

# **Participation profiles of Australian women**

## Summary Characteristics by Occupation

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&

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### Abstract

This paper presents a summary analysis of unpublished longitudinal data on the workforce participation profiles of a group of Australian women, according to their occupational group. The information is rich in detail concerning the timing, frequency and duration of breaks from working life, and the behaviour of individuals returning to work after such breaks. The data was gathered in the Population Monitor Survey August 1993 by the Australian Bureau of Statistics.

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## Summary Characteristics by Occupation

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This research has been supported by a grant from the Australian Research Council, to whom we are indebted.

# Participation profiles of Australian women

## Summary Characteristics by Occupation

### 1. Introduction

The purpose of this paper is to make available an outline summary of an analysis of a rich body of unpublished information obtained from a longitudinal survey of Australian women's work participation patterns. The information was gathered as part of the 1993 Population Survey Monitor (PSM) survey conducted by the ABS, some of which has been published by Rimmer and Rimmer (Rimmer and Rimmer, 1994), in their ground breaking study of 'More Brilliant Careers'. The material from this survey has been supplemented by information from the Rimmer and Rimmer report and from selected ABS publications.

The survey collected detailed information about the work histories of 1907 women aged from 20 to 59 years. Information was collected about these women's first three spells in the work force, with the questions relating to the main job undertaken during each spell (information was not collected about multiple job holding). Information was also collected about these women's first two breaks from the labour force, with a break being defined as not working in the paid labour market for at least three months. Questions were also asked about other aspects of these women's lives including their level of education and child care arrangements.

It is clear that women's work patterns have, in the past, differed from those of men in several respects. In general, women's earnings rate is lower than that for males, and their total lifetime earnings is lower. Other differences, apart from the type of employment undertaken, are inclined to be related to participation patterns.

In the past, it would be reasonable to typify the male working life as a 'bachelor' profile of more or less unbroken full time employment from youth till retirement. Even though in recent years male employment patterns have been changing, with increased unemployment rates at the young and older ages in the working life, with an increase in

'enforced' early retirement, and the increased likelihood of breaks from employment during the course of a working life, it is still true that, for most purposes, the bachelor profile can be used to typify the largest homogenous group of male individuals. For women, however, it is not reasonable to choose one particular proxy to describe the majority participation pattern, and certainly only a minority behave in the typical 'bachelor' fashion.

The aim of our research has been to investigate how the working lives of Australian women typically unfold and to use the information obtained to develop a number of characteristic participation profiles. Thus, we are specifically interested in the age at which women enter the workforce, their experiences in the workforce (including any occupational mobility and any changes in hours of work), their breaks from the workforce and their earnings profiles. The particular motivation for the construction of such participation profiles is to use these to evaluate the likely effects on women of the introduction of compulsory superannuation in Australia. Our analysis is designed with this end in mind. For these purposes, the crucial points are the level of earnings, and the incidence and timing of such earnings over the lifecycle.

The information presented here is analysed by occupation type, first. Given the availability of detailed earnings data (and other information) at the 1-digit or major occupational group level, our analysis has been concentrated on this level.

There tends to be a homogeneity in behaviour associated with some groups, and also the income level and earnings pattern is quite strictly associated with the occupational group. The types of occupation common amongst women are inclined to be governed by industry awards and to be responsive to the particular needs of working women. For example, teaching and nursing both accommodate the broken work participation patterns which women are inclined to require, and offer earnings and career structures which are well defined within the profession.

The survey is based on a sample of less than 2000 women, of a range of ages, and covers their entire employment history, and as a consequence some classes of response are unreliably small. Also, because the information is longitudinal, it is a matter of conjecture whether effects which appear to be age dependent are due to life-cycle or

generational effects. The information is nevertheless tractable to careful analysis, and provides valuable indications of the patterns of workforce participation as these are evolving for Australian women.

The major occupational group classifications used are : Clerks, (the most numerous); Professionals and Para-professionals; Tradespersons, Labourers and Machine Operators; Salespersons, and Personal Services workers; Managers and Administrators. (See Appendix 1 for further details). This last group is by far the smallest, and much of the detailed information is not statistically reliable for this reason.

