

Chapter four

Work and financial security



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Winner of the 2014 NSW Women in Mining
Rising Star Award.

Photographer: Greg Totman, Illawarra Mercury

Work and financial security

Key findings

The long-term trend towards greater participation in paid work continues among NSW women. In 2014 some 57 percent of women in NSW participated in the labour force, compared with 69 percent of men. This gender gap of 12 percentage points has reduced considerably since 1978, when it stood at 36 percent. The closing of the gap reflects both a reduction in the male participation rate as well as an increase in the female participation rate.

While the unemployment rate for NSW women was the same as for men, women fared worse when it came to underemployment. In particular, when it comes to underutilisation, which measures unemployment, underemployment and marginal attachment to the labour force, women in NSW have higher rates than men. Their underutilisation rate in 2013 was 3.7 percentage points higher than men's.

Casual employment remains a substantial part of women's working lives, with 26 percent of women in NSW employed in casual jobs in 2013. This is some 5 percentage points higher than for men, though this gap has narrowed slightly during the last year.

When it comes to working in the home, women continue to shoulder the burden of unpaid household work. Women in NSW spent an average of 41 hours per week on household duties in 2012 (the latest year available) compared to men's contribution of 28 hours. There has been little significant change in households' use of childcare to support their paid work over the past decade. Nevertheless, the gender gap in hours spent on household duties did shrink by 5 hours between 2011 and 2012, with women reducing their hours and men increasing theirs.

When it comes to long hours of **paid** work, alternatively, men are more likely to work 45 hours or more per week. This is true for the total employed population and also for people of child-rearing age, though the gender gap is smaller for the second group.

Not surprisingly, women feel the impact of the 'double shift' and reported high levels of time stress. Some 63 percent of women with dependent children who were working full-time reported feeling rushed or pressed for time 'almost always' or 'often'. By contrast, the figure for men was only 48 percent. On a more positive note, the figures for women in 2012 (the latest year available) did show a fall from the previous year (when 68 percent reported time stress).

The workforce in NSW remains strongly segmented along both occupational and industry lines, but the long-term trend shows this segmentation slowly breaking down in some areas. Women are strongly concentrated in three main areas: clerical and administrative occupations; community and personal service workers; and sales workers. This picture has not changed over the last 15 years or so. On the other hand, women continue to improve their share of managerial and professional occupations. In some areas, such as the semi-skilled blue-collar occupations, women have been losing their share over time, although there has been a significant increase since last year's report in women working in the mining industry.

The extreme gender segregation of the workforce is one of the main reasons for the size of the gender pay gap, which remains remarkably large. Among full-time adult workers, men in NSW earned 14 per cent more than women in 2013. This amounted to \$205 more each week. However, as in previous years, the gender pay gap is lower in NSW than in Australia, where it was 17 percent for the same period (November 2013).

Work and financial security

Women remained locked into low-paid jobs, something evident in the distribution of earnings among the full-time adult workforce. While 16 percent of women in full-time work are in the bottom decile (tenth) of annual earnings, only 9 percent of men in full-time work are found in this decile. Women's representation at the bottom end of the earnings distribution has worsened over the last decade, while the proportion of women in the top 5 percent of earners slightly increased from 0.8 percent in 2001 to 2 percent in 2012.

Gender indicators: Work and financial security

In this chapter, women's experiences are reported against six work and financial security topics of importance for women. Many align with state, national and international goals and benchmarks, and some comparisons are given in the conclusion. The topics covered in this chapter relate to State Plan Goal 1: Improve the performance of the NSW economy.

NSW 2021

A PLAN TO MAKE NSW NUMBER ONE

Goal 1: Improve the performance of the NSW economy

The NSW Government seeks to increase economic growth, stimulating investment and employment. There are specific industry growth targets in critical industries including professional services, manufacturing, digital economy and international education and research.

The indicators used in this year's report are shown below. Note that data for some indicators used in previous years are not available this year. A full list of indicators from all years is in the Introduction. The most recent available data is used throughout.

Work and financial security topics and indicators

Topic	Indicators
Topic 1: Workforce engagement	1.1 Workforce participation 1.2 Unemployment and underutilisation
Topic 2: Workforce security	2.1 Casual employment 2.2 Part-time employment
Topic 3: Balancing work and caring responsibilities	3.1 Use of Parental Leave Pay by NSW parents 3.2 Childcare 3.3 Unpaid household work 3.4 Long hours in paid work 3.5 Feeling rushed
Topic 4: Workforce segregation	4.1 Occupational segregation 4.2 Industry segregation 4.3 Non-traditional jobs for women
Topic 5: Gender pay gap	5.1 Average weekly earnings 5.2 Annual earnings 5.3 Public sector annual earnings
Topic 6: Financial security	6.1 Housing stress

Work and financial security

Topic 1 Workforce engagement

This section reports on women's participation rate in the paid labour force (made up of the employed and the unemployed) and on participation in paid employment which is measured separately.

The third indicator combines unemployment and underutilisation, which are measures of whether people who want a job are able to find one and whether they get the number of hours of work they would like (the underutilisation rate).

Each indicator tells a slightly different story.

