 887
Median age						
Females	32.5	32.8	33.0	33.4	33.7	34.0
Males	31.2	31.4	31.7	32.0	32.4	32.7
Overseas born (of population)						
Females	21.9	22.2	22.5	22.5	22.5	22.4
Males	23.0	23.3	23.4	23.4	23.2	23.1
Born in non-English speaking countries (of population)						
Females	12.4	12.7	13.0	13.2	13.3	13.4
Males	13.2	13.4	13.7	13.8	13.8	13.8
Growth rate						
Females	1.7	1.5	1.3	1.2	1.0	1.1
Males	1.7	1.5	1.2	1.2	0.9	1.0
Settler arrivals						
Females	66.6	61.0	59.0	48.2	34.8	41.1
Males	64.5	60.6	57.6	46.0	30.9	36.9
<b>Living arrangements</b>	<b>1989</b>	<b>1990</b>	<b>1991</b>	<b>1992</b>	<b>1993</b>	<b>1994</b>
One parent families with dependent children (of families)						
Females	6.8	7.0	7.5	7.9	8.0	7.8
Males	0.9	1.0	1.1	1.1	1.0	1.2
People living alone (of population)						
Females	10.3	10.3	10.6	10.8	11.4	11.5
Males	7.6	7.2	7.7	8.2	8.9	8.8
Marriage rate per 1,000 not married females	42.6	41.6	39.6	39.1	37.8	36.4
Median duration of marriage to separation	7.3	7.3	7.4	7.4	7.6	7.7
Divorce rate per 1,000 married women	10.7	10.9	11.5	11.5	12.1	12.0
Divorces involving children	55.3	55.6	54.2	52.9	52.6	n.a.
<b>Projections</b>	<b>2021</b>	<b>2026</b>	<b>2031</b>	<b>2036</b>	<b>2041</b>	
Total population						
Females	11 375	11 759	12 106	12 403	12 648	
Males	11 153	11 482	11 768	12 007	12 210	

<b>Births</b>	<b>units</b>	<b>1983</b>	<b>1984</b>	<b>1985</b>	<b>1986</b>	<b>1987</b>
Women aged 15–44 years	'000	3 526.2	3 585.8	3 653.8	3 734.3	3 820.3
Proportion of female population	%	45.3	45.5	45.7	46.1	46.4
Number of births	'000	242.6	234.0	247.3	243.4	244.0
Crude birth rate (per 1,000 population)	no.	15.8	15.3	15.7	15.2	15.0
Total fertility rate (per woman)	no.	1.93	1.88	1.93	1.87	1.85
Births outside marriage (of total live births)	%	14.7	14.8	15.5	16.8	18.0
Births outside marriage acknowledged by father (of total births outside marriage)	%	64.5	67.0	68.2	70.6	73.0
IVF pregnancies	no.	238	367	536	675	866
Infant mortality rate (per 1,000 live births)	no.	9.6	9.2	10.0	8.8	8.7
Perinatal mortality rate (per 1,000 live births)	no.	12.2	11.9	11.8	11.5	10.6
<b>Characteristics of mothers</b>	<b>units</b>	<b>1983</b>	<b>1984</b>	<b>1985</b>	<b>1986</b>	<b>1987</b>
Median age (all confinements)	years	26.9	27.1	27.3	27.5	27.7
Median age at married first confinement	years	25.7	26.0	26.3	26.5	26.8
Aged under 20 years (all confinements)	%	6.9	6.3	5.9	5.9	5.8
Aged 40 years and over (all confinements)	%	0.8	0.9	0.9	0.9	1.1

<b>Births</b>	<b>1988</b>	<b>1989</b>	<b>1990</b>	<b>1991</b>	<b>1992</b>	<b>1993</b>
Women aged 15-44 years	3 903.4	3 975.1	4 031.3	4 067.1	4 083.6	4 087.7
Proportion of female population	46.6	46.6	46.6	46.3	45.9	45.5
Number of births	246.2	250.9	262.6	257.2	264.2	260.2
Crude birth rate (per 1,000 population)	14.9	14.9	15.4	14.9	15.1	14.7
Total fertility rate (per woman)	1.84	1.84	1.91	1.85	1.90	1.87
Births outside marriage (of total live births)	19.0	20.2	21.9	23.0	24.0	24.9
Births outside marriage acknowledged by father (of total births outside marriage)	74.4	75.9	77.1	79.5	81.0	81.7
IVF pregnancies	1 151	1 133	1 236	1 312	n.y.a.	n.y.a.
Infant mortality rate (per 1,000 live births)	8.7	8.0	8.2	7.1	7.0	6.1
Perinatal mortality rate (per 1,000 live births)	10.7	9.9	10.3	9.6	9.4	8.2
<b>Characteristics of mothers</b>	<b>1988</b>	<b>1989</b>	<b>1990</b>	<b>1991</b>	<b>1992</b>	<b>1993</b>
Median age (all confinements)	27.9	28.2	28.3	28.5	28.7	28.9
Median age at married first confinement	27.1	27.3	27.6	27.8	28.0	28.3
Aged under 20 years (all confinements)	5.7	5.7	5.8	5.8	5.4	5.1
Aged 40 years and over (all confinements)	1.1	1.2	1.3	1.4	1.6	1.6

## Definitions and data references

**Aboriginal English** — includes broken English, pidgin English and creoles.

Reference: National Aboriginal and Torres Strait Islander Survey: Detailed Findings (4190.0)

**Age-specific fertility rates** — live births registered during the calendar year, according to age of mother, per 1,000 of the female resident population of the same age, as estimated for 30 June. For calculating these rates, births to mothers under 15 years are included in the 15–19 year age group, and births to mothers aged 50 years and over are included in the 45–49 year age group.

Reference: Births, Australia (3301.0)

**Average size of family** — average number of members in family.

Reference: Focus on Families: Demographics and Family Formation (4420.0)

**Birth** — the delivery of a child, irrespective of the duration of pregnancy, who after being born, breathes or shows any other evidence of life such as a heart-beat. Multiple births are counted separately.

Reference: Births, Australia (3301.0)

**Completed family size** — approximated by the number of children ever borne by women aged 40–59 years.

Reference: Focus on Families: Demographics and Family Formation (4420.0)

**Confinement** — pregnancy resulting in at least one live birth.

Reference: Births, Australia (3301.0)

**Crude birth rate** — the number of live births registered during the calendar year per 1,000 of the mean estimated resident population.

Reference: Births, Australia (3301.0)

**De facto relationship** — where a man and woman live together as husband and wife but are not registered as married to each other.

Reference: Focus on Families: Demographics and Family Formation (4420.0)

**Dependent child** — all family members under 15 years of age and family members aged 15–24 years attending an educational institution full-time, except those classified as husbands, wives, lone parents or other family heads.

Reference: The Labour Force, Australia (6203.0)

**Divorce rate** — the number of divorces granted per 1,000 married women.

Reference: Marriages and Divorces, Australia (3310.0)

**Divorces involving children** — divorces of couples with unmarried children of the marriage, who were under 18 years of age at the time of application for divorce. Under the *Family Law Act 1975*, children adopted or born outside marriage and children from a former marriage may be included. Children who are married or aged 18 years or more are excluded.

Reference: Marriages and Divorces, Australia (3310.0)

**Family visa category** — migrants sponsored by a relative who is an Australian citizen or permanent resident in Australia.

Reference: Bureau of Immigration, Multicultural and Population Research *Immigration Update*

**Growth rate** — change in the population during the year expressed as a percentage of the population at the beginning of the year.

Reference: Australian Demographic Statistics (3101.0)

**Infant mortality rate** — the number of deaths of children under 1 year of age per 1,000 live births.

Reference: Deaths, Australia (3302.0)

**IVF** — in-vitro fertilisation is an assisted conception method used to treat infertility. In this procedure, ova and sperm are collected from the parents and fertilised in a laboratory. Reference: Australian Institute of Health and Welfare National Perinatal Statistics Unit and Fertility Society of Australia *Assisted Conception, Australia and New Zealand*

**Marriage rate** — number of marriages per 1,000 not married women aged 15 years and over.  
Reference: *Marriages and Divorces, Australia* (3310.0)

**Median age** — the age at which half the population is older and half is younger.  
Reference: *Estimated Resident Population by Sex and Age: States and Territories of Australia* (3201.0)

**Median duration of marriage to divorce** — the median interval between the date of marriage and the date the divorce decree was made absolute.  
Reference: *Marriages and Divorces, Australia* (3310.0)

**Median duration of marriage to separation** — the median interval between the date of marriage and the date of separation.  
Reference: *Marriages and Divorces, Australia* (3310.0)

**Net reproduction rate** — the number of daughters that a cohort of newborn female babies would bear during their lifetime, if they adhered to the prevailing age-specific fertility and mortality rates for that year.  
Reference: *Births, Australia* (3301.0)

**Non-English speaking countries (NESC)** — all overseas countries except UK, Ireland, New Zealand, South Africa, Canada and USA.  
Reference: *Estimated Resident Population by Country of Birth, Age and Sex, Australia* (3221.0)

**One parent families with dependent children** — a parent together with at least one dependent child of their own.  
Reference: *The Labour Force, Australia* (6203.0)

**Perinatal mortality rate** — the number of perinatal deaths per 1,000 total births (fetal deaths plus live births).  
Reference: *Perinatal Deaths, Australia* (3304.0)

**Projected populations** — are calculated by using the cohort component method which takes a base year population for each sex by single years of age and advances it year by year by applying assumptions about future fertility, mortality and migration. Several series of population projections are produced based on different combinations of assumptions about mortality, fertility and migration. The assumptions underlying Series A most closely reflect prevailing trends and comprise: declining rates of mortality; a constant level of fertility (total fertility rate of 1.88 for Australia); low levels of overseas migration (rising to 70,000 per year by the year 2000 then remaining constant); and continuing high levels of interstate migration.

Reference: *Projections of the Populations of Australia, States and Territories* (3222.0)

**Settler arrivals** — people arriving from overseas with the intention of settling permanently in Australia including: those with migrant visas, (regardless of stated intended period of stay), New Zealand citizens who indicate an intention to settle, and those who are otherwise eligible to settle eg overseas born children of Australian citizens.  
Reference: *Overseas Arrivals and Departures, Australia* (3401.0)

**Skill visa category** — migrants with special occupational skills, distinguished talents or a business background that will make an economic contribution to Australia.  
Reference: Bureau of Immigration, Multicultural and Population Research  
*Immigration Update*

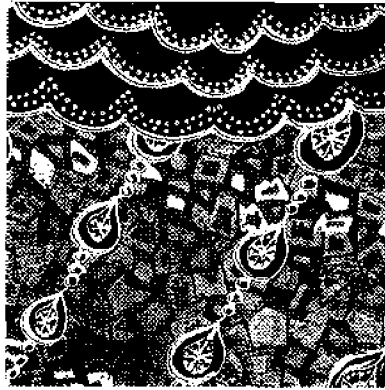
**Total fertility rate** — represents the number of children a woman would bear during her lifetime if she experienced the age-specific fertility rates of the year.  
Reference: *Births, Australia* (3301.0)

**Total population** — estimated resident population at 30 June.  
Reference: *Estimated Resident Population by Sex and Age, States and Territories of Australia* (3201.0)



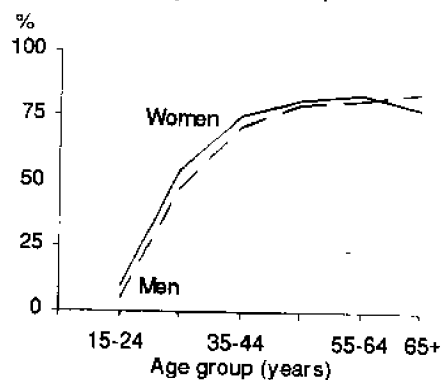


## HOUSING

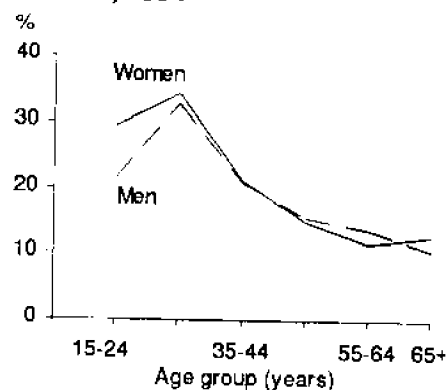


## Summary graphs

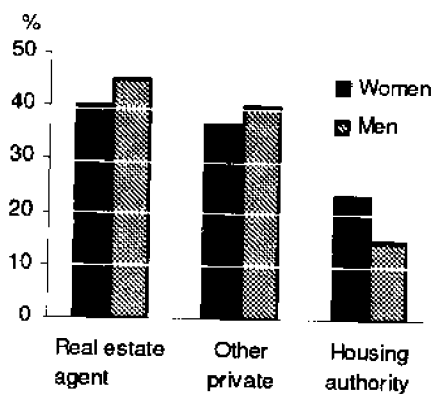
### Owners and purchasers, 1994



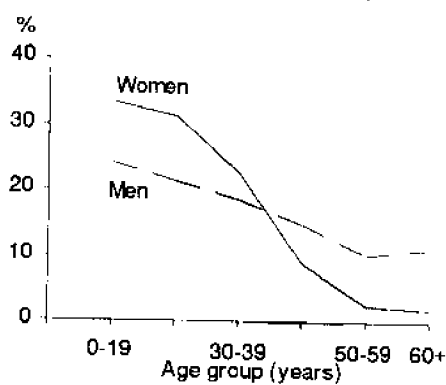
### Renters, 1994



### Type of landlord, 1994



### Supported Accommodation Assistance Program clients, 1994



## Policy background

The commonwealth government recognises the need to expand housing choices and opportunities for all Australians to allow them to participate fully in all areas of life. To do this, people must have access to housing choices that enable them to live in areas that provide the amenities they need. For example, women who are sole parents, older women, or women living in social isolation should have the opportunity to live in areas which have access to employment, child care, transport and community services. Other housing issues that are important for women include physical security, choice in tenure and choice in housing type.

In this context, the government's national housing policy has a strong social justice focus and seeks positive outcomes for all Australians, including women. The Department of Housing and Regional Development is implementing and managing strategies designed to provide Australians with choices in meeting their housing needs. This includes: maximising opportunities for Australians to own their own home; ensuring all Australians, particularly those on low incomes, have access to affordable and appropriate housing across a range of housing tenures; expanding the quality, choice and supply of public housing; making rental accommodation more affordable,

appropriate and secure; meeting the needs of people with specific needs such as Indigenous people, young people and people who are homeless and in crisis; promoting consumer awareness; and housing and urban research.

## 1995 statistical activities

Summary results of the 1994 Housing Survey were released by the ABS in *Australian Housing Survey: Selected Findings* (4181.0). A further publication *Housing Characteristics, Costs and Conditions, Australia* (4182.0) will be released later in the year. It will provide data on dwelling characteristics, housing costs and financial arrangements of the Australian population.

As a result of the 1992-93 National Supported Accommodation Assistance Program (SAAP) Evaluation the existing data collections were reviewed. An outcome was the establishment of a new statistical collection system which will provide more detailed data on service users. A pilot data collection was undertaken during the year and the National SAAP Data Collection will begin next year.

## Housing tenure

In 1994 the most common type of housing tenure was home ownership, followed by purchasing a home. 61% of women and 57% of men were in these two groups. Some of these women and men would have been co-owners and co-purchasers.

The proportions of women and men who were renting their home were similar, 22% and 21% respectively. A further 5% of women and 9% of men were boarders.

## Owners and purchasers

The proportions of women and men who either owned their home or were purchasing it was similar across all age groups (see *Summary graphs* p. 24).

For both women and men, the probability of owning or purchasing a home increased until 64 years. After this age there was a slight decline in

## Type of housing tenure, 1994

Type	Women	Men
	%	%
Owner	36.3	32.3
Purchaser	24.7	24.9
Renter	22.1	20.5
Rent free	11.7	13.3
Boarder	4.9	8.8
<b>Total(a)</b>	<b>100.0</b>	<b>100.0</b>
	'000	'000
<b>Total(a)</b>	<b>6 903.4</b>	<b>6 770.0</b>

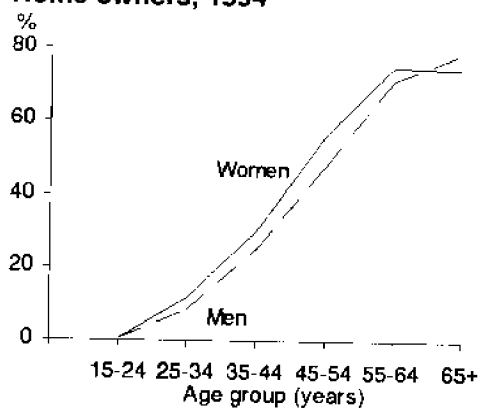
(a) Includes other types of tenure.

Source: Australian Housing Survey unpublished data

the proportion of women in this group.

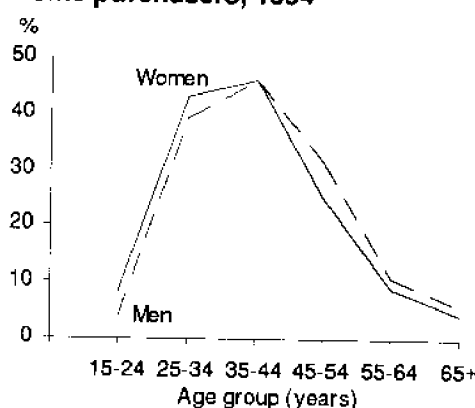
With the exception of those aged 65 years and over, women were slightly more likely than men to be home owners at all ages. This reflects the fact that women on average tend to be slightly younger than their partners.

## Home owners, 1994



Source: Australian Housing Survey unpublished data

## Home purchasers, 1994



Source: Australian Housing Survey unpublished data

At 15–24 years of age there were very few home owners and only a small proportion of women and men were purchasing their home. The age when the largest proportion of people were buying a home was 25–44 years. It then declined as people paid off their homes and became owners. Female home ownership reached 75% at 55–64 years and then dropped to 74% at 65 years and over.

In 1994, 83% of couple families without dependants were either home owners or purchasers, as were 79% of couple families with dependants. In contrast, only 44% of lone mothers with dependants and 61% of lone fathers with dependants owned or were purchasing a home.

Women living alone were more likely than their male counterparts to be home owners, 55% compared to 35%, partly because women living alone

tend on average to be older than men living alone and are more likely to be widowed.

Indigenous people aged 18 years and over were less likely than the overall population to be either home owners or purchasers. In 1994, 10% of Indigenous women and 11% of Indigenous men owned their homes. A further 9% of Indigenous women and 10% of Indigenous men were purchasing their home.

### Recent first home buyers

34% of recent first home buyer households, that is, households where the residents first purchased a home between 1992 and August 1994, were couples without dependants. A further 34% were couples with dependants. People living alone represented 16% of all recent first home buyers.

40% of recent home buyers who lived alone were women. Between 1990 and 1994, the number of women living alone who were recent first home buyers doubled to 21,100.

In 1994, 91% of lone parents who were recent home buyers were women, reflecting the high proportion of lone parents who were women (see p. 8). Lone fathers were less likely to be recent first home buyers because they were more likely to already be either home owners or purchasers. One-quarter of lone parents who purchased a home between 1992 and

### Home owners and purchasers, 1994

Household type	Owners	Purchasers
	%	%
Couple with dependants	29.0	49.5
Couple without dependants	58.9	24.0
Lone mother with dependants	25.0	18.5
Lone mother with non-dependants only	25.1	15.9
Lone father with dependants	37.7	23.5
Women living alone	54.8	11.3
Men living alone	34.9	19.6

Source: Australian Housing Survey unpublished data

purchased a home between 1992 and August 1994, and who had owned a home previously, were lone fathers.

### Renters

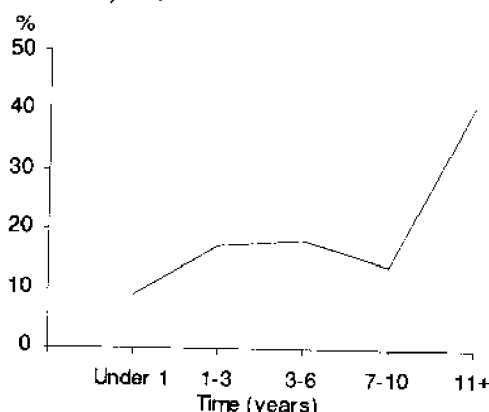
In 1994, the peak age of renting was 25-34 years for both women and men (see *Summary graphs* p. 24). In this age group, one-third of women and men were renters. After the age of 34 years, the proportions of both women and men who were renting decreased, as families moved to purchase their own homes. The small increase in the proportion of women renting after 55 years reflects the decline in home ownership at this age.

Renting was the most common form of housing tenure for Indigenous people aged 18 years and over. Indigenous women were more likely than Indigenous men to be renters. In 1994, nearly three-quarters of Indigenous women and two-thirds of Indigenous men were renters.

One parent families were more likely to be renting (46%) than couple families (18%). 39% of people in other households, which included group households and other families, were also renters.

A smaller proportion of women than men who were living alone were renters, 30% compared to 41%. In contrast, lone mothers were more likely to be renting their home than lone fathers. 51% of lone mothers with

### Time spent in rented housing by women, 1994



Source: Australian Housing Survey unpublished data

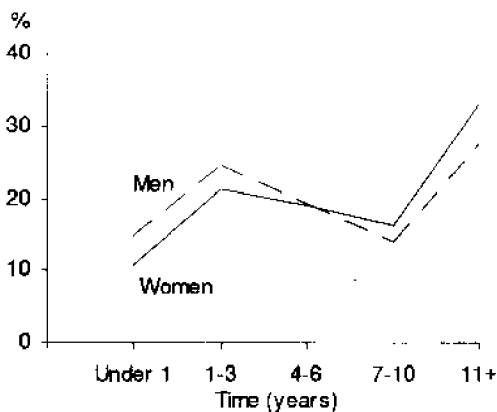
dependants were renters, compared to 35% of lone fathers with dependants.

In 1994, 41% of women who rented their home were long-term renters, that is, they had been renting for 11 years or more. A further 9% had been renting for less than one year. This pattern of time spent in rented housing was similar for men.

About one-third of female renters lived in public housing, compared to one-fifth of male renters. Another 10% of female renters and 7% of male renters were on public housing waiting lists.

Women spent proportionately more time in public housing than men. 33% of women in public housing had spent 11 or more years in this type of housing compared to 27% of men. Another 16% of women and 14% of

### Time spent in public rental housing, 1994



Source: Australian Housing Survey unpublished data

men in public housing had spent 7–10 years in public housing.

A small proportion of renters (4% of females and 5% of males) had been refused rental accommodation at some stage, with women reporting different reasons than men. The most common reasons given by women who were refused was because of their family type (15%) or because no pets were allowed (12%). In comparison, the most common reasons men gave for being refused rental accommodation was because of their age (18%) or lack of references (15%).

### Persons living rent free and boarders

In 1994, 808,200 women and 902,000 men lived rent free. Dependent students represented 34% of all people who lived rent free. 96% of both female and male dependent students

lived rent free, mainly with their parents.

32% of women and 42% of men who lived rent free were non-dependent children. 57% of female non-dependent children lived rent free compared to 48% of male non-dependent children.

In 1994, 5% of women and 9% of men were boarders. 62% of female boarders and 56% of male boarders were aged 15–24 years. A further 22% of women and 26% of men who were boarders were aged 25–34 years. Only 9% of female boarders and 5% of male boarders were aged 55 years and over.

### Landlords

Real estate agents were the most common type of landlord for both women and men. Women were less likely than men to rent through a real estate agent, 40% and 45% respectively (see *Summary graphs* p. 24).

37% of women and 40% of men who were renters did so through another private landlord. A further 23% of women and 15% of men rented from a state or territory housing authority.

The most common types of landlords for Indigenous women aged 18 years and over were a state housing authority (40%) or a community organisation (29%). Indigenous men aged 18 years and over were also most

**Landlords of Indigenous people, 1994**

Type of landlord	Women	Men
	%	%
Private	17.7	20.2
Community	29.0	32.8
State housing	39.9	32.6
Other government	4.2	3.9
Other(a)	9.2	10.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>
	'000	'000
<b>Total</b>	<b>62.5</b>	<b>55.0</b>

(a) Includes employer provided housing and not stated.

Source: National Aboriginal and Torres Strait Islander Survey unpublished data

likely to rent from these types of landlords (33% renting from each of these). 18% of Indigenous women and 20% of Indigenous men rented from a private landlord.

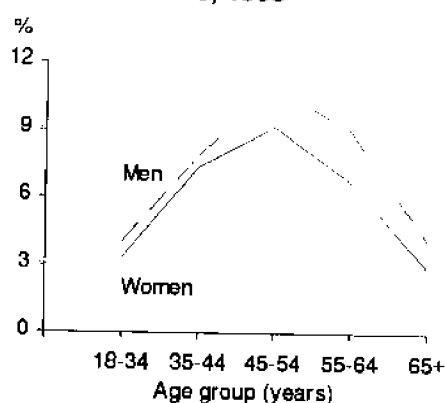
**Rental investors**

In 1993, 342,300 women had an investment rental property, representing 46% of all rental investors. 57% of all investors in rental property were joint investors with a spouse or partner.

The proportion of women who were rental investors was less than that of men in all age groups. Women and men aged 45–54 years were most likely to be rental investors (9% and 11% respectively). 3% of women and 4% of men aged 18–34 years were investors.

Over half of both women and men who were individual rental investors were married or in a de facto relationship. 27% of female individual investors were either separated, divorced or widowed compared to 11% of men. 21% of women and 28% of men who were individual investors had never been married.

53% of women and 52% of men stated that the main reason they invested in rental property was as a secure long-term investment. Other common reasons were to obtain income from rent (stated by 22% of women and 17% of men) or to reduce their taxable income (stated by 11% of women and 21% of men). Among individual investors, a rental property was more likely to be seen as a possible future home for women than men (13% and 10% respectively).

**Proportion of people who were rental investors, 1993**

Source: Investors in Rental Dwellings, Australia (8711.0)



## Dwelling type

The majority of Australian people live in separate houses. In 1994, 83% of women and 85% of men lived in a house. 10% of women and 9% of men lived in a flat, unit or apartment.

The type of dwelling people lived in differed according to their type of tenure. Over 90% of both women and men who either owned their home or were purchasing it lived in a separate house, compared to 57% of both women and men who were renting. Renters were also more likely than owners and purchasers to live in a townhouse. 16% of women and 14% of men who were renting lived in a townhouse. This compares to less than 5% of both women and men who either owned or were purchasing their home.

Female renters of all ages (except those aged 15–19 years) were slightly less likely than men to live in a flat, unit or apartment. 42% of female renters aged 15–19 years lived in a flat, unit or apartment, as did 37% of male renters in this age group. The proportion of renters who lived in a flat or unit declined in subsequent age groups and was at its lowest for 35–39 year olds (19% of women and 20% of men). However, 43% of both female and male renters aged 65 years and over also lived in a flat, unit or apartment, possibly for maintenance or security reasons.

90% of all couples lived in a separate house, compared to 77% of lone mothers and 81% of lone fathers. 56% of both women and men living alone lived in a separate house.

### Dwelling type, 1994

Dwelling type	Owner		Purchaser		Renter		Total(a)	
	Women	Men	Women	Men	Women	Men	Women	Men
	%	%	%	%	%	%	%	%
Separate house	90.5	92.9	92.5	92.9	57.5	56.6	83.4	85.1
Flat, unit or apartment	4.7	3.4	3.5	3.4	26.6	29.6	9.5	9.0
Townhouse(b)	4.6	3.3	4.0	3.7	15.8	13.6	7.0	5.7
<b>Total(c)</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
	'000	'000	'000	'000	'000	'000	'000	'000
<b>Total(c)</b>	<b>2 502.6</b>	<b>2 183.4</b>	<b>1 706.5</b>	<b>1 687.7</b>	<b>1 527.1</b>	<b>1 385.9</b>	<b>6 903.4</b>	<b>6 770.0</b>

(a) Includes boarders, people living rent free and other tenure types.

(b) Includes semi-detached dwellings and row or terrace houses.

(c) Includes other dwelling types.

Source: Australian Housing Survey *unpublished data*

### Private dwelling types of Indigenous people, 1994

Private dwelling type	Women	Men
	%	%
Separate house -- own facilities	84.4	84.1
Separate house -- shared facilities	3.4	3.8
Flat or apartment	4.3	3.8
Semi-detached, row or terrace house/townhouse	4.1	3.1
Caravan not in caravan park/houseboat	1.2	2.4
Other(a)	2.7	2.9
<b>Total</b>	<b>100.0</b>	<b>100.0</b>
	'000	'000
<b>Total</b>	<b>81.7</b>	<b>76.2</b>

(a) Includes flats and dwellings attached to a house, shop etc and improvised homes.

Source: National Aboriginal and Torres Strait Islander Survey unpublished data

28% of women and 30% of men who lived alone were in a flat, unit or apartment. In contrast, 6% of couples and 11% of lone parents lived in a flat, unit or apartment.

84% of both Indigenous women and men aged 18 years and over living in private dwellings lived in a separate house with their own facilities. 3% of Indigenous women and 4% of Indigenous men lived in a separate house with shared facilities. 4% of both Indigenous women men lived in a flat or apartment.

### Supported Accommodation Assistance Program

On one night in May 1994, 3,541 women and 3,982 men were clients of the Supported Accommodation Assistance Program (SAAP). This program is jointly funded by the commonwealth and states and territories to provide accommodation and support services for the homeless and other people in crisis situations.

SAAP services are aimed at six major client groups: young people, single women, single men, women escaping domestic violence, families and multiple target groups. Services are established to primarily service one of these groups. However, they may also take in other types of clients as the need arises.

Overall, female clients were younger than male clients. One-third of all

### SAAP clients, May 1994

Service type(a)	Women		Men
	no.	%	no.
Young people	1 172	33.1	1 043
Women escaping domestic violence	939	26.5	4
Families	603	17.0	293
Single women	338	9.5	6
Single men	32	0.9	1 794
Multiple target groups	457	12.9	842
<b>Total</b>	<b>3 541</b>	<b>100.0</b>	<b>3 982</b>

(a) Service type is defined by the main client group.

Source: Supported Accommodation Assistance Program *Home for a Night*

## SAAP clients, 1994

Service type	Indigenous		Non-English speaking background	
	Women	Men	Women	Men
	%	%	%	%
Young people	6.7	5.8	7.9	7.0
Women escaping domestic violence	20.2	**	14.6	—
Families	17.6	13.3	10.9	11.9
Single women	14.2	—	9.8	—
Single men	**	5.6	**	5.8
Multiple target groups	13.6	7.0	9.8	12.4
<b>Total</b>	<b>14.0</b>	<b>6.6</b>	<b>10.6</b>	<b>7.9</b>
	no.	no.	no.	no.
<b>Total</b>	<b>494</b>	<b>261</b>	<b>375</b>	<b>316</b>

Source: Supported Accommodation Assistance Program *Home for a Night*

female clients were aged under 20 years compared to one-quarter of male clients. 21% of male clients were over 50 years compared to 4% of female clients (see *Summary graphs* p. 24).

In 1994, 33% of female SAAP clients used services established for young people and a further 27% used services for women escaping domestic violence. In comparison, 45% of male SAAP clients used services for single men and 26% used services for young people.

Women were more likely than men to have children with them when they used the service (46% compared to 7%). 81% of female clients of family services and 77% of female clients of services for women escaping domestic violence had children with them.

Indigenous women and men represented 14% and 7% of all female and male SAAP clients respectively. 20% of female clients of services for women escaping domestic violence were Indigenous. 18% of female clients for services for families were Indigenous and 13% of male clients of this service type were Indigenous.

People from non-English speaking backgrounds represented 11% of female SAAP clients and 8% of male clients. 15% of women using services for women escaping domestic violence were from a non-English speaking background. 12% of men in both family services and the multiple target group were from a non-English speaking background.

## Definitions and data references

**Boarder** — a person who is supplied with lodging in return for some type of payment and who is unrelated to the head of the household.

Reference: Australian Housing Survey:  
Selected Findings (4181.0)

**Community landlord** — refers to dwellings owned by community organisations, predominantly Aboriginal and Torres Strait Islander organisations. Includes housing associations, land councils and community councils.

Reference: National Aboriginal and Torres Strait Islander Survey: Detailed Findings (4190.0)

**Dependants** — all family members under 15 years of age and all dependent students.

Reference: Australian Housing Survey:  
Selected Findings (4181.0)

**Dependent student** — a full-time student aged 15–24 years who has a parent/guardian in the household and who does not have a child or partner who is a usual resident in the household.

Reference: Australian Housing Survey: User Guide (4180.0)

**Flat, unit or apartment** — a dwelling that does not have its own private ground and usually shares a common entrance foyer or stairwell. Included are houses converted into flats and flats attached to houses such as granny flats.

Reference: Australian Housing Survey:  
Selected Findings (4181.0)

**Landlord** — a person or organisation which owns and leases land, buildings, etc, to another.

Reference: Australian Housing Survey:  
Selected Findings (4181.0)

**Non-dependent child** — in couple or one parent families, sons or daughters aged 15 years and over not attending school or a tertiary institution full-time (except those classified as husbands, wives or lone parents).

Reference: Australian Housing Survey:  
Selected Findings (4181.0)

**Other private landlord** — includes a landlord who does not live in the same household as the tenant and is not related to the tenant, employers and landlord not stated.

Reference: Australian Housing Survey:  
Selected Findings (4181.0)

**Owners** — people who own their home outright. They do not owe anything for loans used to purchase the dwelling nor is their home mortgaged.

Reference: Australian Housing Survey:  
Selected Findings (4181.0)

**Private landlord** — all privately owned dwellings rented directly or through a real estate agent.

Reference: National Aboriginal and Torres Strait Islander Survey: Detailed Findings (4190.0)

**Purchasers** — people who own their home but are still paying off the mortgage or loan for that home.

Reference: Australian Housing Survey:  
Selected Findings (4181.0)

**Recent first home buyer** — a person who purchased a home between 1992–94 and the head or spouse of the household had not owned a home previously.

Reference: Australian Housing Survey:  
Selected Findings (4181.0)

**Rental investor** — a person who, in July 1993, owned or owned a share in a residential rental property.

Reference: Investors in Rental Dwellings (8711.0)

**Renter** — a person who pays rent for the dwelling, holds the current lease or other form of tenure for the dwelling and the owner or purchaser of the dwelling is not a usual resident of the dwelling.

Reference: Australian Housing Survey:  
Selected Findings (4181.0)

**Separate house** — dwellings which are self-contained and separated from other houses (or other buildings or structures) by a space to allow access on all sides (at least half a metre).

Reference: Australian Housing Survey: Selected Findings (4181.0)

**State housing (landlord)** — refers to dwellings owned by state and territory housing authorities.

Reference: National Aboriginal and Torres Strait Islander Survey: Detailed Findings (4190.0)

**Supported Accommodation Assistance Program (SAAP) clients** — women and men who spend the night in accommodation services funded by the commonwealth and state governments through the SAAP. It provides funding for community organisations and local governments to provide accommodation and support services for people who are homeless or otherwise in crisis. The number of clients is measured through a one night census in May. Reference: Supported Accommodation Assistance Program *Home for a Night*

**Tenure** — the source of the legal right of a household to occupy a dwelling.

Reference: Australian Housing Survey: Selected Findings (4181.0)

**Townhouse, semi-detached, row or terrace house** — a dwelling with its own private grounds and no dwelling above or below. A key feature of this dwelling is that they are either attached in some structural way to one or more dwellings or are separated from neighbouring dwellings by less than half a metre.

Reference: Australian Housing Survey: Selected Findings (4181.0)



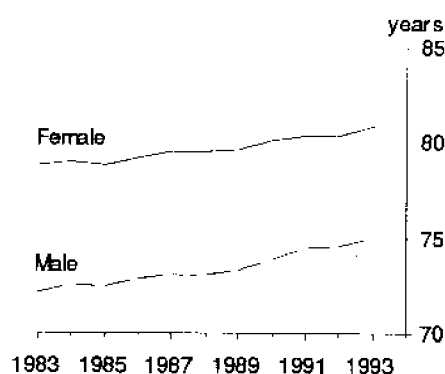
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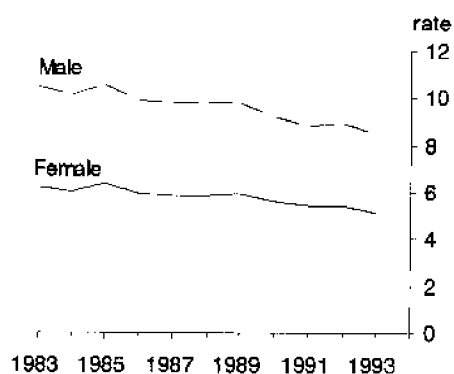


## Summary graphs

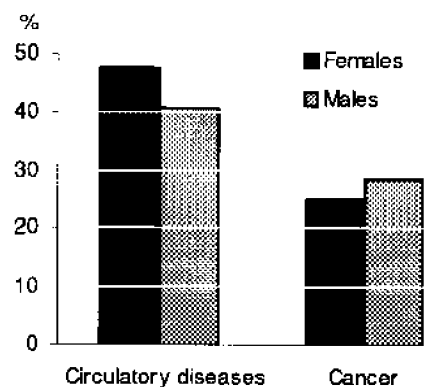
### Life expectancy at birth



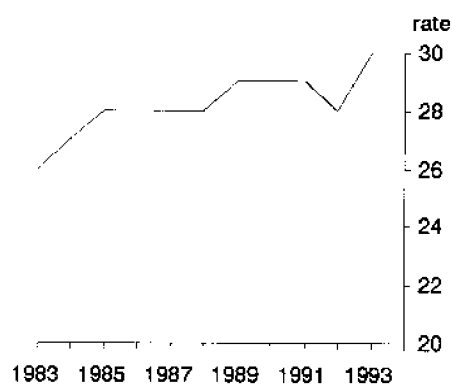
### Standardised death rate



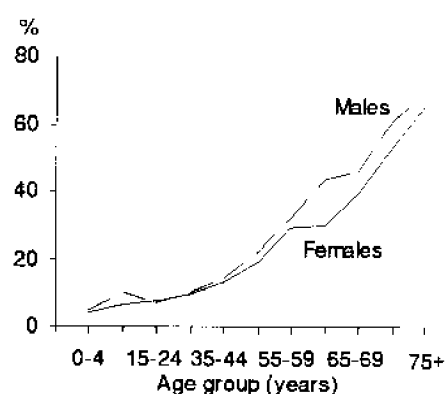
### Causes of death, 1993



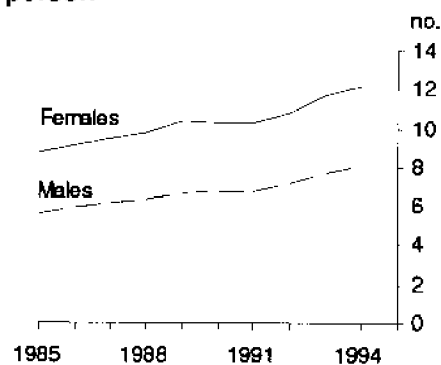
### Breast cancer death rate



### Disability rates, 1993



### Average Medicare services per person





## Policy background

In 1989 the *National Women's Health Policy* was launched. This policy, which is unique to Australia, aims to improve the health and well-being of Australian women, focusing on those most at risk. It also encourages the health system to be more responsive to women's needs.

The *National Women's Health Program*, developed in response to this policy, was established in 1989. In 1993-94, an evaluation of the program found that the National Women's Health Policy was maintaining its strategic role in addressing health needs of women and had been successful in providing effective and appropriate services to key target groups.

The commonwealth government's *Disability Strategy* was launched in December 1994. This ten year plan aims to enhance access for people with a disability to programs, services and infrastructures such as transport, telecommunications and education. As part of the strategy, the Department of Human Services and Health and the Department of Employment, Education and Training will encourage the development of courses on disability in tertiary education institutions responsible for the training of health care workers.

In the 1995-96 budget it was announced that the *National Cervical Screening Program* would receive additional funding over four years. The evaluation report (May 1994-95) of the *National Cervical Screening Program* was released in 1995.

The 1994-95 budget introduced the new *Breast Cancer Program* which will continue and expand the National Program for the *Early Detection of Breast Cancer*. In 1995 the Department of Human Services and Health released *Evaluation of Phase One: 1 July 1991 - 30 June 1994*, the interim evaluation report on the *National Program for the Early Detection of Breast Cancer*.

The government recently released *Health Australia — Tobacco Minimisation Strategy*. One of the target groups identified in the strategy are young women.

Health was one of the 12 identified areas of critical concern for the United Nations Fourth World Conference on Women in Beijing in September 1995. The Australian report for the conference highlighted key health issues particularly the poorer health status of Indigenous women.

## 1995 statistical activities

The ABS released *Women's Health* (4365.0) in December 1994. During the year the National Health and Nutrition Survey has been conducted by the ABS.

## Health status

Australia is one of the healthiest countries in the world. Overall, women in Australia live longer than men and life expectancy is increasing. However, Aboriginal and Torres Strait Islander people have a significantly lower standard of health and a higher level of mortality than non-Indigenous Australians (Office of the Status of Women (1995) *Australian Report to the United Nations Fourth World Conference on Women*).