A detailed account of the survey findings with respect to the occupational participation profiles is published elsewhere, for those with an interest in a fuller, lengthy, analysis (Atkinson & Cornish, 1998).

Section 2 provides information regarding the characteristics of the survey sample as a whole, and Section 3 gives a summary of the occupational characteristics. Section 4 presents concluding remarks. Appendix 1 describes the occupational groupings in detail. Appendix 2 contains tabulations of the response rates and other data.

## 2. Characteristics of the Survey Sample

The distribution of the survey respondents according to the occupational group are shown in Table 1 below, for those who are employed.

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Table 1: Employed Females aged 20-59

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Share of Female Employment by Occupation

Clerks	30.96%
Professionals & Para-professionals	23.43%
Salespersons & Personal Service Workers	19.74%
Labourers & Related Workers	12.20%
Tradespersons & Machine Operators	7.20%
Managers & administrators	6.48%
<b>TOTAL Employed Females</b>	<b>100.00%</b>

Source: ABS AUGUST 1993 PSM (unpublished)

Respondents were asked for a considerable and detailed amount of information concerning their employment history, and also other personal and domestic

circumstances. The information gathered described the number, duration and timing of breaks from employment, the reason for these breaks, the type and extent of occupation before and after the breaks, the earnings rate, the make up of the home, and age and occupation of those in the family. In this paper, the focus is on the characteristics of the participation profiles of the various occupational groups, and women of different generations. Therefore the analysis here concentrates on that information relating particularly to the incidence and length of breaks, level of earnings and migration between occupations. The purpose is to derive and convey a characterisation of work profiles which is as simple as may be usefully constructed, and to achieve this without loss of relevant detail.

The sample consisted of women who were employed, full or part-time, and also those who were currently on a 'break' from employment. All were asked about their work history, and their intentions for the future.

Table 2 shows, by occupation, the proportions working full time in each age group.

Table 2: Employed Females aged 20-59: Age-group by hours by occupation

(share of age group in that occupation)	<u>Age</u>				Total
	20-29	30-39	40-49	50-59	
<u>Professionals &amp; para-professionals</u>					
Full time	87%	51%	60%	59%	63%
<u>Clerks</u>					
Full time	80%	51%	52%	46%	60%
<u>Salespersons &amp; personal service workers</u>					
Full time	64%	48%	45%	43%	53%
<u>Tradespersons, labourers &amp; machine operators</u>					
Full time	55%	39%	46%	64%	48%
<u>Managers &amp; Administrators</u>					
Full time	96%	91%	69%	97%	83%
<u>Employed Females</u>					
Full time	74%	51%	53%	56%	58%

Source: ABS AUGUST 1993 PSM (unpublished)

The highest proportion in full time employment occurs in the youngest age group, for most occupational types. Most first breaks from employment occur during the first decade of the working life, and have child rearing as the reason for the break. For other age groups, the proportion of those employed working part time is usually approximately, and generally slightly less than, 50%. The Managers and Administrators group is a notable exception in this respect, as in others. (see Section 3.4).

The age distributions of each occupational group are not dissimilar, except for the Managers and Administrators, of whom 55% are aged over 40. Clerks and Salespersons are inclined to be most numerous at the younger ages, (see Table A2.1).

Where possible the information offered here is expressed in rates, independent of the age distribution. However, the age distribution for each occupational group is seen to reflect the character of the occupation, and this should be kept in mind. The Clerks and Salespersons groups are largely untrained, and are younger, while the Professionals and Para-professionals are older than this, reflecting the longer education which the younger cohorts are involved in. However, the oldest age distribution is that of the Managers and Administrators, who, to generalise, have drifted into the occupation from others and who were not specifically trained for their work. They have therefore a younger entry age to employment, and their credentials are linked to their (higher) age and experience rather than formal training.

There is, note, no simple link between age of completion of formal education, age of entry to the occupational group, and level of earnings achieved.

The age group covering years 50-59 is the smallest of the sample, and the information is insufficient to be reliable most often for this age group, (Table A.2.1).