1.1 Workforce participation

Labour force participation and employment participation rates

Women's status compared to men	<p>In January 2014, 57 percent of NSW women were participating in the labour force (that is, they were either employed or looking for work). This compares to 69 percent of NSW men.</p> <p>Of the NSW adult population, 53 percent of NSW women were employed (part or full-time) compared with 65 percent of NSW men.</p> <p>Gender gaps</p> <ul style="list-style-type: none">• Women's labour force participation rate is 12 percentage points lower than men's.• Women's employment rate is 12 percentage points lower than men's.
The direction of change over time	<p>The gender gap in both the labour force participation rate and the employment rate reduced slightly (by 1 percentage point) between 2013 and 2014.</p> <p>The labour force gender gap has closed significantly over time because men have been participating less in the labour force, as well as because women have been participating more (see Figure 4.1).</p>
How does NSW compare?	<p>NSW falls slightly behind the national figures: 58 percent of women nationally were participating in the labour force and women's national employment rate was 55 percent in 2014.</p> <p>The gender gaps at the national level were, however, almost the same as the NSW gender gaps.</p>

Work and financial security

Tracking subgroups of women	<p>This year, the publication of the <i>ABS Disability, Ageing and Carers, 2012</i> survey allows us to report on people with disability and carers (people providing informal care to an older person or someone with disability).</p> <p>In 2012, 30 percent of women with a profound or severe core activity limitation participated in the labour force compared to 46 percent of women with any reported disability and 74 percent of NSW women aged 15 to 64 years without any disability.</p> <p>Among men, the participation rate at 55 percent was higher than women's for the group with any disability but at 24 percent was lower than women's for those with a profound or severe core activity limitation.</p> <p>Women who are primary carers for people with disability or elderly people have much lower participation rates (45 percent) and employment rates (43 per cent) than other women (see Table 4.1 below).</p> <p>The workforce engagement of female carers has edged up slightly since the last available figures in 2009, but still remains relatively low.</p> <p>Across the lifespan, the gender gap varies considerably. It is greatest among women and men of child-bearing age and among the older age groups (see Figure 4.2).</p> <p>It is worth noting that compared to last year, NSW women in the age groups 35 to 44 and 45 to 54 years have increased their labour force participation rate by 2 percentage points, more than women of other ages.</p>
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Two indicators measure the extent to which people of working age are participating in the workforce. The labour force participation rate reflects the extent to which people are active in the paid labour force: that is, employed, engaged in business, or looking for work. The employment rate is a ratio of those people who are currently employed (have worked in a paid job for at least one hour during the last week) to the civilian population aged 15 years and over.

Year collected: January 2014 except for data on people with disability and carers which is from 2012.

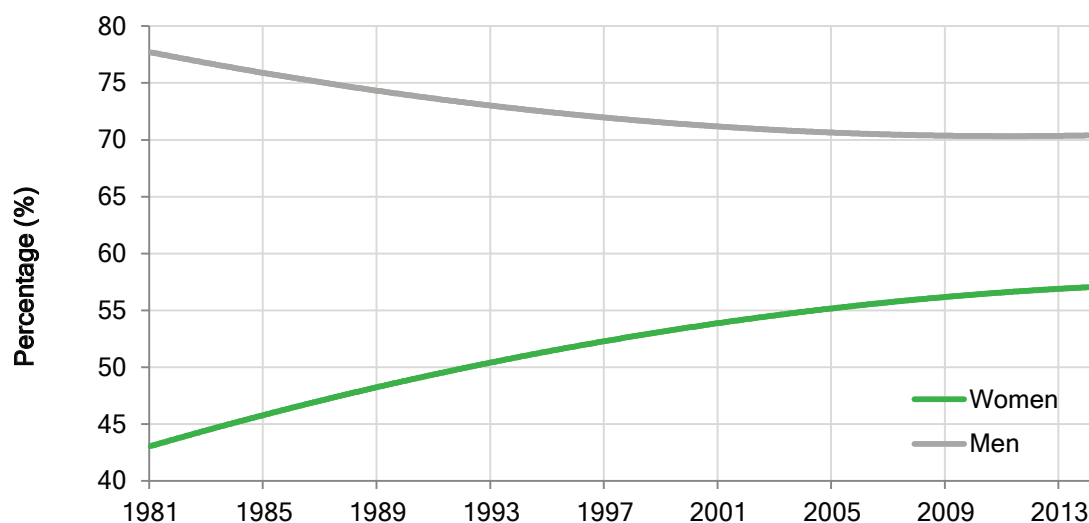
Data source: ABS (2014) *Labour Force, Australia, January 2014*. Cat no. 6202.0. Trend series data (except for the denominator in the NSW employment rate which is original data). ABS (2013) *Disability, Ageing and Carers, Australia, 2012*. Cat no. 4430.0.

ABS (2014) *Labour Force, Australia, Detailed, February 2014*. Cat no. 6291.0.55.001. Tables 9 and 16.

More information is available: www.abs.gov.au Understanding Labour Force page.

Work and financial security

Figure 4.1 Labour force participation rate by sex, NSW, 1981 – 2013



Note: A trend line is shown, smoothing year-to-year fluctuations.

Population: Civilian population of NSW aged 15 years and over.

Data source: ABS (2014) *Labour Force, Australia*, Cat no. 6202.0. Trend series data.

Table 4.1 Workforce participation of women who are carers, NSW, 2012

	Women	
	Primary carers %	Total carers %
Labour force participation rate	45	58
Employment rate	43	52

Note: A carer is someone who provides ongoing (or potentially ongoing) informal help or supervision to someone who has disabilities or long-term health conditions or a person who is elderly. A primary carer is someone who provides assistance for one or more of the core activities: communication, mobility and self-care.