Data on the health status of the total population are from the 1989-90 National Health Survey. They are based on a person's own assessment of their health and not necessarily medically diagnosed conditions. Data on the health status of Indigenous people are from the 1994 National Aboriginal and Torres Strait Islander Survey. This data is not directly comparable to data for the total

## Proportion of people with recent illnesses, 1989-90

Selected illnesses(a)	Females	Males
	%	%
Headache due to unspecified or trivial cause	14.7	9.7
Common cold	9.4	9.7
Hypertension	9.4	6.5
Injuries	6.3	8.0
Eczema, dermatitis	6.3	4.8
Arthritis	6.1	3.3

(a) More than one illness could be reported.

Source: National Health Survey: Health Status Indicators (4370.0)

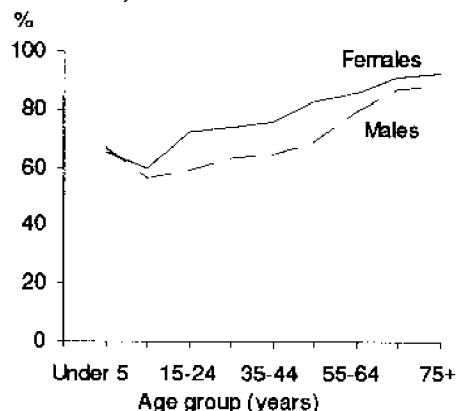
population, as generally Indigenous people were less likely to report illness.

## Recent illness

The National Health Survey defined recent illness as any medical condition experienced in the two weeks prior to interview. In 1989-90, 75% of all females and 66% of all males reported a recent illness. The most common illnesses reported by both females and males were headaches due to an unspecified or trivial cause (15% and 10% respectively) and the common cold (9% and 10% respectively). 9% of females reported having hypertension in the past two weeks while 8% of males had been injured.

A similar proportion of girls and boys under 5 years of age had had a recent illness (65% and 67% respectively). In all other age groups, higher proportions of females than males reported a recent illness.

## Proportion of people with recent illnesses, 1989-90



Source: National Health Survey: Health Status Indicators (4370.0)

The proportion of adults who reported a recent illness increased with age. 72% of women aged 15–24 years reported a recent illness compared to 93% of those aged 75 years and over. The corresponding figures for men were 59% and 88%.

The most frequently reported recent illness also varied with age: among children it was the common cold; headache due to an unspecified or trivial cause was most commonly reported by 15–24 years olds; and hypertension and arthritis by people aged 55 years and over. This was true for both females and males.

In 1994, similar proportions of Indigenous females and males reported experiencing a recent illness (42% and 40% respectively). Diseases of the respiratory system were the most common illness reported by both females (15%) and males (13%). Diseases of the circulatory system were reported by 5% of females while 6% of males reported a recent injury or poisoning.

#### Proportion of people with long-term illnesses, 1989–90

Selected illnesses(a)	Females Males	
	%	%
Sight disorders	34.6	28.4
Arthritis	12.9	8.3
Hayfever	10.5	9.0
Hypertension	8.2	6.1
Asthma	7.9	8.2
Back trouble (unspecified)	7.3	8.8

(a) More than one condition could be reported.

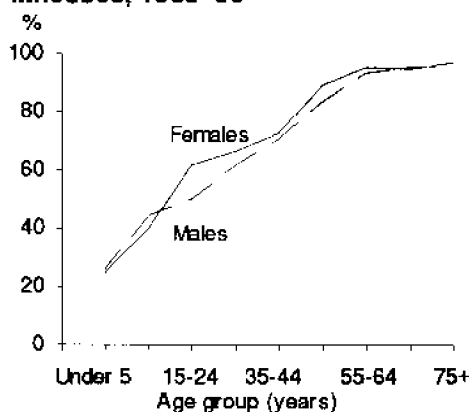
Source: National Health Survey: Health Status Indicators (4370.0)

#### Long-term illness

The National Health Survey defined long-term illness as a medical condition which had lasted, or was expected to last, six months or more. In 1989–90, 68% of females and 64% of males reported a long-term condition. The most common conditions for both females and males were sight disorders, 35% and 28% respectively, including far and short sightedness, astigmatism and refractive error. Other frequently reported conditions were arthritis and hayfever for females (13% and 11% respectively) and hayfever and back trouble for males (9% each).

The proportion of people reporting long-term conditions increased with age. 25% of girls under five years had a long-term condition compared to 72% of women aged 35–44 years and 96% aged 75 years and over. At all ages, with the exception of 15–24 years, a similar

#### Proportion of people with long-term illnesses, 1989–90



Source: National Health Survey: Health Status Indicators (4370.0)

proportion of females and males had a long-term condition.

Asthma was the most frequently reported long-term condition for Indigenous people in 1994, reported by 15% of females and 12% of males. Over one-third of females and over half of males with asthma were aged under 15 years. Long-term ear or hearing problems were reported by 8% of Indigenous females and 10% of males.

These problems were most common among people aged 45 years and over affecting 14% of women and 21% of men.

### Disability and handicap

In 1993, 3.2 million people were identified as having a disability. Females represented just under half of those with a disability. 76% of women aged 15–64 years with a disability were identified as also having a handicap. The severity of the handicap ranged from mild (41%) to profound (8%).

The proportion of people with a disability increased with age. 13% of women aged

35–44 years had a disability compared to 30% of those aged 60–64 years and 65% of women aged 75 years and over (see *Summary graphs* p. 38).

In all age groups, disability rates were similar for females and males. The greatest difference occurred in the 60–64 year age group when 30% of women and 43% of men reported a disability.

The most common main disabling conditions differed for females and males. 20% of females with a disability had arthritis and 12% had mental disorders. Disorders of the ear and arthritis were the most common disabling conditions for males accounting for 17% and 12% respectively.

There were 8,000 Indigenous people with a severe or profound handicap in 1994, representing 3% of the Indigenous population. Just over half of these were women. 53% of females with a handicap were aged 45 years and over compared to 42% of males.

### Disability rates, 1993

Severity	Females	Males
	%	%
Disability	17.6	18.4
Handicap	14.4	14.0
No handicap	3.2	4.5
No disability	82.4	81.6
Total	100.0	100.0
	'000	'000
Total	8 846.2	8 780.8

Source: Disability, Ageing and Carers, Australia: Summary of Findings (4430.0)

### Mortality

Life expectancy at birth for females increased from 50.8 years in 1881–91 to 80.9 years in 1993. A similar increase occurred for males (47.2 years to 75.0 years), although their life expectancy remains below that of females (see *Summary indicators* p. 54).

National data on the life expectancy of Aboriginal and Torres Strait Islander

**Life expectancy at birth, 1988-90**

State/territory	Females	Males
	years	years
<i>Indigenous population</i>		
South Australia	66.1	54.1
Western Australia	63.8	58.2
Northern Territory	59.3	51.1
<b>Total Australian population</b>	<b>79.7</b>	<b>73.4</b>

Source: Australian Institute of Health and Welfare unpublished data; Deaths Registrations unpublished data

people are not available. However, South Australia, Western Australia and the Northern Territory do provide data on this subject. Life expectancy at birth for females ranged from 59.3 years in the Northern Territory to 66.1 years in South Australia in 1988-90. The corresponding life expectancy for all females in Australia was 79.7 years.

In 1990-92 mortality for Aboriginal women (in these two states and territory) from diseases of the respiratory system and infectious/parasitic diseases were 7.9 and 13.4 times greater respectively, than that of all Australian women (Office of the Status of Women (1995) *Australian Report to the United Nations Fourth World Conference on Women*).

In 1993 there were 56,500 female deaths and 65,100 male deaths in Australia. Between 1985 and 1993 the female crude death rate declined from 691 deaths per 100,000 females to 638.

When standardised to remove the effect of the changing age structure, the decline has been greater. The standardised death rate fell from 632 deaths per 100,000 females in

1985 to 517 in 1993. The male standardised death rate also fell but remained higher than the female rate at 851 deaths per 100,000 males in 1993 (see *Summary indicators* p. 54).

In 1993 circulatory diseases were the leading cause of death for both females and males, accounting for 48% and 41% deaths respectively. Cancer accounted for 25% of female deaths and 28% of male deaths.

Breast cancer was the most common cause of cancer death in females and in 1993 accounted for 5% of deaths. During the last ten years the death rate for breast cancer has risen from 26 deaths per 100,000

**Leading causes of death, 1993**

Cause of death	Females	Males
	%	%
<i>Cancer</i>	<i>25.1</i>	<i>28.4</i>
Breast	4.7	..
Lung	3.2	7.0
Colon	2.8	2.6
Prostate	..	3.9
<i>Circulatory diseases</i>	<i>47.5</i>	<i>40.5</i>
Heart attack	23.8	25.1
Stroke	13.0	7.4
Diabetes	2.3	2.0
Bronchitis, emphysema and asthma	1.6	1.7
Accidents	2.5	4.7
<b>Total deaths</b>	<b>100.0</b>	<b>100.0</b>
	'000	'000
<b>Total deaths</b>	<b>56.5</b>	<b>65.1</b>

Source: Causes of Death, Australia (3303.0)

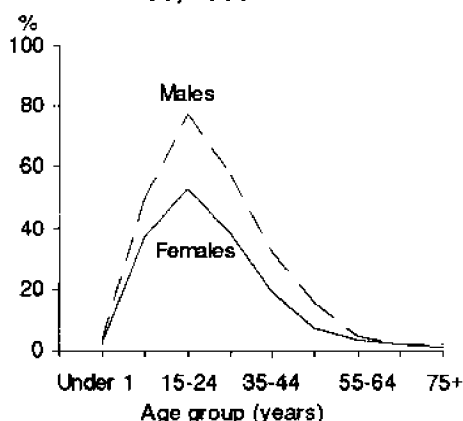
women in 1983 to 30 deaths per 100,000 in 1993 (see *Summary graphs* p. 38).

Although lung cancer kills fewer women than men, the standardised death rate for women has increased while the rate for men has decreased. Between 1983 and 1993 the standardised death rate for lung cancer increased from 15 to 21 deaths per 100,000 females whereas the rate for men declined from 55 to 52 deaths per 100,000 males (see *Summary indicators* p. 54).

Deaths due to accidents, poisoning and violence were second only to cancer in terms of years of potential life lost. In 1992, these causes of death accounted for 17% and 31% of female years of potential life lost respectively. This is because the majority of deaths by these causes are in the younger age group.

In 1993, 4% of all female deaths were due to accidents, poisoning and violence. This includes death by homicide (see p. 161).

### Deaths due to accidents, poisoning and violence, 1993



Source: Causes of Death, Australia (3303.0)

### AIDS-related deaths

Persons	1989	1991	1993
	no.	no.	no.
Females	9	24	29
Males	383	558	689
<b>Total</b>	<b>392</b>	<b>582</b>	<b>718</b>

Source: Causes of Death, Australia (3303.0)

53% of deaths of women aged 15–24 years and 37% of girls aged 1–14 years were from this cause. In all age groups, the proportion of deaths due to this cause was lower for females than males.

In 1993, 29 females and 689 males died from AIDS-related causes. Although the number of deaths from AIDS almost doubled between 1989 and 1993, females still accounted for less than 5% of deaths.

### Use of health services

In 1993–94 over 180 million claims for services under Medicare were processed. 60% of these were services provided to women. This represents an average of 12 Medicare services for each female and 8 for each male. This is an increase from 1985–86, when there was an average of 9 services per female and 6 per male (see *Summary indicators* p. 54).

In 1989–90, 81% of all females and 70% of all males had taken some form of health action in the two weeks prior to interview. The most common type of action reported by both females and males was taking medications (70% and 59% respectively).

**Type of health action taken in the two weeks prior to interview<sup>(a)</sup>, 1989-90**

Type of action	Females		Males	
	'000	%	'000	%
Took medications	5 941.7	69.8	4 958.1	58.5
Took vitamins/minerals	2 343.4	27.5	1 616.6	19.1
Doctor consultation	1 973.3	23.2	1 426.9	16.8
Consultation with other health professional	913.3	10.7	690.0	8.1
Dental consultation	481.6	5.7	394.3	4.7
Visit to casualty/outpatients	211.4	2.5	214.4	2.5
Hospital inpatient	92.3	1.1	64.5	0.8
<b>Total persons taking action<sup>(b)</sup></b>	<b>6 895.9</b>	<b>81.0</b>	<b>5 931.4</b>	<b>70.0</b>

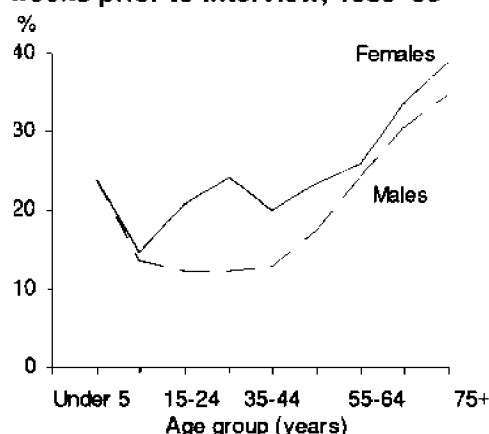
(a) More than one type of action may have been taken during the two weeks prior to interview.

(b) Includes days away from work/school and other days of reduced activity.

Source: National Health Survey: Health Related Actions (4375.0)

More females than males had consulted a doctor.

58% of doctor consultations reported as occurring in the two weeks prior to interview were by females. Of these, 85% went to a general practitioner, and the remaining 15% consulted a specialist.

**Doctor consultations in the two weeks prior to interview, 1989-90**

Source: National Health Survey: Health Related Actions (4375.0)

The proportion of people who consulted a doctor in the two weeks prior to interview varied with age. The largest proportion of doctor consultations were by the elderly, corresponding with the age when the largest proportion of recent illness were reported (see p. 40).

24% of both girls and boys under 5 years had been to the doctor in the previous two weeks, as had 39% of women and 35% of men 75 years and over. The lowest proportion of visits to the doctor were reported by men aged 15-34 years (12%). 21% of 15-24 year olds and 24% of 25-34 year old women had seen a doctor in the previous two weeks.

Of those people who had visited a doctor, the most common treatment arranged or provided was medication, either given or prescribed (61% for both females and males). More females than males had their blood pressure checked during the consultation (40% and 35% respectively).

## Health promotion

### Breast cancer screening

The lifetime risk of a woman developing breast cancer is 1 in 15 (Australian Institute of Health and Welfare *Cancer Series No. 2: Cancer in Australia 1986–1988*). There appears to be little prospect at the present time for preventing breast cancer.

However, it is possible to reduce breast cancer mortality and morbidity through 'secondary prevention'. Procedures have been developed to detect cancers at an early stage. When detected early enough, any treatment given will have a more favourable impact on long term survival. Regular breast cancer screening allows early detection (Australian Health Ministers' Advisory Council (1990) *Breast Cancer Screening in Australia: Future Directions*).

There are a number of methods of breast cancer screening. Three of the most common are self-examination, examination by a health professional and mammography. In 1989–90, 91% of women aged 18–64 years had undergone at least one of these types of screening for breast cancer. 63% of women reported that they regularly examined their own breasts, 71% had been examined by a health professional at some time and 18% had had a mammogram. However not all mammograms would have been for breast cancer screening as the procedure is also used to diagnose other breast conditions.

Of all the methods of breast cancer screening, mammography is the only

### Breast cancer screening by women aged 18–64 years, 1989–90



(a) Some mammograms may not have been performed as part of breast cancer screening.

Source: National Health Survey: Screening for Breast and Cervical Cancer (4378.0)

method which has been shown to reduce the risk of death from breast cancer (Australian Health Ministers' Advisory Council (1990) *Breast Cancer Screening in Australia: Future Directions*).

Evidence suggests that for women aged 50–69 years breast cancer deaths could be reduced by between 25% and 35% among those offered screening, which includes those women who choose not to participate in screening. However, individual women aged 50–69 years who have a regular mammogram can expect their risk of death from breast cancer to be reduced by more than half (Department of Human Services and Health (1994) *National Program for the Early Detection of Breast Cancer, National Accreditation Guidelines*).

The *National Program for the Early Detection of Breast Cancer* was established in 1991 and



**Participants in mammography screening, July 1991–December 1993<sup>(a)</sup>**

Age group (years)	Initial screen			Rescreens		
	Total screened		Cancer detection <sup>(b)</sup>	Total screened		Cancer detection <sup>(b)</sup>
	no.	%		no.	%	
Under 40	1 648	0.6	42	604	0.5	17
40–49	85 668	32.1	28	18 707	15.7	25
50–69	163 323	61.3	64	87 740	73.6	37
70 and over	15 840	6.0	121	12 112	10.2	62
<b>Total</b>	<b>266 479</b>	<b>100.0</b>	<b>56</b>	<b>119 163</b>	<b>100.0</b>	<b>38</b>

(a) Includes only participants in the National Program for the Early Detection of Breast Cancer.

(b) Rate per 10,000 women.

Source: Department of Human Services and Health *National Program for the Early Detection of Breast Cancer, Evaluation of Phase One*

in 1995 the evaluation report of phase one of the program was released. Data which follow are drawn from this report.

The program actively seeks to recruit 50–69 year old women, but does allow women aged 40 years and over to participate. Mammographic screening programs have been in operation for four years. Any evidence of a reduction in death rates as a result of the screening program is not likely to be apparent for some years.

Between 1 July 1991 and 31 December 1993, over 266,000 women had an initial screen and 119,000 women were rescreened (that is, they had a subsequent screen after the recommended time period). The majority of women initially screened under the program were in the target age group for the program, 50–69 years (61%).

6% of women who had an initial screen underwent assessment or follow-up investigative procedures as a result of the

screen, as did 4% of women who were rescreened. Less than 1% of women screened then had an open biopsy for diagnosis.

The rate of cancer detection as a result of screening was 56 per 10,000 women who had initial screens and 38 for rescreens. The rate was highest for women over 70 years, with a detection rate of 121 per 10,000 initial screens and 62 for rescreens. The cancer detection rate for women in the target group (50–69 years) was 64 per 10,000 women initially screened and 37 per 10,000 women rescreened.

### **Cervical screening**

Cervical cancer is the eighth most common cancer in women. It is preventable through the early detection of abnormalities in cells lining the cervix. It is estimated that 90% of cases of cervical cancer are preventable through biennial screening. Up to 1991, only 50% of potential cases of cervical cancer were being prevented (Department

of Human Services and Health (1991) *Screening for the Prevention of Cervical Cancer*).

The Organised Approach to the Prevention of Cervical Cancer recommends two yearly Pap smear screenings for women who have no symptoms or history suggestive of cervical pathology. The Pap smear can detect early abnormalities which may be the precursors to cancer.

Medicare data show an increase in the proportion of women having Pap smears. In 1984-85, 17% of women aged 15 years and over had a Pap smear and in 1992-93, this had increased to 28% (Australian Institute of Health and Welfare (1995) *Cervical Cancer in Australia*).

In the 1989-90 National Health Survey 86% of women aged 18-64 years reported ever having a Pap smear, and 71% had one in the three years prior to interview. Fewer overseas born women than Australian born women reported ever having a Pap smear (79% and 88% respectively). Also a higher proportion of women who spoke English at home reported ever having a Pap smear (88%) than those who spoke another language at home (62%).

## Drug use

The use of drugs such as alcohol and tobacco are associated with health problems including heart disease, cancer and motor vehicle accidents. Reducing their usage has been the aim of a number of health program initiatives. As part of the

National Drug Strategy, in 1993 the Department of Human Services and Health commissioned a national household survey of 3,500 people aged 14 years and over to collect information on the use of tobacco, alcohol, illicit and pharmaceutical drugs.

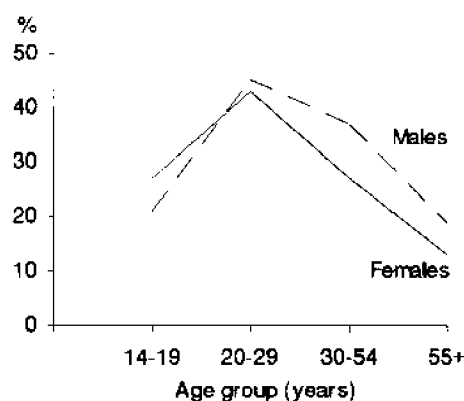
## Tobacco

In 1993, 26% of females and 33% of males aged 14 years and over were smokers. Of these, 81% of females and 88% of males smoked regularly, that is every day, or on most days. Among regular smokers, both females and males smoked an average of 18 cigarettes a day.

16% of both females and males aged 14-19 years smoked regularly. A further 11% of females and 5% of males in this age group smoked occasionally.

In 1993, many people reported changes in their use of tobacco. 17% of females and 24% of males aged 14 years and over were

**Proportion of people who smoked<sup>(a)</sup>, 1993**



(a) Includes regular and occasional smokers.

Source: Department of Human Services and Health *Statistics on Drug Abuse in Australia*

### Smoking by Indigenous people aged 13 years and over, 1994

Cigarettes smoked per day	Females	Males
	%	%
1-10	17.0	17.5
11-20	14.9	16.2
21-30	11.0	15.2
31 or more	2.4	4.4
<b>Total smokers(a)</b>	<b>45.8</b>	<b>53.6</b>

(a) Includes not stated.

Source: National Aboriginal and Torres Strait Islander Survey: Detailed Findings (4190.0)

ex-smokers, that is they had once smoked regularly. A similar proportion of females and males had reduced the amount of tobacco they smoked in a day (43% and 40% respectively). 51% of females and 30% of males had changed brands to a lower tar or nicotine content cigarette.

In 1994, 46% of Indigenous females and 54% of males aged 13 years and over reported that they were smokers. 13% of females smoked more than 20 cigarettes a day compared to 20% of males.

### Alcohol

In the 1993 Department of Human Services and Health survey, 76% of females and 85% of males aged 14 years and over reported that they had drunk alcohol in the past year. Of those who consumed alcohol, 50% of females drank at least once a week compared to 70% of males.

The Department of Human Services and Health has defined medium or high risk alcohol consumption as more than two drinks per day for women and more than

four drinks per day for men. In 1993, 25% of female drinkers consumed alcohol at a medium to high risk level at least once a week compared to 34% of males.

The abuse and misuse of alcohol by adolescents has been targeted by the ongoing Drug Offensive campaign as an area of concern. In 1993, 33% of females and 43% of males aged 14-19 years had consumed five drinks or more on at least one occasion in the two weeks prior to being surveyed.

In 1994, Aboriginal and Torres Strait Islander females were less likely to consume alcohol than males. 55% of Indigenous females aged 13 years and over had consumed alcohol in the last 12 months compared to 69% of males. 31% of females drank alcohol in the previous week compared to 48% of males.

About 58% of both Indigenous females and males aged 13 years and over considered

### People who drank in the last 12 months, 1993

Consumption	Females	Males
	%	%
<i>Drink regularly</i>	50	70
Daily	7	13
4-6 days per week	7	14
2-3 days per week	19	25
1 day per week	17	18
Drink occasionally(a)	50	30
<b>Total</b>	<b>100</b>	<b>100</b>

(a) Includes a small proportion of people who no longer drink.

Source: Department of Human Services and Health *Statistics on Drug Abuse in Australia*

alcohol to be one of the main health problems in their local area. The proportion was similar for people living in urban and rural areas.

### Illicit drugs

The Department of Human Services and Health survey found that females in all age groups were less likely to have tried illicit drugs than males. Marijuana, the most commonly used illicit drug, had been tried by 28% of females and 41% of males. Younger people were most likely to have ever used marijuana (46% of females and 60% of males aged 14–24 years compared to 15% of females and 28% of males aged 35 years and over).

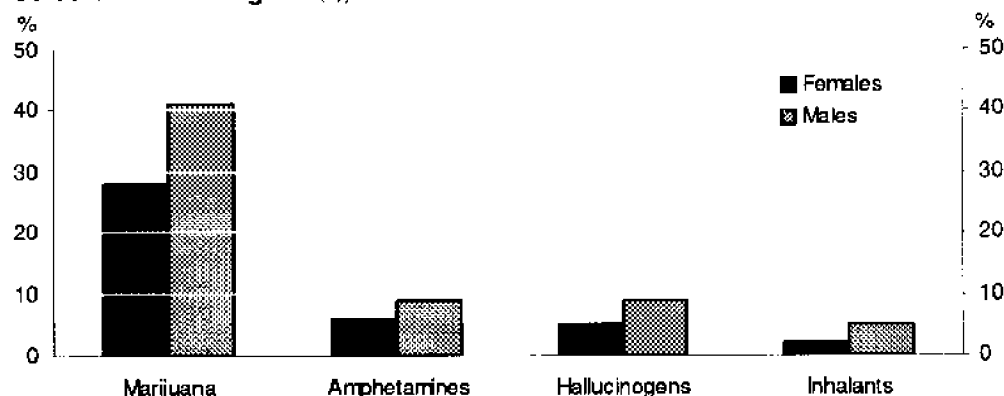
In 1993 females were marginally less likely than males to have ever tried amphetamines, hallucinogens and inhalants. 2% of both females and males had ever injected illicit drugs.

### Pharmaceutical drugs

The inappropriate long-term use of drugs, especially by women is an area of concern in the National Drug Strategy program. This program recognises the misuse of pharmaceutical drugs as a cause of ill health for many Australians. In the 1993 Department of Human Services and Health survey, 87% of females and 76% of males aged 14 years and over reported that they had ever used analgesics. 43% of females had ever taken tranquillisers compared to 26% of males. Only 3% of both females and males reported using these drugs for non-medical purposes.

The 1989–90 National Health Survey found that 42% of females had taken pain relievers, 7% used sleeping medications and 3% had taken tranquillisers or sedatives in the two weeks prior to interview. The proportion of males taking these medications were 29%, 3% and 2% respectively.

**Selected illicit drug use<sup>(a)</sup>, 1993**



(a) People aged 14 years and over who have ever tried the drug.

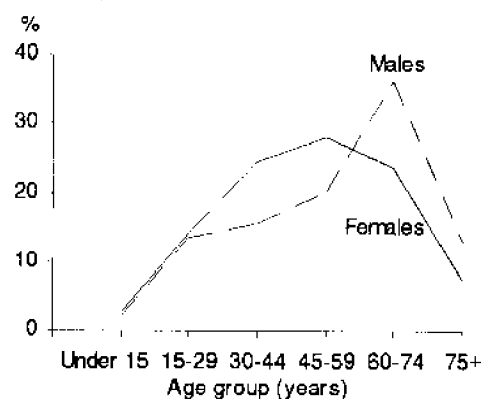
Source: Department of Human Services and Health *Statistics on Drug Abuse in Australia*

## Carers

Carers are people who provide support to family members or friends who have a disability, or who may need help because of their age (if they are 60 years and over). Carers can provide help in a range of activities including mobility, communication, meal preparation, home maintenance and gardening. The amount of care given can be relatively small, such as changing a light bulb, or may be extensive, such as providing personal care for a person with a profound handicap who needs help with showering, dressing, eating and moving around.

In 1993, 1.5 million people cared for someone living in the same household. 46% of these carers were women. 53% of female carers were caring for a partner compared to 66% of male carers. Children with disabilities were more likely to be cared for by mothers than fathers. 15% of

### Carers living in the same household as recipient, 1993



Source: Focus on Families: Caring in Families (4423.0)

female carers were caring for children compared to 4% of male carers. Similar proportions of women and men cared for parents, other relatives and friends.

Female carers tended to be younger than male carers. 31% of female carers living in the same household as the recipient of care were aged 60 years and over compared to 49% of male carers. Many people in this age group were caring for partners. A higher proportion of female carers were aged 30–59 years than were male, 53% compared to 36%. This reflects the type of care being provided. Recipients of care from people in this age group included children with handicaps, parents and partners.

60% of female carers and 51% of male carers living in the same household as the recipient provided care for more than one activity. About 62% of women caring for parents and children provided help for more than one activity.

### Carers living in the same household as recipient, 1993

Recipient	Females	Males
	%	%
Partner	52.8	66.4
Parent	16.3	13.7
Child	15.2	4.1
Other relative	7.7	6.8
Friend	2.1	3.4
2 or more recipients	5.8	5.6
<b>Total</b>	<b>100.0</b>	<b>100.0</b>
	'000	'000
<b>Total</b>	<b>693.1</b>	<b>816.0</b>

Source: Focus on Families: Caring in Families (4423.0)

728,000 people cared for someone living in a different household in 1993. 53% of these carers were women. Family members were the main providers of this type of care. 47% of female carers and 37% of male carers were caring for parents while a further 27% of both female and male carers were providing care for other relatives.

### Principal carers

A principal carer is the person aged 15 years and over who provided the most personal care (help with self-care, mobility or verbal communication) to someone aged five years and over with a severe or profound level of handicap.

In 1993 there were over half a million principal carers and just over two-thirds of them were women. Partners were the main recipients of care. One-third of female and almost two-thirds of male principal carers were caring for partners. A further 30% of women and 23% of men were caring for parents.

### Carers<sup>(a)</sup> providing help for more than one activity, 1993

Recipient	Females	Males
	%	%
Partner	59.4	52.0
Child	62.2	54.3
Parent	62.7	47.8
Other relative	57.7	49.1
Friend	55.0	55.9
<b>Total</b>	<b>60.3</b>	<b>51.4</b>

(a) Living in the same household as the recipient of care.

Source: Focus on Families: Caring in Families (4423.0)

Female principal carers tended to be younger than their male counterparts. 23% of women were aged 60 and over compared to 42% of men. This largely reflects the type of care provided as men were predominantly caring for partners. Women aged 25–44 years accounted for two-thirds of carers for children.

## **Summary Indicators**

Tables follow on pages 54 and 55

## Summary indicators

Health status	units	1983	1984	1985	1986	1987
Life expectancy at birth						
Female	years	78.8	79.0	78.8	79.2	79.5
Male	years	72.1	72.5	72.4	72.9	73.1
Total number of deaths						
Females	'000	49.6	49.9	54.7	52.8	53.7
Males	'000	60.4	60.0	64.2	62.2	63.6
Standardised death rate (per 100,000 population)						
Female	rate	616	598	632	591	584
Male	rate	1 047	1 013	1 055	984	980
Causes of death	units	1983	1984	1985	1986	1987
Cancer death rate (per 100,000 population)						
Female	rate	144	144	152	152	150
Male	rate	188	187	199	196	198
Breast cancer death rate (per 100,000 females)	rate	26	27	28	28	28
Lung cancer death rate (per 100,000 population)						
Female	rate	15	15	16	17	16
Male	rate	55	54	57	54	55
Heart attack death rate (per 100,000 population)						
Female	rate	170	168	177	174	173
Male	rate	238	230	236	226	222
Health services	units	1984	1985	1986	1987	1988
Average Medicare services per person						
Females	no.	..	8.7	9.2	9.6	9.9
Males	no.	..	5.6	5.9	6.2	6.4



Health status	1988	1989	1990	1991	1992	1993
Life expectancy at birth						
Female	79.5	79.6	80.1	80.4	80.4	80.9
Male	73.1	73.3	73.9	74.4	74.5	75.0
Total number of deaths						
Females	54.8	57.3	55.4	55.1	57.5	56.5
Males	65.1	66.9	64.7	64.1	66.1	65.1
Standardised death rate (per 100,000 population)						
Female	581	589	557	537	543	517
Male	975	981	919	885	890	851
Causes of death	1988	1989	1990	1991	1992	1993
Cancer death rate (per 100,000 population)						
Female	154	154	154	158	157	160
Male	204	205	203	204	210	210
Breast cancer death rate (per 100,000 females)	28	29	29	29	28	30
Lung cancer death rate (per 100,000 population)						
Female	19	19	19	20	20	21
Male	56	56	52	53	54	52
Heart attack death rate (per 100,000 population)						
Female	167	172	164	157	164	151
Male	215	216	202	194	196	186
Health services	1989	1990	1991	1992	1993	1994
Average Medicare services per person						
Females	10.3	10.3	10.2	10.8	11.8	12.1
Males	6.7	6.7	6.7	7.1	7.7	8.1

## Definitions and data references

**Age-specific death rates** — the number of deaths by age and sex per 100,000 of the mid-year estimated resident population in a particular age/sex group.

Reference: Causes of Death, Australia (3303.0)

**AIDS-related death** — a death directly attributed to Acquired Immune Deficiency Syndrome (AIDS) or where AIDS was mentioned on the medical certificate.

Reference: Causes of Death, Australia (3303.0)

**Average Medicare services** — average number of Medicare services used per Australian resident in each financial year. Figures prior to 1989 are estimates derived from Medicare enrolments.

Reference: Health Insurance Commission *Annual Report*

**Assessment** — all follow-up investigative procedures arising from a woman's attendance for breast cancer screening, including cytological or histological diagnosis.

Reference: Department of Human Services and Health *National Program for the Early Detection of Breast Cancer, Evaluation of Phase One*

**Breast cancer death rate** — number of deaths due to breast cancer per 100,000 females.

Reference: Causes of Death, Australia (3303.0)

**Carer** — a person who provides help or informal care to a person with a disability or a person aged 60 years and over. Help can be provided for self-care, mobility, communication, health care, home help, home maintenance, gardening, meal preparation, financial management, letter writing, and transport.

Reference: Focus on Families: Caring in Families (4423.0)

**Causes of death** — causes of death are classified according to the Ninth (1975) Revision of the World Health Organisation's International Classification of Diseases.

Reference: Causes of Death, Australia (3303.0)

**Circulatory diseases** — includes heart attack, stroke and other diseases of the circulatory system.

Reference: Causes of Death, Australia (3303.0)

**Crude death rate** — number of deaths registered during the calendar year per 100,000 of the mid-year estimated resident population.

Reference: Deaths, Australia (3302.0)

**Disability** — the presence of one or more limitations, restrictions or impairments which had lasted, or were likely to last, for a period of six months or more, including both physical and mental disorders.

Reference: Disability, Ageing and Carers, Australia: Data Reference Package (4432.0)

**Doctor consultations** — any occasion in the two weeks prior to interview on which a person discussed their health with, or received treatment from, a doctor. Doctors include general practitioners and specialists such as surgeons, pathologists, gynaecologists, radiologists, psychiatrists, etc.

Reference: National Health Survey: Users' Guide (4363.0)

**Handicap** — a limitation, due to a disability, to perform certain tasks related to self-care, mobility, verbal communication, schooling and employment. Handicap is classified as profound, severe, moderate or mild, depending on the amount and type of help required to perform certain tasks associated with daily living.

Reference: Disability, Ageing and Carers, Australia (4432.0)

**Life expectancy at birth** — the average number of years a person might expect to live if the age-specific death rates of the given period continued throughout her or his lifetime.

Reference: Deaths, Australia (3302.0)

**Long-term illness** — any medical condition (illness, injury or disability) which has lasted or is expected to last six months or more.  
Reference: National Health Survey: Health Status Indicators (4370.0)

**Principal carer** — a person aged 15 years and over providing the most informal care for the activities of self-care, mobility or verbal communication.  
Reference: Focus on Families. Caring in Families (4423.0)

**Recent illness** — any medical condition experienced in the two weeks prior to interview.  
Reference: National Health Survey: Health Status Indicators (4370.0)

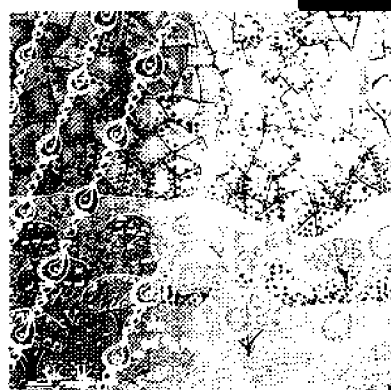
**Severe or profound handicap** — a disabling condition expected to last for six months or more and resulting in a need for assistance with either mobility, self care or communication.  
Reference: National Aboriginal and Torres Strait Islander Survey: Detailed Findings (4190.0)

**Standardised death rate** — the overall death rate (per 100,000 population) that would have prevailed in the June 1991 Australian population, if it had experienced the death rates at each age of the population being studied.  
Reference: Deaths, Australia (3302.0)

**Years of potential life lost** — indicates the number of years lost due to specific causes based on the assumption that up to 65 years the deceased would not have died from any other cause.  
Reference: Women's Health (4365.0)

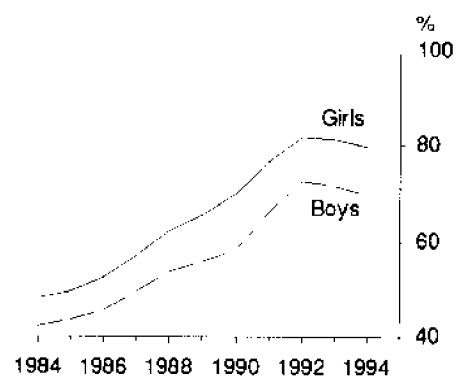


EDUCATION  
AND  
TRAINING

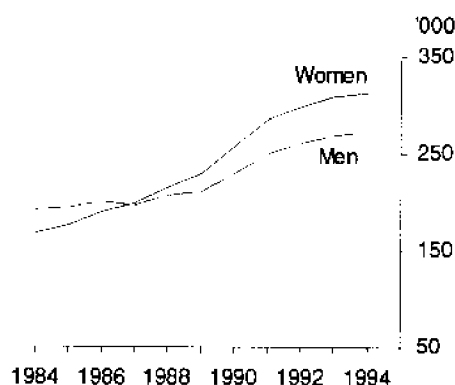


## Summary graphs

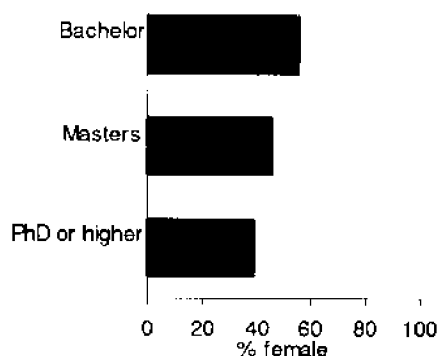
Retention rates to Year 12



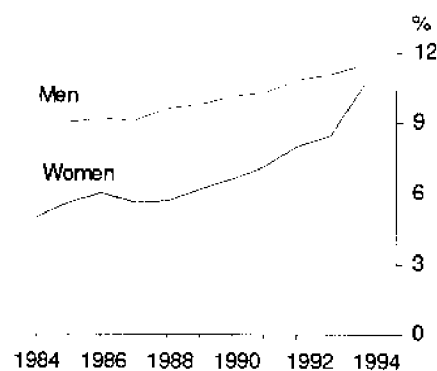
Higher education students



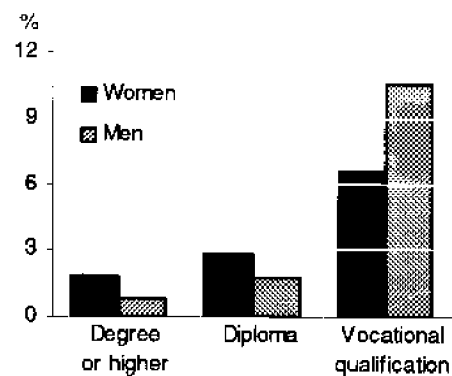
Level of higher education enrolments, 1994



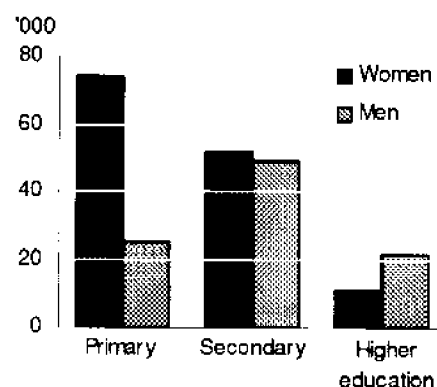
People with a degree or higher qualification



Indigenous people with post-school qualifications, 1994



Teaching staff, 1994



## Policy background

Programs and policies have been established in Australia which focus on the participation of girls and women across all levels of education and training. The *National Action Plan for the Education of Girls 1993-97* is directed at school education and *A Fair Chance for All* is the national plan for equity in higher education.

Women's participation in higher education has increased markedly in the last decade, however, progress in vocational education and training has been slow. *Women in TAFE*, a national plan for action, was implemented in 1991-94. The plan provided a framework for strategies aimed at improving access and equity for women in TAFE. During 1994 the plan was evaluated and a new framework is being developed which will encompass the broader vocational education and training (VET) sector. It aims to ensure that the VET system is responsive to women's needs and offers women greater opportunities.

The commonwealth government announced in the 1995-96 budget that a national project will be established to increase the participation of women, Indigenous people, people from non-English speaking backgrounds and people with a disability in vocational education and training. Industry and state targets for

participation by these groups are also being developed.

The Australian National Training Authority's national strategy includes the following initiatives: greater consultation with women's organisations; providing more places in courses where women have traditionally had limited opportunities; and improving student support services for women.

## 1995 statistical activities

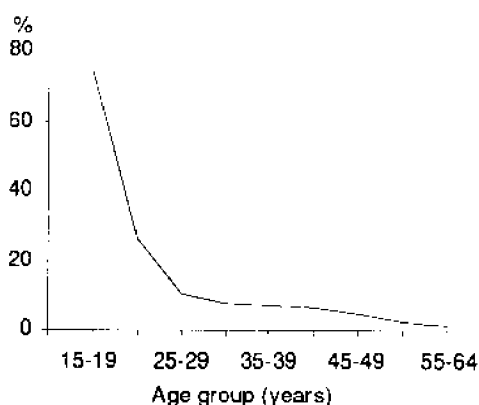
The ABS is currently conducting the Vocational Education and Training Graduate Destination Survey. This national survey collects information on the destination of 1994 TAFE graduates. It will determine the types of vocational education and training undertaken and will relate them to the person's current employment. It will be possible to classify students by the identified equity groups such as women and people from non-English speaking backgrounds. Data from the survey will be available late in the year.