For most occupational groups the level of earnings seems little affected by breaks from employment. Whether this is a result of, or a motivation for, women choosing these occupations, is a matter for conjecture.

Further information regarding the household characteristics is also available, and a detailed account of these findings is soon to be available.

The main characteristics of each occupational group, in the context of our brief, are summarised below. Further tabulated figures are provided in Appendix 2.

### 3. Summary Characteristics of Occupational Groups

#### 3.1 Clerks

The major distinguishing features of the employment patterns of this, the most numerous (31% of those employed) of the survey, occupational group are summarised here.

1. Earnings rates are tightly distributed about the mean, and the history of breaks from employment seems to have little impact on earnings level, however there seems to be a sizeable premium for part-time work (also, see point 5, below.). Average full-time earnings are approximately 90% of that for all female workers.

2. There is a high degree of fidelity to the type of occupation (even allowing for migration back and forth between Sales and Clerking) and also to the degree of workforce participation before and after a break from the workforce.

3. Little of the lowest, most numerous, age group (20-29) working is working part-time. Approximately 50% of other age groups working do so on a part-time basis.

4. First breaks are inclined to be of 1-4 years duration, and almost invariably after 0-9 years in the workforce.

5. 'Part-time' constitutes approximately 50% (by weekly earnings) of full-time.

#### 3.2 Professionals and Para-professionals.

This combined group is the second most numerous class of occupation, constituting about 23% of employed women surveyed. A large proportion included are teachers and nurses. The major features of the experience of this group are very similar to those of Clerks, and vary rather in the degree and the timing (slightly) rather than in the general characteristics. Entry ages to the occupation are the highest for this group (about

19 years, rather than about 16 for other groups) reflecting the requirement for formal tertiary education.

1. As for the Clerks group, the earnings pattern is very homogeneous within the group, and with no considerable difference in experience associated with breaks or participation rate. The average rate of pay is approximately 1.2 times the average rate for all women.

2. There is a high degree of fidelity to the type of occupation, and the participation rate, after a break -- higher than for the Clerks group. There is also a higher tendency to return to full-time work after a first break of more than one year, (see point 4. below).

3. First breaks are most popularly of one to four years duration, and begun within four years of starting work.

4. Of those working over age 40, 40 % work part time. About half of the age group 30-39 work part time.

5. Weekly part-time earnings are approximately half of full-time earnings.

The experience is similar to the Clerks group. The breaks from full-time employment during the child-rearing years appear to be more concentrated, suggesting the drift back to employment is more clear cut for this group. The first break is more likely to be during the first half of the first decade in work, and most likely to be of 1-4 years duration (43% of those who had completed a break). However, the tendency to maintain occupation and participation rate is even more marked than for other occupations. This may simply reflect the relatively longer investment of training, and higher financial rewards associated with this occupational group.

Other differences between the groups are related to the prevalence of one or other of the profiles within that group, rather than features of the profiles. This occupational group shows a lesser tendency to 'retire' to part-time work or to withdraw from employment at all than the Clerks group. The major reason, by far, given by all women for withdrawing from the workforce to any degree, is in answer to demands for care of family. This group is more inclined than the clerks to limit the duration of such withdrawal, and less inclined to withdraw from employment at the later ages.

### 3.3 Salespersons and Personal Service Workers

This group accounts for 20% of the working women surveyed. Most of this group is under forty, and the largest single age group for this occupation is under thirty. The characteristics of the occupational group are inclined to reflect this high proportion of respondents in their twenties. The group as a whole is more likely to be single and employed full time than other groups, and less likely to have taken a break from employment, all of which is largely a reflection of the age distribution. The age at which education is completed is low.

In some respects the experience is similar to that of the Clerks, and there is some migration back and forth between the two classes of occupation.