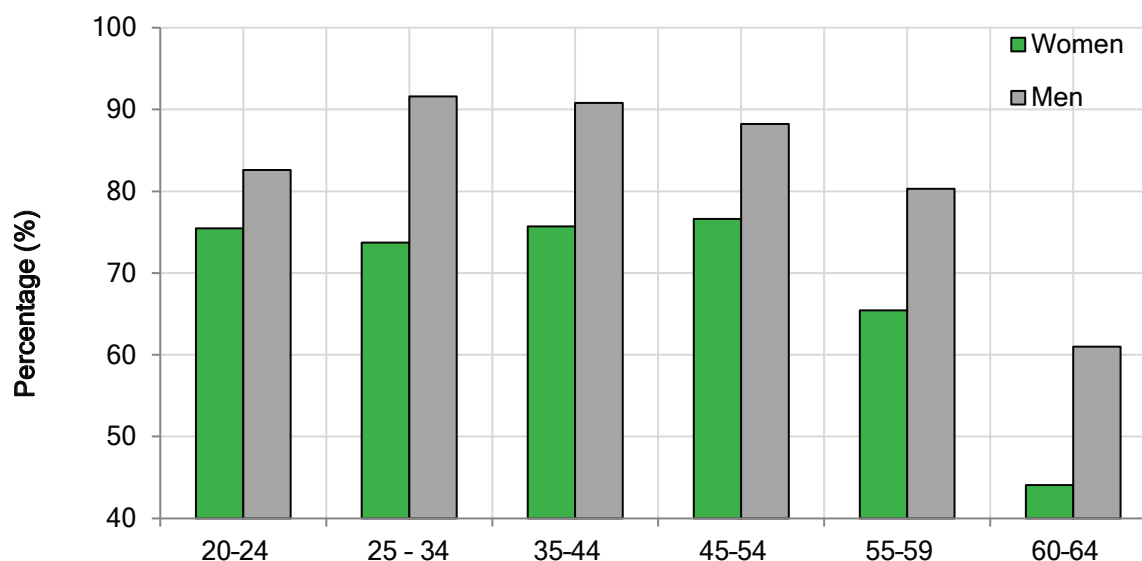
Population: Female carers aged 15 to 64 years living in households.

Data source: ABS *Disability, Ageing and Carers, Australia, Additional data cubes 2012, Australia*.

Cat no. 4430.0.55.009 (previously 2009).

Work and financial security

Figure 4.2 Labour force participation rate by sex and age, NSW, 2013–14



Population: Civilian population of NSW aged 20 to 64 years.

Data source: ABS *Labour Force, Australia*, February 2013 to January 2014, Cat no. 6202.0.

Supercube ST GM1.

1.2 Unemployment and underutilisation

Rates of unemployment and underemployment (people wanting more hours of work)

Women's status compared to men	<p>In January 2014, NSW women's unemployment rate was similar to men's: 5.8 percent for women compared to 5.9 percent for men.</p> <p>However, underutilisation (adding in people who wanted to work more hours) was higher for women at 15.8 percent compared to 12.1 percent of the labour force for men (November 2013 figures).</p> <p>Gender gap</p> <ul style="list-style-type: none"> There was no gender gap in unemployment but women experienced 3.7 percentage points more underutilisation in the labour force than men.
The direction of change over time	<p>While unemployment rates have changed little since 2013, the underutilisation rates for women and men have deteriorated considerably since last year's report (see Figure 4.3).</p> <p>The underutilisation rate has increased by 2.1 percentage points for women and 1.6 percentage points for men.</p>
How does NSW compare?	<p>The situation in NSW is the same as for Australian women as a whole, with the national unemployment rate for women at 5.8 percent and the underutilisation rate at 15.7 percent.</p>
Tracking subgroups of women	<p>While the gender gap varies over time, women and men in non-metropolitan areas both tend to experience higher rates of unemployment than those in the Sydney metropolitan area (see Figure 4.4 below).</p> <p>However, rates fluctuate and towards the end of 2013, the unemployment rates of metropolitan women climbed higher than those of their regional counterparts.</p>

The proportion of people in the paid labour force who are unemployed and underemployed is reported in this indicator. The unemployed are people who were actively looking for work and available to start

Work and financial security

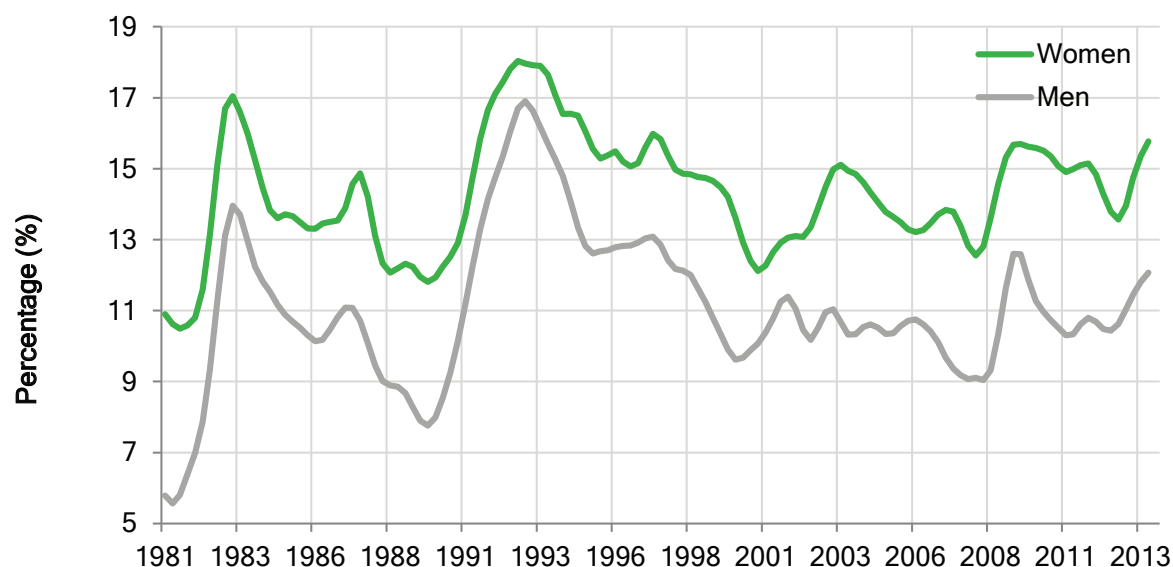
immediately. The underemployed are those who are already working (part-time and full-time) and would like to, and are able to within four weeks, work more hours. These two groups together are referred to as people who are underutilised in the labour force.

Year collected: January 2014 for unemployment rates, November 2013 for underutilisation rates.