## Participation

In 1994, 1.8 million people aged 15–64 years (15% of both women and men) participated in education. Men were more likely than women to have been attending an educational institution part-time (35% and 31% of students respectively). This difference was primarily due to the higher proportion of men who undertook part-time studies while working full-time.

School attendance is compulsory up to the age of 15 years in most states of

## Participation in education by women, 1994



Source: Transition from Education to Work, Australia (6227.0)

## Education participation rates of people aged 15–24 years

Type of institution	1990	1994
	%	%
<i>Women</i>	44.4	48.5
Attending school	22.7	24.0
Attending tertiary institution	21.7	24.5
Higher education	12.6	16.1
TAFE	6.8	7.1
	'000	'000
<b>Total participating</b>	<b>596.3</b>	<b>644.7</b>
	%	%
<i>Men</i>	46.7	48.3
Attending school	22.2	23.4
Attending tertiary institution	24.5	24.8
Higher education	11.4	13.8
TAFE	11.5	10.1
	'000	'000
<b>Total participating</b>	<b>644.1</b>	<b>660.6</b>

Source: Transition from Education to Work, Australia (6227.0)

Australia. The highest rates of participation in non-compulsory education are for 15–24 year olds. Since 1990, women in this age group have increased their participation in education from 44% to 49%, while the participation rate of men has increased marginally. The increase in the female participation rate was mainly due to women's increased participation in higher education which rose by three percentage points to 16% in 1994. In 1994, 7% of women and 10% of men aged 15–24 years attended Technical and Further Education (TAFE) colleges.

Participation in education by women declines considerably with age. In 1994, 74% of 15–19 year olds attended an educational institution compared to 7% of women aged 30–34 years and 2% of those aged 50–54 years. Men's



participation followed a similar pattern.

Participation in education varies considerably according to living arrangements and family status. Of women aged 15–24 years, 16% of lone parents were studying in 1992 compared to 51% of women living in group households and 65% of women living with their parents.

### School

During the last ten years retention rates to Year 12 have increased substantially for both girls and boys (see *Summary indicators* p. 76). Between 1984 and 1994 retention rates increased from 48% to 80% for girls and from 42% to 70% for boys. Increased competition for jobs and the introduction of government programs to encourage continued secondary education have contributed to these increases.

### School participation rates, 1994

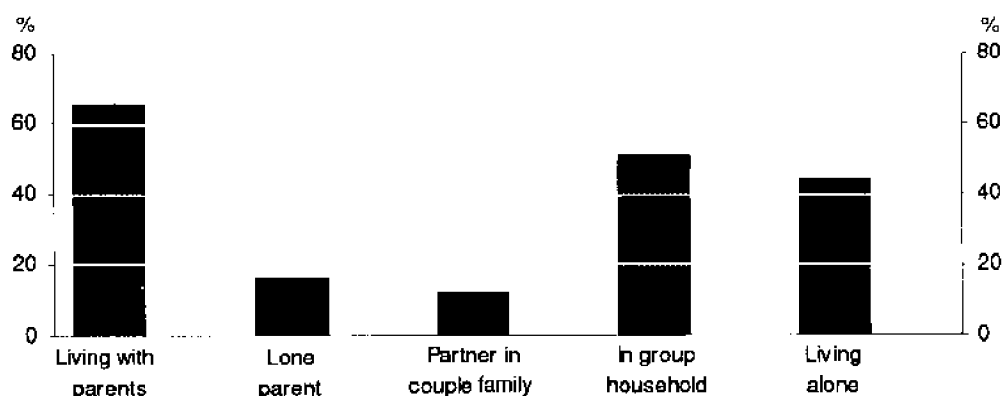
Age (years)	Girls		Boys	
	Indig-enous	Total	Indig-enous	Total
	%	%	%	%
15	77.4	93.5	73.0	91.0
16	52.1	82.6	49.2	77.4
17	28.1	63.0	30.8	56.5
18	6.5	11.9	8.6	13.8

Source: Schools, Australia (4221.0)

The continuing difference between the retention rates for girls and boys reflects that boys are still more likely than girls to leave school for trade and apprenticeship training which does not necessarily require a Year 12 education.

In 1994 the level of post-compulsory school attendance was lower for Indigenous students than for all students. While school participation declined with age for all groups, it was particularly marked among Indigenous women. 77% of Indigenous

### Participation in education of women aged 15–24 years, 1992



Source: Survey of Families in Australia unpublished data

**Indigenous school students, 1994**

Schooling	Female		Male	
	Urban	Rural	Urban	Rural
	%	%	%	%
Taught by Indigenous teacher	10.0	22.0	11.8	18.9
Taught about Indigenous culture	44.5	69.5	47.5	65.6
Taught Indigenous language	12.4	35.6	11.1	33.6

Source: National Aboriginal and Torres Strait Islander Survey *unpublished data*

women aged 15 years attended school compared to 28% aged 17 years.

Participation for all women declined from 94% aged 15 to 63% aged 17 years. School participation rates were higher for Indigenous women aged 15 and 16 years than for their male counterparts but lower among the 17 and 18 year olds.

In 1994 more than half of all Indigenous students reported that they were taught about Aboriginal or Torres Strait Islander culture at school. Students living in rural areas were more likely than students in urban areas to be taught about Indigenous culture.

Similar proportions of Indigenous girls and boys in rural areas said they were taught an Aboriginal or Torres Strait Islander language at school (36% and 34% respectively). School students in urban areas were less likely to be taught an Indigenous language (12% of girls and 11% of boys).

22% of Indigenous girls and 19% of boys in rural areas were taught by an Indigenous teacher at school in 1994

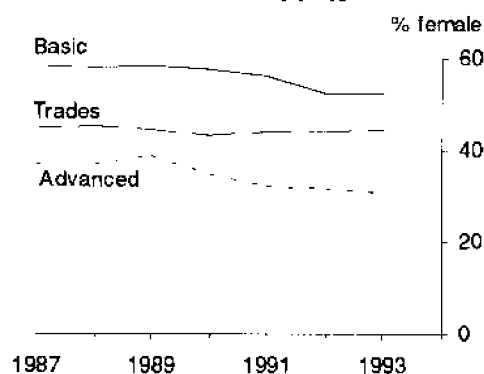
compared to 10% and 12% respectively in urban areas.

**TAFE**

Student enrolments in vocational courses at Technical and Further Education (TAFE) colleges exceeded one million in 1993.

TAFE provides vocational and technical training and many trade and technical occupations have TAFE courses as part of their accreditation.

In 1993 women comprised 45% of students in vocational TAFE courses. The proportion of women has declined slightly since 1988 when 47% of students were

**Vocational TAFE students**

Source: National Centre for Vocational Education Research Limited *Selected Vocational Education and Training Statistics*

**Vocational TAFE students**

Field of study	1990	1991	1992	1993
	% female	% female	% female	% female
Arts, humanities and social sciences	72.2	72.1	72.8	69.9
Business administration, economics	62.2	61.0	60.0	59.0
Services, hospitality, transportation	64.6	59.6	58.9	57.9
Land and marine resources, animal husbandry	29.8	30.2	21.1	21.3
Architecture, building	6.4	7.7	7.3	8.0
Engineering, surveying	5.7	6.0	6.3	7.0
Other(a)	58.9	58.6	58.7	61.3
<b>All fields(b)</b>	<b>44.5</b>	<b>45.1</b>	<b>44.5</b>	<b>45.1</b>
	'000	'000	'000	'000
<b>Total women</b>	<b>429.8</b>	<b>444.8</b>	<b>464.2</b>	<b>506.3</b>
<b>Total men</b>	<b>530.9</b>	<b>541.1</b>	<b>564.8</b>	<b>597.3</b>

(a) Includes veterinary science, animal care, health, community services, education, science, law and legal studies.

(b) Includes TAFE multi-field education.

Source: National Centre for Vocational Education Research Limited *Selected Vocational Education and Training Statistics*

female. This decline occurred at all levels of courses, but most notably in advanced trade and technician skills courses where female participation decreased from 37% in 1988 to 31% in 1993.

Female participation in TAFE varies considerably by field of study. In 1993 women accounted for only a small proportion of students in engineering and surveying and architecture and building courses but their representation has increased slightly in the last few years. Female participation in land and marine resources and animal husbandry declined from 30% in 1990 to 21% in 1993. Women continued to predominate in most other courses although their participation in these courses declined marginally between 1990 and 1993.

10,000 Aboriginal and Torres Strait Islander women attended TAFE colleges in 1993. A similar proportion of Indigenous and non-Indigenous students were female (around 46%).

**Higher education**

Female participation in higher education has increased substantially in recent years. 313,400 women attended higher education courses in 1994 compared to 166,500 in 1984 (see *Summary indicators* p. 76). This increase is partially due to the upgrading of fields of study such as nursing and teaching to bachelor degree status. Since 1987, women have outnumbered men in higher education courses.

Between 1990 and 1994 women have increased their participation across all

levels of higher education except diploma and associate diploma courses. In these courses the proportion of women declined from 67% in 1990 to 47% in 1994. Women still remain under-represented at the highest levels of study. In 1994, 46% of higher degree by coursework students and 41% of higher degree by research students were women. However the proportion of female students at this level has increased since 1990 when they accounted for 42% and 37% of students respectively.

Participation by women also varies according to the area of study. Although the proportion of women enrolled in all fields of study has increased, men continue to predominate in many fields. For example, women comprised 13% of engineering and surveying students, 41% of science students and 44% of business administration and economics students in 1994.

### Higher education students

Field of study	1990 % female	1994 % female
Health	72.2	74.4
Education	72.4	72.8
Arts, humanities and social sciences	68.0	68.0
Business administration, economics	40.7	43.7
Science	38.8	40.7
Engineering, surveying	10.1	13.1
Other(a)	38.9	41.7
<b>All fields</b>	<b>52.7</b>	<b>53.6</b>

(a) Includes veterinary science, law, legal studies, agriculture, animal husbandry, architecture and building.

Source: Department of Employment, Education and Training *Selected Higher Education Student Statistics*

Women's increased participation in these fields has not been accompanied by a decrease in participation in traditionally female fields of study. Between 1990 and 1994 the proportion of women in education and the arts, humanities and social science

### Higher education students

% female

75 -

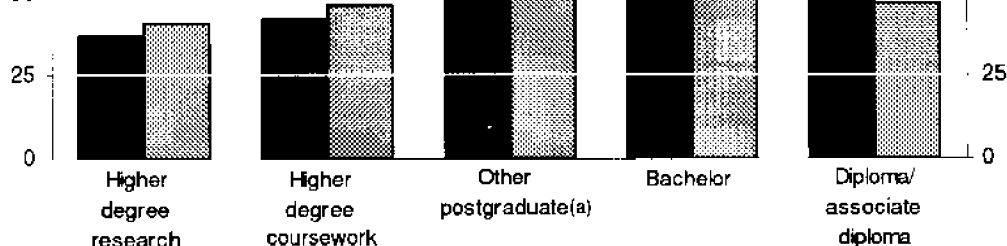
50 -

25 -

0 -

■ 1990

▨ 1994



(a) Includes postgraduate qualifying or preliminary, postgraduate diploma, graduate certificate and bachelor's postgraduate.

Source: Department of Employment, Education and Training *Selected Higher Education Student Statistics*

### Open Learning Australia enrolments<sup>(a)</sup>

Age group (years)	Women	Men
	%	%
19 and under	10.2	8.6
20-29	32.3	36.7
30-39	26.4	28.0
40-49	20.8	15.8
50-59	8.0	6.8
60 and over	2.3	4.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>
	no.	no.
<b>Total</b>	<b>2 875</b>	<b>2 205</b>

(a) Based on enrolments in December 1993 and March 1994.

Source: Department of Employment, Education and Training *Selected Higher Education Student Statistics*

courses remained steady while in health (principally nurses) the proportion increased marginally.

In 1994, 3,800 Aboriginal and Torres Strait Islander women and 2,400 men attended higher education institutions. 61% of Indigenous students were female compared to 54% of all students.

Since 1993 Open Learning Australia (OLA) has delivered higher education courses by television and radio in conjunction with traditional education materials. Courses require no pre-requisite qualifications and can be completed from home. In the last study period of 1993 and the first period of 1994 there were 5,100 enrolments in OLA courses. Women accounted for 57% of enrolments. 31% of female students were

aged 40 years and over compared to 27% of male students.

### Graduate starting salaries

Each year since 1972, the Graduate Careers Council of Australia has conducted a survey of recent higher education graduates. In 1993, 75,900 graduates were surveyed with a response rate of 65%. The survey results showed that the median starting salary for female graduates aged less than 25 years in their first full-time job was 93% of their male counterparts (\$25,000 and \$27,000 respectively).

This difference reflects the fields of study undertaken in higher education, as men tend to predominate in fields that command higher wages. Among graduates working full-time, 39% of men and 14% of women had a degree in the ten highest paying fields (including medicine, dentistry, engineering and computer science).

Female graduate starting salaries varied considerably by field of study. The median starting salaries of female and male medical graduates were equal while women graduating with a computer science degree earned 94% of male graduate salaries. In comparison, female engineering graduates earned more than their male counterparts although they accounted for only 16% of graduates in this field who completed the survey.

## Barriers to education

In 1992, 38% of young women aged 15–24 years and 29% of young men said they experienced a barrier to education. These figures included people who wanted to study but were unable to do so, as well as part-time students who wanted to study full-time.

Financial reasons for not studying were more common among young women than men. 10% of women and 6% of men said they could not afford the cost of education, while 8% of women and 5% of men said they could not afford to stop working. Women were more likely to report family reasons such as caring for children or other as a barrier to education.

### People aged 15–24 years who experienced a barrier to education, 1992

Reason	Women	Men
	%	%
Caring for children	4.4	0.3*
Other domestic/family responsibilities	1.8	0.8*
Cannot afford to stop working	7.9	5.3
Cannot afford education costs	9.5	5.5
Business/work hours	5.6	6.4
Facilities/courses/places not available	7.2	7.6
<b>Total(a)</b>	<b>38.4</b>	<b>29.3</b>
	'000	'000
<b>Total(a)</b>	<b>310.6</b>	<b>255.6</b>

(a) Includes other reasons. More than one reason could be stated.

Source: Survey of Families in Australia unpublished data

### Indigenous people who experienced barriers to study or training, 1994

Main reason	Women	Men
	%	%
No child care available	5.1	0.4
Lack of transport/travel	2.9	3.8
Financial problems	3.2	3.5
No courses available	1.7	2.7
Lack of pre-requisites	1.6	1.8
Other difficulty	4.3	5.2
<b>Total(a)</b>	<b>18.8</b>	<b>17.5</b>
	'000	'000
<b>Total(a)</b>	<b>28.4</b>	<b>26.7</b>

(a) Includes not stated.

Source: National Aboriginal and Torres Strait Islander Survey unpublished data

In 1994, 19% of Indigenous women and 18% of Indigenous men who had left school said they wanted to do further study or training but were unable to do so. Lack of child care and financial problems were the main difficulties reported by women, 5% and 3% respectively. Financial problems were also the main barrier to study or training for 4% of Indigenous men.

## Educational attainment

During the past decade, the educational attainment of both women and men has increased. This improvement has been greater for women, although the proportion of women with post-school qualifications still remains below that of men.

### School completion

In 1994, 53% of women aged 15–69 years had attended the highest level of school available, compared to 41% of women a decade earlier (see *Summary indicators* p. 76). Over the same period, the proportion of men who had attended the highest level of school increased from 53% to 60%. This greater increase for women is also reflected in the higher retention rate of girls to Year 12.

### Post-school qualifications

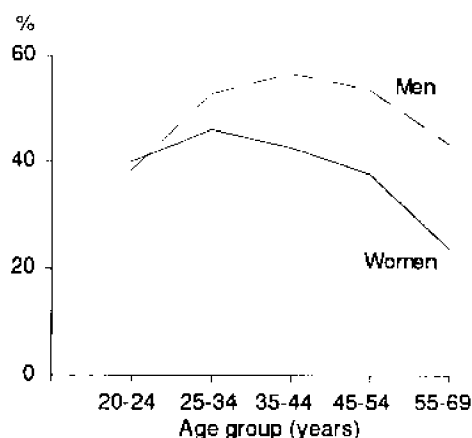
In 1994, 34% of women and 43% of men had post-school qualifications. 1994 data is not comparable to the previous years' data due to changes in the definition of a post-school qualification. Post-school qualifications now exclude certificate qualifications of less than one semester full-time duration. This change in definition has resulted in a decline in the proportion of people with post-school

qualifications (see *Summary indicators* p. 76).

The proportion of women and men with post-school qualifications varied considerably with age. Among 20–24 year olds, 40% of women and 38% of men had post-school qualifications compared to 24% of women and 43% of men aged 55–69 years. This reflects women's increased participation in education in recent years.

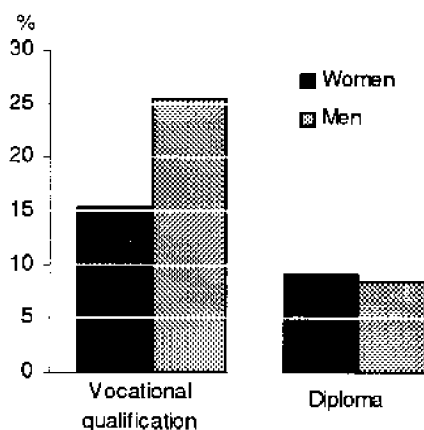
In 1994, 11% of women and 12% of men had a degree or higher qualification. The proportion of people with degrees has increased during the last ten years. This increase has been greater among women, reflecting their increased participation in higher education. As in previous years, women were less likely than men to have vocational qualifications, 15% and 25% respectively. In 1994, 9% of women and 8% respectively.

### Post-school qualifications, 1994



Source: Labour Force Status and Educational Attainment, Australia (6235.0)

### Vocational qualifications and diploma, 1994



Source: Labour Force Status and Educational Attainment, Australia (6235.0)

### Educational attainment of Indigenous people aged 15 years and over, 1994

Level of qualification	Women %	Men %
<i>With post-school qualifications</i>	15.6	18.1
Degree or higher	1.8	**
Diploma	2.8	1.7
Skilled vocational qualification	0.9	7.3
Basic vocational qualification	5.7	3.2
<i>Without post-school qualifications</i>	84.4	81.9
Year 12 certificate	8.0	6.4
Year 10 certificate	29.8	27.0
Below Year 10	46.5	48.5
	'000	'000
<b>Total</b>	<b>86.3</b>	<b>85.2</b>

Source: National Aboriginal and Torres Strait Islander Survey: Detailed Findings (4190.0)

of men had an undergraduate or associate diploma.

Among the Aboriginal and Torres Strait Islander population, 16% of women and 18% of men reported in 1994 that they had post-school qualifications, compared to 34% of all women and 43% of all men. The greater proportion of Indigenous men than women with post-school qualifications was largely due to the greater proportion of men with skilled vocational qualifications. In 1994, 1% of Indigenous women had a skilled vocational qualification compared to 7% of Indigenous men. Indigenous women, however, were more likely than their male counterparts to have other qualifications. In 1994, 5% of Indigenous women had a diploma or higher

qualification compared to 3% of Indigenous men.

### Teaching staff

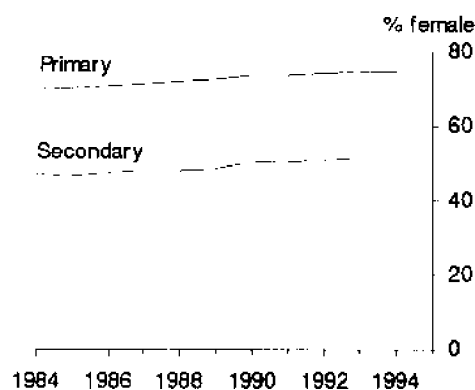
Teaching, particularly primary school teaching, is one of the few professional careers that women have entered in large numbers. In 1994 the number of female primary school teachers continued to exceed the number of male primary school teachers.

As the level of education increases, the proportion of teachers who were female decreased. In 1994 women represented three-quarters of primary school teachers, half of secondary school teachers and one-third of higher educators.

### School teachers

In 1994 there were 98,900 full-time equivalent primary school teachers in Australian schools, 75% of whom were

### Full-time equivalent teaching staff



Source: Schools, Australia (4221.0)



women. During the last ten years, the proportion of female primary school teachers increased steadily from 70% in 1984 (see *Summary indicators* p. 76).

The proportion of female teachers in non-government primary schools was higher than in government schools. Women represented 78% and 74% of these teachers respectively.

In 1994 women accounted for 51% of the 101,500 full-time equivalent secondary school teachers. The proportion of female teachers has increased during the last decade from 47% in 1984.

### Higher educators

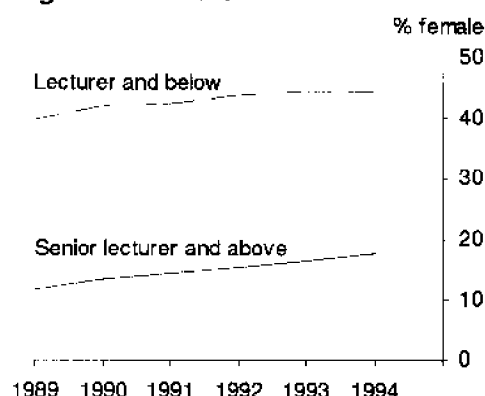
In 1994 there were 10,600 female and 21,700 male higher educators. The proportion of female academics has increased in recent years from 27% in 1988 to 33% in 1994 (see *Summary indicators* p. 76).

#### Higher education staff, 1994

Term of current duties	Women	Men
	%	%
Tenurable	47.5	64.3
Limited term	50.5	34.2
Other term	2.0	1.6
<b>Total</b>	<b>100.0</b>	<b>100.0</b>
	'000	'000
<b>Total</b>	<b>10.6</b>	<b>21.7</b>

Source: Department of Employment, Education and Training *Selected Higher Education Staff Statistics*

### Higher educators



Source: Department of Employment, Education and Training *Selected Higher Education Staff Statistics*

Men continued to outnumber women in tenured positions. Less than half of all female academics held tenurable positions compared to almost two-thirds of male academics.

Although the proportion of female academics at senior levels has increased during the last ten years they remain under-represented at senior lecturer and higher levels. In 1994 women represented 18% of senior lecturers and higher level academics compared to 44% of academics at the lecturer and below level.

Academics classified as above senior lecturer include vice-chancellors, deputy vice-chancellors, heads of schools, professors and college fellows. In 1994, 12% of academics at levels above senior lecturer level were women. 77% of these women were on a tenurable term compared to 82% of men.

## Training

More than 7 million people aged 15–64 years participated in some form of training in 1993. Women represented 43% of those who undertook training.

Participation in training varied considerably with employment status. Among those who were employees, similar proportions of women (88%) and men (87%) undertook training. However, women were less likely than men to have undergone training if they were an employer, self-employed or not employed. For example, 37% of women who were not employed undertook training compared to 47% of men.

The numbers of female and male employees participating in training also varied across different types of training courses. In 1993 women outnumbered men at external training

### People<sup>(a)</sup> aged 15–64 years who undertook training, 1993

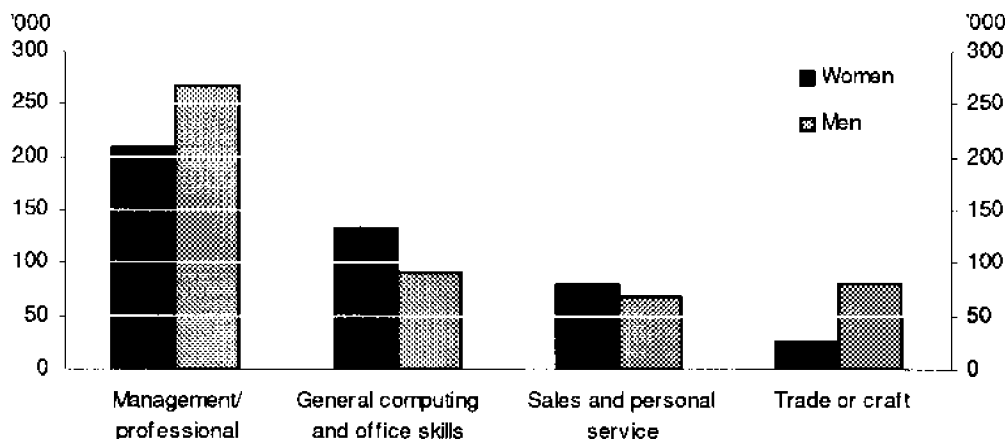
Employment status	Women	Men
	%	%
<i>Employed</i>	85.2	83.4
Employee	87.9	86.9
Employer	68.8	75.6
Self-employed	69.2	70.8
Not employed	36.7	47.3
<b>Total</b>	<b>74.2</b>	<b>78.3</b>
	'000	'000
<b>Total</b>	<b>3 053.0</b>	<b>4 014.8</b>

(a) In or marginally attached to the labour force.

Source: Training and Education Experience, Australia (6278.0)

courses which provided training in general computing and office skills or sales and personal service skills. In contrast, men attended more external management and professional training courses and trade or craft courses than women. This reflects their greater

### Selected external training courses attended in the last 12 months, 1993



Source: Training and Education Experience, Australia (6278.0)

participation in these occupations (see p. 87).

A similar pattern is evident among employees who attended in-house training courses. In 1993, men attended more courses overall than women (3 million compared to 2.6 million), reflecting the greater proportion of men than women in the labour force. Male employees were also more likely to undertake management, professional, trade or craft courses than female employees. Men also outnumbered women at induction, general supervision, and general health and safety courses.

#### In-house training courses attended in the last 12 months, 1993

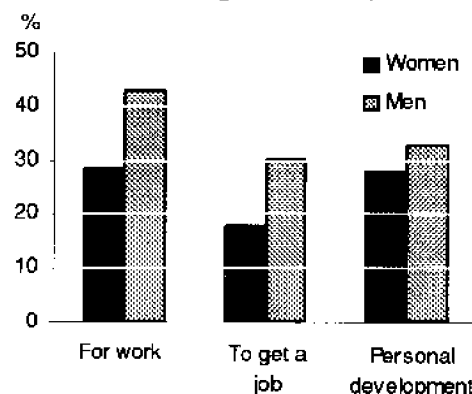
Field of training	Women	Men
	'000	'000
Management/professional	767.7	1 003.6
Technical/para-professional	401.7	373.2
Sales and personal service	357.3	277.0
General computing skills	259.6	255.2
Clerical or office	187.6	84.5
General health and safety	162.0	247.5
Induction	64.6	75.0
Trade or craft	63.6	245.8
General supervision	63.4	93.1
Transport/machinery operation	8.3	92.9
Other(a)	263.2	235.2
<b>Total(b)</b>	<b>2 599.1</b>	<b>2 982.8</b>

(a) Includes labouring, English language, literacy, numeracy, music, arts and other training courses.

(b) More than one course may have been attended.

Source: Survey of Training and Education *unpublished data*

#### Reasons Indigenous people attended training courses(a), 1994



(a) More than one reason may have been stated.

Source: National Aboriginal and Torres Strait Islander Survey: Detailed Findings (4190.0)

7,000 Aboriginal and Torres Strait Islander women and 8,600 men aged 15 years and over attended a training course in 1994. Women were less likely than men to attend courses for job-related reasons. 28% of Indigenous women and 43% of Indigenous men participated in training courses for work and a further 18% of women and 30% of men undertook training to get a job.

#### Trainees

Trainees are all people employed under training contracts including apprenticeships, Australian Traineeship System training and other employment-based training.

In 1995 there were 21,600 female trainees, including apprentices, representing 17% of all trainees. 13% of all trainee tradespersons were women

(14,700). 5,700 of these (39%) were undertaking apprenticeships in fields other than hairdressing.

There were very few female trainees in the traditionally male occupations. For example, women accounted for only 2% of metal fitting and machining trainees and 1% of trainees in the building and vehicle trades. Women were also outnumbered among managers and administrators, accounting for only 8% of trainees in 1995.

With the exception of hairdressing, male apprentices have traditionally outnumbered females in all trades.

During the last ten years, the proportion of female apprentices has fluctuated between 10% and 15%. In 1994, 12% (14,100) of apprentices were women (see *Summary indicators* p. 76).

### Trainees, 1995

Occupation	Women	Persons
	no.	% female
Managers and administrators	123	8.1
<i>Tradespersons</i>	14 669	12.6
Metal fitting and machining	161	1.6
Building	286	1.1
Vehicle	188	1.0
Hairdressing	8 981	89.0
Clerks	4 342	79.6
Sales and personal service workers	2 100	58.3
<b>All occupations(a)</b>	<b>21 623</b>	<b>16.7</b>

(a) Includes professionals, para-professionals, plant and machine operators, drivers, labourers and related workers.

Source: Australian Committee on Vocational Education and Training Statistics *Australian Training Statistics*

## **Summary indicators**

Tables follow on pages 76 and 77

## Summary indicators

Participation in education	units	1984	1985	1986	1987	1988
Retention rate to Year 12						
Girls	rate	48.0	49.5	52.1	57.0	61.8
Boys	rate	42.1	43.5	45.6	49.4	53.4
Higher education students						
Women	'000	166.5	176.0	190.1	197.4	215.8
Men	'000	190.9	194.5	199.8	196.4	205.8
Postgraduate students						
Women	'000	14.2	14.9	n.a.	n.a.	30.9
Men	'000	22.9	23.1	n.a.	n.a.	37.1
PhD or higher students						
Women	'000	2.6	2.2	n.a.	n.a.	2.7
Men	'000	5.4	5.6	n.a.	n.a.	6.0
Educational attainment	units	1984	1985	1986	1987	1988
Attended highest level of school						
Women	%	41.3	41.5	42.7	44.7	44.9
Men	%	52.7	53.5	54.4	56.4	57.4
With post-school qualifications						
Women	%	29.7	29.7	30.8	32.3	32.4
Men	%	41.5	41.1	42.2	44.1	44.7
With degree or higher						
Women	%	5.0	5.6	6.0	5.6	5.7
Men	%	9.0	9.0	9.2	9.1	9.6
Teaching staff	units	1984	1985	1986	1987	1988
Primary school teachers (proportion female)	%	70.3	70.3	70.9	71.3	71.7
Secondary school teachers (proportion female)	%	47.0	46.7	47.3	48.0	48.3
Higher educators (proportion female)	%	n.a.	n.a.	n.a.	n.a.	26.8
Training	units	1984	1985	1986	1987	1988
Apprentices						
Women	'000	14.5	18.1	14.9	16.9	16.6
Men	'000	127.5	129.7	119.6	122.8	136.4

<b>Participation in education</b>	<b>1989</b>	<b>1990</b>	<b>1991</b>	<b>1992</b>	<b>1993</b>	<b>1994</b>
Retention rate to Year 12						
Girls	65.2	69.9	76.7	82.0	81.4	79.9
Boys	55.5	58.3	66.1	72.5	71.9	69.6
Higher education students						
Women	229.8	255.7	284.9	298.8	307.6	313.4
Men	211.3	229.4	249.7	260.6	268.0	272.0
Postgraduate students						
Women	33.5	37.8	45.6	50.5	54.4	57.5
Men	36.7	40.9	47.3	53.0	55.9	59.3
PhD or higher students						
Women	2.8	3.3	4.0	5.2	6.2	7.3
Men	5.6	6.2	7.2	8.7	10.2	11.6
<b>Educational attainment</b>	<b>1989</b>	<b>1990</b>	<b>1991</b>	<b>1992</b>	<b>1993</b>	<b>1994</b>
Attended highest level of school						
Women	47.1	47.7	49.3	50.8	53.2	53.0
Men	57.7	58.8	59.6	61.2	62.7	60.2
With post-school qualifications						
Women	34.3	33.8	35.4	36.5	37.9	34.3
Men	45.1	45.8	46.2	46.9	48.5	43.3
With degree or higher						
Women	6.2	6.6	7.1	8.0	8.5	11.1
Men	9.8	10.1	10.3	10.8	11.1	11.8
<b>Teaching staff</b>	<b>1989</b>	<b>1990</b>	<b>1991</b>	<b>1992</b>	<b>1993</b>	<b>1994</b>
Primary school teachers (proportion female)	71.8	73.5	73.7	74.2	74.4	74.7
Secondary school teachers (proportion female)	48.2	50.1	50.4	50.6	51.1	51.3
Higher educators (proportion female)	27.8	30.1	30.8	31.9	32.6	32.8
<b>Training</b>	<b>1989</b>	<b>1990</b>	<b>1991</b>	<b>1992</b>	<b>1993</b>	<b>1994</b>
Apprentices						
Women	16.6	23.8	17.0	15.7	14.3	14.1
Men	158.9	138.8	122.2	121.3	96.9	99.9

## Definitions and data references

**Apprentices** — employed persons aged 15–34 years who entered into a legal contract with an employer to serve a period of training for the purpose of attaining tradesperson's status in a recognised trade classification. Before signing indentures, the apprentice usually serves a three month probationary period.

Reference: *Transition From Education to Work, Australia* (6227.0)

**Attended highest level of school** — a person who has any post-school qualifications or who completed the highest level of schooling (or equivalent) offered by the education system at the time they left school.

Reference: *Labour Force Status and Educational Attainment, Australia* (6235.0)

**Barriers to education** — are experienced by people not studying who want to study full-time or part-time and people studying part-time who want to study full-time.

Reference: *Focus on Families: Education and Employment* (4421.0)

**Barriers to study or training** — refers to people who have left school and want to do further study or training but are unable to.

Reference: *National Aboriginal and Torres Strait Islander Survey: Detailed Findings* (4190.0)

**Degree or higher** — includes bachelor degree (including honours), graduate or postgraduate diploma, master's degree or doctorate.

Reference: *Labour Force Status and Educational Attainment, Australia* (6235.0)

**Diploma** — undergraduate or associate diploma.

Reference: *Labour Force Status and Educational Attainment, Australia* (6235.0)

**External training** — courses which are organised and conducted by training or educational establishments, agencies or consultants other than the person's employer. It excludes study for an educational qualification.

Reference: *Training and Education Experience, Australia* (6278.0)

**Full-time equivalent (FTE)** — a measure of the total level of staff resources used. The FTE of a full-time staff member is equal to 1.0. The calculation of FTE for part-time staff is based on the proportion of time worked compared to that worked by full-time staff performing similar duties. Some states are not able to calculate FTE on the basis of time, so use wages, resource allocations or student/teacher numbers to estimate FTE.

Reference: *Schools, Australia* (4221.0)

**Government school** — a school administered by the education department in each state and territory.

Reference: *Schools, Australia* (4221.0)

**Higher degree** — higher doctorate, doctorate by research or coursework and master's by research or coursework.

Reference: *Department of Employment, Education and Training Selected Higher Education Student Statistics*

**Higher education student** — people enrolled as a full-time, part-time or external student in a course at a higher education institution.

Higher education institutions include universities; institutes of higher education; institutes of tertiary education; and agricultural colleges.

Reference: *Department of Employment, Education and Training Selected Higher Education Student Statistics*



**Higher educators** — academic staff who are classified as senior lecturer and above, and lecturer and below.

Reference: Department of Employment, Education and Training *Selected Higher Education Staff Statistics*

**In-house training** — courses organised by an employer primarily for their own staff, using the employer's staff or training consultants.

Reference: Training and Education Experience, Australia (6278.0)

**Lecturer and below** — includes lecturers, principal tutors, senior tutors and tutors.

Reference: Department of Employment, Education and Training *Selected Higher Education Staff Statistics*

**Marginally attached to the labour force** — people aged 15–64 years who were not in the labour force in the reference week, who wanted work and who were either actively looking for work but were not available to start work, or were not actively looking for work but were available to start work within four weeks if child care was available.

Reference: Training and Education Experience, Australia (6278.0)

**Median graduate salary** — the median starting salary of bachelor degree graduates aged under 25 years in their first full-time job. That is the salary at which half the population falls above, and half fall below.

Reference: Graduate Careers Council of Australia *Graduate Starting Salaries*

**Non-government school** — is not administered by an education department. It includes special schools administered by government authorities other than state/territory education departments.

Reference: Schools, Australia (4221.0)

**Not employed** — unemployed or marginally attached to the labour force.

Reference: Training and Education Experience, Australia (6278.0)

**PhD or higher student** — a student enrolled in a doctorate or higher doctorate course.

Reference: Department of Employment, Education and Training *Selected Higher Education Student Statistics*

**Postgraduate student** — all students in courses above bachelor level, including graduate diplomas, masters and doctorates.

Reference: Department of Employment, Education and Training *Selected Higher Education Student Statistics*

**Post-school qualification** — an educational qualification such as a trade certificate, other certificate, diploma or degree. 1994 data exclude certificate qualifications attained on completion of a course of less than one semester full-time duration.

Reference: Labour Force Status and Educational Attainment, Australia (6235.0)

**Retention rate to Year 12** — the percentage of full-time students of a given group who continue from the first year of secondary schooling to Year 12. The calculation of retention rates does not take into account such things as students repeating a year of education, migration and other net changes to the school population.

Reference: Schools, Australia (4221.0)

**School attendance** — when a person was enrolled in a school at the census date. People are included if they were expected to be absent for less than a month and were excluded if they had left the school or been absent without explanation for four continuous weeks before the census date.

Reference: Schools, Australia (4221.0)

**Senior lecturer and above** — includes: vice-chancellor; deputy vice-chancellor; principal; deputy principal; professor; head of school; college fellow; personal professor; professional fellow/reader; associate professor/reader; senior research fellow; principal lecturer; and senior lecturer.

Reference: Department of Employment, Education and Training *Selected Higher Education Staff Statistics*

**TAFE student** — a person who is enrolled in a full-time or part-time course in a Technical and Further Education (TAFE) college.  
Reference: National Centre for Vocational Education Research Limited *Selected Vocational Education and Training Statistics*

**Tenurable term** — the effective substantive appointment or current duties that will normally last until retirement age. Academic staff who are employed on a permanent basis may be classified as having a tenurable term.  
Reference: Department of Employment, Education and Training *Selected Higher Education Staff Statistics*

**Tertiary institution** — any institution offering post-school courses. This includes both TAFE colleges and higher education institutions.  
Reference: Participation in Education, Australia (6272.0)

**Trainee** — a person employed under a contract of training, including apprenticeship, Australian Traineeship System and other forms of employment-based training.  
Reference: Australian Committee on Vocational Education and Training Statistics *Australian Training Statistics*

**Training** — includes study, attendance at in-house and external training courses, and on-the-job training.  
Reference: Training and Education Experience, Australia (6278.0)

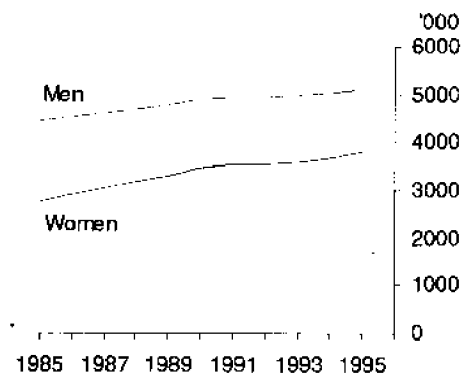
**Vocational qualification** — basic or skilled vocational qualification. The duration of study ranges from one semester to four years and the entry requirement is often the completion of Year 10.  
Reference: Labour Force Status and Educational Attainment, Australia (6235.0)

EMPLOYMENT  
AND  
UNEMPLOYMENT

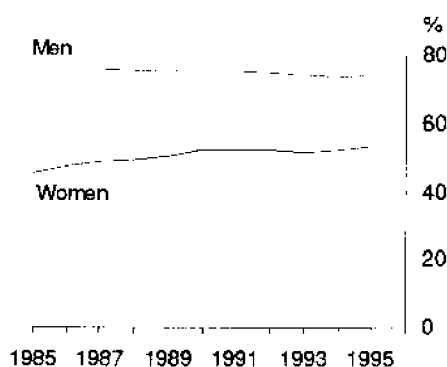


## Summary graphs

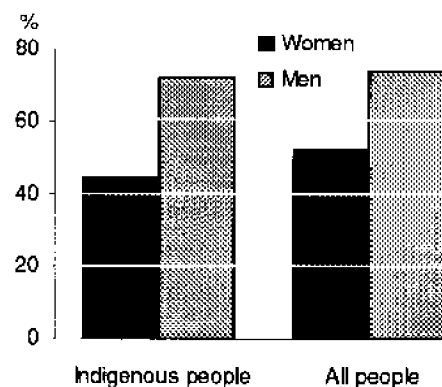
### Labour force



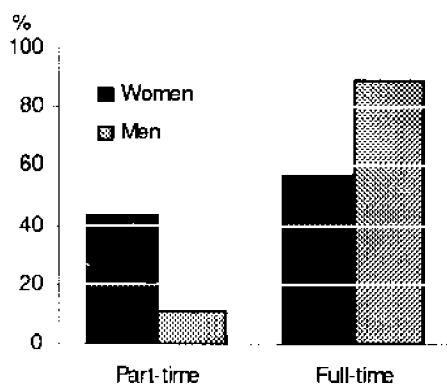
### Labour force participation rate



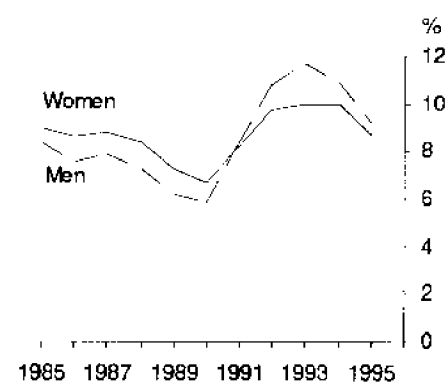
### Labour force participation rate, 1994



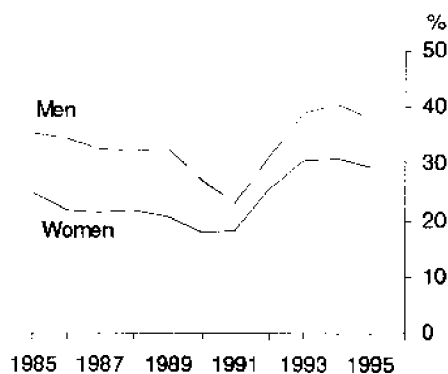
### Full-time and part-time employees, 1995



### Unemployment rate



### Proportion of unemployed who were long-term unemployed



## Policy background

The number of women entering the paid labour force has been increasing for many years. However, they are over-represented in part-time and casual employment, reflecting in part their greater caring responsibilities. A number of recent developments have made it easier for workers to balance work and family responsibilities.