1. The earnings level for full time workers is approximately 85% of that for all women. The hourly rate of earnings is distributed closely about the mean, both for full time and part time workers, and it is not affected by breaks from employment.
2. There is inclined to be migration to and from the occupation particularly after a first break from (other) work, and fidelity to occupation and also to the level of participation (full or part time) emerges rather after the second break from employment.
3. The most common pattern is for first breaks to begin during the first five years of working life and be of up to five years duration.
4. 47% of the occupational group work part time, but only 36% of those aged 20-29 work part time. The proportion in full time work in age groups over 30 increases from 52% (30-39), to 57% (50-59). This increasing pattern is unique to this occupational group.
5. This is a poorly paid occupation, with the hourly rate being amongst the lowest. Part time earnings are less than 40 % of full time for this occupation. This seems to reflect the low hourly rate, rather than a lower number of part time hours worked.

### 3.4 Tradespersons, Labourers and Machine Operators

This aggregate class includes about 19% of the survey, and of these 63% are in the labourers class. The most common single occupation in the group is that of cleaner, accounting for 22% of the total. Nearly 40% of the occupational grouping are aged 40-49, a percentage for the age group only exceeded in the occupation group Managers and Administrators. It is not clear whether this is a life-cycle effect or a generational one. This is the only occupational group where part time work is more common (52%) than full time, and this is largely due to the majority working part time in ages 30-39 (61%) and 40-49 (54%) which were the most populous in this group. Again, it is not clear whether this is a life cycle effect associated with the occupation, or a generational one.

Unlike others in the age range 20-29, women in this group were not especially likely to work full time rather than part time (55% vs 45%). There is also a relatively higher proportion in the group who are partnered, and have dependents, compared with other occupations.

1. Earnings are the lowest for this aggregate group. The poorest paid being labourers and related workers, then tradespersons, and then machine operators, earning respectively, 77%, 81% and 86% of all female full time earnings.
2. Of those returning from a first break from employment, the majority (70%) of labourers and related workers were previously employed in a different occupation. Generally, the longer the break, the lower the fidelity to occupation type. The survey suggests that many of the women in the group who had not taken a break had also migrated to the group from other kinds of employment, though the numbers are unreliably small. There is however a high degree of fidelity in terms of the degree of workforce participation before and after breaks.
3. Most commonly, first breaks were of over 5 years duration, unlike all other occupational groups except the Managers and Administrators. There is no timing to the first break which is apparently dominant. This is unusual.

4. The pattern of degree of participation, as indicated above, is unique. Only 55% of the youngest group work full time, and most (64%) of the oldest group work full time. Both these are counter to the general trend. Around 40% of the other ages work full time.
5. Part time earnings vary for each of the three sub-groups, but are approximately 50% of full time weekly earnings.

### 3.5 Managers and Administrators.

This is the smallest group in the sample, only 6% of the total. Because of the small numbers involved, little of the information can be regarded as reliably significant. However it is interesting particularly to note the differences between this and other groups. The age of completion of full time education is lower than average for all women, and 70% of women in this group are in the 30-49 age ranges. The proportion in full time employment is over 90% for the all age groups, except ages 40-49 where it is 69%. This is far in excess of all other occupational groups.

1. Full time earnings of this group are the highest for all women, being approximately 1.3 times that for all women.
2. Of those who had completed a break, approximately 75% had been clerks or salespersons before the first break. There is no evidence to associate fidelity of employment to breaks for this group.
3. Sample size is too small to be reliable, but suggests that a long first break, over 5 years, is more common (66%) with this group than with others (about 50% for all other groups), and the first break is also more likely to be of over 5 years duration (47%) than other groups (17%-38%).
4. Over 90% are employed full time in all age groups except the ages 40-49, where the proportion is 69%.
5. Part time earnings are about 40% of full time earnings for the group.

Care must be taken with these results, since the sample size is small, and the more detailed information may be unreliable because of this. However, the findings are suggestive of an occupational profile essentially different from the others. The Managers and Administrators appear to establish their careers through experience and over time to a greater extent than any other group. There is no evidence of qualification or education contributing particularly to advancement, and it seems that women in this group 'rise through the ranks' to a far greater extent than others. They are far more likely at all ages to be full time employees than not, and do not show any tendency to 'retire' to part time employment as age advances. Their domestic circumstances appear to be similar to other occupational groups, in terms of their likelihood of being partnered, and living with dependants, or in other circumstances. They have almost invariably migrated from another occupational group, but this migration is not apparently associated with returns from breaks from employment.