Data source: ABS (2014) *Labour Force, Australia, January 2014*. Cat no. 6202.0. Trend series. ABS (2014) *Labour Force, Australia, Detailed, February 2014*. Cat no. 6291.0.55.001, Table 23.

More information is available at www.abs.gov.au

Figure 4.3 Labour force underutilisation by sex, NSW, 1981–2013

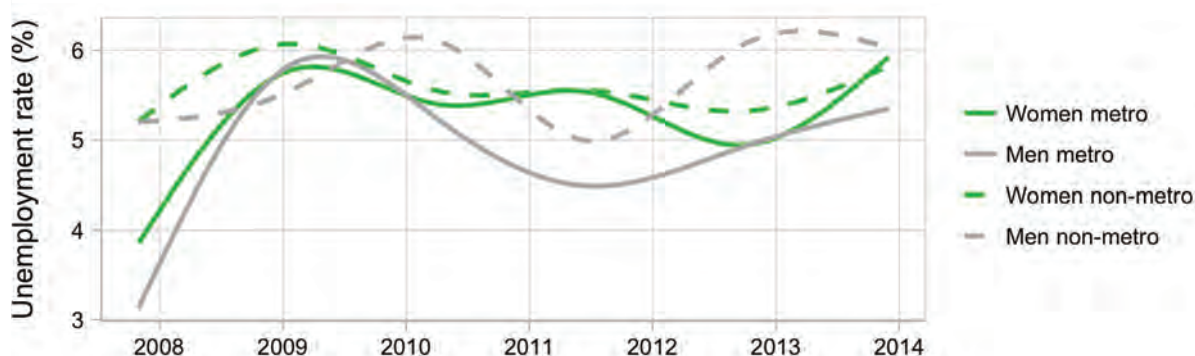


Note: Underutilisation refers to people who are underemployed or unemployed.

Population: Civilian population 15 years and over.

Data source: ABS (2014) *Labour Force, Australia, February 2014*. Cat no. 6202.0. Tables 22 and 23 Labour underutilisation by State and Sex, Trend series.

Figure 4.4 Unemployment rates by sex and location, NSW, 2007–13



Note: Metro is defined as Sydney Major Statistical Region and non-metro is defined as the balance of the state. Data series are smoothed to produce trends.

Population: Civilian population 15 years and over.

Data source: ABS (2014) *Labour Force, Australia, Detailed, February 2014*. Cat no. 6291.0.55.001, Table 16, Labour Force Status by Regions and Sex, Original series.

Work and financial security

Topic 2 Workforce security

Security of employment is critical to women's long-term wellbeing, since it guarantees a reliable income and opens the prospect for home ownership. This section reports on casual employment and part-time employment, which are closely linked. Women form the majority of employees in both categories of work, with part-time work the signature feature of women's paid work experience in Australia once they become parents.

While the gender gap in the incidence of casual work has been closing, more than a quarter of women in NSW remained employed on a casual basis.

2.1 Casual employment

Participation in jobs without paid leave entitlements

Women's status compared to men	<p>In 2012, 26 percent of NSW employed women worked on a casual basis, compared to 21 percent of men.</p> <p>Gender gap</p> <ul style="list-style-type: none">The gender gap for casual work in NSW is 5 percent.
The direction of change over time	<p>The incidence of casual work among women has reduced slightly since 2011 (the last reported date) down from 28 percent to 26 percent in 2012. This narrows the gender gap by 2 percentage points.</p> <p>As Figures 4.5 and 4.6 show, casual employment is now more common among men than women within the populations of part-time workers and full-time workers.</p> <p>Women however still make up the majority of casual employees (54 percent) since the female part-time worker population is so much larger than the male part-time worker population.</p>
How does NSW compare?	<p>The incidence of casual work among women in NSW (26 percent) is almost the same as the national figure (27 percent).</p>

The ABS defines casuals as employees who do not have paid leave entitlements, such as sick leave and holiday leave. They include people in both full and part-time employment. The ABS definition is used in this section, but it should be noted that this group excludes a proportion (around 11 percent) of owners/managers who are estimated to be 'fixed term' or temporary workers operating as contractors.

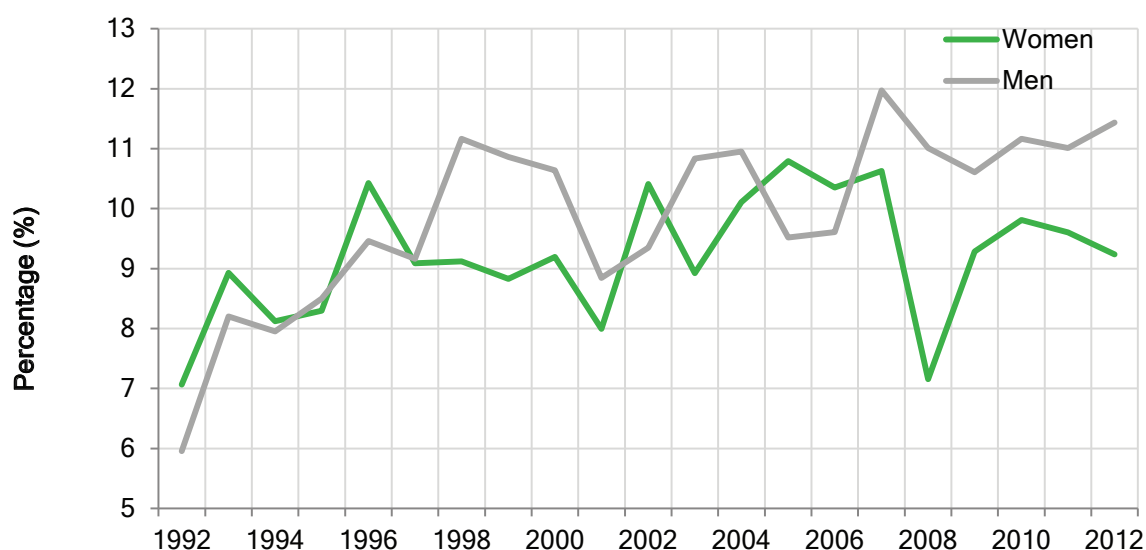
Year collected: 2012.