Reforms in the industrial relations arena are designed to build on and maximise the employment gains women have made. The new legislation aims to ensure equitable participation in a more decentralised industrial relations system. A number of safeguards are built in to protect all workers.

Women's participation in labour market programs has tended to be lower across all programs. Women are being targeted in a public information campaign to encourage their registration with the Commonwealth Employment Service (CES) when unemployed. This will help to ensure they can access the employment, training and support programs which are available.

Women, particularly young women, will benefit from the additional 50,000 entry-level training places to be provided each year by the end of 1995-96.

Work was one of the 12 identified areas of critical concern for the United Nations Fourth World Conference on Women in Beijing in September 1995. The Australian report for the conference highlighted difficulties faced by women in balancing the often conflicting roles of work and family.

## 1995 statistical activities

Throughout the year, the ABS continued its regular program of labour market related surveys.

The first wave of the longitudinal Survey of Employment and Unemployment Patterns was conducted by the ABS in September. The aim of the survey is to monitor and evaluate the *Working Nation* labour market programs and services. Results which are expected to be released early in 1996 will provide information on the dynamics of the job search placement process and the labour force experience of jobseekers. It will be possible to follow experiences of jobseekers over successive 12 month periods.

## Labour force participation

Between 1985 and 1995 the average number of women in the labour force increased by one million to 3.8 million. Over the same period the number of men in the labour force increased from 4.4 to 5.1 million. By 1995, 43% of the labour force was female, an increase of 5 percentage points since 1985. In 1995 on average 53% of women in Australia participated in the labour force compared to 74% of men (see *Summary indicators* p. 94).

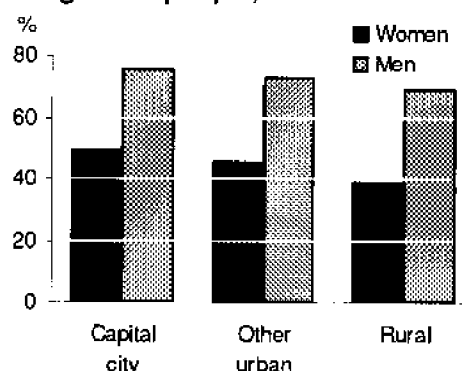
In May 1995, 64% of women aged 15–64 years were in the labour force compared to 84% of men. Women aged 15–19 years had a higher participation rate than men in this age group (60% and 57% respectively). At all ages between 25 and 64 years the rate for men was at least 20 percentage points above that for women. The

### Labour force participation, May 1995

Age group (years)	Women		Men	
	'000	%	'000	%
15–19	371.8	60.3	370.2	57.0
20–24	550.1	77.9	635.6	87.8
25–34	969.7	68.6	1 297.8	92.8
35–44	981.5	71.6	1 257.1	92.8
45–54	736.2	67.5	1 008.8	89.4
55–59	156.8	39.7	302.5	74.2
60–64	58.4	16.6	165.4	47.5
<b>Total</b>	<b>3 824.5</b>	<b>64.3</b>	<b>5 037.4</b>	<b>83.8</b>

Source: The Labour Force, Australia (6203.0)

### Labour force participation by Indigenous people, 1994



Source: National Aboriginal and Torres Strait Islander Survey: Detailed Findings (4190.0)

maximum participation rate for women, 78% at age 20–24 years, was 10 percentage points below the rate for men of that age.

Women retire from the labour force at a younger age than men. By 55–59 years the participation rate for women had dropped to 40%, and by 60–64 years it dropped further to 17%. In comparison, the rates for men were 74% and 47% respectively. This is partially explained by the fact that women are eligible for the age pension at 60 years, five years before men.

31,200 women and 91,300 men aged 65 years and over were in the labour force at May 1995, with participation rates of 3% and 10% respectively. Both the number and rate of participation were slightly higher for both women and men than in May 1994.

In 1994 there was a sizeable difference between the overall participation rates

### Labour force participation, May 1995

Selected country of birth	Women	Men
	%	%
Australia	56.9	76.2
<i>Main English speaking countries</i>	<i>56.0</i>	<i>76.1</i>
New Zealand	67.3	88.6
UK & Ireland	51.7	72.7
<i>Other countries</i>	<i>44.3</i>	<i>67.1</i>
Greece	37.7	60.3
Italy	29.8	55.8
Philippines	61.4	80.1
Vietnam	43.1	71.1
China	48.3	73.9
Hong Kong	36.3	62.2

Source: The Labour Force, Australia (6203.0)

for Indigenous women (44%) and men (72%). The rate for Indigenous women was eight percentage points below the 1994 average rate for all women (44% and 52%), whereas the male rates were closer, 72% and 73% respectively.

Labour force participation of Indigenous people varied according to geographic location. Both women and men living in capital cities had higher participation rates than those in rural areas, 49% and 75% compared to 39% and 69% respectively.

People born in Australia and in the main English speaking countries had similar participation rates, 57% and 56% respectively for women and 76% for men. Rates were lower for both women and men from non-English speaking countries (44% and 67%).

However, participation varied according to country of birth. For women and men born in New Zealand, participation rates were much higher than for all people from main English speaking countries, at 67% and 89% respectively. The participation rate of Italian born women was one of the lowest at 30%, reflecting the older age structure of Italian migrants.

Participation by women born in South East Asian countries varied. For example, Vietnamese women had a participation rate of 43% while the rate for women from the Philippines was 61%. Men from these countries participated in the labour force at a higher rate than the overall rate for the non-English speaking countries.

The overall participation of married women in the labour force is now similar to that of not married women. In May 1995 the participation rates for married and not married women were 55% and 52% respectively. Both rates

### Labour force participation, May 1995



Source: The Labour Force, Australia (6203.0)

were slightly higher than in 1991. For men, the difference in participation rates between those who were married and not married was larger (76% and 70% respectively). Both male rates had decreased marginally since 1991.

For 15–19 year old women, the participation rate for those married was higher than for the not married, 73% and 60%. In the peak child bearing period, between 20 and 34 years, the participation rate for not married women was 10 percentage points higher.

## Employment

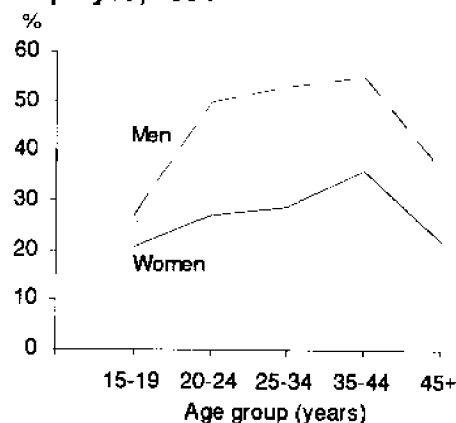
During 1995 there were on average 3.5 million women and 4.6 million men in employment. The number of women employed increased by 5% from 1994, and the number of men increased by

4%. In 1995 women comprised 43% of those employed.

The proportion employed in part-time jobs continued to increase for both women and men. However, part-time employment is still at a much lower level for men than for women (see *Summary indicators* p. 94).

In 1994, 25,200 (27%) Indigenous women and 39,900 (45%) Indigenous men were employed. At 15–19 years the difference between women and men was seven percentage points while between 20 and 34 years the difference was over 20 points. The highest levels of employment were for Indigenous women and men aged 35–44 years. Over one-third of women and over half of the men in this age group were employed.

### Proportion of Indigenous people employed, 1994



Source: National Aboriginal and Torres Strait Islander Survey: Detailed Findings (4190.0)

### Employment of Indigenous people, 1994

Sector	Women	Men
	%	%
Public		
Commonwealth	9.6	7.2
State/territory	27.6	13.9
Local	9.0	16.9
Private		
Community	18.6	18.4
Other private	34.0	41.0
	'000	'000
<b>Total(a)</b>	<b>25.2</b>	<b>39.9</b>

(a) Includes not stated.

Source: National Aboriginal and Torres Strait Islander Survey: Detailed Findings (4190.0)



The proportion of Indigenous women employed by state and territory governments was almost twice that of men. However, Indigenous men were more likely to work in the non-community private sector and for local government.

#### Community Development

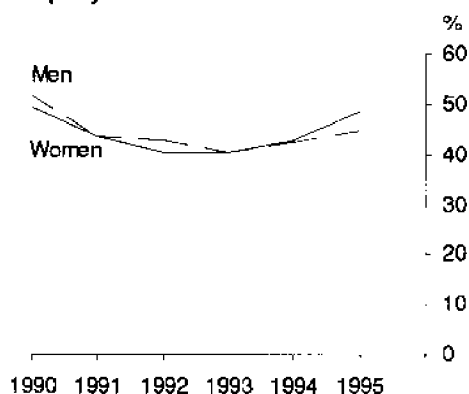
Employment Projects (CDEP) enable Indigenous people to undertake community managed activities in return for wages. In 1994, 46% of employed Indigenous women in rural areas were employed in CDEP, compared to 56% of men. These proportions were much higher than for Indigenous people employed in other geographic locations.

#### Occupational distribution, 1995

Occupation group	Women	Men
	%	%
Managers and administrators	6.1	14.2
Professionals	14.2	13.7
Para-professionals	6.3	5.2
Tradespersons	3.6	22.8
Clerks	29.9	6.1
Sales and personal service workers	25.3	10.5
Plant and machine operators, and drivers	2.3	10.7
Labourers and related workers	12.3	16.8
	'000	'000
<b>Total</b>	<b>3 557.7</b>	<b>4 673.1</b>

Source: The Labour Force, Australia (6203.0)

#### Proportion of 15–19 year olds employed



Source: The Labour Force, Australia (6203.0)

In May 1995, 50% of all women were employed and 67% of men. 43% of women and 11% of men worked part-time.

In 1990, 49% of young women (those aged 15–19 years) were employed compared to 51% of young men. In the following year 43% of both women and men in this age group were employed and by 1993 this had decreased further to 40%. However, by 1995 the proportion of young people employed had increased to 48% of women and 45% of men. 72% of the young women were employed part-time compared to 47% of the men.

#### Occupation and industry

In May 1995, two occupation groups accounted for 55% of women's jobs: clerks; and salespersons and personal service workers. Males were distributed more evenly across the occupation groups, with 54% in the

three groups: trades; labourers; and managers and administrators. The two smallest occupational groups for women (plant and machine operators, and tradespersons) represented 6% of women employed. In comparison, the two smallest male occupation groups (para-professionals and clerks) represented 11% of employed men.

In May 1995 the retail trade industry accounted for 15% of employed persons and employed slightly more women than men. The largest proportion of female employees worked in this industry (17%).

The manufacturing industry accounted for 13% of all workers, and male employees outnumbered females by almost three to one. The largest

proportion of male employees worked in this industry (17%).

Two-thirds of the employees in the education industry were female, as were three-quarters of those in health and community services. In comparison, 85% of employees in the construction industry were men.

### Underemployment

When a person's employment is inadequate in terms of their hours worked, they are considered to be underemployed. This situation is typically associated with part-time workers who would like to work more hours. However, it also includes a small number of full-time workers forced to work part-time hours because of lack of work.

In September 1994, 290,200 women, or 8% of the female labour force, said they would prefer to work more hours. The proportion was slightly lower than in 1993, when over 9% were looking for extra hours of work. 97% of these women were working part-time. 4% of the male labour force would have preferred to work more hours and 84% of these were working part-time.

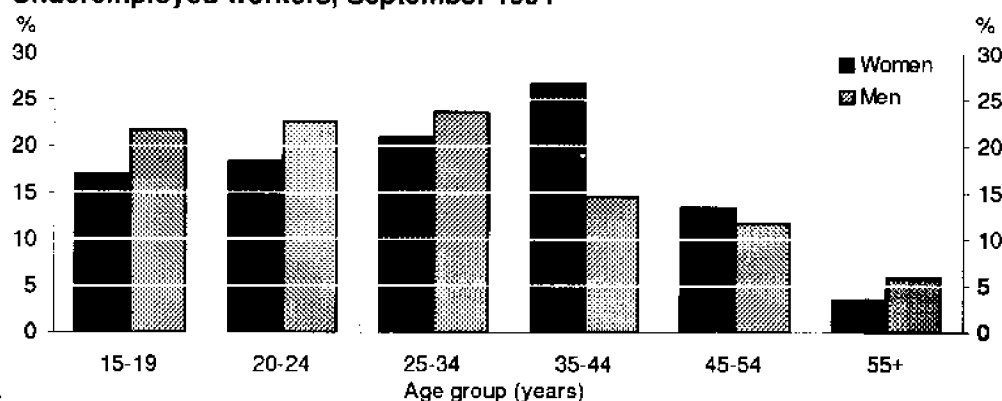
Of those who stated a preference to work more hours, 79% of the women and 74% of the men were part-time workers who had been actively looking for work with more hours and would have been available to start such work in the previous week. 40%

### Employment in the six largest industries, 1995

Selected Industries	Women	Men	Persons
	%	%	%
Retail trade	17.2	12.6	14.6
Manufacturing	8.3	17.4	13.5
Property and business services	10.2	9.2	9.6
Health and community services	16.0	3.8	9.1
Construction	2.5	11.1	7.4
Education	10.7	4.2	7.0
	'000	'000	'000
<b>Total(a)</b>	<b>3 557.7</b>	<b>4 673.1</b>	<b>8 230.8</b>

(a) Includes all industries.

Source: The Labour Force, Australia (6203.0)

**Underemployed workers, September 1994**

Source: Underemployed Workers, Australia (6265.0.40.001)

of the women had dependent children, compared to 25% of the men.

Just over 25% of women and 15% of men looking for more hours of work were aged 35–44 years. 44% of the men were under 25 years, compared to 35% of the women.

On average, underemployed women and men would have preferred to work an additional 16.2 and 19.9 hours respectively. This additional time would contribute 6.8 million hours per week to the economy (the equivalent of 3% of current total hours worked) and women would account for just over half the extra hours.

**Unemployment**

In 1995, there were an average of 328,400 women and 466,200 men who were unemployed. The median duration of unemployment was 19 weeks for women and 28 weeks for men. The indicators all showed

improvement over the previous year but remained well above the values for the years prior to 1991 (see *Summary indicators* p. 94).

In May 1995, women represented 40% of unemployed people. The female unemployment rate was lower than the male rate, 8% and 9% respectively.

In 1994 the unemployment rate of Indigenous women and men was similar (39% compared to 38%). The unemployment rate of Indigenous people varied according to their geographic location. The rates were

**Unemployment rate of Indigenous people, 1994**

Part of state	Women	Men
	%	%
Capital city	37.1	35.4
Other urban	47.1	44.9
Rural	27.3	30.2
<b>Total</b>	<b>39.0</b>	<b>37.7</b>

Source: National Aboriginal and Torres Strait Islander Survey: Detailed Findings (4190.0)

**Unemployment rates, 1995**

Age group (years)	Women		Men	
	Married	Not married	Married	Not Married
	%	%	%	%
15-19	34.5	19.2	43.2*	21.7
20-24	11.7	11.0	12.9	12.8
25-44	4.9	9.3	5.7	11.8
45 and over	2.6	9.9	5.3	12.3
<b>Total</b>	<b>4.8</b>	<b>12.1</b>	<b>5.8</b>	<b>14.0</b>

Source: The Labour Force, Australia (6203.0)

considerably higher for women and men living in urban areas other than capital cities (47% and 45% respectively).

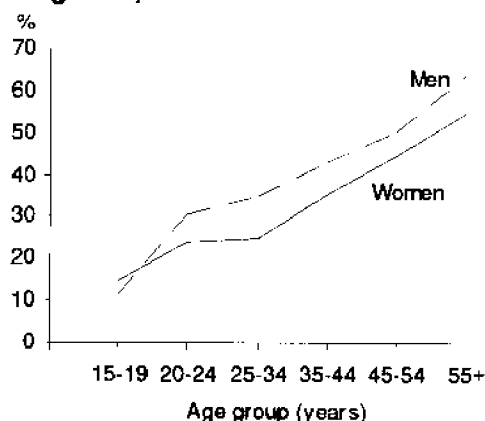
In May 1995, 37% of unemployed women and 41% of unemployed men were married. The overall unemployment rate for unmarried women was more than double the rate for married women (12% and 5% respectively). The same was true for men. The unemployment rate of unmarried women aged 15-19 years was considerably lower than that of married women, 19% compared to 34%. The unemployment rate of married and unmarried women and men aged 20-24 years was similar. In older age groups, the rate remained higher for unmarried people.

30% of unemployed women and 12% of men were looking for part-time work. 37% of females and 68% of males wanting part-time work were aged 15-24 years and were attending an educational institution full-time.

**Long-term unemployment**

Between 1990 and 1994 the number of unemployed persons who had been unemployed for 52 weeks or longer increased, although there was a slight reduction in 1995 (see *Summary indicators* p. 94). The proportion of long-term unemployed people who were women was about 35% throughout this period.

The likelihood of being unemployed for 52 weeks or more increased with

**Proportion of unemployed who were long-term, 1995**

Source: The Labour Force, Australia (6203.0)

age. In May 1995 about one-quarter of unemployed women aged 20–34 years were long-term unemployed. This proportion increased to 36% for women aged 35–44 years and 45% for those aged 45–54 years. For men, the proportion of long-term unemployed increased from 31% for those aged 20–24 years to 50% at age 45–54 years and 64% for those aged 55 years and over.

### Not in the labour force

People who are neither employed nor unemployed are classified as being not in the labour force. Despite this they may have indicated that they would like a job and therefore have some attachment to the labour force. They are not actively looking for work but would be available to start work within four weeks. This group are regarded as having marginal attachment to the labour force.

In September 1994, 521,800 women and 190,200 men were classified as

being marginally attached to the labour force. About one-third of the women gave child care as the main reason for not actively looking for work; 13% were attending an educational institution and 9% cited their own ill-health or pregnancy. 37% of the men were attending an educational institution, and a further 17% cited ill-health or disability as the main reason for not seeking work.

Discouraged jobseekers are a subset of those persons classified as having marginal attachment to the labour force. These people are not looking for a job because they believe, for various reasons, they would not be able to find one. In September 1994, 74,800 women and 31,700 men were classified as discouraged jobseekers. These were the lowest levels recorded since September 1989 and 1990 respectively.

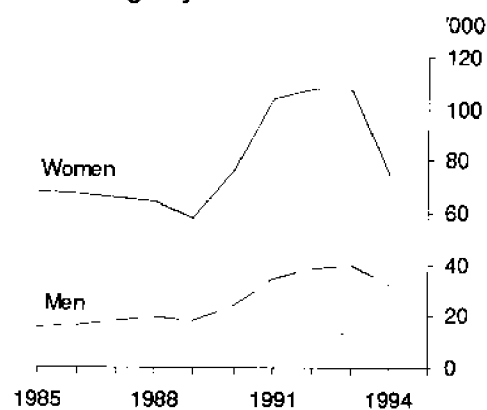
Half of the female discouraged jobseekers were aged 35–54 years and a further 29% were aged 55 years and

### Main reasons for not actively looking for work, September 1994

Selected reasons	Women		Men	
	'000	%	'000	%
Ill health/pregnancy/disability	49.3	9.4	32.8	17.2
Attending educational institution	68.8	13.2	70.3	37.0
No need to work	20.7	4.0	7.6	4.0
Other personal reasons	22.5	4.3	9.7	5.1
Child care	170.9	32.8	6.4	3.0
Other family reasons	67.0	12.8	5.4	2.8
Discouraged jobseeker	74.8	14.3	31.7	16.7

Source: Persons Not in the Labour Force, Australia (6220.0.40.001)

### Discouraged jobseekers



Source: The Labour Force, Australia (6203.0)

over. In comparison, 73% of the males were aged 55 years and over.

In September 1994 there were 22 female discouraged jobseekers for every 100 unemployed women compared to 7 per 100 men (see p. 105).

### Teenage unemployment

In the past ten years unemployment rates for people aged 15–19 years have been consistently higher than for the population as a whole (see *Summary indicators* p. 94). This has provoked public comment which is sometimes based on misrepresentation of the official 'unemployment rate'. For example, a rate of 20% may be misinterpreted to mean that 20% of all teenagers are unemployed, instead of applying the rate only to those in the labour force.

Many teenagers are in full-time education, which they may combine

with participation in the labour force. Therefore, different segments of the teenage labour force may experience very different unemployment rates. The overall teenage unemployment rate can be viewed as a combination of the unemployment rates of the various sub-groups. The size of each group's contribution to the total rate depends on the labour force share of that group.

In May 1995, there were 371,800 teenage women and 370,200 teenage men in the labour force, with unemployment rates of 20% and 22% respectively.

There were marked differences in the labour force participation rate of full-time students (at school or tertiary institutions) and non-students aged 15–19 years (42% and 90% respectively). There was also a 12 percentage point difference in the labour force participation rate of female and male students, reflecting the greater number of female students in part-time employment.

Four labour force groups can be identified according to participation in the labour force and student status. The largest group for women was students in the part-time labour force (54%), while the largest group for young men was non-students in the full-time labour force (53%).

The largest contribution to the overall unemployment rates for both females

**Contribution of sub-groups to teenage unemployment rates, May 1995**

Sub-group	Unemployment rate	Labour force share	Contribution to unemployment rate
<b>Women</b>			
Students in full-time labour force	72.1	1.4	1.0*
Non-students in full-time labour force	32.8	32.7	10.7
Students in part-time labour force	13.5	53.5	7.2
Non-students in part-time labour force	6.2	12.4	0.8*
<b>Total</b>	<b>19.7</b>	<b>100.0</b>	<b>19.7</b>
<b>Men</b>			
Students in full-time labour force	74.5	2.5	1.9*
Non-students in full-time labour force	22.6	52.9	12.0
Students in part-time labour force	21.7	36.8	8.0
Non-students in part-time labour force	1.7	7.7	0.1*
<b>Total</b>	<b>22.0</b>	<b>100.0</b>	<b>22.0</b>

Source: Labour Force Survey unpublished data

and males was from the non-students in the full-time labour force. This group contributed 11% to the female unemployment rate and 12% to the male rate. The second largest contribution came from students in the part-time labour force.

Although the unemployment rates were extremely high for students in the full-time labour force, these sub-groups represented a small share of the total teenage labour force and therefore made very little contribution to the overall rates.

Another measure of unemployment which takes educational participation into account is the unemployment to 'fully active' ratio. This ratio defines the unemployed as only those people

looking for work who are not full-time students. 'Fully active' refers to both those in the labour force (full-time or part-time) and those in full-time education. According to the measure, in May 1995 the ratio for both female and male teenagers was 7%.

**'Fully active' ratio, May 1995**

Group	Women	Men
	'000	'000
Unemployed non-students	42.7	44.8
Labour force and full-time students	591.4	632.6
	ratio	ratio
<b>Total</b>	<b>7.2</b>	<b>7.1</b>

Source: Labour Force Survey unpublished data

## Summary indicators

<b>Labour force</b>		<b>unit</b>	<b>1985</b>	<b>1986</b>	<b>1987</b>	<b>1988</b>	<b>1989</b>
Labour force							
Women		'000	2 754	2 913	3 060	3 167	3 298
Men		'000	4 445	4 538	4 620	4 699	4 785
Labour force (proportion female)		%	38.3	39.1	39.8	40.3	40.8
Participation rate							
Women		%	45.7	47.4	48.7	49.4	50.4
Men		%	75.9	75.9	75.6	75.3	75.2
<b>Employment</b>		<b>unit</b>	<b>1985</b>	<b>1986</b>	<b>1987</b>	<b>1988</b>	<b>1989</b>
Employed							
Women		'000	2 506	2 663	2 790	2 902	3 059
Men		'000	4 073	4 198	4 254	4 354	4 490
Employed part-time (of total employed)							
Women		%	36.5	37.2	38.3	38.7	38.9
Men		%	6.2	6.4	6.7	7.1	7.2
<b>Unemployment</b>		<b>unit</b>	<b>1985</b>	<b>1986</b>	<b>1987</b>	<b>1988</b>	<b>1989</b>
Unemployed persons							
Women		'000	247.9	250.8	269.3	265.5	239.2
Men		'000	371.5	340.7	365.9	345.0	295.5
Unemployment rate							
Women		%	9.0	8.6	8.8	8.4	7.3
Men		%	8.4	7.5	7.9	7.3	6.2
Teenage (15-19 years old) unemployment rate							
Women		%	20.9	20.0	20.8	19.3	16.5
Men		%	21.7	19.9	19.9	18.4	14.9
Median duration of unemployment							
Women		weeks	15.3	13.6	13.5	12.7	11.3
Men		weeks	25.2	23.7	22.9	21.9	20.4
Long-term unemployed							
Women		'000	61.1	54.6	57.4	57.6	49.4
Men		'000	131.4	117.5	119.4	111.5	96.2

Data are annual averages for the financial year.



<b>Labour force</b>	<b>1990</b>	<b>1991</b>	<b>1992</b>	<b>1993</b>	<b>1994</b>	<b>1995</b>
Labour force						
Women	3 456	3 540	3 566	3 596	3 675	3 791
Men	4 889	4 952	4 953	4 978	5 021	5 096
Labour force (proportion female)	41.4	41.7	41.9	41.9	42.3	42.7
Participation rate						
Women	51.9	52.3	51.9	51.7	52.2	53.2
Men	75.5	75.3	74.4	73.9	73.6	73.8
<b>Employment</b>	<b>1990</b>	<b>1991</b>	<b>1992</b>	<b>1993</b>	<b>1994</b>	<b>1995</b>
Employed						
Women	3 224	3 248	3 220	3 237	3 308	3 463
Men	4 608	4 534	4 417	4 397	4 472	4 630
Employed part-time (of total employed)						
Women	39.5	40.2	41.1	41.7	42.0	42.5
Men	8.0	8.5	9.7	10.2	10.4	10.9
<b>Unemployment</b>	<b>1990</b>	<b>1991</b>	<b>1992</b>	<b>1993</b>	<b>1994</b>	<b>1995</b>
Unemployed persons						
Women	232.3	291.7	345.9	359.0	366.4	328.4
Men	281.4	417.3	535.7	581.5	549.0	466.2
Unemployment rate						
Women	6.7	8.2	9.7	10.0	10.0	8.7
Men	5.8	8.4	10.8	11.7	10.9	9.2
Teenage (15–19 years old) unemployment rate						
Women	15.5	19.6	23.3	23.3	23.7	21.0
Men	14.4	20.2	24.3	25.6	23.9	20.7
Median duration of unemployment						
Women	9.8	12.1	18.7	21.7	21.0	19.3
Men	15.3	16.2	26.0	30.8	31.9	28.3
Long-term unemployed						
Women	41.0	52.6	88.3	109.5	112.4	96.5
Men	75.4	96.9	167.4	226.8	222.4	177.0

Data are annual averages for the financial year.

## Definitions and data references

- Community organisations** — are private organisations that have been declared to be eligible for funding from the Aboriginal and Torres Strait Islander Commission.  
Reference: National Aboriginal and Torres Strait Islander Survey: Detailed Findings (4190.0)
- Discouraged jobseekers** — people wanting to work and available to start work within four weeks but whose main reason for not looking for work was their belief they would not be able to find a job for reasons of: age; language or ethnicity; schooling; training; skills or experience; no jobs in their locality or line of work; or they considered that there were no jobs at all available.  
Reference: Persons Not in the Labour Force, Australia (6220.0.40.001)
- Employed** — people aged 15 years and over who worked for one hour or more during the reference week for pay, profit, commission, payment in kind or without pay in a family business, or who had a job but were not at work.  
Reference: The Labour Force, Australia (6203.0)
- Full-time employed** — employed people who usually worked 35 hours a week or more and others who, although usually working less than 35 hours a week, worked 35 hours or more during the reference week.  
Reference: The Labour Force, Australia (6203.0)
- Labour force** — all people aged 15 years and over who, during the reference week, were employed or unemployed.  
Reference: The Labour Force, Australia (6203.0)
- Labour force participation rate** — for any group, the labour force expressed as a percentage of the civilian population in the same group.  
Reference: The Labour Force, Australia (6203.0)
- Long-term unemployed** — people unemployed for a period of 52 weeks or more.  
Reference: The Labour Force, Australia (6203.0)
- Married** — people reported as being married (including de facto) and their spouse was a usual resident of the household.  
Reference: The Labour Force, Australia (6203.0)
- Median duration of unemployment** — the period of unemployment at which half of the unemployed had been unemployed for more weeks and half had been unemployed for fewer weeks.  
Reference: The Labour Force, Australia (6203.0)
- Part-time employed** — employed people who usually worked less than 35 hours a week and who did so during the reference week.  
Reference: The Labour Force, Australia (6203.0)
- Unemployed** — people aged 15 years and over who were not employed during the reference week, but who had actively looked for work and were available to start work.  
Reference: The Labour Force, Australia (6203.0)
- Unemployment rate** — the number unemployed expressed as a proportion of the labour force. Separate rates may be calculated for sub-groups of the population.  
Reference: The Labour Force, Australia (6203.0)
- Unemployment rate (Indigenous)** — the number of unemployed expressed as a percentage of the labour force. In the National Aboriginal and Torres Strait Islander Survey people were asked an additional question about registration at the Commonwealth Employment Service (CES). This may have resulted in higher unemployment rates.  
Reference: National Aboriginal and Torres Strait Islander Survey: Detailed Findings (4190.0)



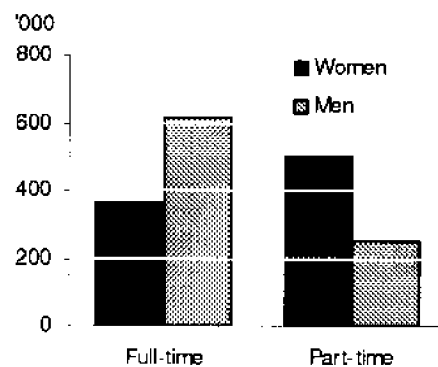
WORKING  
LIFE

## Summary graphs

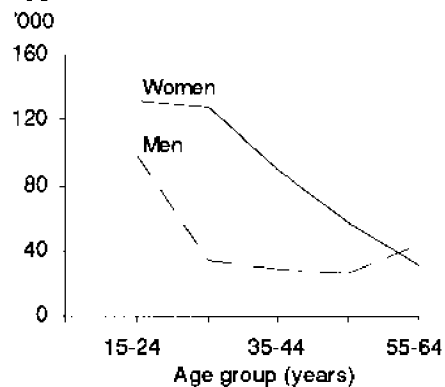
**Labour force experience during the year ending February 1995**



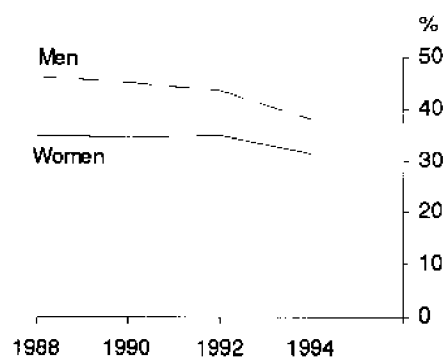
**People who started a job, 1994**



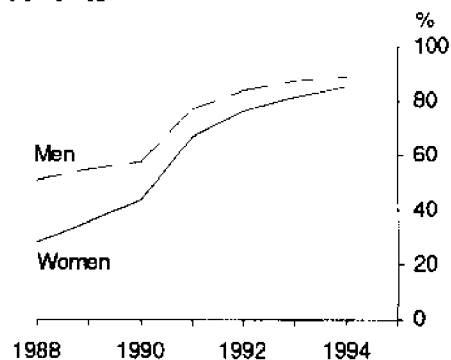
**People who left the labour force in the last 12 months, September 1994**



**Proportion of employees who were trade union members**



**Employees with superannuation benefits**



**Use of formal child care by employees, February 1993**



## Policy background

On 30 March 1994 the *Industrial Relations Reform Act 1993* came into effect. The Act has two major aims: to encourage the spread of enterprise agreements and to protect employees' interests. It includes provisions to maintain and strengthen the award safety net of minimum wages and conditions. These safeguards are particularly important for women.

In November 1994 the Australian Industrial Relations Commission handed down a decision in the Special Family Leave Test Case. The decision extended sick leave so that employees could use this leave to care for sick family members or members of the employee's household.

A number of new initiatives were introduced in the 1995-96 budget to ensure the provision of more flexible and responsive child care services, including the provision of more family day care places and the funding of pilot schemes on how best to provide outside school hours care. A national task force on future child care provision was established by the Prime Minister in August 1995 to investigate the prospective demand for child care in Australia, best practice in the provision of child care, and the links between the provision of child care and other children's and family services.

New superannuation measures build upon the Superannuation Guarantee, introduced in 1992, to ensure that the majority of employees will receive superannuation contributions of at least 15% of earnings by 2002.

## 1995 statistical activities

Throughout the year, the ABS continued its regular program of labour market related supplementary surveys which collect information on a wide range of aspects of the labour force and working conditions.

The Australian Bureau of Agricultural and Resource Economics (ABARE), the Department of Primary Industries and Energy and OSW jointly funded a study of women on broadacre and dairy family farms, using data from the ABARE's farm survey for 1993-94. The first results were released in August and a full report will be published by the end of the year.

In August the Department of Industrial Relations released the first Annual Report on developments in enterprise and workplace bargaining, including results from the Workplace Bargaining survey 1994 and data from other survey research. As required by the Act, the report focuses on the impact of bargaining on women, part-time employees and migrants.

## Labour force experience

The dynamics of the labour market are such that there is continuous movement of people in and out of the labour force. The first part of the chapter looks at some of the components of this mobility. The data are drawn from several labour force supplementary surveys which review the labour force activity of the population over a period of 12 months. Comparable data are not separately available for Indigenous people.

In the year ending February 1995, the majority of both women and men in the civilian population aged 15–69 years had worked at some time. Of those who worked at some time 59% of the women and 70% of the men did so for the whole year. 49% of women had worked full-time only and 40% part-time only. In comparison, 82% of men had worked full-time only and 10% part-time only. A small proportion of both men and women had worked both full-time and part-time during the year.

23% of the population aged 15–69 years had not worked or looked for work during the year ending February 1995. The proportion of women not in the labour force at any time during the year was more than double that for men, 31% and 14% respectively.

## People who worked at some time during the year ending February 1995

Worked at some time	Women	Men
	%	%
All full-time	48.9	81.6
All part-time	39.9	10.2
Both full-time and part-time	11.2	8.2
	'000	'000
<b>Total worked at some time</b>	<b>3 911.2</b>	<b>5 011.9</b>

Source: Labour Force Experience, Australia (6206.0.40.001)

14% of women and 18% of men looked for work at some time during the year (see *Summary graphs* p. 98). About three-quarters of these women and men had only one period of looking for work. Overall, the median duration of time spent looking for work during the year for women was 13 weeks, compared to 19 weeks for men.

## People who spent time looking for work during the year ending February 1995

Spells looking for work	Women	Men
	%	%
1 spell	75.2	73.2
2 spells	10.7	11.5
3 or more spells	14.1	15.3
	'000	'000
<b>Total</b>	<b>863.4</b>	<b>1 105.0</b>
	weeks	weeks
<b>Median duration</b>	<b>13</b>	<b>19</b>

Source: Labour Force Experience, Australia (6206.0.40.001)

However, 13% of women and 17% of men who spent any time looking for work had been looking for work for the whole year.

For those who were not in the labour force at some time during the year, the main activity varied according to the time away from the labour force. When away for short periods of up to four weeks, the most common activities for both women and men were travelling, moving house or holidaying. This remained the main activity for men out of the labour force between one and three months (39%). In contrast, women were most likely to be occupied with home duties or child care (38%) and a further 30% reported that they were travelling, holidaying or moving house.

Of those persons who were not in the labour force for the whole year, nearly three-quarters of the women reported home duties/child care as their main activity, 11% were retired and 10% were attending an educational institution. In contrast, 46% of men were retired, 23% were attending an educational institution and 21% were ill or had an injury or disability. 6% of the men undertook home duties or child care as their main activity.

### Labour mobility

In February 1994, 76% of women and 79% of men currently employed had been in their job for more than a year. Two years earlier, the corresponding figures were 79% and 82% respectively.

### Selected main activities when not in the labour force, February 1995

Main activity	Time not in the labour force							
	1 to under 4 weeks		4 to under 13 weeks		13 to under 52 weeks		52 weeks	
	Women	Men	Women	Men	Women	Men	Women	Men
	%	%	%	%	%	%	%	%
Home duties, child care	14.2	2.8	37.9	7.3	54.6	6.8	72.6	5.6
Attended educational institution	5.7	3.5	11.0	10.5	32.0	56.2	9.5	23.0
Travelled, moved house, holiday	47.6	54.6	30.0	39.0	4.5	7.0	0.6+	0.6
Retired, voluntarily inactive	2.6	3.8	3.3	10.1	2.2	13.7	11.2	45.5
Own illness, injury/disability	7.8	10.4	6.7	10.0	2.8	9.1	3.7	20.9
	'000	'000	'000	'000	'000	'000	'000	'000
<b>Total</b>	<b>290.6</b>	<b>299.7</b>	<b>424.3</b>	<b>304.9</b>	<b>912.7</b>	<b>517.2</b>	<b>1 935.4</b>	<b>868.3</b>

Source: Labour Force Experience, Australia (6206.0.40.001)

**Labour force mobility, February 1994**

Current job duration	Women	Men
	%	%
Worked one year or more	76.3	78.6
10 years and over	17.8	27.9
Under one year	23.7	21.4
No earlier job in the year	10.3	7.3
Earlier job in the year	13.4	14.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>
	'000	'000
<b>Total</b>	<b>3 331.0</b>	<b>4 429.8</b>

Source: Labour Mobility, Australia (6209.0)

In February 1994, 24% of women and 21% of men had been in their current job for less than a year. 10% of women and 7% of men had not worked during the reference year before starting their current job.

591,000 women and 1.2 million men had held their current job for ten years or more (18% and 28% respectively of those working).

Women and men in managerial occupations were most likely to have been in their current job for ten years or more (36% and 44% respectively). Above average proportions of female and male professionals and men in para-professional occupations also had held their jobs for ten years or more. In contrast, the proportions of women and men in sales/personal service and labouring occupations with ten years

in their current job were much lower than average.

In addition to those people currently employed, a further 429,300 women and 412,300 men had worked at some time during the year ending February 1994. Of all people who had worked during the year, 20% of women and 18% of men had changed their employer or business. The pattern of job mobility according to age was similar for women and men, except for those aged 15-19 years where the proportion of young women was four percentage points higher than for young men.

Women were more likely to leave a job than to lose it. Of those who had ceased a job during the year, 59% had left their most recent job, while 41%

**Proportions in current job for 10 years or more, February 1994**

Occupation	Women	Men
	%	%
Managers and administrators	35.9	43.6
Professionals	24.8	32.4
Para-professionals	19.5	37.1
Tradespersons	14.8	25.8
Clerks	19.1	30.0
Salespersons and personal service workers	8.7	13.0
Plant and machine operators, and drivers	17.3	28.2
Labourers and related workers	14.6	18.2
<b>Total</b>	<b>17.8</b>	<b>27.9</b>

Source: Labour Mobility, Australia (6209.0)



had lost their job (comprising 21% retrenched, 16% with a seasonal or temporary job and 4% leaving because of ill health or injury). For men the proportions leaving or losing a job were closer (48% and 52% respectively). A higher proportion of men than women were retrenched (37%).

## Looking for work

In July 1994 there were 319,600 unemployed women and 454,500 unemployed men. 72% of the women and 91% of the men were looking for full-time work. The age distribution of those unemployed was similar for women and men, except for the youngest and oldest groups. 23% of unemployed women were aged 15-19 years compared to 14% of the men. In contrast, 3% of unemployed women

### Unemployed people, July 1994

Age group (years)	Women	Men
	%	%
15-19	23.3	13.8
20-24	18.0	19.9
25-34	23.6	24.2
35-44	20.2	18.0
45-54	12.0	13.4
55 and over	2.9	10.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>
	'000	'000
<b>Total</b>	<b>319.6</b>	<b>454.5</b>

Source: Job Search Experience of Unemployed Persons, Australia (6222.0)

and 10% of men were aged 55 years and over.