#### 4. Concluding Remarks

This paper provides a condensed analysis of a body of rich, previously unpublished longitudinal data obtained by the ABS in the August 1993 Population Monitor Survey. The information here is presented in such a way as to facilitate the construction of profiles typifying participation patterns for women in various occupational groups.

There are caveats which apply in the interpretation of such data.

Firstly, the data has been expanded by the ABS to produce weighted figures, from which rates of incidence have been calculated. The ABS advise that only cases of 125,000 are considered sufficiently reliable for most purposes. This means that for the smaller groups, particularly, the Managers and Administrators occupational group, and in some cases the oldest age group of 50-59, and for the some of the more detailed questions, the case numbers are unreliably small. Notwithstanding the limitations of this approach, we consider that the working lives of the women included in this survey may be used to shed

some light on how women's patterns of participation in the workforce may be modelled. However, the insights into these women's working lives have been restricted somewhat by the sample size. The main characteristics reported here, however, are sufficiently general to be reliable.

Secondly, since the data is longitudinal, care must be taken to extrapolate from this to deductions concerning cohort, or age linked behaviour. Where features appear to be linked to age, it is not certain whether these effects are truly linked to the life-cycle, or are features of the generation. It quickly becomes a matter of creative, rather than deductive, reasoning to interpret the information available. For example, the ages at which education is completed are rising as a generational effect, with there being far more encouragement and necessity for continuing education now than heretofore. The data suggests that the level of fidelity to the occupation, and to any level of employment is higher for the younger age groups, and, coupled with the increased exposure to education and employment amongst women, it is tempting to regard this as a generational trend. It seems that the younger generation of women is more inclined to work, and more inclined to return to work than previous generations. Furthermore, it seems that this trend is most marked in the better paid professional and para-professional occupations.

However, it is justifiable to conclude a generality that most women begin work as full time, take a first break of up to five years after up to five years in the workforce, and frequently return to the same occupation after this break. They return either part or full time, and are inclined, notwithstanding further breaks, to maintain this degree of participation until in their fifties. In the fifties they are inclined to drift into part time employment, generally stating 'caregiving' reasons for reducing their commitment to work.

Finally, since it seems that commitment to work, and fidelity to a particular occupation seem, in most cases, to be linked to the investment in training required, and the level of monetary reward obtained, it would be natural to suppose that the prevailing domestic conditions of the women will have a bearing on employment patterns. The information relating to the small group of Managers and Administrators does not, however, support this. Bearing in mind the caution required because of the small

numbers in this class, it still seems that women in this class of occupation show a preference for full time (well-paid) participation independent of their domestic circumstances. Because of the late developing nature of the occupation, it is not clear at all whether the information is generation specific. Perhaps these are women who have risen to well paid positions of responsibility who would otherwise, had they belonged to more recent generations, have pursued a tertiary qualification and entered a 'professional' class. They certainly do not appear to be women who pursue a career because they lack either the hindrance of, or the support of, a partner and dependents. The existence of these atypical circumstances raises interesting questions regarding the motivation of women and their participation patterns. In particular, do the occupations which women typically choose to follow acquire the characteristics which suit women employees (such as flexibility to breaks from employment, and a degree of insensitivity in earnings levels to breaks), or do women choose them *because* of these characteristics.

Questions which relate to the existence and circumstances of a partner, and other details of the domestic situation were also asked of these women, and an analysis of these findings will shortly be available, which may shed more light on the degree to which women are defining, or are defined by, the conditions of the occupations they follow.

University of Melbourne, February 1998

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## Appendix 1. Description of Occupational Groups

### A.1.1 Clerks

The 1-digit occupational group, clerks, includes stenographers and typists; data processing and business machine operators; numerical clerks; filing, sorting and copying clerks; material recording and despatching clerks; receptionists, telephonists and messengers: and miscellaneous clerks.

### A.1.2 Professionals and Para-professionals

The 1-digit major occupational group, professionals, includes natural scientists; building professionals and engineers; health diagnosis and treatment practitioners; school teachers; other teachers and instructors; social professionals; business professionals; artists and related professionals and miscellaneous professionals.