Data source: ABS (2013) *Australian Labour Market Statistics, July 2013*. Cat no. 6105.0.

More information is available at www.abs.gov.au

Work and financial security

Figure 4.5 Casual work among full-time workers by sex, NSW, 1992–2012

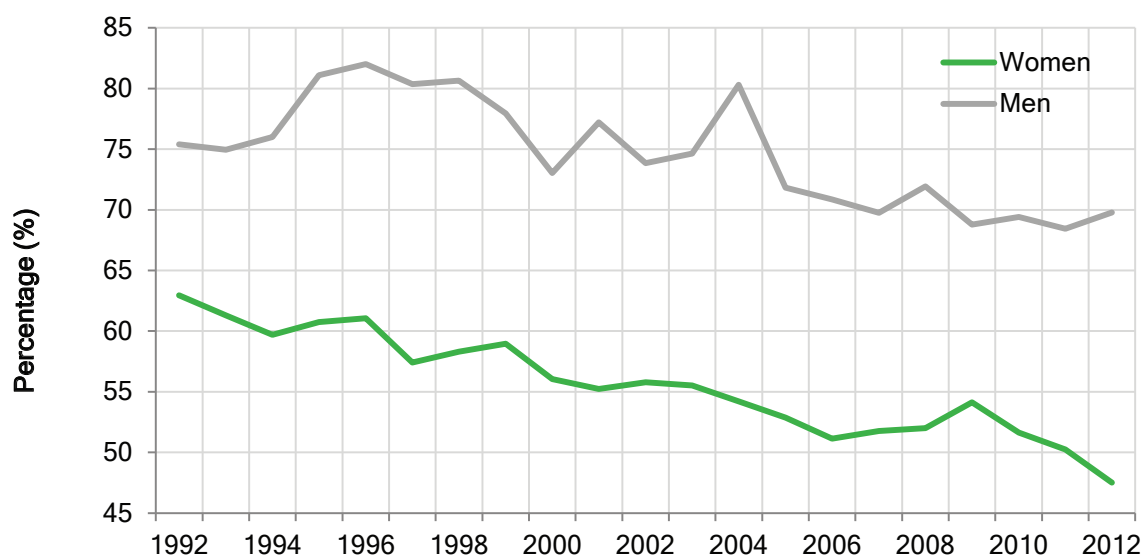


Note: The ABS defines casuals as employees who do not have paid leave entitlements, such as sick leave and holiday leave. It should be noted that this group excludes a proportion (around 11 percent) of owners/managers who are estimated to be 'fixed term' or temporary workers operating as contractors.

Population: NSW casual employees population aged 15 years and over.

Data source: ABS (2013) *Labour Market Statistics*. Cat no. 6105.0, Table 2.

Figure 4.6 Casual work among part-time workers by sex, NSW, 1992–2012



Note: The ABS defines casuals as employees who do not have paid leave entitlements, such as sick leave and holiday leave. This graph shows the percentage of part-time workers who are casual, but note that there are 1.7 times more female part-time workers than male part-time workers.

Population: NSW civilian workforce aged 15 years and over.

Data source: ABS (2013) *Labour Market Statistics*. Cat no. 6105.0, Table 2.

Work and financial security

2.2 Part-time employment

Participation in employment of less than 35 hours per week

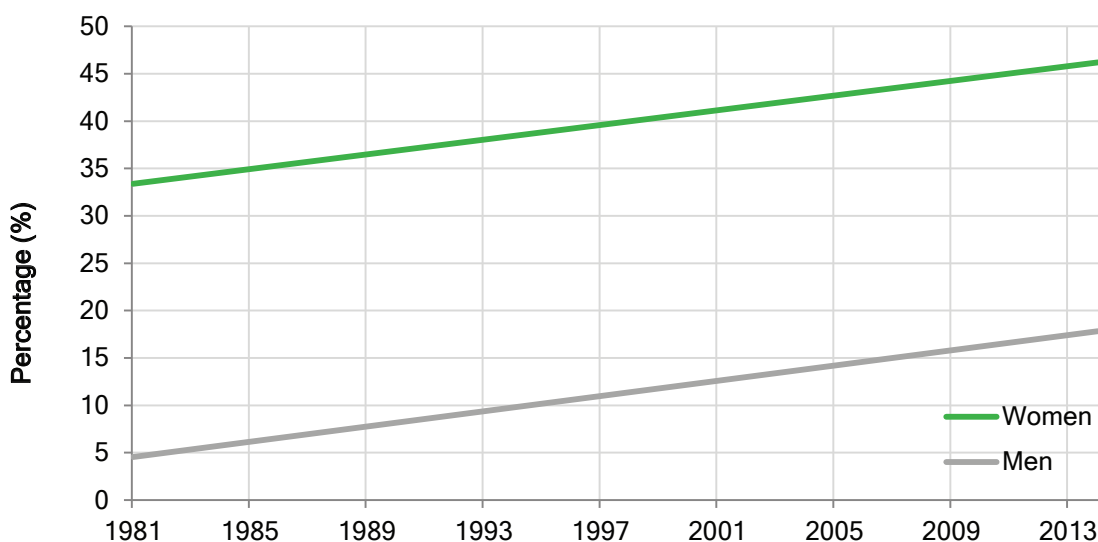
Women's status compared to men	<p>In 2014, 46 percent of NSW employed women worked part-time, compared to 18 percent of men.</p> <p>Gender gap</p> <ul style="list-style-type: none"> The gender gap for part-time work in NSW is 28 percent.
The direction of change over time	<p>The situation with part-time women is largely unchanged, up 1 percentage point since last year's report.</p> <p>The incidence of part-time work among men has increased slightly, up 2 percentage points since 2013.</p> <p>Historically, part-time work has been steadily increasing for both women and men (see Figure 4.7).</p>
How does NSW compare?	<p>The NSW and national figures are basically the same, at 46 percent for women and 17 percent for men.</p>

The ABS defines part-time workers as employed people who usually work less than 35 hours a week and who did so during the reference period for the survey.