Most people looking for full-time work had registered with the Commonwealth Employment Service (CES) as well as taking other steps to find work (83% and 92% of unemployed women and men). People

### Looking for work, July 1994

Active steps taken	Looking for full-time work		Looking for part-time work	
	Women	Men	Women	Men
	%	%	%	%
<i>Registered with the CES</i>	83.2	92.4	35.7	40.9
Contacted prospective employers	77.8	88.7	29.4	35.5
<i>Not registered with the CES</i>	16.8	7.6	64.3	59.1
Contacted prospective employers	15.8	7.3	59.8	54.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
	'000	'000	'000	'000
<b>Total</b>	<b>230.4</b>	<b>415.6</b>	<b>89.2</b>	<b>38.9</b>

Source: Job Search Experience of Unemployed Persons, Australia (6222.0)

### Selected main difficulties experienced by unemployed people in finding work, July 1994

Main difficulty	Women	Men
	%	%
Considered too young or old by employers	14.4	19.4
No vacancies at all	14.4	19.0
Insufficient work experience	14.1	10.0
Lacked necessary skills or education	12.4	10.5
No vacancies in line of work	11.0	16.3

Source: Job Search Experience of Unemployed Persons, Australia (6222.0)

looking for part-time work were less likely to register with the CES.

The main difficulty reported in finding work concerned either age-related factors or perceived lack of vacancies. An equal proportion of women reported their main difficulties were: being considered too young or too old, that they had insufficient work experience or that there were no vacancies at all (14%). In comparison, 19% of men cited age and a further 19% stated their main difficulty as no vacancies.

### Starting a job

During the 12 months to July 1994, 861,000 women and 870,500 men started a job for wages or salary. 14% of the women and 13% of the men were starting their first job.

For 74% of women and 49% of men who were starting their first job, the job was part-time. In comparison, 45% of women and 74% of men who had worked before started a full-time job.

56% of both women and men obtained their first job in their preferred occupation. The proportions rose to 70% and 68% respectively for women and men who had worked before.

The methods used to find a job were almost identical for women and men. About one-quarter of both women and men had been approached by the

### People who started a job in previous 12 months, July 1994

Method of getting job	Women	Men
	%	%
Jobseeker approached employer	76.0	76.5
Did not know job available	37.7	38.2
Contacted employers	22.0	22.1
Contacted friends/relatives	5.0	6.7
CES	3.4	3.2
Knew job available	38.3	38.4
Through CES	3.0	4.4
Through newspapers	15.4	12.7
Through friends/relatives/contacts	15.3	17.2
Other	4.6	4.1
Employer approached jobseeker	23.9	23.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>
	'000	'000
<b>Total</b>	<b>861.0</b>	<b>870.5</b>

Source: Successful and Unsuccessful Job Search Experience, Australia (6245.0)

employer to take up the job. 15% of women had approached the employer knowing a job was available from newspaper advertisements, and 15% had done so because of information from friends and relatives. Men were slightly more likely than women to hear about jobs from friends (17%) and less likely to know through newspaper advertisements (13%). 3% of women and 4% of men knew about the job through the CES. 38% of both women and men had approached the employer not knowing the job was available, while undertaking a range of active steps to find work.

## Leaving the labour force

In September 1994, 39% of women and 20% of men aged 15–69 years were not

in the labour force (3.7 million people altogether). 18% of these women and 20% of the men had left the labour force in the previous 12 months.

For half of these women and men their last labour force activity was looking for work.

Half the women who left the labour force were aged 25–44 years (the peak child bearing ages) and a further 30% were aged between 15–24 years. In comparison, 40% of the men were aged 15–24 years and 24% were aged 55–69 years (see *Summary graphs* p. 98).

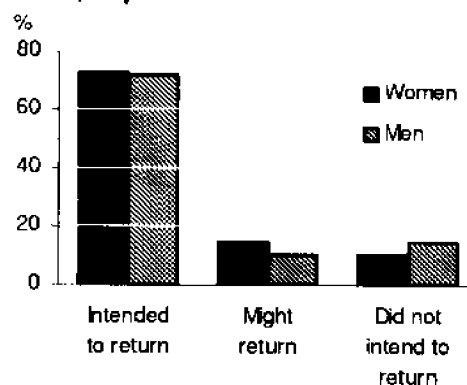
After leaving the labour force 61% of the women were mainly involved in home duties and child care, and 26% were attending an educational institution. Relatively few retired or had left the labour force because of illness or injury. Conversely, 19% of the men had retired, 17% had an illness

### Activity of people who left the labour force in the year ending September 1994

Selected main activity	Women	Men
	%	%
Home duties, child care	60.6	6.8
Attending an educational institution	26.3	40.7
Retired	3.8	19.5
Own illness or disability	4.3	17.0
Other	5.0	16.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>
	'000	'000
<b>Total</b>	<b>441.2</b>	<b>245.3</b>

Source: Persons Who Have Left the Labour Force, Australia (6267.0.40.001)

### People who have left the labour force, September 1994



Source: Persons Who Have Left the Labour Force, Australia (6267.0.40.001)

or injury and 41% were attending an educational institution.

Overall, 75% of the women and 74% of the men intended to return to the labour force at some time. This intention was at a high level among women and men attending educational institutions. Over two-thirds of the women undertaking home duties or child care also intended to return. 11% of women and 15% of men did not intend to return.

## Trade union membership

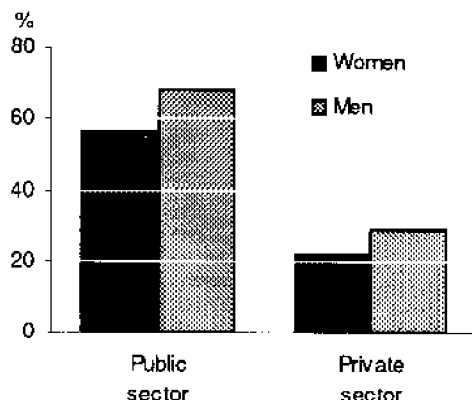
In August 1994, 35% of the 6.5 million employed people were members of a trade union in connection with their main job.

Between 1988 and 1994 union membership for women declined by

four percentage points, to 31%, and for men by eight points to 38% (see *Summary graphs* p. 98).

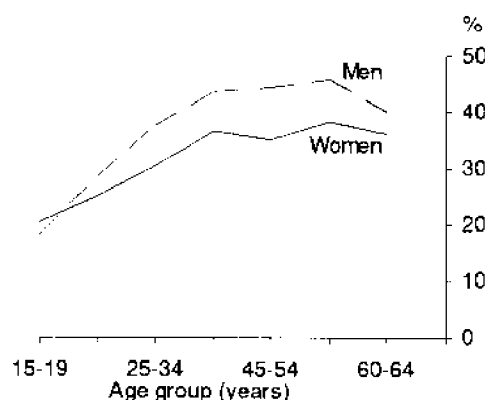
Union membership was stronger in the public sector than in the private sector. Of female public sector employees 56% were members compared to 22% of those in the private sector. The corresponding figures for men were 68% and 29% respectively. These differences are related to the greater incidence of casual work in the private sector. Casual employees are considerably less likely to be union members than permanent employees. The level of membership was relatively strong among women employed part-time in the public sector (41% compared to 63% of female full-time public sector employees and 20% of female part-time employees in the private sector).

**Proportion of employees who were trade union members, August 1994**



Source: Trade Union Members, Australia (6325.0.40.001)

**Employees who were trade union members, August 1994**



Source: Trade Union Members, Australia (6325.0.40.001)

Union membership generally increased with age, and at all ages except 15-19 years men had a higher rate of membership than women. In that age group, female part-time workers were more strongly unionised than female full-time workers or male workers.

Among permanent employees, female managers and professionals were more likely to be union members than men in these occupations. Membership was high for both women and men in para-professional jobs. The proportion of women in sales and personal service occupations who were union members was almost twice that of their male

#### Proportion of permanent employees who were trade union members, August 1994

Occupation	Women	Men
	%	%
Managers and administrators	25.8	19.3
Professionals	52.1	36.5
Para-professionals	57.9	59.0
Tradespersons	25.5	47.4
Clerks	27.0	46.4
Salespersons and personal service workers	36.9	19.0
Plant and machine operators, and drivers	54.5	64.1
Labourers and related workers	50.9	49.6
<b>Total</b>	<b>38.8</b>	<b>43.0</b>
	'000	'000
<b>Trade union members</b>	<b>777.5</b>	<b>1 278.7</b>

Source: Trade Union Members, Australia (6325.0.40.001)

#### Proportion of permanent full-time employees receiving selected benefits, August 1994

Type of benefit	Women	Men
	%	%
Standard benefits		
Superannuation	95.8	96.1
Holiday leave	98.5	98.5
Sick leave	98.7	98.0
Long-service leave	84.1	84.2
Other benefits		
Goods or services	18.5	16.5
Transport	7.3	23.4
Telephone	3.4	11.6

Source: Employment Benefits, Australia (6334.0.40.001)

counterparts. In contrast, the unionised proportion of male clerks and tradespersons was higher than that of females in those occupations.

#### Employment benefits

Many employees receive concessions, allowances or other benefits in addition to their wage or salary. Standard benefits include holiday leave, sick leave, long-service leave and membership of an employer funded superannuation or retirement benefits scheme. Other benefits may include assistance with travel, telephone costs, an allowance for entertainment, free or discounted goods and services, subsidised medical expenses, finance and union dues.

Holiday and sick leave have been available to the majority of full-time

employees for a number of years. About three-quarters of full-time employees reported an entitlement to long-service leave.

In August 1994 there was very little difference between the levels of standard benefits received by women and men who were permanent full-time employees. Over 95% of both women and men received holiday leave, sick leave and superannuation. Long-service leave was available to 84% of both women and men.

However, provision of other benefits was at a much lower level for both women and men. Women were less likely than men to receive assistance with transport or telephone expenses, (7% compared to 23% for transport and 3% to 12% for telephone, respectively). However women were more likely to receive goods or services.

Female and male part-time employees received fewer employment benefits than full-time employees and the levels for casual employees were generally lower than for permanent part-time workers. By definition, casual employees are not entitled to annual and sick leave. 91% of female permanent employees working part-time had a superannuation benefit whereas 60% of female casual part-timers had superannuation.

Among men a similar pattern was evident. However, the proportion of male permanent part-time employees receiving standard benefits was lower than for the women, particularly for superannuation (73% compared to 91%) and long service leave (52% and 71% respectively).

The proportion of women part-time workers receiving no benefits was just over half that for men (18% and 34%).

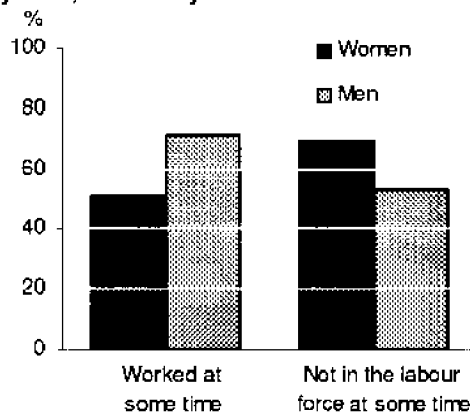
In the past six years there has been a significant increase in the overall proportions receiving an employer sponsored superannuation benefit among both full-time and part-time employees (see *Summary graphs* p. 98). In 1994, 93% of full-time employees received this benefit, compared to 49% in 1988. The proportions for part-time

#### Married people with children under 15 years during the year ending February 1995



Source: Labour Force Experience, Australia (6206.0.40.001)

### Lone parents with children under 15 years, February 1995



Source: Labour Force Experience, Australia (6206.0.40.001)

employees were 67% and 10% respectively.

### Work and family

While both women and men may get married or have responsibility for children, these events affect the working lives of women and men differently.

Married women with children aged under 15 years were much less likely

than married men with children of a similar age to have worked at some time in the 12 months to February 1995. 60% of these mothers had not been in the labour force during the previous year. This was almost four times the proportion of fathers.

Lone mothers were also less likely to have worked during the year (52% compared to 69% for lone fathers) and more likely to have been out of the labour force (65% and 46% respectively).

The proportion of men with children under 15 years who worked for 52 weeks full-time was nearly three times larger than the proportion of women in a similar situation. Married women without children were more likely to work full-time for the whole year than those with children, whereas the proportion of married men without children working full-year full-time was slightly lower than those with children.

### Proportion of people who were employed, May 1995

Age group (years)	Married with children under 15 years		Married without children under 15 years		Lone parent with children under 15 years	
	Women	Men	Women	Men	Women	Men
	%	%	%	%	%	%
25-29	43.1	85.9	88.3	95.6	38.9	56.7
30-34	56.3	89.9	86.8	91.3	35.2	42.8
35-39	63.6	89.9	75.8	91.1	53.1	48.4
40-44	70.3	89.9	74.5	90.7	52.4	61.2

Source: Labour Force Survey unpublished data

**Average hours worked, 1995**

Marital status	Women	Men
	hours	hours
<i>Married</i>	29.2	43.1
Full-time workers	39.8	44.9
Part-time workers	16.9	17.4
<i>Not married</i>	30.1	36.4
Full-time workers	39.4	41.6
Part-time workers	14.5	14.1
<b>Total</b>	<b>29.5</b>	<b>40.7</b>
	'000	'000
<b>Total employed</b>	<b>3 557.7</b>	<b>4 673.1</b>

Source: Labour Force Survey unpublished data

In May 1995, the proportion of women aged 25–44 years who were working varied markedly with age and the presence of children under 15 years. Between 25 and 29 years the proportion working of married women with children was half that of those without children. The proportion working of the former group increased with age (as their children grew older). Those without children aged under 15 years showed a decrease with age in the proportion working. At age 40–44 years the proportions working were very similar, at 70% and 75% with and without children, respectively.

In contrast, by age 30–34 years, the proportions of men with and without children under 15 years who were working had converged at around 90%. About 95% of employed men in all age groups between 25 and 44 years

worked full-time, regardless of whether they had children.

The hours worked may also affect the quality of family life. Married and not married female full-time employees worked very similar hours on average, 40 hours and 39 hours respectively. Average hours for not married female part-time workers were lower, at 14 hours compared to 17 hours for those married.

Married men who were full-time employees worked on average three hours more than those not married. Part-time hours for the not married were also lower, at 14 compared to 17 hours.

Of the 4.7 million men employed in May 1995, 28% worked more than 49 hours in the week. Included in this group were over half a million married men, 17% of all employed married men, who had worked for more than 60 hours. 9% of women employees worked over 49 hours. The group of married women who worked more than 60 hours comprised 4% of all married females working.

## Child care

In February 1993, 1.7 million employees had children under 12 years. Overall, 20% of these employees used formal child care for any child in the family. Those women with children who worked full-time were



**Operational child care places**

Service type	1991	1992	1993	1994	1995
	'000	'000	'000	'000	'000
Long day care					
Community based	39.6	40.3	42.8	43.4	44.6
Private(a)	36.7	53.2	53.9	70.6	88.6
Employer and other non-profit centres(a)	..	..	7.5	9.8	11.3
Family day care	42.5	45.5	47.9	51.7	54.0
Occasional/ other centres(b)	5.1	5.6	5.6	6.2	6.3
Outside school hours(c)	44.4	48.2	50.3	59.8	64.1
<b>Total</b>	<b>168.3</b>	<b>192.8</b>	<b>208.0</b>	<b>241.5</b>	<b>268.9</b>

(a) In 1991 and 1992 private, and employer and other non-profit centres were not reported separately.

(b) Includes neighbourhood model occasional care, multifunctional Aboriginal children's services, and other multifunctional centres.

(c) Includes year round care.

Source: Department of Human Services and Health *Annual Report*

nearly twice as likely to use formal child care as the men in a similar situation (31% and 17% respectively). Use of formal child care by part-time female employees was higher than for men employed either full-time or part-time (see *Summary graphs* p. 98).

Commonwealth government support for child care is provided through the Children's Services Program, which was established in 1972. In recent years the principal focus on child care and the provision of child care services has related to meeting the needs of working families with low to middle incomes.

Commonwealth funding is directed to long day care, family day care, outside school hours care and occasional care. Most of the commonwealth expenditure is for Childcare Assistance

(formerly called fee relief) which is paid to approved services. The funding is then used by the services to reduce fees for individual low and middle income families who are assessed as eligible for assistance.

From January 1991 the Childcare Assistance system was extended to approved private and employer-sponsored child care centres, in addition to community based non-profit child care services.

Places in private and employer-sponsored centres increased rapidly following this change. At 30 June 1995 there were 99,900 operational places in the sector, an increase of 24% since the previous year, compared to an increase of 11% in places overall. This sector provided 37% of operational child care

places overall, and 69% of all long day care places.

The Quality Improvement and Accreditation System for long day care services commenced on 1 January 1994. All long day care centres operating on that date and in receipt of Childcare Assistance were required to register with the National Childcare Accreditation Council Inc. (NCAC) and lodge a self-study report by 30 June 1995. 99% of the 3,550 centres were registered by the due date. 5% of centres have proceeded through the accreditation process, comprising the self-study, a peer review and assessment of standard of care, leading to accreditation from one to three years until a new review is undertaken.

## Farm work

Until recently, the collection and analysis of data relating to agricultural production has not adequately recognised women's contribution to family farming businesses. In the 1993-94 annual farm survey conducted by the Australian Bureau of Agricultural and Resource Economics information was collected about individual women and men on farms. This was the first time that such data about the contribution of women on farms have been collated on a large scale.

The study covered family-operated farms in the broadacre and dairy

### Average weeks<sup>(a)</sup> worked on and off farms, 1993-94

Age group (years)	Women		Men	
	On farm	Off farm	On farm	Off farm
	weeks	weeks	weeks	weeks
21-30	16	7	49	—
31-40	17	9	50	2
41-50	21	8	50	2
51-60	20	5	50	1
61-70	14	1	49	—
Over 70	11	—	44	—

(a) Average number of full-time equivalent weeks.

Source: Australian Bureau of Agriculture and Resource Economics *Farm Surveys Report*

industries. For each farm in the sample, a principal contact and their spouse were selected as the people who made most management decisions about the farm (not all farms had both a female and male contact). This group of people form the contact population. Therefore, the group does not include all women working on farms, as, for example, other family members and paid employees are not included.

The female contact population was slightly younger than the male, with median age 49 years compared to 51 years for the male group. 58% of both women and men were aged 41-60 years.

48% of female and 35% of male contacts had completed at least 5-6 years of high school or the equivalent; 18% of the women had completed

tertiary education, over twice the proportion of the men.

23% of the female contacts had undertaken non-farm work for wages or salary during the year, compared to only 6% of the men. 3% of women and 2% of men had worked on other farms for wages. 10% of women worked off the farm for more than 26 weeks.

Work periods, on or off the farm, were measured in 40 hour weeks. Part-time work hours were aggregated to the equivalent full-time work hours. 23% of female and 95% of male contacts worked more than 26 weeks on their farm. This farm work did not include house work, but did include time spent in managing accounts and other business support activities.

Women aged 41–60 years worked on average around 20 weeks on the farm, a higher level than any other age group. In comparison, almost all men averaged around 49–50 weeks, except those aged over 70 years, who worked 44 weeks; women in this age group contributed 11 weeks on the farm.

In addition to their farm work women's employment off the farm brought the level of total weeks worked to between 23 and 29 weeks for those aged 21–60 years. Total hours worked varied according to age. Male contacts worked few weeks off-farm.

## Definitions and data references

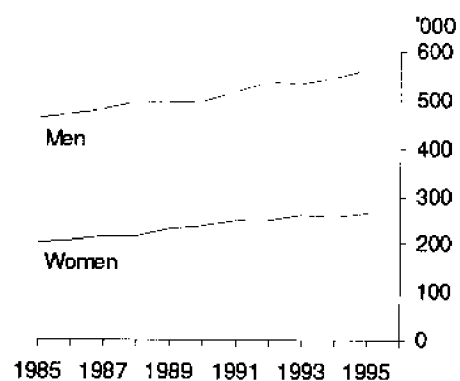
- Broadacre farm** — a farm engaged mainly in: growing cereal grains; coarse grains; oil seeds or grain legumes; running sheep; running beef cattle; or a combination of these as defined in the Australian and New Zealand Standard Industry Classification class 0121-0125.  
Reference: Australian Bureau of Agriculture and Resource Economics *Farm Surveys Report*
- Casual employees** — are not entitled to either annual leave or sick leave.  
Reference: Employment Benefits, Australia (6334.0.40.001)
- Current job** — the job in which the person worked in the week before the interview for an employer/business. If they had worked in more than one job it was the job in which most hours were usually worked.  
Reference: Labour Mobility, Australia (6209.0)
- Dairy farm** — a farm engaged mainly in dairying, as defined in the Australian and New Zealand Standard Industry Classification class 0130.  
Reference: Australian Bureau of Agriculture and Resource Economics *Farm Surveys Report*
- Formal child care** — includes any arrangements made for the care of children under 12 years of age at a pre-school, child care centre, family day care, full day care centre, before and /or after school care, or the workplace.  
Reference: Career Experience, Australia (6254.0)
- Full-time employee** — all employees for whom full-time was the response to the question 'is your main job full-time or part-time?'  
Reference: Employment Benefits, Australia (6334.0.40.001)
- Looking for work** — out of work and looking for a job.  
Reference: Labour Mobility, Australia (6209.0)
- Median duration of time spent looking for work** — the duration which divides people who looked for work into two equal groups.  
Reference: Labour Force Experience, Australia (6206.0.40.001)
- Not in the labour force** — not working and not looking for work.  
Reference: Labour Mobility, Australia (6209.0)
- Part-time employees** — all employees for whom part-time was the response to the question 'is your main job full-time or part-time?'  
Reference: Employment Benefits, Australia (6334.0.40.001)
- Permanent employees** — are entitled to annual leave and /or sick leave in their main job.  
Reference: Employment Benefits, Australia (6334.0.40.001)
- Sector** — used to classify a person's employer as a public or private enterprise. Public sector includes local government departments, agencies and authorities.  
Reference: Trade Union Members, Australia (6325.0.40.001)
- Standard benefits** — holiday leave, sick leave, long-service leave or superannuation benefits provided by employers.  
Reference: Employment Benefits, Australia (6334.0.40.001)
- Superannuation benefit** — membership of a superannuation or retirement benefits scheme, which was arranged or provided by the persons' current employer, even if the employer did not contribute to the fund.  
Reference: Employment Benefits, Australia (6334.0.40.001)
- Trade union** — an organisation (or employee or professional association) consisting mainly of employees. Its main activities include negotiating on rates of pay and conditions of employment for its members.  
Reference: Trade Union Members, Australia (6325.0.40.001)

BUSINESS

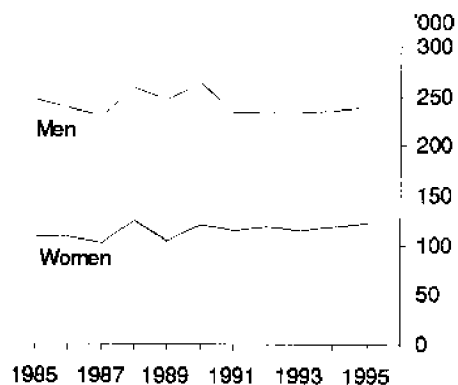


## Summary graphs

### Own account workers



### Employers



## Policy background

In June 1995, a group of women in Australian business met to discuss the formation of a peak non-government businesswomen's organisation. The idea grew from moves by businesswomen and their organisations to co-operate more effectively, ensuring a stronger voice for businesswomen and achieving higher visibility in government, the business community and the media.

A steering committee began work to form the Australian Council of Businesswomen and called for nominations from across Australia for the council's first board. The committee particularly encouraged businesswomen who were young, or from rural areas, as well as those who were Aboriginal and Torres Strait Islander or from a non-English speaking background to nominate for the board. It aims to provide leadership and to represent and promote women in business.

In March 1995, the Department of Industry, Science and Technology commissioned Flinders University to undertake a literature review on women as owners and managers of small business. The study will critically review the literature on women in small business; identify where women face particular impediments in starting and developing their businesses; suggest where further research is

needed; and suggest appropriate terms of reference and methodology for further studies in the area. The literature review will be available in September 1995.

*Enterprising Nation*, the report from the Industry Taskforce on Leadership and Management Skills released in April 1995, noted that women were a force in the area of small businesses and they needed more attention from public and private business support programs.

## 1995 statistical activities

In February the ABS conducted the first Characteristics of Small Business Owners Survey. Data from the survey will be available later this year (8127.0). It is expected that the survey will be conducted every two years.

## Business

A business may have legal status as a company, sole proprietorship, or a partnership. Sole proprietors and people in partnerships can be either employers or own account workers (have no employees).

Companies represent approximately one-quarter of all businesses, but are the majority of larger businesses. The owners of a company may appoint

### Persons working in own business, May 1995

Industry	Women	Persons
	'000	% female
Retail trade	85.6	40.5
Agriculture, forestry and fishing	74.0	32.7
Property and business services	44.2	31.1
Construction	26.9	12.4
Personal and other services	30.5	52.9
Health and community services	26.4	54.5
Manufacturing	23.9	34.4
Wholesale trade	17.2	36.2
Accommodation, cafes and restaurants	17.3	48.4
Cultural and recreational services	12.3	41.8
Transport and storage	11.3	19.2
Education	9.1	56.9
Other(a)	5.4	21.9
<b>Total</b>	<b>383.9</b>	<b>32.4</b>

(a) Includes communication services; finance and insurance; mining; electricity, gas and water; and government administration and defence industries.

Source: Labour Force Survey unpublished data

### Persons working in own business

Employed	May 1986		May 1995	
	Women	Men	Women	Men
	'000	'000	'000	'000
Employer	108.3	237.7	121.4	240.0
Own account workers	205.1	470.2	262.6	560.5
<b>Total</b>	<b>313.4</b>	<b>707.9</b>	<b>383.9</b>	<b>800.5</b>

Source: Labour Force Survey unpublished data

themselves as directors of that company and may be paid a wage or salary. In this case they are classified as employees. There are currently no data available on the characteristics of people who are directors of companies as they cannot be separately identified from employees. However such data should be available for operators of small companies later this year following the release of the Characteristics of Small Business Owners Survey.

In May 1995, there were 262,600 female own account workers and 121,400 female employers. Women made up 32% of own account workers and 34% of employers. However 45% of employees were women.

42% of female employers and own account workers worked in two of the 17 industries, retail trade and agriculture, forestry and fishing. However these industries still employed more men than women.

There were fewer female employers and own account workers in the



traditionally male industries. For example, 12% of all persons working in their own business in the construction industry and 19% in the transport and storage industry were female. Women continued to predominate in the traditionally female areas, that is, in the service industries. More than half of those in the education; health and community services; and personal and other services industries were women.

In most industries, women were proportionately more likely to be employees than employers or own account workers. This was true even for industries that traditionally employ large numbers of women. Women represented 54% of people working in their own business in the health and community services industry but 78% of all employees in that industry were women. 31% of people working in their own business in the property and business services industry were women, however 49% of the employees were women.

### Own account workers

In May 1995, around one-third (262,600) of all own account workers were women. The proportion of female own account workers has fluctuated between 30% and 33% during the last ten years.

Similarly, the proportion of employed women who were own account workers remained fairly stable,

between 7% and 8%, during the last decade.

22% of self-employed women were in the agriculture, forestry and fishing industry. A further 13% were in production industries while 65% were in service industries. The distribution of women between industries generally matches the pattern of traditional female employment (see p. 88).

### Female own account workers, May 1995

Industry	Own account workers
	%
Retail trade	17.3
Agriculture, forestry and fishing	21.6
Property and business services	13.2
Construction	6.7
Personal and other services	7.6
Health and community services	8.1
Manufacturing	6.6
Wholesale trade	4.4
Accommodation, cafes and restaurants	2.4
Cultural and recreational services	3.8
Transport and storage	3.4
Education	2.7
Other(a)	2.0
<b>Total</b>	<b>100.0</b>
	'000
<b>Total</b>	<b>262.6</b>

(a) Includes communication services; finance and insurance; mining; electricity, gas and water; and government administration and defence industries.

Source: The Labour Force, Australia (6203.0)

More than half of all own account workers in the health and community services; education; and accommodation, cafes and restaurants industries, were women. Conversely, less than 20% of own account workers were women in the transport and storage; construction; and mining industries.

Women represented a large proportion of own account workers who worked from home. In 1992 almost two-thirds of own account home workers were women.

### Employers

In May 1995, 34% of all employers were women (121,400). 33% of female employers and 37% of male employers were classified as managers and administrators. 27% of employers who were women were clerks compared to less than 1% of men. Men who were employers were more likely than women to be tradespeople (27% and 12% respectively).

Although 33% of female employers were in the retail trade industry, most women in this industry were employees (85%).

### Farming

In July 1995 the National Farmers' Federation appointed its first female director, Dr Wendy Craik.

### Female employers, May 1995

Industry	Employers
	%
Retail trade	33.1
Agriculture, forestry and fishing	14.1
Property and business services	7.9
Construction	7.7
Personal and other services	8.6
Health and community services	4.3
Manufacturing	5.3
Wholesale trade	4.6
Accommodation, cafes and restaurants	8.9
Cultural and recreational services	1.8*
Transport and storage	2.0*
Education	1.6*
Other(a)	**
<b>Total</b>	<b>100.0</b>
	'000
<b>Total</b>	<b>121.4</b>

(a) Includes communication services; finance and insurance; mining; electricity, gas and water; and government administration and defence industries.

Source: The Labour Force, Australia (6203.0)

In May 1995 there were 71,400 women employed as farmers or farm managers. Many of these were likely to be in partnership with their husbands. Women represented 30% of all farmers or farm managers.

The number of female farmers has remained fairly constant during the last ten years while the numbers of men employed as farmers has fallen by 15%.

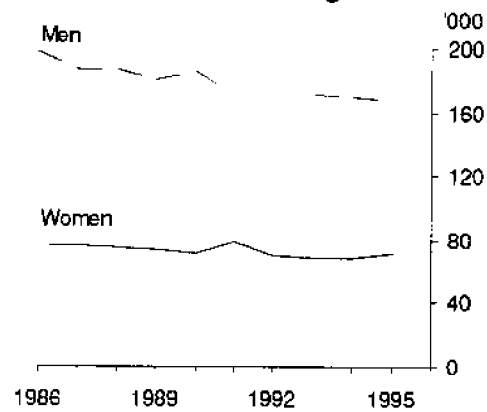
There were many women who worked on farms who were not farmers or

farm managers. 126,500 women worked in the agriculture, forestry and fishing industry in 1995. 30% of female unpaid family workers worked with their families in the agriculture, forestry and fishing industry.

Within the agricultural industry alone, 34% of all workers were women. 35% of employers and 33% of own account workers who were farmers were women.

52% of women and 59% of men were beef, sheep and/or grain farmers. However women represented 31% of all farmers in this industry. 55% of poultry farmers were women.

### Farmers and farm managers



Source: The Labour Force, Australia (6203.0)

## Definitions and data references

**Agricultural industry** — includes horticulture and fruit growing; grain, sheep and beef cattle farming; dairy cattle farming; poultry farming; other livestock farming; other crop growing.  
Reference: The Labour Force, Australia (6203.0)

**Employed** — people aged 15 years or over who worked for one hour or more during the reference week for pay, profit, commission, payment in kind or without pay in a family business, or who had a job but were not at work.  
Reference: The Labour Force, Australia (6203.0)

**Employee** — people who work for a public or private employer and receive wages; a salary; commission; tips; piece-rates; or pay in kind.  
Reference: The Labour Force, Australia (6203.0)

**Employer** — people who operate their own business or engage independently in a profession or trade; and hires one or more employees.  
Reference: The Labour Force, Australia (6203.0)

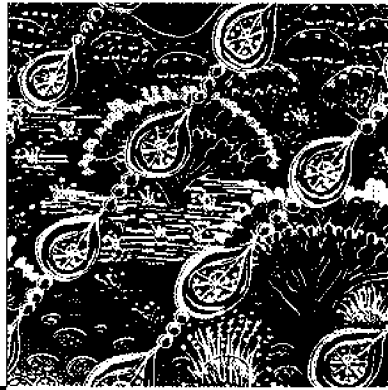
**Farmers or farm managers** — people who co-ordinate and participate in the activities of an agricultural establishment. They plan and conduct operations to obtain maximum production from the land, considering factors such as markets, climate, soil conservation, stock, crops and technological input.  
Reference: The Labour Force, Australia (6203.0)

**Own account workers** — people who operate their own business or engage independently in a profession or trade and hire no employees.  
Reference: The Labour Force, Australia (6203.0)

**People working in own business** — employers and own account workers, excluding employees.  
Reference: The Labour Force, Australia (6203.0)

**Production industries** — comprises manufacturing; mining; electricity, gas and water; and construction industries.  
Reference: The Labour Force, Australia (6203.0)

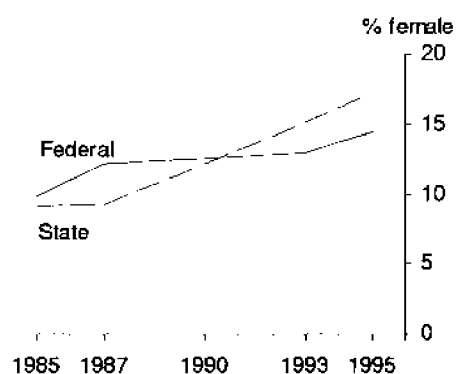
**Service industries** — comprises wholesale trade; retail trade; accommodation, cafes and restaurants; transport and storage; communication services; finance and insurance; property and business services; government administration and defence; education; health and community services; cultural and recreational services; and personal and other services industries.  
Reference: The Labour Force, Australia (6203.0)



DECISION  
MAKING,  
MANAGEMENT  
AND RECOGNITION

## Summary graphs

### Australian parliaments



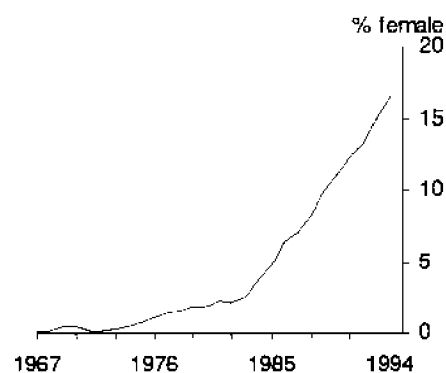
### Members of federal and state parliaments, 1995



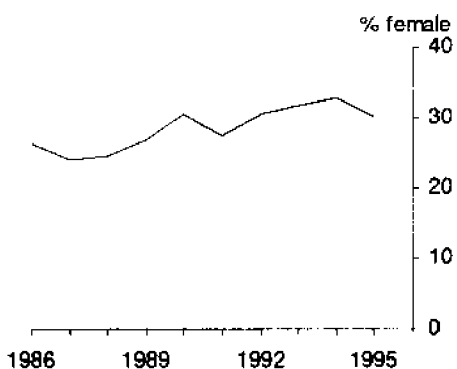
### Managers and administrators as a proportion of all employed



### Australian Public Service senior executive service



### Order of Australia awards



## Policy background

*The Everywoman's Guide to Getting Into Politics*, a practical, non-partisan handbook for women was launched by the Minister Assisting the Prime Minister for the Status of Women in April 1995. It was developed in response to the low numbers of women participating in political processes. It aims to promote a greater awareness of how women can become involved in government at any level.

OSW is expanding the Register of Women, a service used by government departments to supplement their own efforts in seeking suitable female appointees to commonwealth boards. The register's expansion is particularly targeted to women with skills and experience in areas where women are currently under-represented.

OSW is also working with major business organisations and with AusIndustry on action to encourage greater women's participation on private sector boards.

The *Justice Statement* released in May 1995, provided funding for the expansion and further development of gender awareness programs for judges and other decision makers.

*Enterprising Nation*, a report from the Industry Taskforce on Leadership and Management Skills, was released in April 1995. The report found that the numbers of women at senior levels in

the Australian private sector remains very low, thereby reducing the pool of knowledge, skills and abilities available to Australia's enterprises. The report also noted the small numbers of women on company boards of directors and noted that increased women's participation on boards would improve management and decision making quality.

The report recommended that the private sector take the lead in developing a strategic response to these issues. Following consultation with relevant interests, the commonwealth government is developing a response to this report.

Decision making was one of the 12 identified areas of critical concern for the United Nations Fourth World Conference on Women in Beijing in September 1995. The Australian report for the conference highlighted women's lower levels of participation in public and private sector decision making.

## Government

Australia was one of the first countries to give women the right to vote and the right to sit in parliament. While non-Indigenous women have had these rights since 1902, it was not until 1962 that Indigenous Australians were given the right to vote at the commonwealth level.

It took 41 years for the right to sit in federal parliament to be exercised. In 1943 Enid Lyons (later Dame Enid) became the first woman to be elected to the federal House of Representatives and Dorothy Tangney (later Dame Dorothy) became the first woman elected to the Senate. Even in 1995,

only 16% of all state and federal parliamentarians were women.

Australia's experience differed from many other countries where women were elected into parliament within a year or two of getting the right to vote and to sit in parliament.

In 1995, 22% of members of the upper houses of Australian parliaments were women compared to 14% in the lower houses.

## Governors

Dame Roma Mitchell was Australia's first female vice-regal representative, appointed in 1991. In 1995, two of the seven state governors (including the Northern Territory Administrator)

### Women's political rights in selected national legislatures

Country	Right to vote	Right to sit	First woman elected
	Year	Year	Year
New Zealand	1893	1919	1933
<b>Australia</b>	<b>1902(a)(b)</b>	<b>1902(a)(b)</b>	<b>1943</b>
Finland	1906	1906	1907
Norway	1907/1913	1907/1913	1936
Denmark	1915	1915	1918
UK	1918/1928(c)	1918	1918
Germany	1918	1918	1919
Czechoslovakia	1918	1918	1920
Austria	1919	1919	1919
Canada	1919	1919	1921
Netherlands	1919	1917	1918

(a) Women had been entitled to vote in state elections in South Australia since 1894 and in Western Australia since 1899. Women in these two states voted in the first federal election in 1901 which was conducted under state electoral laws.

(b) Aboriginal women and men were not able to vote or sit in parliament until 1962.

(c) In 1918 women 30 years and over gained the right to vote, in 1928 women's suffrage was granted on the same terms as men's suffrage.

Source: adapted from Millar, A. *Trust the Women*, 1993



**Federal government, 1995**

Parliamentarians	Women no.	Men no.	Persons % female
<i>Members of parliament</i>	32	191	14.3
House of Representatives	14	133	9.5
Senate	18	58	23.7
<i>Ministers</i>	3	27	10.0
Cabinet ministers	1	16	5.9
<i>Shadow ministers</i>	5	26	16.1
Cabinet shadow ministers	2	17	10.5

Source: *National Guide to Government*, July 1995–November 1995, 30th edition

were women, Her Excellency Dame Roma Mitchell, Governor of South Australia; and Her Excellency Mrs Leneen Forde, Governor of Queensland.

**Federal government**

In 1995 there were 32 women in federal parliament, representing 14% of all parliamentarians. This was an increase since 1985 when 10% of all federal parliamentarians were women (see *Summary graphs* p. 124). 10% of parliamentarians in the House of Representatives and 24% of Senators were female.

In 1995 only three women were cabinet or shadow cabinet ministers. They were The Hon. Dr Carmen Lawrence MP, Mrs Bronwyn Bishop MP and Senator Jocelyn Newman. Eight ministers and shadow ministers were women and a further four women were parliamentary secretaries for the

two major parties. In addition, Senator Cheryl Kernot was the parliamentary leader of the Australian Democrats.

Dame Enid Lyons was the first woman to hold a commonwealth cabinet position. In 1949 she became the vice-president of the Executive Council. The first female minister to hold a portfolio was Senator Annabelle Rankin as Minister for Housing from 1966 to 1971. The first female cabinet minister with portfolio responsibilities was Senator Margaret Guilfoyle, Minister for Social Security, in 1976.

**State government**

During the last decade the proportion of female state and territory parliamentarians increased from 9% in 1985 to 17% in 1995. This was a greater increase than in federal parliament (see *Summary graphs* p. 124).

1995 was an election year for New South Wales, Queensland and the ACT. After the election, 15% of members in the New South Wales Legislative Assembly and 35% in the New South Wales Legislative Council were women. There are now more female members than there were in the previous Legislative Assembly while the numbers in the Legislative Council have remained the same.

The New South Wales and South Australian upper houses were the only parliamentary bodies in Australia to have more than 30% female members.

### Members of state/territory parliaments, 1995

Parliament	Women	Men	Persons
	no.	no.	% female
NSW Assembly	15	84	15.2
NSW Council	15	28	34.9
Victoria Assembly	9	79	10.2
Victoria Council	7	37	15.9
Queensland Assembly	13	76	14.6
WA Assembly	11	46	19.3
WA Council	5	29	14.7
SA Assembly	9	38	19.1
SA Council	7	15	31.8
Tasmania Assembly	8	27	22.9
Tasmania Council	—	19	—
ACT Assembly	5	12	29.4
NT Assembly	3	21	12.5
<i>Lower houses</i>	73	383	16.0
<i>Upper houses</i>	34	128	21.0
<b>Total</b>	<b>107</b>	<b>511</b>	<b>17.3</b>

Source: *National Guide to Government*, July 1995–November 1995, 30th edition

The ACT has the highest proportion of women in parliament (29%). In 1995, five of the 17 members were women compared to six out of 17 in the previous assembly.

The Queensland election had no impact on the number of women in the assembly. The four women who were either defeated in the election or resigned, were replaced.

In 1995 Victoria had a higher proportion of female ministers than female parliamentarians. All states and territories were more likely or as likely

to have female shadow ministers than female ministers.