Para-professionals includes medical and science technical officers and technicians; engineering and building associates and technician; air and sea transport technical workers; registered nurses; police and miscellaneous para-professionals.

### A.1.3 Salespersons & Personal Service Workers

The 1-digit occupation Salespersons and Personal Service Workers. This occupational classification includes investment, insurance and real estate salespersons; sales representatives; sales assistants; tellers, cashiers and ticket salespersons; miscellaneous salespersons: and personal service workers.

### A.1.4 Tradespersons, Labourers & Machine Operators

This profile contains information relating to women employed in the following 1-digit occupations:

1. Tradespersons;
2. Plant and Machine Operators, and Drivers: and
3. Labourers and Related Workers.

These occupations have been combined in order to obtain more detailed information.

The occupational classification, Tradespersons, includes metal fitting and machining tradespersons, other metal tradespersons, electrical and electronics tradespersons, building tradespersons, printing tradespersons, vehicle tradespersons, food tradespersons, amenity horticultural tradespersons and miscellaneous tradespersons.

Road and rail transport drivers, mobile plant operators (except transport), stationary plant operators and machine operators are included in the occupational classification, Plant and Machine Operators, and Drivers.

Labourers and Related Workers includes trades assistants and factory hands, agricultural labourers and related workers, cleaners, construction and mining labourers and miscellaneous labourers and related workers.

This grouping is described as 'Tradespersons, labourers and machine operators'.

#### A.1.5 Managers and Administrators

The occupational group, Managers and Administrators, includes legislators and government appointed officials, general managers, specialist managers, farmers and farm managers, managing supervisors (sales and service) and managing supervisors (other business).

## Appendix 2. Tables of Survey Findings

**Table A2.1: Employed Females aged 20-59: Age-group by occupation**

**Table A2.2: Average age on leaving full time study by occupation**

**Table A2.3: Average Weekly Total Earnings, Employees, by Occupation: May 1995**

**Table A2.4: Females aged 20-59 who have had a job and had completed a break**

Timing of first break, by occupation

**Table A2.5: Females aged 20-59 who have had a job and had completed a break**

Length of first break by occupation

**Table A2.6: Females aged 20-59 who have had a job and had completed a first break**

Whether mainly full/part time after first break by length of first break

**Table A2.7: Females aged 20-59 who have had a job and had completed a first break**

Fidelity to type of occupation after first break, by occupation

**Table A2.8: Females aged 20-59 who have had a job and had completed a second break**

Timing of second break

**Table A2.9: Females aged 20-59 who have had a job and had completed a second break**

Length of second break

**Table A2.10: Females aged 20-59 who have had a job and had completed a second break**

Fidelity to type of occupation after second break

**Table A2.11: Females aged 20-59 who have had a job and had completed a second break**

Fidelity to degree of participation after second break

*\* Note that where cell sizes are, according to ABS advice, insignificantly small, the survey data has not been given. Thus responses from the less numerous occupational groups are not always provided, particularly in respect of information relating to breaks from employment after the first.*

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Table A2.1: Employed Females aged 20-59: Age-group by occupation

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(share of occupational total)	<u>Age</u>				Total
	20-29	30-39	40-49	50-59	
Professionals & para-professionals	22.95%	38.44%	27.70%	10.91%	100.00%
Clerks	31.50%	30.99%	24.93%	12.59%	100.00%
Salespersons & Personal service workers	38.20%	24.40%	27.5%	9.90%	100.00%
Tradespersons, Labourers & machine operators	22.40%	27.00%	38.60%	12.00%	100.00%
Managers and administrators	15.20%	29.5%	40.7%	14.50%	100.00%
All Employed Females	28.00%	30.56%	29.76%	11.67%	100.00%

Source: ABS August 1993 PSM (unpublished)

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Table A2.2: Average age on leaving full time study by occupation