Population: NSW part-time employees population aged 15 years and over.

Data source: ABS (2014) *Labour Force, Australia, January 2014*. Cat no. 6202.0.

Figure 4.7 Part-time employment by sex, NSW, 1981–2014



Note: The ABS defines part-time workers as employed people who usually work less than 35 hours a week and who did so during the reference period for the survey.

Population: NSW civilian workforce aged 15 years and over.

Data source: ABS (2014) *Labour Force, Australia, January 2014*. Cat no. 6202.0.

Work and financial security

Topic 3 Balancing work and caring responsibilities

Balancing paid employment with unpaid caring and household responsibilities is challenging, especially for parents whose children are young. The data shows parents are juggling the number of hours they devote to paid and unpaid work and also how many hours they spend on different aspects of caring and housework. The patterns in each of these have changed considerably over time.

The extent of flexibility people have within their paid and unpaid roles, and how much assistance they have in the form of childcare and other support are other variables in the balance.

The topic of balancing work and caring has been a work-in-progress since the first *Women in NSW* report in 2012. Use of government-provided Parental Leave Pay by NSW parents is reported for the second time at Indicator 3.1. Last year, in response to user feedback, we added indicators on childcare and this year we retain these at Indicator 3.2 but have switched to a new annual data source. The flexible work indicators, also new last year, do not have new data available this year with the exception of women's take-up of paid parental leave payments.

For the first time, this year we report on people working long hours of paid employment at Indicator 3.4. This indicator provides an interesting companion indicator to 3.3, which reports on how many hours of **unpaid** work parents do, and indicator 3.5, feeling rushed. While the indicator which reports on people working long hours has an age-based population, rather than looking just at parents, the age group selected (25 to 44 years) is the primary child-rearing age group and was selected for this reason.

3.1 Use of Parental Leave Pay by NSW parents

Use by NSW parents of the Parental Leave Pay scheme

Women's status compared to men	For roughly 43 percent of registered births in NSW in 2012–13, parents claimed Parental Leave Pay to provide income support during pregnancy or while they cared for their new baby. This equated to 42,820 parents. Almost all were mothers, although Parental Leave Pay is also available to fathers if they become the primary carer of the child. Women made up 99.5 percent of those claiming the payment in 2012–13.
The direction of change over time	Last year (the second year since the scheme's inception in 2011) NSW parents took up the scheme at a similar rate. The total number has risen by 1,545 – from 41,275 in 2011–12 to just over 42,820 in 2012–13. The share of total registered NSW births has risen by just over 1 percentage point. Just 0.5 percent of NSW recipients are male, which is the same as the percentage nationally.
How does NSW compare?	NSW expectant and new parents made up 33 percent of the total number of people using Parental Leave Pay in 2012–13. This is consistent with their share of the national population.

A national scheme providing up to 18 weeks of Parental Leave Pay at the rate of the minimum wage was introduced in January 2011. Only people meeting work and income tests are eligible. Also, as a result of multiple births, a close correspondence between registered births and claimants would not be expected.

Year collected: 2012–13 (measure available from 2011–12). Births data is for 2012.

Data source: Department of Social Services, Parental Leave Pay unpublished data. Registered births data is from ABS (2013) *Births, Australia, 2012*. Cat no. 3301.0.

More information is available at www.humanservices.gov.au

Work and financial security

3.2 Childcare

Consideration and use of formal and informal childcare by households

Household status	<p>This indicator is different to others because it is based on the household as the unit of analysis. There is no separate gender indicator.</p> <ul style="list-style-type: none"> • 43 percent of households with children under 15 years of age thought about using childcare to support paid work in NSW in 2012. • 39 percent of households actually did use childcare to support paid work.
The direction of change over time	<p>The usage of childcare by NSW households fluctuated over the last decade but there is no clear upward or downward trend.</p> <p>There was a peak in usage in the mid 2000s, when 44 percent (in 2006) of households reported using paid childcare to support paid work. The current percentage (39 percent) is 2 percentage points higher than a decade ago in 2002.</p> <p>Trends in the percentage considering using childcare tend to reflect actual usage rates.</p>
How does NSW compare?	<p>Overall, the percentages of households considering and using childcare in NSW are slightly lower than for Australia as a whole. Nationally, 44 percent of households considered using childcare and 42 percent actually used childcare for the purpose of paid work in 2012 (see Table 4.2).</p> <p>The NSW and national figures vary significantly in the bottom income quintile – the households that fall into the lowest 20 percent in terms of their total annual income. For this group, the NSW figures are lower than the national average (but note that survey results vary year-to-year). Just 2 percent of NSW low-income households reported actually using childcare, while nationally 22 percent did.</p> <p>In the top quintile, NSW households were more likely to use childcare than the national average.</p>
Tracking subgroups of women	<p>There is a strong socioeconomic dimension in the use of childcare as implied above.</p> <p>Households with the lowest incomes have least access to childcare, though this partly reflects the concentration of non-working parents in low-income households. Half of households in the two top quintiles thought about using childcare. By contrast, less than 40 percent of households in the second and middle quintile thought about using childcare.</p> <p>In addition, the gap between thinking about using childcare and actually using it is smaller in the higher quintiles, suggesting that the top households have the resources to put their plans into practice.</p>

Socioeconomic data at this indicator show the percentage of each income quintile who thought about using childcare, and who actually used childcare, for purposes of paid work. Quintiles are based on household disposable income. Questions asked were of those with children aged 14 years and younger. Childcare in this question includes both formal and informal childcare, including long day care, preschool, out of school hours and vacation care, and also care by a friend or relative for free or for payment in kind.