### Local government

Women's representation in local government is higher than their representation in state or federal parliaments. In June 1992, 20% of elected local council members were women compared to 13% in 1986. In August 1992, 102 local councils in Australia were headed by women (House of Representatives Standing Committee on Legal and Constitutional Affairs (1991) *Half Way to Equal*).

### Parliaments, 1995

State/territory	Members of parliament	Ministers	Shadow ministers
	% female	% female	% female
NSW	21.1	15.0	15.0
Vic	12.1	13.6	18.2
Qld	14.6	11.1	10.5
WA	23.2	7.7	30.0
SA	17.6	5.9	30.0
TAS	14.8	9.1	25.0
ACT	12.5	25.0	33.3
NT	29.4	—	14.3
<b>Total</b>	<b>17.3</b>	<b>10.6</b>	<b>20.7</b>
	no.	no.	no.
<b>Women</b>	<b>107</b>	<b>12</b>	<b>24</b>
<b>Men</b>	<b>511</b>	<b>101</b>	<b>92</b>

Source: *National Guide to Government*, July 1995–November 1995, 30th edition

## Aboriginal and Torres Strait Islander Commission

In 1990 the Aboriginal and Torres Strait Islander Commission (ATSIC) organised the first regional council elections for Indigenous people. The second elections were held in 1993. At this time, the number of Aboriginal and Torres Strait Islander regional councils was reduced from 60 to 36. It was further reduced to 35, from 1 July 1994 when the Torres Strait Regional Authority replaced the previous regional councils. In July 1995, 28% of the ATSIC councillors were women.

The proportion of women on the regional councils varied considerably between states. In Victoria, 50% of the councillors were women, while women represented 20% of the

regional councillors in the Northern Territory and Western Australia. Three of the 35 chairpersons of regional councils were female.

The regional councils combine into 17 zones which each elect one commissioner to the national ATSIC board. The government also appoints two further ATSIC commissioners. In 1993, the role of commissioner was upgraded to a full-time position. Four of the 17 elected commissioners were women. The chairperson of the Commission is Miss Lois O'Donoghue.

## Political party leadership

In 1994, eight of the 32 national, state and territory presidents of the four major political parties (Australian Democrats, Australian Labour Party, Liberal Party of Australia and the National Party of Australia) were women. Seven of the 47 federal, state and territory parliamentary leaders (including deputies) were women (*National Guide to Government*, 30th edition, July 1995–November 1995).

## The judiciary

In 1965 Dame Roma Mitchell became Australia's first female Supreme Court Judge in South Australia and later she was the first woman to act as the Chief Justice of the Supreme Court. In 1976 Elizabeth Evatt became the first Chief

### Aboriginal and Torres Strait Islander regional councillors, 1995

State/territory	Women	Men	Persons(a)
	no.	no.	% female
NSW	30	76	28.3
Qld	42	81	34.1
Vic	18	18	50.0
WA	25	102	19.7
SA	11	32	25.6
TAS	8	10	44.4
NT	21	85	19.8
<b>Australia</b>	<b>155</b>	<b>404</b>	<b>27.7</b>

(a) Excludes 14 casual vacancies which are in the process of being filled by the Australian Electoral Commission.

Source: Aboriginal and Torres Strait Islander Commission *unpublished data*

Judge of the Family Court of Australia. In 1987 Mary Gaudron became the first (and so far the only) woman appointed to the High Court of Australia.

In January 1995, five of the 42 Federal Court of Australia judges were women and eight of the 54 Family Court of Australia judges were women (*Commonwealth Government Directory*, March 1995–May 1995).

### Board membership

In July 1995 Korn/Ferry International and the Australian Institute of Company Directors released the results of the 14th annual survey, *Boards of Directors in Australia*.

In the 194 organisations surveyed, women represented 4% of all board members, 1% of executive directors and 5% of non-executive directors. The number of women on boards has been at this level for several years.

24% of the companies surveyed had at least one female director. Also 17% of the companies indicated an intent to appoint a woman to the board should a vacancy become available.

### Management

In 1995 one-quarter of all managers and administrators were women. 6% of all employed women were in this occupation group compared to 14% of men.

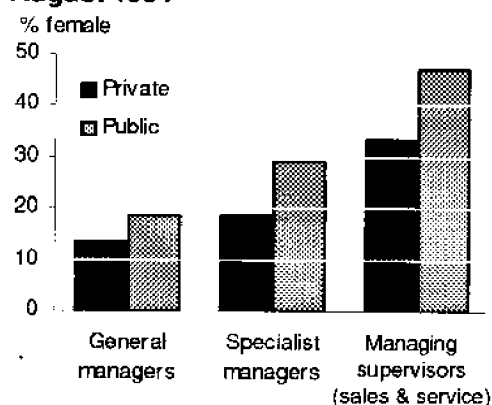
*Enterprising Nation*, a report from the Industry Taskforce on Leadership and Management Skills, stated that 'many women are joining the ranks of small business owners and operators because they have hit the glass ceiling in larger organisations.' In 1995 proportionately more female managers and administrators were working in their own business than men (50% compared with 37%). 48% of all female managers and administrators were employees.

### Managers and administrators, May 1995

Occupation	Women	Men	Total
	'000	'000	% female
<i>Managers and administrators</i>	216.7	664.6	24.6
Legislators and government appointed officials	0.2*	2.2*	8.3*
General managers	6.4	38.7	14.2
Specialist managers	40.2	160.3	20.0
Farmers and farm managers	71.4	167.1	29.9
Managing supervisors (sales and service)	87.4	188.6	31.7
Managing supervisors (other business)	11.1	107.7	9.3
<b>Total employed</b>	<b>3 557.7</b>	<b>4 673.1</b>	<b>43.2</b>

Source: The Labour Force, Australia (6203.0)

### Managers and administrators, August 1994



Source: The Labour Force, Australia (6203.0)

There were more men than women in every management and administration occupation group. 32% of managing supervisors (sales and services) were women. 30% of farmers and farm managers were also women.

The majority of managers and administrators were in the private sector. However female managers and administrators were more likely to be in the public sector with 12% of female managers and administrators in the public sector compared to 9% of men. Female general managers and specialist managers were more likely to be in the public sector than their male counterparts. 47% of sales and service managing supervisors in the public sector were women, compared with 34% in the private sector.

### Australian Public Service

Until 1966 married women were barred from holding permanent

positions in the public service. When the marriage bar was lifted women were able to gain the experience needed to reach the higher levels of management. Thus the number of women in senior executive service (SES) positions remained low through the 1960s. It was not until the late 1970s that the number of women in these positions began to increase, although only marginally, 0.4% in 1970 compared to 1.8% in 1979 (see *Summary graphs* p. 124).

During the 1980s female representation in the SES increased dramatically. In 1980, 2% of the SES were women compared to 10% in 1989.

In the 1990s, the number of women in these positions continued to increase and by June 1994 women held 17% of the senior executive positions.

Within the SES women were more likely than men to be in the lowest

### Australian Public Service, 1994

Senior Executive Service	Women	Men
	no.	no.
Band 1	231	1031
Band 2	47	332
Band 3	7	79
<b>Total</b>	<b>285</b>	<b>1442</b>
	rate	rate
<b>Total(a)</b>	<b>4.2</b>	<b>19.3</b>

(a) Rate per 1,000 of Australian Public Service staff.

Source: Department of Finance *Australian Public Service Statistical Bulletin*

level (band 1). 18% of band 1 executives were women compared to 8% of band 3 executives.

In 1994 there were four female SES staff per 1,000 female Australian Public Service employees, compared to 19 male SES staff per 1,000 male employees.

### **Trade union management**

In 1995 the Australian Council of Trade Unions (ACTU) had 57 affiliated unions. The ACTU executive and council is drawn from its member unions. In 1995, one-quarter of the ACTU executive and two-fifths of the council were women. Ms Jennie George, currently ACTU assistant national secretary, was the first woman to be elected to the ACTU executive in 1983 and the first female vice-president from 1989.

16% of the national or general presidents and secretaries of the affiliated unions were women, however women make up 40% of all union members.

There were 22 unions with more than 20,000 members. Within these, 18% of the national and general presidents and secretaries were women.

Unions which were active in professional or para-professional areas were more likely to have women in leadership positions. Half of the trade union members in these occupations

were women. Conversely, there were few female presidents and secretaries in unions which were active in the occupational areas of clerks and salespersons. Yet women represented 62% of clerks and 75% of sales and personal service workers. There were no female executives in the unions which were active in the occupational areas of tradespersons and labourers and related workers. However, women represented 5% of the tradespersons who were trade union members and 33% of the labourers who were members.

### **Order of Australia awards**

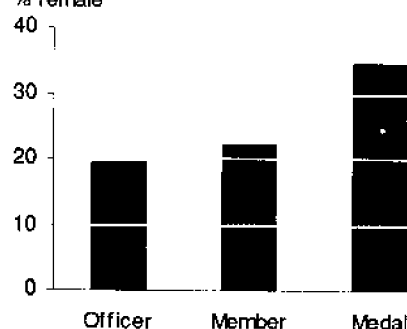
The Australian Honours system is an important means of recognising people's contribution to all aspects of Australian life. Currently the honours system is being examined by a review committee. The committee is expected to report in late 1995.

In 1995, 30% of the Order of Australia awards were given to women. This was an increase from 24% in 1987 (see *Summary graphs* p. 124).

Two of the five appointments as Companion of the Order of Australia awards, the highest honour, went to women in 1995. 19% of the appointments to Officer of the Order of Australia honours were awarded to women, as were 22% of the appointments to Member of the Order

**Order of Australia awards, 1995**

% female



Source: Honours Secretariat Government House  
unpublished data

of Australia honours. 34% of the Medals of the Order of Australia awards went to women (see *Summary graphs* p. 124).

63% of women who were honoured in 1995, received their award for community work. Women represented 39% of the people honoured in this

category. 39% of honours given for education were to women.

Relatively few women received awards in the categories of public life; business, commerce and law; and primary industries, and science and technology (12%, 8% and 9% respectively). In the categories of transport, tourism and communications and the public service, no women received an award in 1995.

**Order of Australia awards, 1995**

Category	Women	Men	Persons
	no.	no.	% female
Community	132	207	38.9
Culture and leisure	33	60	35.5
Medicine and dentistry	16	43	27.1
Education	16	25	39.0
Public life	5	36	12.2
Business, commerce and law	3	37	7.5
Primary industries, science and technology	2	21	8.7
Transport, tourism and communications	—	21	—
Public service	—	18	—
Religion	1	13	7.1
<b>Total</b>	<b>208</b>	<b>481</b>	<b>30.2</b>

Source: Honours Secretariat Government House unpublished data

## Definitions and data references

**Australian Council of Trade Unions (ACTU)** — the ACTU was established in 1927 as the peak council of Australia's trade unions. It is widely recognised as the voice of the labour and trade union movement in Australia.

Reference: Wood, J. C. (Ed.), *Wood's Parliamentary Companion*, 1994, Helm Wood Publishers, Canberra

**Australian Public Service** — staff employed under the Public Service Act 1922. Excludes government business enterprises whose staff are not employed under the Public Service Act 1922.

Reference: Department of Finance *Australian Public Service Statistical Bulletin*

**Cabinet minister** — a minister belonging to the committee of senior members of the federal governing party. Major decisions of policy and administration are made in cabinet, whose meetings are strictly private. Not all ministers are cabinet ministers.

Reference: *National Guide to Government*, 30th edition, July 1995–November 1995

**Family Court of Australia** — this court was established as a federal court in 1976 following the passage of the Family Law Act of 1975. It deals with issues relating to the breakdown of marriage, including divorce; custody of children; maintenance and division of property; and provides a counselling service to assist people with marital problems.

Reference: *Commonwealth Government Directory*

**Federal Court of Australia** — established by the Federal Court of Australia Act in 1976, in order to help relieve the High Court of Australia with its growing case load.

Reference: *Commonwealth Government Directory*

**Federal government** — a system of government in which a written constitution distributes formal authority between a central government and regional governments.

Reference: *National Guide to Government*, 30th edition, July 1995–November 1995

**General managers** — head government, industrial, commercial and other organisations. They develop and review company policy and organise and direct the major functions of the organisation through subordinate managers.

Reference: *The Labour Force, Australia* (6203.0)

**Governor** — the representative of the Queen for each state. The position has wide formal powers but the Constitutional convention is that a Governor acts on the advice of the ministers.

Reference: *National Guide to Government*, 30th edition, July 1995–November 1995

**Governor-General** — the Crown's representative in Australia who draws his or her powers from the Queen under the Australian Constitution. The Governor-General has considerable formal power, but conventionally acts on the advice of the Federal Executive Council.

Reference: *National Guide to Government*, 30th edition, July 1995–November 1995

**High Court of Australia** — established in 1903, the supreme judicial body in Australia. It consists of the Chief Justice and six other justices.

These are appointed by the Governor-General on the recommendation of the government and cannot be removed from office except by a majority vote of both houses of parliament.

Reference: *Commonwealth Government Directory*

**Legislators and government appointed officials** — include parliamentarians, councillors and government representatives in Australia and overseas; and judges, magistrates and mediators.

Reference: *The Labour Force, Australia* (6203.0)



**Local government** — the third tier of Australian government. The closely settled areas of Australia are divided into various local government areas. They derive their powers from the state governments. There are over 900 local government authorities in Australia with vast areas of sparse settlement remaining unincorporated.

Reference: *National Guide to Government*, 30th edition, July 1995–November 1995

**Lower house** — historically the lower chamber of a two-tiered parliament. In Australia the lower house is the house of government, where legislation is introduced. The federal House of Representatives and the state legislative assemblies are lower houses. In states and territories where there is only one house, it is counted as a lower house.

Reference: *National Guide to Government*, 30th edition, July 1995–November 1995

**Managers and administrators** — head government, industrial, agriculture, commercial and other establishments, organisations or departments within such organisations. They determine the policy of the establishment, organisation or department and direct and co-ordinate its functioning, usually through subordinate executives. These tasks require a high level of judgement and an awareness of economic, technical, legal and other factors which affect those policies.

Reference: *The Labour Force, Australia* (6203.0)

**Managing supervisors (sales and service)** — head establishments too small to have a hierarchy of managers, which carry out retail trade and services to the general public. They include: shop managers, restaurant and catering managing supervisors, accommodation and tavern managing supervisors, and financial institution branch managers.

Reference: *The Labour Force, Australia* (6203.0)

**Managing supervisors (other business)** — head establishments too small to have a hierarchy of managers, which carry out activities in manufacturing, wholesale trade, construction and various industries other than primary production, retail trade or services. They include: importer-exporters, professional builders or building contractors, wholesalers, and manufacturers.

Reference: *The Labour Force, Australia* (6203.0)

**Ministers** — are members of the governing party who were elected to parliament. They are either elected by their party or appointed by the Prime Minister.

Reference: *National Guide to Government*, 30th edition, July 1995–November 1995

**Order of Australia awards** — are given to Australian citizens for merit, achievement, and service. Instituted in 1975, awards are currently given at four levels – Companion, Officer, Member and Medal. Appointments as Companions are made for eminent achievement and merit of the highest degree in service to Australia or humanity at large. Appointments as Officers are made for distinguished service of a high degree to Australia or humanity at large. Appointments as Members are for service in a particular locality or field or activity or to a particular group. Awards of the Medal are for service worthy of particular recognition. The data in this report excludes the military division.

Reference: *Honours Secretariat Government House*

**Parliamentarians** — elected members of any state and federal parliament.

Reference: *National Guide to Government*, 30th edition, July 1995–November 1995

**Political party** — an organised group of people, the members of which subscribe to a common set of values and programmes, which has as its major purpose the attainment of political power through winning public office at elections.

Reference: *National Guide to Government*, 30th edition, July 1995–November 1995

**Senior executive service (SES)** — comprises SES Bands 1, 2 and 3 and SES specialist Bands 1, 2 and 3. Excluded are secretaries of department and heads of agencies, holders of public office, chiefs of divisions and SES equivalent positions in the five Parliamentary departments.

Reference: Department of Finance *Australian Public Service Statistical Bulletin*

**Shadow ministers** — senior members of the opposition in parliament who accept portfolios to match those of the government. They do not control government departments. They usually form a shadow cabinet.

Reference: *National Guide to Government*, 30th edition, July 1995–November 1995

**Specialist managers** — co-ordinate the administration and operation of specialist functions within an organisation. They include: financial managers, sales and marketing managers, production managers, supply and distribution managers, personnel and industrial relations managers, data processing managers, public policy managers, directors of nursing, education managers, and commissioned officers (management).

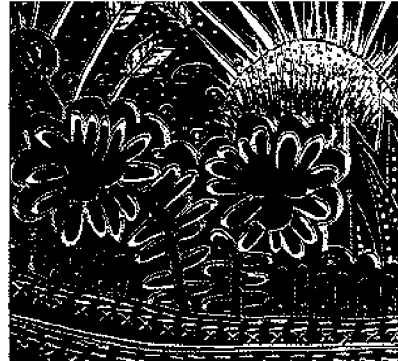
Reference: The Labour Force, Australia (6203.0)

**Trade unions** — an organisation (or employee or professional association), consisting predominantly of employees, the principal activities of which include the negotiation of rates of pay and conditions of employment for its members.

Reference: The Labour Force, Australia (6203.0)

**Upper house** — historically the higher ranking chamber of a two-tiered system. Both the Senate (federal) and the legislative councils (states) have a veto power over the lower house. The upper house is usually the place where legislation and public policy is reviewed following its passage through the lower house.

Reference: *National Guide to Government*, 30th edition, July 1995–November 1995

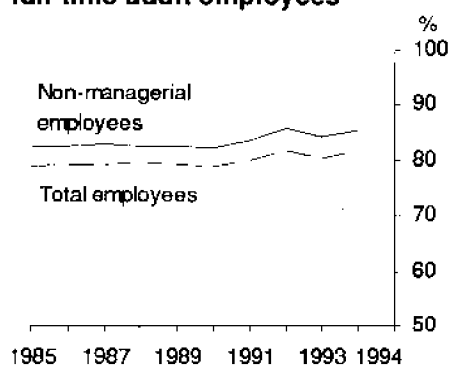


INCOME,  
EARNINGS  
AND INCOME  
SUPPORT

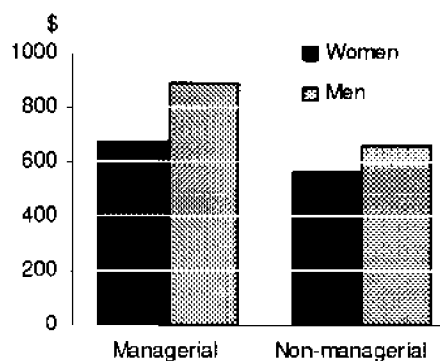
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## Summary graphs

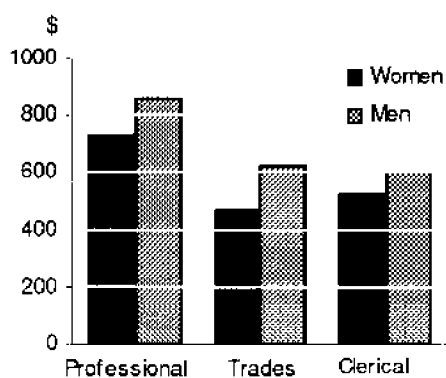
**Ratio of women's to men's average weekly earnings for full-time adult employees**



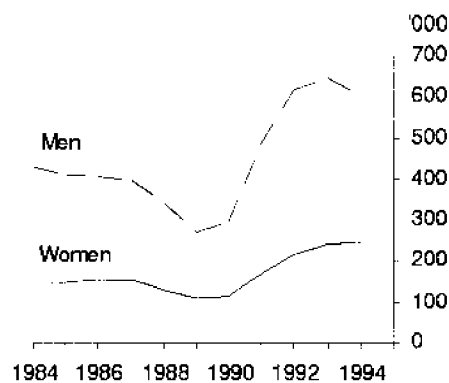
**Average weekly total earnings of full-time adult employees, 1994**



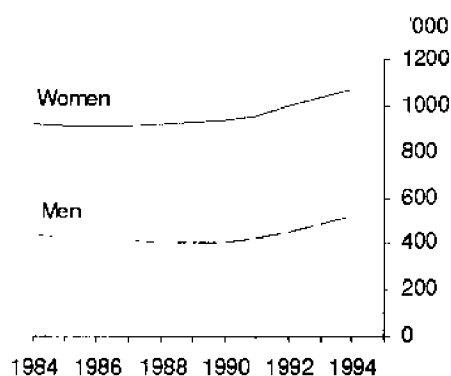
**Average weekly total earnings of full-time adult employees, 1994**



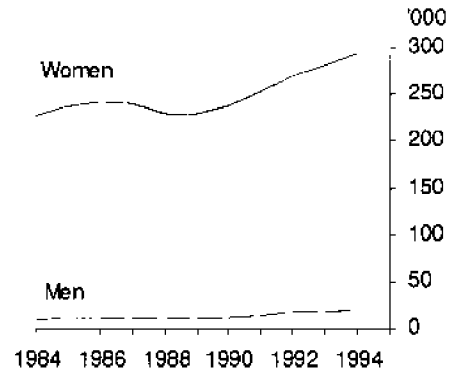
**Unemployment allowees**



**Age pensioners**



**Sole parent pensioners**



## Policy background

Reforms in income support arrangements have meant significant changes for women. These reforms, particularly those outlined in *Working Nation*, aim to improve family incomes by encouraging women into active labour force participation. However, they also provide direct income support payments to those partners in low income families who cannot substantially participate in the labour force because of their role in caring for dependent children, or their age and lack of recent work.

From July 1995, the parenting allowance provides a payment to a parent staying at home to care for children under 16 years. The home child care allowance has been subsumed into this payment which includes a non-taxable component paid irrespective of the partner's income.

The partner allowance provides a payment to a partner born before 1 July 1955, without dependent children, who has little recent work experience.

From February 1996, women giving birth or adopting a child will receive a non-taxable maternity allowance. It is expected that 85% of women giving birth will be eligible for the benefit.

Under the new *Industrial Relations Reform Act 1993*, the Industrial

Relations Commission was given the power to ensure that women and men receive equal remuneration for work of equal value, without discrimination based on gender.

New superannuation measures aim to ensure that by 2002 the level of superannuation contributions will be at least 15% of earnings for most employees. This will be achieved by continuing the phasing in of the 9% employer contributions (through the Superannuation Guarantee) and the phased introduction of a 3% employee contribution which will be matched for most employees by a further 3% from the government.

From July 1995 to June 2013, the age at which women become eligible to receive the pension will gradually increase until it reaches 65 years. The first increase in July 1995 brought the eligibility age for women to 60 years and six months.

## 1995 statistical activities

Data collection for the Survey of Income and Housing Costs has been completed for 1994-95 and results will be available in early 1996.

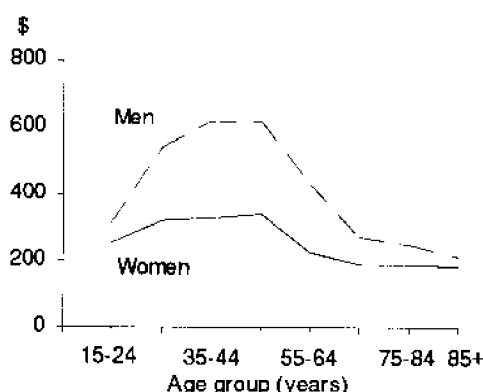
Results from the 1993-94 Household Expenditure Survey will be available later in the year.

## Income

Data from the 1992 Survey of Families in Australia shows that the average weekly income of women was 58% of men's income (\$282 compared to \$484). This difference can be partially explained by differences in labour force participation, age and sources of income for women and men.

Income differs depending on the age of women and men. In 1992 the young and the elderly received the lowest incomes and in these age groups the income of women and men was similar. However between the ages of 25 and 65 years men had a much greater income than women. The main component of an employed person's

### Average weekly income, 1992<sup>(a)</sup>



(a) Excludes those who did not state their income.

Source: Survey of Families in Australia unpublished data

income is earnings (wages and salaries). Because a large proportion of people are employed, much of the difference between women's and men's incomes can be accounted for by the difference in earnings (see p. 142).

### Average weekly income, 1992

Families and lone persons	Income	
	units <sup>(a)</sup>	\$
<b>Couples</b>	<b>3 857.5</b>	<b>767</b>
With dependants	1 935.9	847
With non-dependants only	369.1	664
Couple only	1 552.5	691
<b>Lone mothers</b>		
With dependants	504.0	366
With non-dependants only	143.7	239
<b>Lone fathers</b>		
With dependants	109.1	557
With non-dependants only	28.9	435
<b>Women living alone</b>	<b>727.8</b>	<b>294</b>
<b>Men living alone</b>	<b>582.8</b>	<b>430</b>

(a) Excludes those who did not state their income.

Source: Survey of Families in Australia unpublished data

In 1992, 72% of women were part of a couple. The highest average income was reported by couples with dependants (\$847 per week). Couples only and couples with only non-dependants also had higher incomes than lone parents. This is because it is more likely that there are more income earners in couple families than in other family or household types.

Women who were not in a couple had lower incomes than men who lived alone and lone fathers. Lone mothers with non-dependent children had the lowest average weekly income (\$239), compared to \$435 per week for lone

**Main source of income and total average weekly income, 1992**

Main source	Women	Women's income	Men	Men's income
	%	\$	%	\$
Wages and salary	41.5	417	57.5	615
Own business/share in partnership	4.9	367	9.8	489
Family allowances and supplements	10.3	40	**	**
Other government pensions or benefits	27.4	163	22.1	171
Investments	5.4	232	3.8	411
Other sources	2.0	265	3.5	366
Nil or partner's income only	8.5	—	3.2	—
<b>Total(a)</b>	<b>100.0</b>	<b>258</b>	<b>100.0</b>	<b>468</b>
	'000		'000	
<b>Total(a)</b>	<b>6 240.3</b>	<b>..</b>	<b>6 128.4</b>	<b>..</b>

(a) Excludes those who did not state their income.

Source: Survey of Families in Australia unpublished data

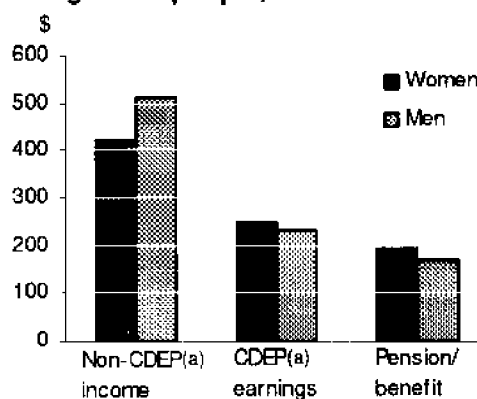
fathers in a similar situation. Women living alone and lone mothers with dependants also received average incomes under \$400 a week.

**Sources of income**

In 1992 women received less income than men across all sources of income. The most common source of income for both women and men were wages and salaries. However, 42% of women had wages and salaries as their main source of income compared to 57% of men. For 27% of women their main source of income was government benefits compared to 22% of men.

8% of women received no income and a further 10% only received family allowance and/or supplements. Only 3% of men received no income.

Aboriginal and Torres Strait Islander women earned less than their male counterparts (82% of men's earnings). In 1994 the average weekly income for Indigenous women was \$244 compared to \$297 for men. However,

**Average weekly income of Indigenous people, 1994**

(a) Community development employment projects.

Source: National Aboriginal and Torres Strait Islander Survey: Detailed Findings (4190.0)

Indigenous women working in community development employment projects (CDEP) and women on pensions received more income (\$250 and \$193 per week) than Indigenous men in a similar situation (\$234 and \$171 per week). Indigenous women who worked elsewhere earned less than Indigenous men (\$421 and \$513 respectively).

### Couple income

In 1992, women in couples contributed on average 35% of the total couple income. This contribution ranged from

#### Women's contribution to average weekly income of couples, 1992

Couple type	Women's income <sup>(a)</sup>	
	\$	% couple income
<i>Couple only</i>	299.8	42.1
Woman employed full-time	513.6	47.0
Woman employed part-time	274.4	34.3
Woman not employed	153.2	37.3
<i>Couple with dependants</i>	257.9	30.5
Woman employed full-time	505.7	46.5
Woman employed part-time	292.7	31.8
Woman not employed	74.4	11.8
<i>Couple with only non-dependants</i>	261.9	37.5
Woman employed full-time	423.9	46.3
Woman employed part-time	257.1	32.7
Woman not employed	144.9	31.0
<b>All couples</b>	<b>274.5</b>	<b>35.1</b>

(a) Excludes couples who did not state their combined and/or separate income.

Source: Survey of Families in Australia *unpublished data*

12% in families with dependants in which the female partner did not have paid employment, to 47% in families where the female partner was employed full-time.

### Earnings

In 1994 women who were employed full-time earned on average \$575 per week, 82% of the average total earnings of men in a similar situation, compared to 79% in 1985. Total earnings includes both ordinary time and overtime earnings. When overtime is excluded, women earned \$562 per week, 86% of the wages and salaries received by men in 1994 (see *Summary indicators* p. 152).

All employees includes both managerial and non-managerial employees. Women employed in full-time non-managerial occupations in 1994 earned 85% of the wages and salaries of men, compared to 82% in 1985. However women's ordinary time earnings in non-managerial positions represented 92% of men's ordinary time earnings. This suggests that for female non-managerial employees, a substantial contribution to the earnings gap is their lack of access to, or inability to work overtime. For managerial workers, the earnings gap is not affected when only ordinary earnings are considered. This is because they are less likely to be paid for overtime. Female managerial



**Average weekly ordinary time earnings of full-time adult employees, 1994**

Occupation group	Women	Men	Ratio(a)	Persons
	\$	\$	%	% female
Managers and administrators	747	928	80.5	22.2
Professionals	724	839	86.2	41.2
Para-professionals	659	709	93.1	35.8
Tradespersons	446	544	82.1	6.1
Clerks	511	572	89.4	71.0
Sales and personal service workers	483	595	81.2	50.6
Plant and machinery operators, and drivers	433	565	76.6	9.3
Labourers and related workers	418	480	87.0	23.6
<b>All occupations</b>	<b>562</b>	<b>652</b>	<b>86.2</b>	<b>35.8</b>

(a) Ratio of women's to men's earnings.

Source: Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)

employees' ordinary time and total time average weekly earnings were both 76% of men's earnings.

**Occupation**

In 1994, a significant proportion of employed women were concentrated in two occupations, clerks and sales and personal service workers (see p. 87). Women in these occupational groups received below average ordinary time earnings. However these were not the lowest paying occupations. In fact women were paid least in most of the occupations in which they were in a minority, namely tradespersons (\$446), plant and machine operators and drivers (\$433) and labourers and related workers (\$418).

The average ordinary time earnings of women in management and administrative occupations was high

(\$747). However the earnings gap between women and men in this occupation group was one of the greatest, with women's average ordinary time earnings 80% of men's. This is partly a function of women being in lower levels of management (see p. 130). The occupation in which women's and men's earnings were most closely matched was in the para-professional group, where women's earnings were 93% of men's.

If the ratio of women's to men's earnings for ordinary time (86%) is standardised to account for the different distribution of women and men across the occupation groups, there is little change in the ratio (85%). This means that occupation has very little effect on the difference between women's and men's wages. While women are under-represented in the higher paying management

**Full-time employees, 1994**

Age group (years)	Average weekly earnings(a)		Age distribution	
	Women	Men	Women	Men
	\$	\$	%	%
15-19	286	305	5.0	3.9
20-24	452	485	19.4	12.3
25-34	567	640	30.0	28.8
35-44	570	744	23.1	27.2
45-54	542	734	18.2	20.0
55-59	507	652	3.3	5.1
60-64	519	617	0.9	2.5
65 and over	441 *	607	0.2	0.4
<b>Total</b>	<b>524</b>	<b>655</b>	<b>100.0</b>	<b>100.0</b>

(a) In their main job only.

Source: Weekly Earnings of Employees (Distribution), Australia (6310.0)

occupations they are also under-represented in the lower paying occupations.

**Age**

In 1994, female full-time employees earned less than men in every age group. Both women and men aged 15-24 years had the lowest earnings per week. In 1994, 24% of women in the workforce were in this age group compared to 16% of men.

If the ratio of women's to men's earnings is standardised to the age structure of all employees then the ratio increases from 80% to 82%. This suggests that age does not have a great effect on the difference between women's and men's earnings.

**Income support**

The commonwealth government provides income support to Australians who have little or no means of obtaining an income or financial support for themselves or their families. It is expected that income support will ensure that all Australians maintain at least an acceptable minimum standard of living.

Income support is divided into broad categories and each has different conditions attached to them. The main groups are: the aged; sole parents; the unemployed; and people with a disability. Other benefits are paid to the main care giver of children and to other unpaid carers of the elderly and people with disabilities.

In 1994, women represented 57% of all people receiving income support in Australia. There were higher proportions of women in the age and sole parent pensioner groups, while men were concentrated in the unemployed and disabled pensioner groups.

**Unemployment allowances**

In May 1994, 248,300 women and 600,300 men received unemployment allowances. In 1994 there were two types of unemployment allowance, the job search allowance and the newstart allowance (from January 1995 the

**Unemployment allowees, May 1994**

Allowance	Women	Men
	'000	'000
Job search allowees	140.7	288.4
Newstart allowees	107.6	311.9
<b>Unemployment allowees</b>	<b>248.3</b>	<b>600.3</b>

Source: Department of Social Security *Statistical Overview of DSS Clients*

youth training allowance replaced the job search allowance for unemployed persons aged less than 18 years). Job search allowance is for people unemployed for less than 12 months, and newstart allowance is for people who have been unemployed for more than 12 months. 140,700 women were receiving the job search allowance and 107,600 women were receiving the newstart allowance. These figures in part reflect that when job opportunities decline women are more likely to give up their search for work (see p. 91).

To receive an allowance a person must be either actively looking for a job, undertaking training for a job, or temporarily incapacitated. The majority of both women and men receiving unemployment allowances were actively looking for a job. A further 4% of women and 3% of men were eligible to receive an unemployment allowance because they were undertaking training.

Unemployment allowances are paid at different rates depending on the age, marital status and the number of children the recipient has. 57% of

women receiving benefits were 21 years or over and had no children compared to 49% of men. A further 36% of male unemployment allowees were in a couple relationship while only 13% of women were in this group. This reflects the income support arrangements prior to July 1995 when unemployed women with a partner who was unemployed did not usually receive direct unemployment benefits. They were treated as being dependent on their partner who was paid at a married rate to support them both.

**Disability support pension**

In 1994, 29% of people receiving a disability support pension were women (127,100 women compared to 309,100 men). The numbers of both women and men receiving the

**Unemployment allowees, May 1994**

Characteristics	Women	Men	Persons
	%	%	% female
Single no children			
Under 18 years(a)	6.6	3.2	45.9
18-20 years(a)	21.2	10.7	45.0
21 years and over	57.1	49.4	32.3
Single with children	2.3	0.3	74.2
Couple	12.8	36.3	12.8
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>29.3</b>
	'000	'000	'000
<b>Total</b>	<b>248.3</b>	<b>600.3</b>	<b>848.6</b>

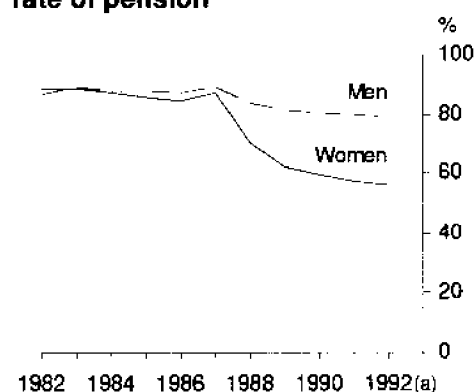
(a) Includes those who live at home and those who are independent.

Source: Department of Social Security *Statistical Overview of DSS Clients*

disability support pension increases with age. Women are currently eligible for the age pension at a younger age than men. Therefore, very few female disability support pensioners (1%) are aged 60 years and over, compared to 30% of men. This explains half the difference between the numbers of women and men receiving the disability support pension.

The extent of handicap in the community (10% of both women and men aged 15 to 60 years) does not appear to explain the difference between the numbers of women and men receiving the disability support pension. It would seem that many women with disabilities are supported through other means, such as their partner's income.

#### Proportion of sole parent pensioners receiving the maximum rate of pension



(a) There is a break in the series in 1992 due to the exclusion of child maintenance payments for income tests from January 1993.

Source: Department of Social Security *Statistical Overview of DSS Clients*

#### Sole parent pension

In 1994, 294,500 women received the sole parent pension (94% of all people receiving this pension). Women receiving the sole parent pension were younger than the men. The median age of female sole parent pensioners was 31 years compared to 37 years for men. Lone fathers were slightly more likely than lone mothers to own their home, 22% compared to 18%.

The child support scheme was established in 1988 in response to concerns about the adequacy of court ordered child maintenance and the difficulties which existed in the enforcement and collection of maintenance payments. It is a system of automatic deduction of maintenance from the non-custodial parent's pay via the taxation system. Stage one was established in 1988 and stage two in 1989. Six months before the scheme commenced, 26% of sole parent pensioners stated that they received maintenance. However by June 1994, 42% were receiving maintenance.

Between 1982 and 1992 the proportion of women receiving the maximum sole parent pension decreased from 88% to 56%. This fall signified an increase in women receiving other sources of income and appears to be related to the increasing number of lone parents receiving maintenance payments through the child support scheme. Income from maintenance was excluded from the income test for this pension from January 1993. In 1994, the

proportion of women receiving the maximum rate had risen to 84%.

### **Family payments**

The basic family payment system was established in 1993 to replace existing family allowances. It provides assistance with the cost of bringing up a child. Families with children are eligible for the payment, subject to income tests. It is paid to the primary carer of the children (usually the mother). In 1994, 1.8 million primary carers received the basic family payment. The Department of Social Security compared 1991 data on families receiving family payments to income data collected by the ABS and found that almost all eligible families were collecting the basic family payment (Department of Social Security (1993-94) *Annual Report*).

Additional family payments provide a higher level of financial assistance to low income families. These are paid automatically to parents who receive a pension, or those in other low income families. In 1993, estimates suggested that less than three-quarters of families eligible for the additional family payment took up their entitlement (Department of Social Security (1993-94) *Annual Report*). In 1994, 841,900 primary carers were paid additional payments. Of these payments, 37% were made to low income families who were not receiving a pension.

### **Carer pension**

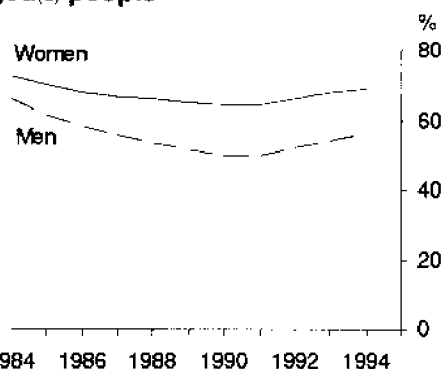
In 1994 there were 17,700 carer pensioners. 43% of these pensioners were women. However in 1993, women made up 67% of all principal carers (see p. 52).

Many female carers would be eligible for other pensions, such as the age or wife pension (received by the wife of a man eligible for the age or disability pension). If only women and men under the age of 60 years (the age at which women but not men became eligible for the aged pension) were considered, then there were slightly more women receiving the carer pension than men.

A possible reason for the remaining difference in the proportion of female carers and female carer pensioners, is the fact that some eligibility conditions of the carer pension have a greater impact on women.

Some of these have been addressed, and the requirements for the carer to live in the same or an adjacent house, and for the person being cared for, to be on a pension themselves, will be lifted in 1996. These changes may result in more women (for example, daughters who care for their parents while maintaining their own household) becoming eligible for the carer pension. However many of these may already be receiving another type of allowance or benefit.

### Age pensioners as a proportion of aged(a) people



(a) Women aged 60 years and over, men aged 65 years and over.

Source: Department of Social Security *Statistical Overview of DSS Clients*; Estimated Resident Population unpublished data

Another reason for the difference may be that married women are likely to fail the income and assets tests for the carer pension, due to the level of their husband's income.

### Age pension

In 1994, female age pensioners (1.1 million) continued to outnumber male age pensioners (514,200). This can partly be accounted for by the earlier age at which women receive the pension (currently 60.5 years compared to 65 years for men). Women also live longer than men and therefore draw the pension longer.

The younger age at which women begin to receive the pension and their longer life expectancy, can be taken into account by considering pensioners as a proportion of all women and men in the relevant age groups. Using this rate, there were still more women receiving the age pension

than men. A possible explanation for this was that women were less likely than men to be supported by another income (such as war pensions and superannuation) in retirement.

64% of female age pensioners were receiving the pension at a single rate compared to 32% of men. This reflects the greater likelihood that older women will be widowed.

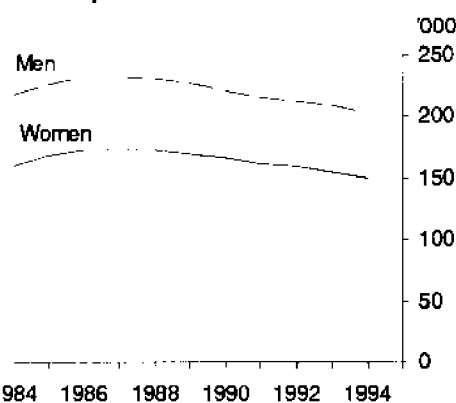
### Service pensions

In 1994, 150,300 women were receiving a veteran's or spouse/widow's service pension (see *Summary indicators* p. 152). 43% of all people receiving service pensions were women. 2,200 of the service pensions paid to women were veteran's service pensions.