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	<u>Average age</u>
<b>Professionals &amp; Para-professionals</b>	<b>19.03</b>
Professionals	19.55
Para-professionals	18.06
<b>Clerks</b>	<b>16.74</b>
<b>Salespersons &amp; Personal Service Workers</b>	<b>16.75</b>
Tradespersons	16.09
Plant & Machine Operators	15.44
Labourers & Related Workers	15.83
<b>Managers &amp; administrators</b>	<b>16.57</b>
All Employed Females	17.09

Source: ABS August 1993 PSM (unpublished)

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Table A2.3: Average Weekly Total Earnings, Employees, by Occupation: May 1995

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	<u>Male</u>	<u>Female</u>	<u>Persons</u>
<u>Full-time Employees -Total Adult</u>			
Managers & administrators	991.3	796.8	948.3
Professionals	880.9	755.4	826
Para-professionals	806.2	702.2	770.4
Tradespersons	668	484.7	654.6
Clerks	624.4	537.1	562.5
Salespersons & personal service workers	631.5	509.2	571.6
Plant & machine operators & drivers	712.5	513.4	692.2
Labourers & related workers	572.6	462.9	547.4
Total	738.9	598.1	688.5
<u>Part-time Employees</u>			
Managers & administrators	299.4	323.8	315.3
Professionals	338.3	319.5	324.8
Para-professionals	278.6	413.9	393.2
Tradespersons	298.4	247.5	271.9
Clerks	235.9	268.3	265
Salespersons & personal service workers	175.5	198.3	193.6
Plant & machine operators & drivers	223.6	231.6	225.5
Labourers & related workers	188.6	204.5	198.3
Total	221.8	246.9	240.4
<u>All employees</u>			
Managers & administrators	978.9	746.3	923.6
Professionals	809	612.4	710.4
Para-professionals	763.6	572.3	674.3
Tradespersons	610.3	376	583.6
Clerks	570.2	443.3	473.3
Salespersons & personal service workers	470.9	298.8	356.9
Plant & machine operators & drivers	657.1	440.9	631.1
Labourers & related workers	461.7	289.5	394.1
Total	652.8	433.3	550.3

Source: ABS Cat. 6305.0 Table 4.

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**Table A2.4: Females aged 20-59 who have had a job and had completed a break**

**Timing of first break, by occupation**

(share of occupational total)	<u>Professionals and Para-professionals</u>	<u>Clerks</u>	<u>Salespersons &amp; personal services workers</u>	<u>Tradespersons, labourers &amp; machine operators</u>	<u>Managers &amp; administrators</u>	<u>Total All Occupations i.e. currently employed</u>
<i>Period in workforce before first break</i>						
0 to 4 years	51.71%	44.54%	52.16%	52.56%	33.83%	48.66%
5 to 9 years	28.88%	37.87%	32.66%	32.18%	na	34.13%
10 years or more	17.80%	16.33%	14.00%	13.94%	na	15.95%
Don't know	1.62%	1.26%	1.18%	1.32%	0.00%	1.26%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Source: ABS August 1993 PSM (unpublished), Rimmer & Rimmer 1994

**Table A2.5: Females aged 20-59 who have had a job and had completed a break**

**Length of first break by occupation**

(share of occupational total)	<u>Professionals and Para-professionals</u>	<u>Clerks</u>	<u>Salespersons &amp; personal service workers</u>	<u>Tradespersons, labourers &amp; machine operators</u>	<u>Managers &amp; administrators</u>	<u>Total All Occupations i.e. currently employed</u>
<i>Length of first break</i>						
Less than one year	36.91%	37.78%	34.56%	28.07%	32.63%	34.57%
1 to 4 years	43.15%	32.94%	27.55%	29.21%	17.45%	32.52%
5 years or more	17.69%	28.26%	33.22%	38.16%	47.04%	30.06%
Don't know length	2.25%	1.02%	4.66%	4.57%	2.88%	2.85%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Source: ABS August 1993 PSM (unpublished), Rimmer & Rimmer 1994

**Table A2.6: Females aged 20-59 who have had a job and had completed a first break**  
**Whether mainly full/part time after first break by length of first break\***