Year collected: 2012 (measure available annually from 2002 onward).

Data source: *HILDA survey*, Release 12.0, data weighted on a household basis.

More information is available at www.melbourneinstitute.com/HILDA

Work and financial security

Table 4.2 Use of childcare for paid work, NSW and Australian households, 2012

Income quintile	NSW		Australia	
	Thought about %	Actually used %	Thought about %	Actually used %
Bottom	8	2	28	22
Second	38	30	39	32
Middle	37	35	43	39
Fourth	49	44	49	48
Top	51	50	46	46
Total	43	39	44	42

Note: The table shows the percentage of each income quintile that thought about using childcare, and that actually used childcare, for the purposes of paid work. Quintiles are based on household disposable income.

Population: Households with children aged 14 years and younger.

Data source: *HILDA survey*, Release 12.0, data weighted on a household basis.

3.3 Unpaid household work

Average weekly time parents working full-time spend in unpaid household work

Women's status compared to men	<p>In 2012, NSW women with dependent children who worked full-time spent 41 hours on average doing household duties each week. Men, on average, spent 28 hours on household duties each week.</p> <p>Gender gap</p> <ul style="list-style-type: none"> Women in full-time paid employment spent on average 13 hours more than men on unpaid household work each week in 2012.
The direction of change over time	<p>Both women and men reported doing around 5 hours more household work in 2012 compared with 10 years earlier. However, between 2011 and 2012, the time spent by women on household duties dropped, while that spent by men increased (see Table 4.3).</p> <p>This narrowed the gender gap from 18 hours in 2011 to 13 hours in 2012.</p> <p>Women's increased unpaid household duties over the last decade were nearly all related to spending more time looking after children. The time they spent on other aspects of household work, such as housework, errands and outdoor work, changed little or decreased.</p> <p>Men are spending a little more time on most aspects of household work (including childcare).</p>
How does NSW compare?	<p>The situation in NSW closely matches that for Australia as a whole. Nationally, mothers working full-time spent 41 hours on household duties while fathers working full-time spent 27 hours.</p>

The figures are the mean hours per week spent in unpaid household work by people aged 15 to 64 years employed full-time with dependent children aged 0 to 14 years.

Year collected: 2012 and previous years (measure available annually from 2002 onward).

Data source: *HILDA survey*, Release 12.0 and earlier years, weighted data.

More information is available at www.melbourneinstitute.com/HILDA

Work and financial security

Table 4.3 Unpaid household work by sex, NSW, 2002, 2011 and 2012

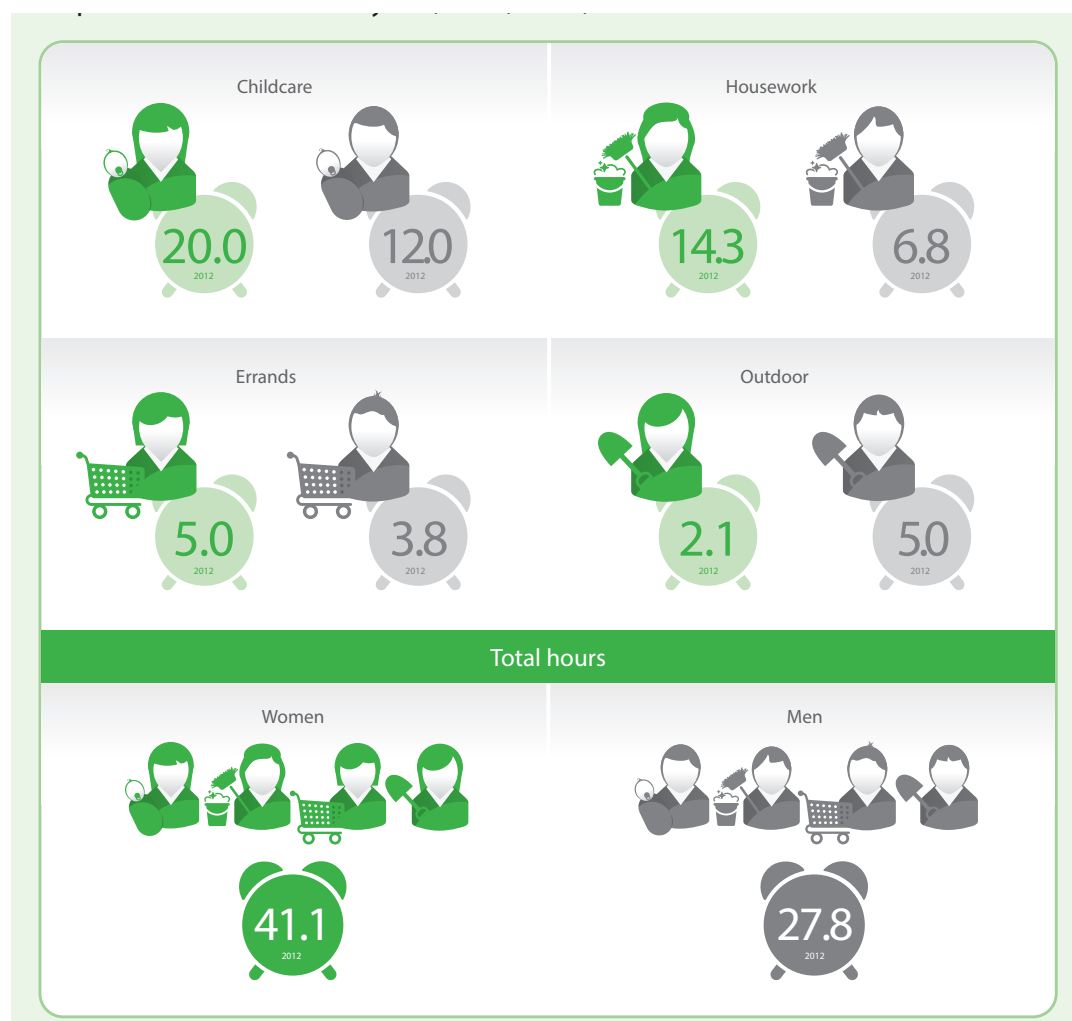
Type of work	Women (hours)			Men (hours)		
	2002	2011	2012	2002	2011	2012
Childcare	12.8	21.3	20.0	10.1	11.8	12.0
Housework	15.1	14.4	14.3	4.9	5.6	6.8
Errands	4.7	5.4	5.0	2.6	4.0	3.8
Outdoor	2.8	3.0	2.1	4.7	4.6	5.0
Total hours	35.9	44.2	41.1	22.4	26.0	27.8