### Wife pension

152,600 women received a pension as the wife of someone receiving either an age or disability support pension in

### Service pensioners



Source: Department of Veteran's Affairs unpublished data

**Sources of income for retired persons**

Main source of income(a)	Women		Men	
	Sept 1983	Nov 1994	Sept 1983	Nov 1994
	%	%	%	%
Superannuation, life assurance	3.7	4.7	12.5	13.0
Pensions and benefits	56.9	56.8	54.2	53.3
War pensions(b)	6.8	6.8	15.7	13.0
Someone else's income	19.4	15.6	0.6	2.9
Investments(c)	7.5	8.1	12.7	12.2
Savings, sale of assets	0.9	0.9	1.4	1.8
Part-time work	3.7	6.4	1.9	3.0
Other	1.0	0.7	1.0	0.8
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
	'000	'000	'000	'000
<b>Total</b>	<b>519.7</b>	<b>815.8</b>	<b>763.6</b>	<b>1 177.3</b>

(a) At the time that the Survey of Retirement and Retirement Intentions was conducted.

(b) Includes war disability, repatriation, service, and war widow's pensions.

(c) Includes rent, farm, business, property, interest, stocks, debentures, etc.

Source: Retirement and Retirement Intentions (6203.0.40.001)

1994, 76% of wife pensions were paid to the wives of men receiving a disability pension. The number of wife pensioners with a disabled husband has increased considerably over the last decade, reflecting the increase in the number of men receiving the disability pension.

## Retirement

In 1994 the main source of income for more than half of both retired women and retired men who had been employed full-time was pensions and benefits. 16% of retired women and 3% of retired men were supported by someone else's income. 12% of men

had investments as their main source of income and a further 13% were supported by superannuation or other retirement schemes. This compares to 8% and 5% of women, respectively.

Between 1983 and 1994 there was very little change in the main source of income for retired people. However the proportion of women who relied on someone else's income fell (19% in 1983 compared to 16% in 1994).

Women in retirement were also more likely to be in part-time work in 1994 (6% compared to 4% in 1983).

44% of retired women and 34% of retired men (who had worked full-time) changed their main source of

income between the time of retirement and when the survey was conducted. The main change for women was a decrease in the proportion depending on someone else's income (38% to 16%) and an increase in the proportion depending on pensions and benefits (31% to 57%). This may partly reflect the age at which women become eligible for the age pension.

Prior to their retirement from full-time work, 61% of men and 41% of women had belonged to a retirement scheme, usually a superannuation scheme. Superannuation and other retirement schemes do not currently provide a main source of income for many retiring people. 11% of women who belonged to a retirement scheme before retiring nominated this as their main source of income in 1994, compared to 21% of men.

In 1992 the government announced policies aimed at increasing the national level of savings for retirement, including a Superannuation Guarantee Charge. This charges employers if they do not contribute to their employees' superannuation funds. It is planned to increase the employers' contribution to up to 9% of the employee's earnings.

In 1993, 86% of female employees and 91% of male employees were covered by superannuation schemes. However, 59% of the women and 44% of the men covered had only employer contributions. Of those who did

### Proportion of employed people aged 15–74 years covered by superannuation, November 1993



Source: Superannuation, Australia (6319.0)

contribute to their superannuation, 24% of women put in less than 3% of their salaries and 53% put in less than 5% of their salaries. Only 8% of women contributed more than 10% of their salaries to superannuation. Women and men contributed similar proportions of their earnings to superannuation. However women would be contributing less to superannuation in dollar amounts because their total average earnings are lower than men's.

Coverage by superannuation, while relatively common among employees, was quite small for employers and the self-employed. This was particularly true for women. 42% of female employers and only 23% of women who were self-employed, had superannuation coverage compared to 61% of male employers and 43% of self-employed men.



## **Summary Indicators**

Tables follow on pages 152 and 153

## Summary indicators

<b>Earnings</b>	<b>units</b>	<b>1984</b>	<b>1985</b>	<b>1986</b>	<b>1987</b>	<b>1988</b>
Average weekly total earnings of full-time adult employees						
Women	\$	n.a.	346	369	392	423
Men	\$	n.a.	438	467	495	533
Average weekly ordinary earnings of full-time adult employees						
Women	\$	n.a.	n.a.	n.a.	n.a.	n.a.
Men	\$	n.a.	n.a.	n.a.	n.a.	n.a.
Ratio of women's to men's earnings						
Average weekly total earnings of full-time adult employees	%	n.a.	79.0	79.1	79.2	79.4
Average weekly total earnings of full-time adult non-managerial employees	%	n.a.	82.4	82.6	82.8	82.6
Average weekly ordinary earnings of full-time adult employees	%	n.a.	n.a.	n.a.	n.a.	n.a.
Average weekly ordinary earnings of full-time adult non-managerial employees	%	n.a.	88.3	88.7	88.9	89.4
<b>Income support</b>	<b>units</b>	<b>1984</b>	<b>1985</b>	<b>1986</b>	<b>1987</b>	<b>1988</b>
Unemployment beneficiaries						
Women	'000	149.7	150.0	154.7	151.0	128.5
Men	'000	431.0	410.8	405.8	393.8	342.3
Disability support pensioners						
Women	'000	67.5	70.4	72.9	75.8	77.7
Men	'000	173.1	188.7	200.9	213.3	219.2
Sole parent pensioners						
Women	'000	225.9	238.6	240.8	238.7	228.7
Men	'000	8.9	9.7	10.1	10.2	9.9
Age pensioners						
Women	'000	921.2	912.1	912.2	914.5	923.9
Men	'000	436.9	419.7	412.4	407.7	404.9
Service pensioners						
Women	'000	159.1	167.0	172.0	172.7	172.3
Men	'000	216.5	225.5	231.6	232.1	230.6

<b>Earnings</b>	<b>1989</b>	<b>1990</b>	<b>1991</b>	<b>1992</b>	<b>1993</b>	<b>1994</b>
Average weekly total earnings of full-time adult employees						
Women	457	484	511	539	553	575
Men	578	615	641	658	690	704
Average weekly ordinary earnings of full-time adult employees						
Women	n.a.	n.a.	501	528	541	562
Men	n.a.	n.a.	595	615	641	652
Ratio of women's to men's earnings						
Average weekly total earnings of full-time adult employees	79.1	78.7	79.8	81.9	80.2	81.6
Average weekly total earnings of full-time adult non-managerial employees	82.5	82.3	83.7	85.8	84.4	85.3
Average weekly ordinary earnings of full-time adult employees	n.a.	n.a.	84.1	85.8	84.5	86.2
Average weekly ordinary earnings of full-time adult non-managerial employees	90.3	89.6	90.1	91.9	91.1	92.1
<b>Income support</b>	<b>1989</b>	<b>1990</b>	<b>1991</b>	<b>1992</b>	<b>1993</b>	<b>1994</b>
Unemployment beneficiaries						
Women	106.5	111.0	167.7	216.9	243.9	248.3
Men	272.8	295.0	483.2	614.1	645.7	600.3
Disability support pensioners						
Women	80.5	83.5	89.5	104.9	115.1	127.1
Men	227.3	223.3	244.7	273.7	291.5	309.1
Sole parent pensioners						
Women	229.3	237.6	252.1	270.8	280.9	294.5
Men	10.2	11.3	13.6	16.4	17.5	18.9
Age pensioners						
Women	931.0	936.0	957.5	998.3	1 034.5	1 067.7
Men	403.3	404.5	418.4	447.9	481.2	514.2
Service pensioners						
Women	169.5	165.4	161.7	158.8	154.9	150.3
Men	226.9	221.0	216.2	212.9	208.3	202.7

## Definitions and data references

- Adult employee** — employees aged 21 years or over or those under 21 years of age, who are paid at the full adult rate for their occupation.  
Reference: Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)
- Age pensioners** — the number of age pensioners at 30 June. The figures do not include associated wives' or carer' pensions.  
Reference: Department of Social Security *Statistical Overview of DSS Clients*
- Average weekly earnings** — refers to income derived from wages and salaries received from an employer. It does not necessarily refer to the only, or even the main job, which the employee holds. It is the amount obtained by dividing the total earnings of a group by the number of employees in that group.  
Reference: Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)
- Average weekly earnings of Indigenous people** — refers to income derived from all wages and salaries or from their own business, trade or profession. It is the amount obtained by dividing the total earnings of a group by the number of employees in that group.  
Reference: National Aboriginal and Torres Strait Islander Survey: Detailed Findings (4190.0)
- Average weekly income** — refers to all income received including wages and salaries, government pensions and benefits, investments and businesses. It is the amount obtained by dividing the total income of a group by the number of persons in that group. Excluded are those who did not state their income.  
Reference: Focus on Families: Income and Housing (4424.0)
- Carer pensioners** — the number of recipients of the carer pension at 30 June. The carer pension is given to those providing personal care to a severely handicapped person.  
Reference: Department of Social Security *Statistical Overview of DSS Clients*
- Disability support pensioners** — the number of people receiving the disability support pension at 30 June. The figures do not include associated wives or carer pensions.  
Reference: Department of Social Security *Statistical Overview of DSS Clients*
- Employees** — all wage and salary earners who received pay for any part of the reference period.  
Reference: Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)
- Family payment** — made to families to assist with the costs of bringing up children. Most families are eligible for the basic component although it depends on income means tests. The additional family payment is made to families on low incomes.  
Reference: Department of Social Security *Statistical Overview of DSS Clients*
- Full-time employees** — permanent, temporary and casual employees who normally work the agreed or award hours of a full-time employee in their occupation and who received pay for any part of the reference period. If agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more a week.  
Reference: Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)

**Handicap** — a limitation, due to a disability, to perform certain tasks related to self-care, mobility, verbal communication, schooling and employment. Handicap is classified as profound, severe, moderate or mild, depending on the amount and type of help required to perform certain tasks associated with daily living. A disability is the presence of one or more limitations, restrictions or impairments which had lasted, or were likely to last, for a period of six months or more, including both physical and mental disorders.  
Reference: Disability, Ageing and Carers, Australia: Summary of Findings (4430.0)

**Income unit** — is one person or a group of related persons within a household who share their income. In couple and lone parent families the income of a family unit does not include the income of a non-dependant.  
Reference: Focus on Families: Income and Housing (4424.0)

**Main source of income** — refers to the source of income which contributed the largest amount to total income.  
Reference: Focus on Families: Income and Housing (4424.0)

**Managerial employees** — adult managerial, executive and professional staff, generally defined as those employees who do not receive payment for overtime, and/or who are in charge of a significant number of employees in a separate establishment(s).  
Reference: Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)

**Non-managerial employees** — adult employees who are not managerial employees.  
Reference: Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)

**Ordinary time** — employees' award or standard hours of work. It includes stand-by or reporting time which are part of standard hours of work, and that part of annual leave, paid sick leave and long service hours taken during the reference period.  
Reference: Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)

**Overtime** — hours worked in excess of award, standard or agreed hours or work.  
Reference: Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)

**Principal carers** — the number of people providing unpaid help to disabled persons for any of the following activities: self-care, mobility, communication, health care, home help, home maintenance, meal preparation, financial management.  
Reference: Disability, Ageing and Carers, Australia: Summary of Findings (4430.0)

**Ratio of women's to men's earnings** — women's earnings expressed as a percentage of men's earnings.  
Reference: Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)

**Retirement** — when people aged 45 years and over who had a full-time job ceased full-time work and did not intend to work full-time at any time in the future.  
Reference: Retirement and Retirement Intentions, Australia (6238.0.40.001)

**Service pensioners** — the number of recipients of the service pension at 30 June. The service pension is given to war veterans aged 60 years and over, their spouses and widow/ers.  
Reference: Department of Veteran's Affairs *unpublished data*

**Sole parent pensioners** — the number of recipients of the sole parent pension at 30 June. In 1989, the supporting parent's benefit and class A widow's pension were combined to form the sole parent pension. Figures prior to 1989 include these two pensions.

Reference: Department of Social Security  
*Statistical Overview of DSS Clients*

**Superannuation coverage** — persons who belonged to a superannuation scheme towards which contributions were being made either personally or by their employer/business.

Reference: Superannuation, Australia (6319.0)

**Total earnings** — includes both ordinary and overtime earnings by employees.

Reference: Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)

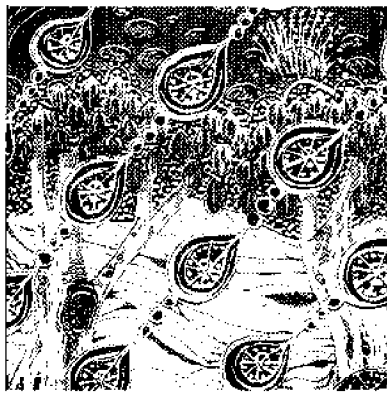
**Unemployment allowees** — the number of recipients of unemployment allowances (either job search allowance or newstart allowance) in May each year.

Reference: Department of Social Security  
*Statistical Overview of DSS Clients*

**Wife pensioners** — the number of pensioners receiving income support as the wife of an age or disability support pensioner, where the wife is not eligible for any other pension.

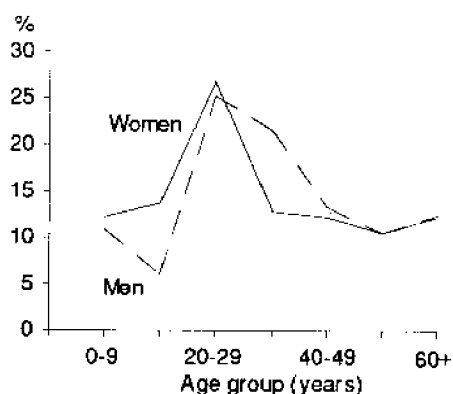
Reference: Department of Social Security  
*Statistical Overview of DSS Clients*

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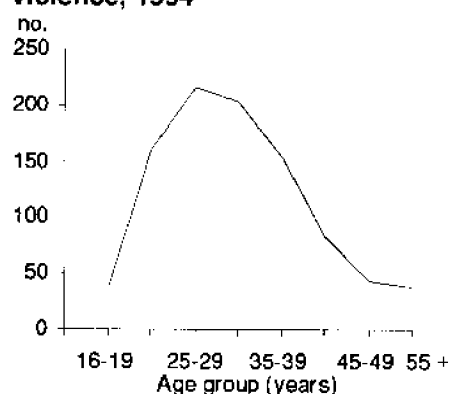


## Summary graphs

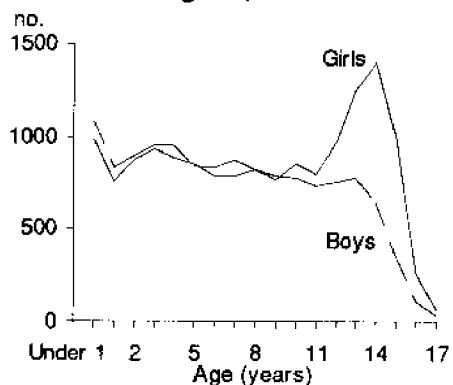
**Homicide victims, 1993**



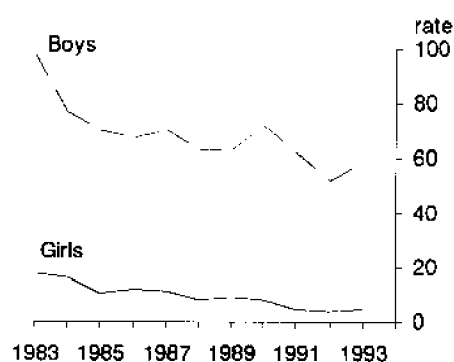
**Clients of SAAP services for women escaping domestic violence, 1994**



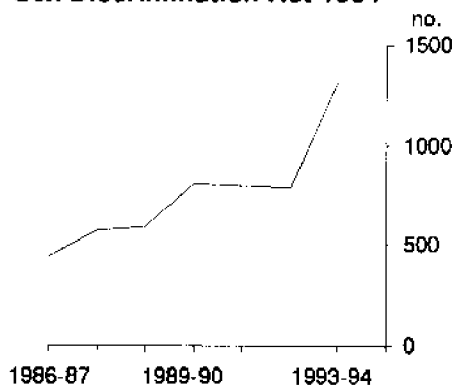
**Substantiated cases of child abuse and neglect, 1993-94**



**Persons in juvenile corrective institutions**



**Complaints under the Sex Discrimination Act 1984**





## Policy background

In May 1995, the Prime Minister released the *Justice Statement* on behalf of the commonwealth government. A significant component of this statement is the National Women's Justice Strategy which aims to ensure equal access to justice for Australian women and men. The strategy includes funding for a national network of women's legal centres. Specific funding was also provided for services to Aboriginal and Torres Strait Islander women and women from non-English speaking backgrounds, through the new network of women's legal centres. Another important initiative is funding for family support services aimed at addressing violence in family relationships.

One of the main reforms is a four year pilot program of handover centres for children from families experiencing conflict. These centres provide a place where children can be collected by fathers in situations where the collection of the children from the family home may create difficulties because the mother has legal protection from violence from the father. Sometimes handovers have occurred at police stations, although it is recognised that such arrangements are not desirable for parents or children.

In 1994, the Department of Employment, Education and Training

funded the development of gender inclusive materials for law curricula, specifically in the areas of violence, work and citizenship.

The *National Strategy to Prevent Child Abuse and Neglect* aims to prevent child abuse and neglect through a co-ordinated plan of action. The plan aims to create an environment which supports families and communities to meet their responsibilities to care for and protect children.

## 1995 statistical activities

The ABS conducted a Crime and Safety Survey in each state and territory, except Tasmania and the Northern Territory.

The Women's Safety Survey, currently in development, will be conducted by the ABS in 1996. The survey will collect the first national baseline data on violence against women by both men and women. It will cover women's experience of physical and sexual assault, as well as threats against their personal safety and the effects of violence. Results of the survey will be available late in 1996.

## Victims of crime

The 1993 national Crime and Safety Survey found that 3% of women and 4% of men had been victims of personal crime (robbery, assault and sexual assault) in the previous 12 months. Rates of victimisation decreased with age and at all ages (except 65 years and over) men were more likely than women to be victims.

In April 1994, further Crime and Safety Surveys were conducted in New South Wales and Victoria. Similar patterns as those in the national survey were found. In the 12 months prior to April 1994, 3% of women in both New South Wales and Victoria were victims of personal crime, compared to 4% of men in New South Wales and 5% of men in Victoria. Victimisation rates decreased with age in both states. Young women and men (aged 15-24 years) were most likely to be victims of personal crime.

## Victimisation rates of personal crime, April 1994

Age group (years)	New South Wales		Victoria	
	Women	Men	Women	Men
	%	%	%	%
15-24	6.0	9.3	5.9	12.0
25-34	3.8	4.4	3.7	5.0
35-44	2.6	3.3	2.8	3.5
45-54	1.5*	3.1	1.0*	2.3
55-64	2.2*	1.2*	0.8*	1.1*
65 and over	0.5*	1.0*	0.7*	1.0*
<b>Total</b>	<b>2.9</b>	<b>4.1</b>	<b>2.7</b>	<b>4.7</b>
	'000	'000	'000	'000
<b>Total</b>	<b>2 319.0</b>	<b>2 241.3</b>	<b>1 737.1</b>	<b>1 673.0</b>

Source: Crime and Safety, New South Wales (4509.1);  
Crime and Safety, Victoria (4509.2)

In 1994, 12,100 Indigenous women aged 13 years and over (12%) reported that they had been verbally threatened or physically attacked within the last 12 months, compared to 13,300 Indigenous men (14%). Indigenous women were slightly more likely than

## Reporting of last incident to the police by Indigenous people, 1994

Reported	Physical attack		Verbal threat	
	Females	Males	Females	Males
	%	%	%	%
Attack reported	57.0	33.6	42.6	17.5
Attack not reported	42.6	60.0	56.8	78.3
<b>Total(a)</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
	'000	'000	'000	'000
<b>Total(a)</b>	<b>5.5</b>	<b>7.3</b>	<b>6.5</b>	<b>6.0</b>

(a) Includes not stated.

Source: National Aboriginal and Torres Strait Islander Survey: Detailed Findings (4190.0)

Indigenous men to have been verbally threatened (5.4% and 4.5% respectively), while Indigenous men were slightly more likely to have been physically attacked than Indigenous women (5.5% and 3.3% respectively).

Indigenous women were more likely than Indigenous men to have reported the last incident of either physical attack or verbal threat to the police. 57% of Indigenous women and 34% of Indigenous men who had been physically attacked reported the last incident to the police. Of those Indigenous people who were verbally threatened, 43% of women reported the incident compared to 18% of men.

The most common reasons stated by both Indigenous women and men for not reporting the last physical attack to the police was that they had solved the problem themselves or that the perpetrator was known to them (20% of women and 27% of men).

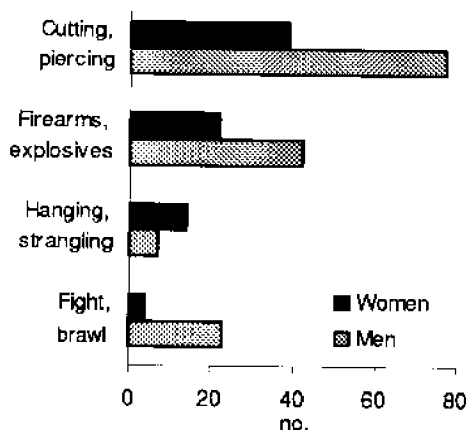
Indigenous men were more likely than Indigenous women to have considered verbal threats not serious enough to report (41% compared to 18%).

## Homicides

In 1993, homicide was the cause of death of 116 women and 210 men in Australia. This was a decrease of 3% for women and an increase of 21% for men since 1983.

## Victims of homicide, 1993

Main methods of homicide



Source: Death Registrations unpublished data

In 1993, 27% of women and 25% of men who were homicide victims were aged 20–29 years (see *Summary graphs* p. 158). Another 21% of male homicide victims were aged 30–39 years, compared to 13% of female homicide victims.

The most common method of homicide for both women and men was assault with a cutting or piercing instrument. In 1993, 39 women and 77 men died in this manner. The next most common method was death from assault with firearms or explosives, 22 women and 42 men died from this cause.

In 1995, the commonwealth government, as part of its *Justice Statement*, urged the states and territories to agree to stricter national gun laws in an attempt to reduce the number of homicides by firearms. The

statement acknowledges the danger of firearms for both women and men within homes where there is violence.

### Sexual assault

Data on victims of sexual assault who reported the crime to the police are not yet available disaggregated by the sex of the victim. This has been identified as a significant data gap which is being redressed. It is expected that next year, data on the numbers of women and men who report a sexual assault will be available.

The sexual assault rates are therefore calculated on the basis of the total population (that is, women, men and children). However, indications are that most victims reporting sexual assault to the police are women.

In 1994, there were 13,277 reported victims of sexual assault. This was an increase of 722 victims (6%) since 1993. The rate of sexual assault in 1994 was 74 victims per 100,000 people, compared to 71 victims per 100,000 people in 1993. This could be partially explained by an increase in the rate of reporting sexual assaults to the police.

In 1994, rates of reported sexual assault varied considerably between the states and territories. The Northern Territory and South Australia had the highest rate of victimisation (105 and 101 per 100,000 people, respectively). The lowest rate, 30 per 100,000 people, was recorded in Tasmania.

### Victims of sexual assault, 1994

State/territory	Victims	
	no.	rate(a)
New South Wales	4 608	76.2
Victoria	3 388	75.7
Queensland	2 009	62.8
South Australia	1 481	100.8
Western Australia	1 372	80.6
Tasmania	140	29.6
Northern Territory	180	105.2
Australian Capital Territory	99	32.9
<b>Australia</b>	<b>13 277</b>	<b>74.4</b>

(a) Victims per 100,000 people.

Source: National Crime Statistics (4510.0)

62% of sexual assaults occurred in a residential location and 56% occurred in people's homes. Only 7% of sexual assaults occurred on the street or footpath, and another 5% occurred in an open public space.

### Family violence

In 1994, Indigenous women were more likely than Indigenous men to believe that family violence was a problem in their local area. Just over 50% of Indigenous women in areas outside the capital cities believed that family violence was a problem in the local area. In contrast, 35% of Indigenous women and 28% of Indigenous men living in a capital city believed that family violence was a problem in the local area. However, 40% of Indigenous women and 41% of Indigenous men in capital cities did not know whether or not family

### Family violence as a problem in the local area for Indigenous people, 1994

Family violence	Capital city		Other urban		Rural	
	Females	Males	Females	Males	Females	Males
	%	%	%	%	%	%
Family violence is a problem	35.0	27.7	53.2	48.1	51.4	47.4
Family violence is not a problem	25.1	31.0	18.8	21.8	24.3	23.9
Don't know	39.5	40.7	27.6	29.3	23.1	28.0
<b>Total(a)</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
	'000	'000	'000	'000	'000	'000
<b>Total(a)</b>	<b>27.1</b>	<b>25.3</b>	<b>42.9</b>	<b>38.4</b>	<b>29.5</b>	<b>31.3</b>

(a) Includes not stated.

Source: National Aboriginal and Torres Strait Islander Survey: Detailed Findings (4190.0)

violence was a problem in their local area.

The Supported Accommodation Assistance Program (SAAP) conducted a national client census on one night in May 1994. On that night, 939 women were clients of SAAP services for women escaping domestic violence.

77% of all women using SAAP services for women escaping domestic violence had children accompanying them. Of

the 1,589 accompanying children, 45% were aged under 4 years and 31% were aged 5–9 years.

Over three-quarters of women using services for women escaping domestic violence were aged 20–39 years. 216 were in the 25–29 year age group and a further 204 women were 30–34 years. (see *Summary graphs* p. 158).

20% of women using SAAP services were Indigenous and another 15% were from non-English speaking backgrounds.

In 1994–95 the commonwealth government recognised the special needs of women escaping domestic violence in rural and remote areas by allocating funding to pilot information and referral services for such women.

### SAAP services for women escaping domestic violence, May 1994

Client characteristics	Women	
	no.	%
Indigenous	190	20.2
Non-English speaking background	137	14.6
Other	612	65.2
<b>Total</b>	<b>939</b>	<b>100.0</b>

Source: Supported Accommodation Assistance Program *Home for a Night*

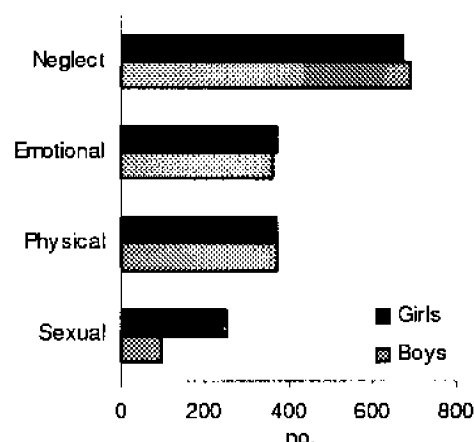
## Child abuse and neglect

In 1993–94, there were 15,377 substantiated cases of abuse and neglect against girls and 13,306 against boys. 4,423 girls (29%) and 4,724 boys (36%) who were victims of child abuse and neglect were aged under 5 years. A further 5,272 girls (34%) and 3,680 boys (28%) were aged 10–14 years (see *Summary graphs p. 158*).

About one-third of substantiated abuse cases against girls were in each category of abuse (physical, emotional and sexual). In comparison, 46% of cases of abuse against boys were physical, 40% were emotional and 14% were sexual abuse.

Of the 3,969 cases of substantiated sexual abuse against girls, 45% were against girls aged 10–14 years and 28% against 5–9 year olds. The situation was reversed for boys, 26% of sexual

## Substantiated cases of abuse and neglect of Indigenous children, 1993–94



Source: Australian Institute of Health and Welfare *Child Abuse and Neglect, Australia*

abuse victims were aged 10–14 years and 43% were aged 5–9 years.

In 1993–94 there were 4,092 substantiated cases of physical abuse against girls and 4,395 against boys. 47% of physical abuse cases against girls related to girls aged under ten years. In comparison, 59% of physical

## Substantiated cases of child abuse and neglect<sup>(a)</sup>, 1993–94

Age group (years)	Physical		Emotional		Sexual		Neglect	
	Girls	Boys	Girls	Boys	Girls	Boys	Girls	Boys
	no.	no.	no.	no.	no.	no.	no.	no.
Under 5	1 009	1 266	1 334	1 511	499	303	1 581	1 644
5–9	915	1 338	1 004	1 083	1 107	593	985	1 146
10–14	1 605	1 480	1 180	1 063	1 767	366	720	771
15–17 <sup>(b)</sup>	493	231	252	101	503	86	95	77
<b>Total<sup>(c)</sup></b>	<b>4 092</b>	<b>4 395</b>	<b>3 865</b>	<b>3 826</b>	<b>3 969</b>	<b>1 387</b>	<b>3 451</b>	<b>3 698</b>

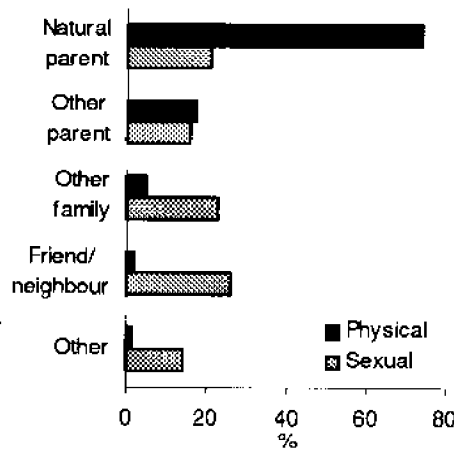
(a) Excludes two cases for girls and six cases for boys where the type of abuse or neglect was not known.

(b) Includes 21 cases involving persons aged over 17 years.

(c) Includes age unknown.

Source: Australian Institute of Health and Welfare *Child Abuse and Neglect, Australia*

### Substantiated cases of abuse of girls by relationship of maltreater<sup>(a)</sup>, 1993-94



(a) Excludes cases where the relationship of the maltreater is unknown.

Source: Australian Institute of Health and Welfare *Child Abuse and Neglect, Australia*

abuse cases against boys related to boys aged under ten years.

For both girls and boys, three-quarters of substantiated neglect cases were against children aged under ten years and about 45% of cases were against children under five years.

In 1993-94, there were 1,670 substantiated cases of abuse and neglect against Indigenous girls and 1,530 against Indigenous boys. Indigenous girls were more likely than boys to be victims of sexual abuse. About the same number of Indigenous girls and boys were victims of physical abuse and emotional abuse.

The relationship of the maltreater to the child abuse victim was not stated

in one-third of all physical abuse cases and two-fifths of sexual abuse cases. In 1993-94, 74% of girls and 72% of boys who were victims of physical abuse were maltreated by their natural (or adoptive) parents. Another 17% of cases of physical abuse against girls and 20% against boys were by legal guardians or other parents.

Friends or neighbours were most likely to be the perpetrators of sexual abuse against both girls and boys. In 1993-94, 26% of girls and 32% of boys who were sexually abused were abused by friends or neighbours. A further 23% of both girls and boys had been sexually abused by family members, other than parents.

### Prisoners

In April 1994, there were 731 female prisoners, representing 5% of all prisoners. 41% of both female and male prisoners were sentenced in New South Wales.

The Australian Capital Territory had the highest proportion of female prisoners (8%). Tasmania and the Northern Territory had the lowest proportion of female prisoners (3%).

Data collected by the Australian Institute of Criminology shows that between 1983 and 1993 the rate of imprisonment for girls aged 10-17 years in juvenile corrective institutions decreased from 18 per 100,000 to 4 per

**Prisoners, April 1994**

State/territory	Women no.	Men no.	Persons % female
NSW	300	6 053	4.7
Vic	135	2 296	5.6
Qld(a)	101	2 305	4.2
WA	100	1 962	4.8
SA	65	1 203	5.1
Tas	7	238	2.9
NT	14	470	2.9
ACT(b)	8	88	8.3
<b>Australia</b>	<b>731</b>	<b>14 615</b>	<b>4.8</b>

(a) People in Work Outreach Camps Programs were not included in the Queensland total.

(b) 68 males and 5 females in this total were in New South Wales prisons.

Source: Australian Institute of Criminology *Australian Prison Trends*

100,000 (see *Summary graphs* p. 158).

There was also a marked decrease in the imprisonment rate for boys from 98 to 59 per 100,000.

**Access to legal aid**

In its *Justice Statement*, the commonwealth government recognised that 'legal aid is central to the achievement of access to justice'.

Data from the Office of Legal Aid and Family Services shows that, in 1993-94, 130,500 grants for legal aid were approved. 32% of these grants went to women.

The lower level of grants for women is mainly the result of the number of grants approved for men for criminal cases. 56% of all approved grants went to men for criminal cases, and 12%

went to women for criminal cases. A further 14% and 7% of all grants went to women and men, respectively, for family matters. The same proportions of grants for family matters were reported in the previous year. 10% of all approved grants were for civil cases. In the future, the government will increase funding to enable delivery of more civil and family law services.

In 1994, 13% of Indigenous women and 21% of Indigenous men used legal services. The most common legal services used by Indigenous people were Aboriginal legal services. 8% of Indigenous women and 15% of Indigenous men used these services. 2% of Indigenous women and 3% of men used the services of a Legal Aid Commission.

**Approved applications for legal aid, 1993-94**

Type of application	Women %	Men %	Persons(a) %
Family	14.5	7.0	21.6
Criminal	12.1	56.2	68.4
Civil	5.0	4.9	10.0
<b>Total(b)</b>	<b>31.6</b>	<b>68.1</b>	<b>100.0</b>

	no.	no.	no.
<b>Total(b)</b>	<b>41 238</b>	<b>88 908</b>	<b>130 521</b>

(a) Includes not stated and not applicable.

(b) Includes type of application not specified.

Source: Office of Legal Aid and Family Services *unpublished data*



## Social security fraud

In June 1994, 57% of recipients of Department of Social Security benefits, allowances or pensions (other than family or child allowances) were women (see p. 144). Women were less likely than men to be prosecuted for any form of social security fraud. In 1993-94, 35% of prosecutions were against women.

A bond was the most common form of penalty for women convicted of social security fraud. 30% of these women received a bond and a further 22% were given a community service order. 13% of all women prosecuted served a jail sentence. In contrast, 23% of men received a community service order, 22% received a bond and 16% were jailed. 27% of men received fines, the most common form of penalty for men.

Women represented 42% of all people who received a bond, 31% of people jailed for a form of social security fraud and 29% of all people fined.

## Sex discrimination

The number of complaints made under the *Sex Discrimination Act 1984* almost trebled between 1987-88 and 1993-94 (see *Summary graphs* p. 158). There was a slight decrease in 1992-93 when 783 complaints were made compared to 800 the previous year. In 1993-94 the

## Penalties for social security fraud, 1993-94

Penalty	Women		Men	
	no.	%	no.	%
Jail sentences served	119	13.3	266	15.8
Jail sentences suspended	99	11.1	172	10.2
Fines	184	20.6	459	27.2
Community service order	192	21.5	387	23.0
Bond	264	29.6	364	21.6
Other penalty	8	0.9	15	0.9
Not penalised	8	0.9	4	0.2
Dismissed	18	2.0	18	1.1
<b>Total</b>	<b>892</b>	<b>100.0</b>	<b>1 685</b>	<b>100.0</b>

Source: Department of Social Security *unpublished data*

number of complaints increased by two-thirds to 1,304.

In 1993-94, 592 complaints, or 45% of complaints, involved sexual

## Complaints lodged under the Sex Discrimination Act 1984

Ground of complaint	1991-92	1992-93	1993-94
	no.	no.	no.
Sexual harassment	181	292	592
Sex	268	278	369
Pregnancy	101	89	153
Sex and sexual harassment	185	74	67
Marital status	65	36	51
Other(a)	—	14	72
<b>Total</b>	<b>800</b>	<b>783</b>	<b>1 304</b>

(a) Includes family responsibilities and victimisation.

Source: Human Rights and Equal Opportunity Commission *Annual Report*

harassment. This was an increase of 300 complaints since the previous year. This increase may be partly attributed to amendments to the Act, strengthening it in relation to sexual harassment, made in January 1993.

In 1993-94 there was also a high proportion of claims on the grounds of sex (369 complaints) and pregnancy (153 complaints).

The majority of claims made under the Act were made by women (68%) and only 8% of the complaints were made by men.

However, it should be noted that the sex of the claimant was either not recorded, or they were represented by another person or group in 23% of cases.

### Complaints lodged under the Sex Discrimination Act 1984, 1993-94

Category	Complaints	
	no.	%
Women	887	68.0
Men	106	8.1
Trade union	5	0.4
Two or more persons	4	0.3
Not recorded(a)	302	23.2
<b>Total</b>	<b>1 304</b>	<b>100.0</b>

(a) Includes two claims on behalf of a person or group.

Source: Human Rights and Equal Opportunity Commission *Annual Report*

## Definitions and data references

**Aboriginal legal service** — was established to assist Indigenous people with legal matters.

Reference: National Aboriginal and Torres Strait Islander Survey: Detailed Findings (4190.0)

**Child abuse and neglect** — occurs when a person, having the care of the child, inflicts, or allows a child to be inflicted by, physical injury or deprivation which may create a substantial risk of death, disfigurement, or the impairment of either physical health and development of emotional health and development, other than by accidental means.

Reference: Australian Institute of Health and Welfare *Child Abuse and Neglect, Australia*

**Emotional abuse** — any act by a person having the care of a child which results in the child suffering any kind of significant emotional deprivation or trauma.

Reference: Australian Institute of Health and Welfare *Child Abuse and Neglect, Australia*

**Family violence** — includes verbal threats, intimidation, fear of physical attacks and actual physical attacks, occurring between family members within a household.

Reference: National Aboriginal and Torres Strait Islander Survey: Detailed Findings (4190.0)

**Homicide** — death from homicide or injury purposely inflicted by other persons as defined by the Ninth (1975) Revision of the World Health Organization's International Classification of Diseases (ICD).

Reference: Causes of Death, Australia (3303.0)

**Juvenile corrective institution** — offenders and alleged offenders aged 10–17 years are held here, either awaiting a hearing or outcome, or as a penalty for the offence when found guilty.

Reference: Australian Institute of Criminology *Persons in Juvenile Corrective Institutions*

**Legal aid** — is a system administered by commonwealth and state governments whereby legal assistance is made available to those who cannot afford a private lawyer.

Reference: Office of Legal Aid and Family Services; National Aboriginal and Torres Strait Islander Survey: Detailed Findings (4190.0)

**Maltreater** — the person believed responsible for the abuse or neglect of a child. Where there is more than one maltreater, the maltreater is considered to be the person believed to have inflicted the most severe abuse or neglect, or most likely to have harmed the child or put the child at risk. Where it is not possible to identify the maltreater, they are identified as the person who inflicted the most obvious form of abuse or neglect.

Reference: Australian Institute of Health and Welfare *Child Abuse and Neglect, Australia*

**Neglect** — any serious omissions by a person having the care of a child, which, within the bounds of cultural tradition, constitute a failure to provide conditions which are essential for the healthy physical and emotional development of a child.

Reference: Australian Institute of Health and Welfare *Child Abuse and Neglect, Australia*

**Other parent** — a parent, other than a child's biological or adoptive parent including: step-parents; de facto parents; foster parents; and legal guardians.