(share of occupational total)	<u>Professionals &amp; Para-professionals</u>	<u>Clerks</u>	<u>Salepersons &amp; personal service workers</u>	<u>Tradespersons, labourers &amp; machine operators</u>	<u>All Occupations i.e. Currently employed</u>
<i>Mainly full time after first break</i>					
First break less than 1 year	29.59%	30.91%	22.96%	18.56%	25.85%
First break 1 year or more	28.58%	25.79%	26.14%	34.62%	29.03%
Total	58.17%	56.70%	49.11%	53.17%	54.88%
<i>Mainly part time after first break</i>					
First break less than 1 year	7.32%	6.87%	11.59%	9.51%	8.72%
First break 1 year or more	32.27%	35.41%	34.64%	32.75%	33.54%
Total	39.58%	42.28%	46.23%	42.26%	42.26%
Total	100.00%	100.00%	100.00%	100.00%	100.00%

\*Note: Percentages for those who did not know have not been shown in table  
Source: ABS August 1993 PSM (unpublished)

**Table A2.7: Females aged 20-59 who have had a job and had completed a first break****Fidelity to type of occupation after first break, by occupation**

(share of occupational total)	<u>Returned to the same kind of work</u>	<u>Did not return to the same kind of work</u>	<u>Total</u>
<i>Professionals &amp; Para-professionals</i>	69.41%	30.59%	100.00%
<i>Clerks</i>	50.01%	49.99%	100.00%
<i>Salespersons &amp; personal service workers</i>	42.14%	57.86%	100.00%
<i>Tradespersons, labourers &amp; machine operators</i>	36.05%	63.95%	100.00%
<i>All Occupations i.e. Currently employed</i>	49.15%	50.85%	100.00%

Source: ABS August 1993 PSM (unpublished)

**Table A2.8: Females aged 20-59 who have had a job and had completed a second break****Timing of second break**

(share of occupational total)	<u>Clerks &amp; Salespersons</u>	<u>Total All Occupations i.e. currently employed</u>
<i>Period in workforce before second break</i>		
0 to 1 year	29.06%	32.45%
2 to 3 years	33.14%	33.27%
4 years or more	35.56%	30.44%
Don't know	2.25%	3.84%
Total	100.00%	100.00%

Source: ABS August 1993 PSM (unpublished)

**Table A2.9: Females aged 20-59 who have had a job and had completed a second break****Length of second break**

(share of occupational total)	<u>Clerks &amp; Salespersons</u>	<u>All Occupations i.e. Currently employed</u>
<i>Length of second break</i>		
Less than one year	47.10%	39.80%
1 to 4 years	31.79%	37.92%
5 years or more	15.66%	14.19%
Don't know length	5.44%	8.09%
Total	100.00%	100.00%

Source: ABS (unpublished)

**Table A2.10: Females aged 20-59 who have had a job and had completed a second break**  
**Fidelity to type of occupation after second break**

(share of occupational total)	<u>Returned to the same kind of work</u>	<u>Did not return to the same kind of work</u>	<u>Total</u>
<i>Professionals &amp; Para-professionals</i>	68.18%	31.82%	100.00%
<i>Clerks</i>	52.16%	47.84%	100.00%
<i>Salespersons &amp; personal service workers</i>	52.95%	47.05%	100.00%
<i>Tradespersons, labourers &amp; machine operators</i>	46.59%	53.41%	100.00%
<i>All Occupations i.e. Currently employed</i>	55.05%	44.95%	100.00%

Source: ABS August 1993 PSM (unpublished)

**Table A2.11: Females aged 20-59 who have had a job and had completed a second break**  
**Fidelity to degree of participation after second break**

(share of occupational total)	<u>No change in hours</u>	<u>Change in hours</u>	<u>Total</u>
<i>Professionals &amp; Para-professionals</i>	75.11%	24.89%	100.00%
<i>Clerks</i>	63.05%	36.95%	100.00%
<i>Salespersons &amp; personal service workers</i>	74.20%	25.80%	100.00%
<i>Tradespersons, labourers &amp; machine operators</i>	70.88%	29.12%	100.00%
<i>All Occupations i.e. Currently employed</i>	70.44%	29.56%	100.00%

Source: ABS August 1993 PSM (unpublished)