Reference: Australian Institute of Health and Welfare *Child Abuse and Neglect, Australia*

**Personal crime** — includes robbery, assault and sexual assault.

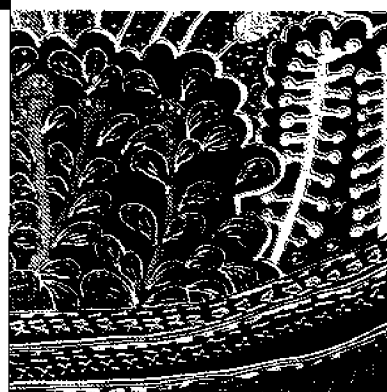
Reference: Crime and Safety, Australia (4509.0)

**Physical abuse** — any non-accidental physical injury inflicted upon a child by a person having the care of a child.

Reference: Australian Institute of Health and Welfare *Child Abuse and Neglect, Australia*

- Physical attack** — where a person has suffered physical force from another person(s), for example, being pushed, hit, kicked or speared.  
Reference: National Aboriginal and Torres Strait Islander Survey: Detailed Findings (4190.0)
- Prisoner** — a person held in custody in the prison system under sentence or on remand.  
Reference: Australian Institute of Criminology *Australian Prison Trends*
- Rate of sexual assault** — the number of individual people per 100,000 of the relevant population who were victims of sexual assault. Where a person is a victim of more than one form of sexual abuse, they are only counted once, although they may also be counted as victims of other crimes.  
Reference: National Crime Statistics (4510.0)
- Sexual abuse** — any act by a person having the care of a child which exposes a child to, or involves a child in, sexual processes beyond his or her understanding, or contrary to accepted community standards.  
Reference: Australian Institute of Health and Welfare *Child Abuse and Neglect, Australia*
- Sexual assault** — a physical assault of a sexual nature, directed toward another person where that person does not give consent, or gives consent as a result of intimidation or fraud, or is legally deemed incapable of giving consent because of age or temporary/permanent incapacity. The sexual assault does not have to involve penetration. 1994 data from some states are revised July to December 1993.  
Reference: National Crime Statistics (4510.0)
- Sex Discrimination Act 1984 (SDA)** — provides that discrimination on the grounds of sex, marital status or pregnancy is unlawful in specified areas of public life: work, education, accommodation, disposal of land, provision of services, goods and facilities, clubs, and the administration of federal laws and programs. The SDA prohibits both direct and indirect discrimination and sexual harassment in certain areas. Complaints of discrimination are made to the Human Rights and Equal Opportunity Commission and are then referred to the Sex Discrimination Commissioner for action.  
Reference: Australian Law Reform Commission *Equality Before the Law: Justice for Women*; Human Rights and Equal Opportunity Commission
- Social security fraud** — fraud against the Department of Social Security as defined under either the Social Security Act 1991 or the Crimes Act 1914. Cases of alleged fraud are referred by the Department of Social Security to the Director of Public Prosecutions, who undertakes prosecutions where appropriate.  
Reference: Department of Social Security *Annual Report*
- Supported Accommodation Assistance Program (SAAP)** — a jointly funded program by commonwealth and state governments to provide accommodation and support services for people who are homeless or in crisis. Accommodation outlets are defined according to their primary client group.  
Reference: Supported Accommodation Assistance Program *Home for a Night*
- Verbal threat** — any verbal abuse to a person where no weapon was seen and no physical violence occurred. It includes verbal threats to harm the respondent or their property.  
Reference: National Aboriginal and Torres Strait Islander Survey: Detailed Findings (4190.0)
- Victim** — a person reporting at least one offence of either robbery, assault or sexual assault. Victims were counted once only for each type of offence, regardless the number of incidents of that type.  
Reference: Crime and Safety, New South Wales (4509.1); Crime and Safety, Victoria (4509.2)
- Victimisation rate** — victims as a proportion of all people in a given category.  
Reference: Crime and Safety, New South Wales (4509.1); Crime and Safety, Victoria (4509.2)

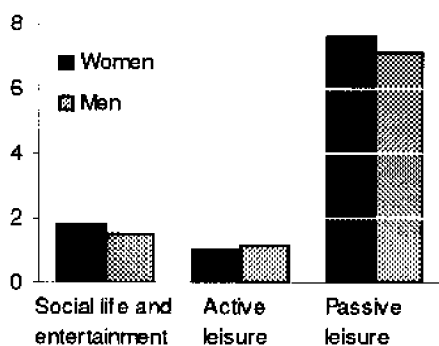
CULTURE.  
LEISURE AND  
SPORT



## Summary graphs

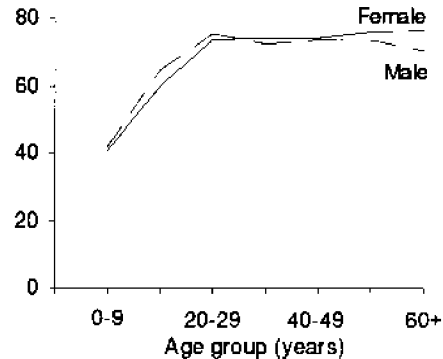
**Average time spent per day on leisure activities, 1992**

hours



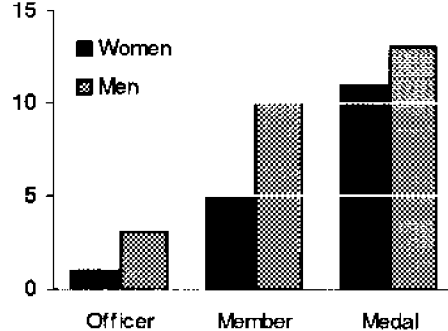
**Participation in Indigenous cultural activities, 1994**

%



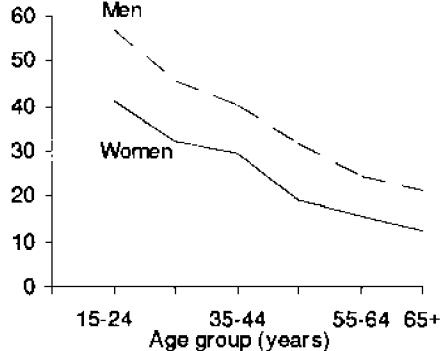
**Order of Australia awards in the arts, 1995**

no.



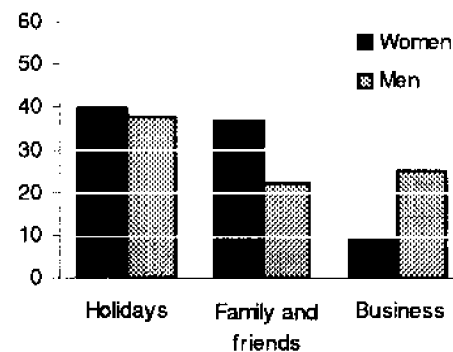
**Involvement in sport, 1993**

%



**Domestic travel, 1994**

%



**Overseas travel, 1994**

%



## Policy background

In October 1994 the commonwealth government's cultural policy, *Creative Nation*, was launched. Initiatives under the policy include: the extension of the *Musica Viva in Schools* program; the extension of the Australian Artists Creative Fellowship Scheme to include young Australian artists; *Festivals Australia*, a grants program to support cultural components of regional festivals across Australia; and the creation of more opportunities for cultural tourism.

The first Prime Ministerial Women and Sport Awards were held in 1992. These awards recognise exemplary initiatives for women's participation in all aspects of sport. The *Towards Gender Equity in Sport Guidelines and Policy* was also launched in this year.

In 1993 the Sport and Recreation Ministers' Council established a Statistical Working Group to improve the definition, range and quality of statistics on the sport and recreation industry in Australia.

In 1995 activities initiated by the Women and Sport Unit to increase the profile of women in sport included: a media module on women and sport for tertiary level sports and journalism curricula and a 'best practice' manual on gender equity in sport policies and initiatives. Work will soon commence on a 2000 Olympic Strategy to increase

the involvement of women in the Sydney Olympic Games.

## 1995 statistical activities

The ABS quarterly Population Survey Monitor has collected information on sport and recreation participation and expenditure since August 1993.

In March the ABS conducted the Attendance at Selected Cultural and Sporting Activities Survey. Results are expected to be released in late 1995.

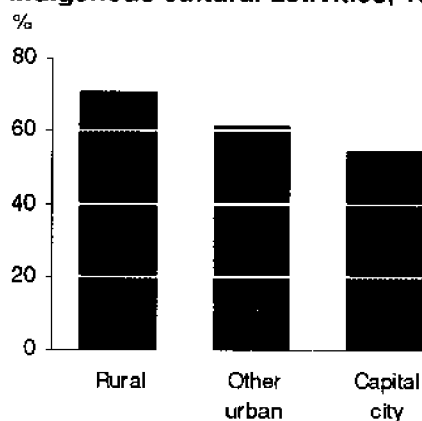
## Arts and culture

People can be involved in the arts and cultural activities in many ways. They may work, either in a paid or unpaid capacity, in these fields or they may participate in or attend cultural activities.

In March 1993, 13% of women and 10% of men had worked (either paid or unpaid) in culture and leisure activities in the previous 12 months.

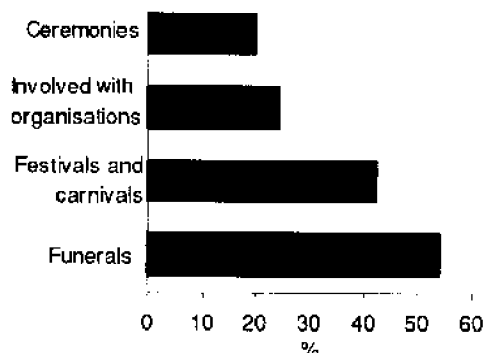
In 1990-91 more women than men had attended a cultural venue or activity at least once during the previous 12 months. The highest level of attendance was at public libraries, visited by 43% of women and 30% of men.

### Attendance by females at Indigenous cultural activities, 1994



Source: National Aboriginal and Torres Strait Islander Survey unpublished data

### Attendance by females at Indigenous cultural activities, 1994



Source: National Aboriginal and Torres Strait Islander Survey: Detailed Findings (4190.0)

## Indigenous cultural activities

The culture of Indigenous Australians includes activities such as ceremonies, funerals, festivals and carnivals. In the 1994 National Aboriginal and Torres Strait Islander Survey, 62% of females and 63% of males reported attending at least one Indigenous cultural activity in the previous 12 months.

Attendance at cultural activities by both Indigenous females and males gradually increased until 29 years of age and then remained fairly constant (see *Summary graphs* p. 172). 76% of women and 70% of men 60 years and over had attended an Indigenous cultural activity in the previous year, compared to 40% of girls and 42% of boys under 10 years.

Attendance at Indigenous cultural activities also varied by location. 71% of females living in rural areas had



### Reasons Indigenous people could not attend a cultural activity, 1994

Reason	Females	Males
	%	%
No transport	37.6	34.0
Not enough money	35.0	29.5
Too far away	29.9	23.1
Work	12.7	18.6
Didn't want to	9.6	7.7
No child care	7.0	1.3*
Other(a)	17.8	24.4
	'000	'000
<b>Total(b)</b>	<b>15.6</b>	<b>15.3</b>

(a) Includes not stated.

(b) More than one reason could be stated.

Source: National Aboriginal and Torres Strait Islander Survey: Detailed Findings (4190.0)

attended a cultural activity in the previous year, compared to 54% of females living in capital cities. The proportions were similar for males.

Funerals were the most commonly attended Indigenous cultural activity. In the previous 12 months, 54% of females and 55% of males, over the age of 13 years, had attended a funeral. More females than males were involved with Indigenous organisations, 24% compared to 20%.

16% of both females and males, over the age of 13 years, had been unable to attend an Indigenous cultural event in the previous year and lack of transport was reported by both females and males as the main reason for not

attending (38% and 34% respectively). Lack of money and being too far away were cited by more females than males. 35% of females and 29% of males had insufficient money, while distance prevented 30% of females and 23% of males from attending.

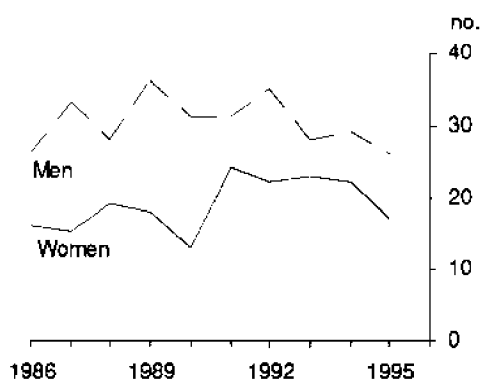
### Order of Australia awards

The honours system recognises outstanding achievement to Australian society (see p. 132). Since 1975, 716 people associated with the arts have received Australian civilian honours awards and 38% of these were women.

In the last ten years women have received on average 38% of the honours awarded to participants in the arts. However in 1993 women received 45% of the honours awarded.

In 1995, 6% of appointments to the Order of Australia awards went to people associated with the arts. 17 of the 43 honours awards in the arts went

### Order of Australia awards in the arts



Source: Honours Secretariat Government House unpublished data

### Order of Australia awards in the arts, 1995

Category	Women	Men
Literature	1	5
Acting/dance	4	5
Music/entertainment	4	10
Visual arts	3	5
Museums, galleries	1	—
Administration	2	—
<b>Total(a)</b>	<b>17</b>	<b>26</b>

(a) Includes other categories.

Source: Honours Secretariat Government House  
*unpublished data*

to women. The highest award received in the arts category was Officer of the Order of Australia. Of these four awards, one went to a woman (in the music category). 11 of the 24 Medals of the Order of Australia awards were received by women.

In 1995 men received five of the six awards in the field of literature and ten of the 14 awards in music and entertainment. Women received the only two awards in arts administration.

### Leisure

For most Australians, leisure activities occupy a significant proportion of each day. On average, women and men spend a similar amount of time each day on leisure as a main activity, 5 hours and 40 minutes. However, differences between the leisure time of women and men are associated with labour force and family status. For example, women who are married and have children and who also work full-time spent an average of 3 hours and 46 minutes a day on leisure

### Participation in selected leisure activities at home, 1992

Activity	Average time spent(a)		Participation rate	
	Women	Men	Women	Men
	hours	hours	%	%
Watching TV	2.2	2.6	68.4	72.5
Relaxing/thinking/resting	1.0	1.0	59.4	50.8
Conversation	0.5	0.5	29.6	21.7
Talking on the phone	0.5	0.4	36.0	14.7
Socialising	1.7	1.7	26.0	15.6
Reading newspapers	0.6	0.8	19.2	22.4
Crafts	1.9	2.2	8.3	0.6
Writing letters	0.7	0.8	6.7	2.4
<b>Total(b)</b>	<b>3.9</b>	<b>3.9</b>	<b>95.5</b>	<b>93.5</b>

(a) By participant per day.

(b) Includes other activities not listed.

Source: Time Use Survey *unpublished data*

compared to men in a similar situation who spent 4 hours and 20 minutes.

On average, women spent more time than men on passive leisure activities, 7 hours 38 minutes per day compared to 7 hours 4 minutes. In contrast, men spent more time on active leisure than women (see *Summary graphs* p. 172).

### Leisure at home

In 1992, 96% of women and 94% of men spent on average almost 4 hours a day on leisure activities at home. Most leisure activities undertaken at home are passive, or non-physical.

The most popular home leisure activity was watching television (TV). 68% of women and 73% of men reported watching TV on an average day. Women who watched TV did so for an average of 2 hours and 12 minutes a day compared to 2 hours and 35 minutes for men. More women than men spent time relaxing, thinking and resting (59% and 51% respectively). More than twice as many women than men spent time talking on the phone (36% and 15% respectively).

8% of women spent some time on crafts at home compared to less than 1% of men. However, those men who did undertake crafts spent on average more time than women, 2 hours 11 minutes compared to 1 hour 53 minutes.

### Women's participation in leisure activities at home, 1992

Age group (years)	Average time spent(a)	Participation rate
	hours	%
15-24	3.4	93.0
25-34	3.2	94.9
35-44	3.3	96.1
45-54	3.7	97.0
55-64	4.8	97.1
65 and over	6.0	96.2
<b>Total</b>	<b>3.9</b>	<b>95.5</b>

(a) By participant per day.

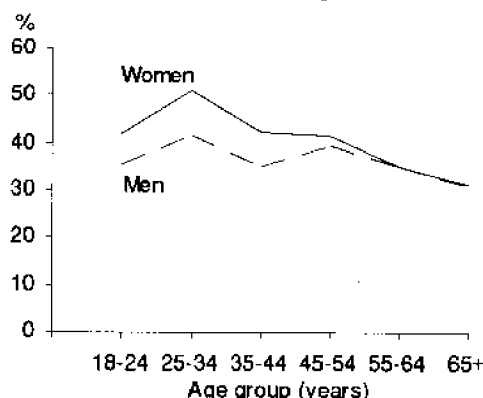
Source: Time Use Survey *unpublished data*

Participation in home leisure activities generally increases with age. Women aged 65 years and over spent on average about 6 hours a day on home leisure activities compared to 3 hours and 13 minutes by women aged 25-34 years. 71% of women aged over 65 years and 52% aged 15-24 years spent time thinking, relaxing and resting. Older women also spent on average over twice as much time on this activity, 1 hour 35 minutes compared to 43 minutes.

### Botanical garden usage

Botanical gardens are a source of enjoyment for many people, providing a place to observe and interact with nature in a relaxed environment. In May 1995, 39% of people had visited a botanical garden in the previous 12 months. More women than men had attended, 41% compared to 36%. At all ages more women than men attended,

### Botanical garden usage in the previous 12 months, May 1995



Source: Population Survey Monitor (4103.0)

until over 55 years when the proportion of women and men was almost equal.

More than half of women aged 25-34 years had visited a botanical garden in the last 12 months. This was the age group when the highest proportion of women visited botanical gardens. 31% of women aged over 65 years had

visited a botanical garden in the last 12 months.

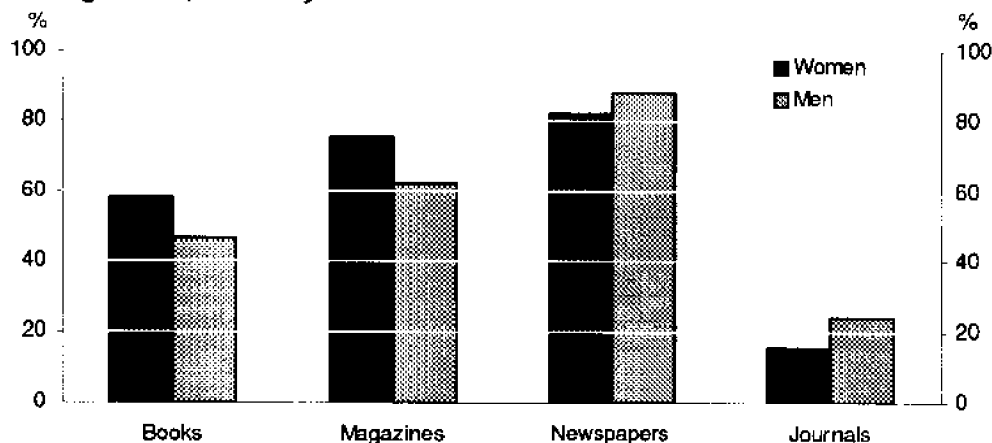
### Reading habits

For most Australians reading is a part of daily life, reading either for information, work, education, or pleasure. In February 1995, 97% of women and men reported reading in the last week. Newspapers were the most common material read by both women and men (82% and 88% respectively). More women than men read magazines and young women aged 18-24 years reported the highest level of magazine readership (80%).

### Sport

Sport provides a source of much national pride and in many cases sporting people are considered as local or national heroes. Australia has a high profile in international sport, and some

### Reading habits, February 1995



Source: Population Survey Monitor (4103.0)

Australian sports people and teams are world champions in their fields.

Fewer women than men across all age groups participate in sport. In 1993, 27% of women compared to 39% of men had participated in sport in the previous 12 months. Involvement in sport decreases with age for both women and men (see *Summary graphs* p. 172).

### Media

Women are under-represented in the sports media, and particularly so at the senior decision making levels.

In early 1995 there was only one female assistant director/head in television or radio. There were no female executive sports editors or sports editors in newspapers. Only four of the 116 sport specific or sports writers were women.

The highest representation of women in the sports media was as television reporters, commentators or journalists, where 11 of the 65 positions were filled by women (*Margaret Gee's Australian Media Guide, 48th Edition*).

### Leadership and administration

The Australian Sports Commission is the central government sports funding and development body. Female membership on the board has increased from two to five out of 12 between 1988 and 1995.

Despite an increase in the number of sporting organisations funded by the Australian Sports Commission, the proportion of national executive directors who are women has declined. In 1988, 18 of the 53 directors were women compared to 16 of the 91 in 1995. Sporting organisations tend to have male executive directors, even when the sport is traditionally female.

The National Coaching Accreditation Scheme ensures quality standards of coaching in Australian sport. In 1995 women accounted for 29% of level 1 coaches (the lowest level). However, women's representation declines as the level of coaching increases. Women held only 9% of level 3 coaching positions in 1995.

In 1995, 12% of head coaches at the AIS were women, and 12% of all AIS

### Administrators of national sporting bodies

Year	Australian Sports Commission board members		Sporting organisations national executive directors	
	Women	Men	Women	Men
	no.	no.	no.	no.
1988	2	10	18	35
1990	3	9	12	65
1991	3	9	14	70
1992	4	8	16	72
1993	4	8	13	72
1994	5	7	16	73
1995	5	7	16	75

Source: Australian Sports Commission *unpublished data*

**People who were coaches of national sporting bodies**

Type of coach	1991		1993		1995	
	no.	% female	no.	% female	no.	% female
National Coaching Accreditation Scheme						
Level 1	69 336	31	99 683	31	93 117	29
Level 2	10 501	18	13 783	17	12 209	16
Level 3	1 239	9	1 556	9	1 281	9
Australian Institute of Sport						
Head coaches	17	12	19	16	17	12
All coaches	77	10	79	9	77	12
National sporting organisations						
National coaching directors	77	22	83	23	79	24

Source: Australian Sports Commission *unpublished data*

coaches were women. This was an increase from 9% in 1993.

33% in 1989. In 1995, 39% of AIS scholarship holders were female.

**Role models**

Role models encourage participation in sport by young women and girls. The success of national women's sporting teams and other female athletes competing at international level have helped to raise the image of women's sport in Australia.

The AIS (the main training ground for Australia's elite athletes) awards scholarships to athletes in selected sports. The number of scholarships awarded has increased from 129 in 1981 to 588 in 1995. During the same time, the number of female scholarship holders increased from 52 to 227. The proportion of female scholarship holders has varied from 44% in 1983 to

**Tourism and travel**

People travel to many different destinations, both overseas and within Australia. Both the reasons for travel

**Australian Institute of Sport scholarship holders**

Year	Females	Males	Persons
	no.	no.	% female
1981	52	77	40.3
1983	91	115	44.2
1985	123	186	39.8
1987	151	201	42.9
1989	121	241	33.4
1991	188	343	35.4
1993	209	335	38.4
1995	227	361	38.6

Source: Australian Sports Commission *unpublished data*

and the type of travel taken differ between women and men.

### Domestic travel

In 1993-94, over 48 million domestic trips (where at least one night was spent away from home) were made by Australian residents aged 14 years and over. 46% of the domestic trips were taken by women, reflecting the greater likelihood of men travelling on business.

The largest proportion of domestic trips were taken for holidays (40% of trips by women and 38% by men). The proportion of women who travelled on business (9%) was much lower than for men (25%) (see *Summary graphs* p. 172).

### Overseas travel

In 1994, 2.4 million short-term overseas trips were taken by Australian residents, 46% of them by women. Women were most likely to travel for a holiday. 56% of short-term overseas departures by women were for this purpose compared to 42% for men. 29% of women and 19% of men

### Overseas travel, 1994

Reasons	Women	Men
	'000	'000
Holidays	613.4	530.4
Visiting family and friends	316.0	245.2
Business	64.5	343.8
Convention/conference	21.7	45.2
Education	16.4	14.1
Employment	13.8	41.8
<b>Total trips(a)</b>	<b>1 087.6</b>	<b>1 266.7</b>

(a) Includes other and not stated reasons.

Source: Overseas Arrivals and Departures *unpublished data*

travelled overseas to visit family and friends.

Business travel was dominated by men who comprised 84% of short-term travellers on business and 67% of convention travellers. Women comprised the majority of people travelling overseas for education (54%).

## Definitions and data references

**Active leisure** — includes: sport, exercise and outdoor activities and voluntary support for these activities; parlour games and cards; computer games; gambling; hobbies, arts, crafts and performing music and drama; holiday travel and travelling for pleasure; and all associated travel and communication.

Reference: Time Use Survey, Australia – User's Guide (4150.0)

**Average time spent** — the time spent by people on an activity in a day was added to the time spent by everyone else to get the total time spent. Average time spent by all people is the total time spent divided by the whole population.

Average time spent by participants is the total time spent divided by the number of people who engaged in that activity.

Reference: Time Use Survey, Australia – User's Guide (4150.0)

**Botanical garden usage** — people who had visited any botanic garden in Australia or on Norfolk Island in the last 12 months.

Reference: Population Survey Monitor (4103.0)

**Culture/leisure activities** — participation in culture/leisure activities which gave some benefit to people other than the individual or their family. Involvement was unpaid if people donated art works or gave time and effort voluntarily and paid if people received remuneration for the goods or services. If people were paid for their work but did unpaid overtime or worked beyond the scope of their positions then they were considered to have done some unpaid work.

Reference: Work in Selected Culture/Leisure Activities, Australia (6281.0)

**Domestic travel** — travel by Australian residents aged 14 years and over, which involved a stay away from home for one or more nights and required a journey of at least 40 km from home.

Reference: Bureau of Tourism Research  
*Domestic Tourism Monitor: Annual Summary*

**Indigenous cultural activities** — includes funerals, ceremonies, festivals and carnivals and involvement with Indigenous organisations.

Reference: National Aboriginal and Torres Strait Islander Survey: Detailed Findings (4190.0)

**Involvement in sport** — participation in social (usually) and competition sports as both players and in non-playing capacities such as coaches, referees and administrators. Spectators are excluded.

Reference: Involvement in Sport, Australia (6285.0)

**Leisure activities at home** — includes watching television or videos, relaxing, socialising, listening to music and participating in arts, crafts and hobbies at home.

Reference: Time Use Survey, Australia – User's Guide (4150.0)

**Order of Australia awards** — are given to Australian citizens for merit, achievement, and service. Instituted in 1975, awards are currently given at four levels. Appointments as Companions are made for eminent achievement and merit of the highest degree in service to Australia or humanity at large. Appointments as Officers are made for distinguished service of a high degree to Australia or humanity at large. Appointments as Members are for service in a particular locality or field or activity or to a particular group. Awards of the Medal are for service worthy of particular recognition. The data in this report excludes the military division.

Reference: Honours Secretariat Government House



**Overseas travel** — departure overseas by an Australian resident for a period of less than 12 months.

Reference: Overseas Arrivals and Departures, Australia (3404.0)

**Passive leisure** — includes: reading; watching television; listening to radio and music; relaxing, thinking, resting; enjoying memorabilia; writing letters and diaries; personal telephone conversations; and all associated communication and travel.

Reference: Time Use Survey, Australia - User's Guide (4150.0)

**Public libraries** — includes those libraries engaged in providing a free library service to the community funded by state or local government. National and state libraries are excluded, along with special libraries, higher education libraries, and school libraries.

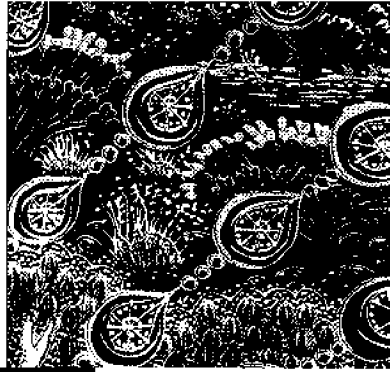
However, the Australian Capital Territory and the Northern Territory library services are included as they provide the public library service of those territories.

Reference: Attendance at Selected Cultural Venues, Australia (4114.0)

**Reading material** — material read in the seven days prior to interview including books, magazines, newspapers and journals.

Reference: Population Survey Monitor (4103.0)

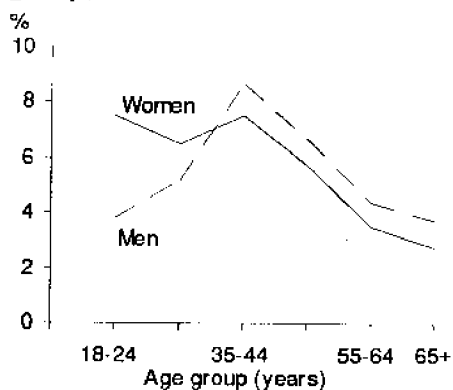




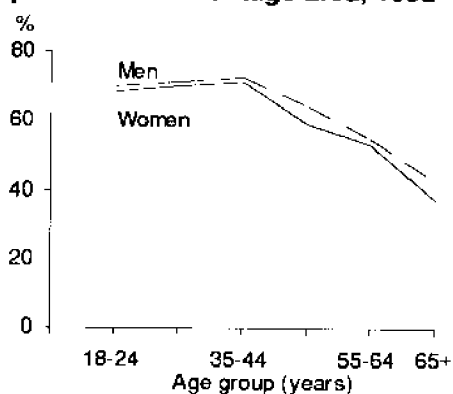
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## Summary graphs

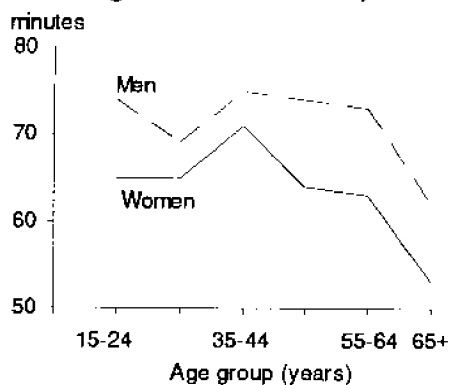
**Members of an environmental group, 1992**



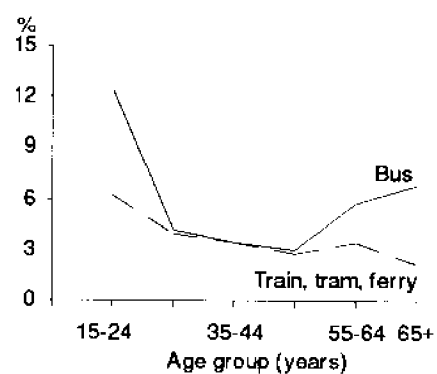
**Visitors to a national park, state park or world heritage area, 1992**



**Average time spent per day travelling in motor vehicles, 1992**



**Use of public transport by women per day, 1992**



## Policy background

Australia assisted in developing policies on women and the environment in the lead up to the United Nations Conference on Environment and Development held at Rio De Janeiro in June 1992. The statement *Women and the Environment*, was released during the conference to promote the strong concern among women about environmental issues and to support women's involvement in environmental decision making. It outlined progress to date including the significant number of women who were involved in the Decade of Landcare Plan.

*Women — Shaping and Sharing the Future: The New National Agenda for Women 1993–2000* recognised that the environment is an issue of importance to women and it outlined actions for the future.

In March 1995, the commonwealth government released *Greenhouse 21C: A Plan for a Sustainable Future*. This document provides measures additional to those contained within the *National Greenhouse Response Strategy*, which was adopted in 1992 by the Council of Australian Governments. Features of *Greenhouse 21C* are an increased emphasis upon renewable energies, the expansion of urban forests and an urban public transport pilot program.

The environment was one of 12 identified areas of critical concern for the United Nations Fourth World Conference on Women held in Beijing in September 1995. The Australian report for the conference highlighted key issues for women and the environment including recognition that women's involvement is central to achieving sustainable development and that women should have a decision making role in environmental planning and policy making.

## 1995 statistical activities

*Environmental Issues: People's Views and Practices* (4602.0) was released by the ABS. It includes data on environmental concerns, attitudes towards the environment and economy, household energy and water sources and conservation measures.

In March the ABS released a discussion paper providing experimental estimates for a national balance sheet for Australia (5241.0). Following United Nations recommendations, the balance sheet includes not only assets produced in economic activity but also natural resources, such as forests, land and mineral and energy resources located on or below the earth's surface.

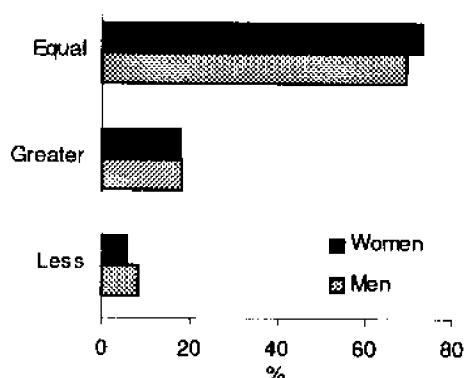
## Public opinion

In June 1994, there was little difference in the proportions of women and men aged 18 years and over who were concerned about environmental problems (70% and 68% respectively). Air pollution was reported as a concern by the largest proportion of both women and men (37% and 32% respectively).

Differences in the proportions of women and men concerned about various types of environmental problems were generally small. The largest difference was concern about garbage disposal. 19% of women and 12% of men stated this as an environmental concern.

In 1994, the majority of women (73%) and men (69%) felt that environmental protection was as important as

## Importance of environmental protection compared to economic growth, 1994



Source: Survey of Environmental Issues unpublished data

## Environmental concerns, 1994

Selected concerns	Women	Men
	%	%
Air pollution	36.5	31.5
Ocean pollution	27.2	26.2
Destruction of trees/ecosystem	26.0	25.2
Freshwater pollution	25.8	25.3
Garbage disposal	19.1	12.2
Ozone layer	18.8	15.4
Extinction of species	15.0	11.6
Other pollution	9.6	8.7
Greenhouse effect	9.2	8.3
Resource conservation	8.9	8.0
Land degradation	8.8	10.4
Nuclear tests/weapons	7.1	6.3
	'000	'000
<b>Total(a)</b>	<b>6 489.9</b>	<b>6 271.0</b>

(a) More than one concern could be stated.

Source: Survey of Environmental Issues unpublished data

economic growth. Fewer women than men thought that environmental protection was less important than economic growth.

Unemployed men were more likely than employed men to feel that environmental protection was more important than economic growth (23% compared to 18%). However, there was little difference between the proportions of unemployed and employed women who felt that environmental protection was more important than economic growth (19% and 18% respectively).

## Environmental information

In May 1992, 90% of both women and men had received some form of information about the environment in the last 12 months. The media, newspapers, or television were a source of information for most women and men (86%). The proportion of women and men who had received information about the environment from other sources was very similar, the exception being that 20% of women had received information from a school compared to 15% of men.

Of those people who had received some form of environmental information in the last 12 months, women were more likely than men to report having been influenced by it. 66% of women said that such information had influenced their behaviour or attitudes, compared to 58% of men.

## Environmental involvement

In May 1992, an equal proportion of women and men over 18 years had donated either time or money to an environmental cause during the last 12 months (28%). 6% of both women and men were members of an environmental group.

Membership of environmental groups differed with age. Up to the age of 35

## Sources of environmental information<sup>(a)</sup>, 1992

Source	Women	Men
	%	%
No information received	10.2	9.9
<i>Information received</i>	<i>89.8</i>	<i>90.1</i>
Media, newspapers or TV	85.7	86.0
Government or local council	41.1	42.2
A school	20.4	14.8
Environmental interest group	19.1	18.5
A library	7.8	6.4
From anywhere else	5.0	5.8

(a) More than one source may be stated.

Source: Environmental Issues: People's Views and Practices (4602.0)

years a larger proportion of women than men were members. The proportion of 18–24 year old women who were members of a group was twice that of men the same age. The largest proportion of any age group to be members of an environmental group (9%) were men aged 35–44 years (see *Summary graphs* p. 186).

## Motor vehicles

Australian Bureau of Agricultural and Resource Economics data show that about one-quarter of all energy consumed in 1993–94 was used by transport and motor vehicles accounted for most of this. The pollution emitted from the large number of motor vehicles used adversely effects the environment. In 1990–91, passenger cars emitted 33.6 million tonnes of carbon dioxide and

2.7 million tonnes of carbon monoxide (two of the major greenhouse gases) into the atmosphere.

The 1992 Time Use Survey measured use of transport on an average day. On any day, people may have used more than one type of transport and it was also possible to be both a motor vehicle driver and/or a passenger.

Most women and men used a motor vehicle on an average day. 52% of women were drivers and 26% were passengers of a car, van or truck. In comparison, 65% of men were drivers and 12% were passengers. 1% of both women and men used a taxi on an average day.

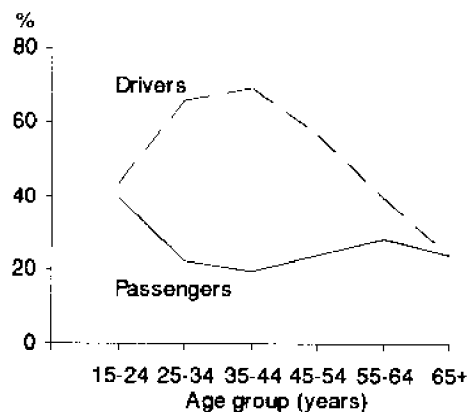
The age group with the highest proportion of reported motor vehicle passengers was women aged 15–24 years. 39% of women in this age group were passengers on an average day

compared to 26% of men. Some people in this age group would be too young to have their own driver's licence.

The largest proportion of drivers for both women and men were aged 35–44 years. Women and men in this age group are more likely to be working and therefore able to afford a car. It is also an age group when many people have children who may need to be transported by car.

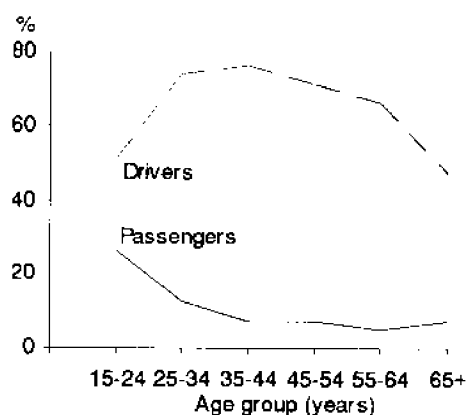
Of those people who were motor vehicle users, women of all age groups spent less time using motor vehicles than men. Female passengers and drivers spent an average of 1 hour 5 minutes travelling per day in a motor vehicle compared to an average 1 hour 12 minutes spent by male passengers and drivers. Women aged 35–44 years who used a motor vehicle spent the longest time of all female age groups

**Female motor vehicle users per day, 1992**



Source: Time Use Survey unpublished data

**Male motor vehicle users per day, 1992**



Source: Time Use Survey unpublished data



travelling in a motor vehicle per day (see *Summary graphs* p. 186).

### Other transport

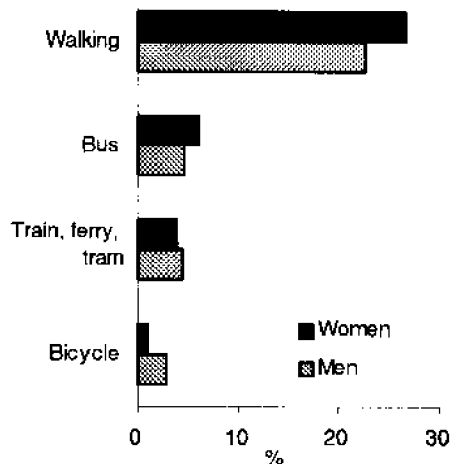
Public transport offers greater fuel efficiencies per passenger kilometre than private cars, making it a more environmentally desirable form of transport than motor vehicles. The main forms of public transport are buses, trains, trams and ferries.

In 1992, there was little difference in the proportion of women and men who used the various forms of public transport, nor in the time they spent on them. 4% of women and 5% of men used a train, ferry or tram with female passengers spending an average of 1 hour 10 minutes per day on them compared to 1 hour 15 minutes spent by men. Both the 6% of women and 5% of men who travelled on a bus, spent an average of just under one hour per day on a bus.

Women aged 15–24 years were the greatest users of public transport. 12% used buses and 6% used trains, trams or ferries per day. These young women spent an average of 1 hour 10 minutes per day on trains, ferries or trams and an average of an hour per day on buses. The lowest public transport usage was by 55–64 year old women (see *Summary graphs* p. 186).

The forms of transport that have least impact on the environment are walking or riding a bicycle, as no

### Users per day of selected transport types, 1992



Source: Time Use Survey unpublished data

greenhouse gases are emitted. In 1992, on an average day, women were more likely than men to walk (27% and 23% respectively). Both women and men spent an average of half an hour walking. Only 1% of women and 3% of men used a bicycle as a form of transport.

### Use of parks and world heritage areas

In May 1992, 61% of women and 65% of men had visited a national or state park or a world heritage area in the last 12 months. There was little difference among the age groups in the proportion of women and men who visited these areas (see *Summary graphs* p. 186).

Women and men aged 35–44 years were most likely to visit a national park (71% and 72% respectively). After this age, the likelihood of visiting a national or state park, or world heritage area, steadily declined with age. However, 38% of women and 43% of men aged 65 years and over had visited one of these areas in the last 12 months.

23% of women and 28% of men who did not visit one of these parks or areas said it was because they had no time. Other reasons given by women were not being able to (10%) or because of access problems or distance (9%).

## Definitions and data references

**Average day** — represents seven days of the week over the four quarters of the year surveyed.

That is, two-sevenths of an average day has weekend characteristics and five-sevenths has weekday characteristics.

Reference: Time Use Survey, Australia – User's Guide (4150.0)

**Carbon dioxide emissions** — release of carbon dioxide into the atmosphere through respiration, fuel combustion, or other chemical or biochemical processes. Carbon dioxide, an odourless, colourless, incombustible gas, is one of the major greenhouse gases.

Reference: Australia's Environment: Issues and Facts (4140.0); Bureau of Transport and Communications Economics *Workshop on Transport Externalities*

**Carbon monoxide emissions** — release of carbon monoxide into the atmosphere through respiration, fuel combustion, or other chemical or biochemical processes. Carbon monoxide, an odourless, colourless, poisonous gas which is a product of incomplete combustion of carbon and its compounds, is one of the major greenhouse gases.

Reference: Australia's Environment: Issues and Facts (4140.0); Bureau of Transport and Communications Economics *Workshop on Transport Externalities*

**Environmental group** — any group whose main concern is the protection of the environment.

Reference: Environmental Issues: People's Views and Practices (4602.0)

**Greenhouse gases** — additional atmospheric gases that increase greenhouse effect, that is the phenomenon in which radiation from the sun is trapped within the atmospheric environment of the earth resulting in a higher surface temperature. These gases include carbon dioxide, methane, chlorofluorocarbons and nitrous oxide.

Reference: Australia's Environment: Issues and Facts (4140.0)

**Motor vehicles** — includes taxis, vans and trucks.

Reference: Time Use Survey, Australia – User's Guide (4150.0)

**Public transport** — includes trains, trams, ferries and buses.

Reference: Time Use Survey, Australia – User's Guide (4150.0)

**Visitors to a national park, state park or world heritage area** — people who went to one of these areas in the 12 months prior to May 1992.

Reference: Environmental Issues: People's Views and Practices (4602.0)

**World heritage area** — is an area which is protected and conserved for future generation's because it is considered of outstanding universal value by the countries which are signatories to the World Heritage Convention.

Reference: Australia's Environment: Issues and Facts (4140.0)



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