Note: Unpaid household work is mean hours per week spent in activities to which people have committed because of their social relationships, including housework, household management, shopping and looking after children.

Population: People in NSW aged 15 to 64, who are employed full-time and have dependent children aged 0 to 14.

Data source: *HILDA survey*, Release 12.0 and earlier years (weighted data).

Figure 4.8 Unpaid household work by sex, NSW, 2012



Population: People in NSW aged 15 to 64, who are employed full-time and have dependent children aged 0 to 14.

Data source: *HILDA survey*, Release 12.0 and earlier years (weighted data).

Work and financial security

3.4 Long hours in paid work

People aged 25 to 44 years who work 45 hours or more per week in paid employment

Women's status compared to men	<p>In 2013, about 26 percent of women of child-rearing age who were working full-time reported working 45 hours or more per week.</p> <p>By comparison, 37 percent of men in the same age range reported working 45 hours or more per week.</p> <p>Among people of all ages the figures were quite similar. Twenty four percent of women and 39 percent of men worked long hours in 2013.</p> <p>Gender gap</p> <ul style="list-style-type: none"> • There was a gender gap of 11 percentage points in child-rearing age people working long hours. • There was a gender gap of 15 percentage points in all people working long hours.
The direction of change over time	<p>Among men, the proportion working long hours has historically been high (38 percent in 1980), whereas among women it has grown rapidly over the period from 1980 to 2000 (from 17 percent to 28 percent).</p> <p>Interestingly, over the last decade long hours of work has declined for both men and women, though it has declined more among men (see Figure 4.9).</p> <p>The gender gap has been declining since the 1990s. Since 2002 this decline has been driven more strongly by changes in men's hours of work than changes to women's.</p>
How does NSW compare?	<p>A slightly smaller proportion of women of child-rearing age has historically worked longer hours in NSW compared to the national figures. This difference has evaporated in recent years.</p>

Working long hours is defined as 45 hours or more per week. The 25 to 44 years age group has been selected as the group most likely to be considering, or having, children.

Year collected: 1978 to 2013.

Data source: ABS, *Labour Force, Australia*, Cat no. 6202.0. *Employed persons by actual hours worked 1978 to 2014*, Supercube em1.

More information is available at www.abs.gov.au

Table 4.4 People working long hours by sex, NSW, 1980, 2000 and 2013

	Women %			Men %		
	1980	2000	2013	1980	2000	2013
People of child-rearing age (25–44 years)	17	28	26	38	40	37
All people	16	26	24	35	44	39

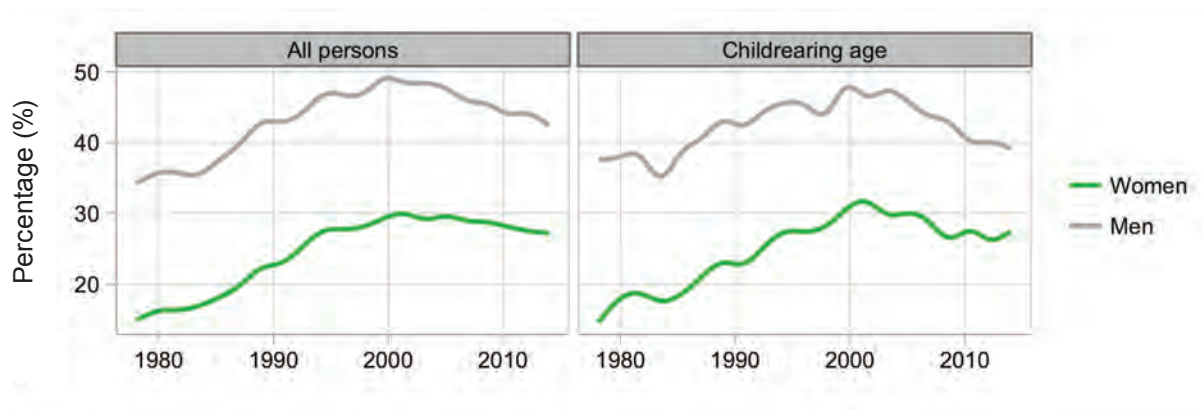
Note: Long hours are defined as 45 hours or more per week in one or more jobs.

Population: People employed full-time.

Data source: ABS, *Labour Force, Australia*, Cat no. 6202.0. Supercube em1.

Work and financial security

Figure 4.9: Full-time workers working long hours, NSW, 1980–2013



Note: Long hours are defined as 45 hours or more per week in one or more jobs.

Population: NSW civilian employees aged 15 years and over.

Data source: ABS (2014) *Labour Force, Australia*. Cat no. 6202.0. Supercube em1.

3.5 Feeling rushed

Parents who feel rushed or pressed for time

Women's status compared to men	<p>In 2012, about 63 percent of women with dependent children who worked full-time felt rushed or pressed for time 'almost always' or 'often'.</p> <p>By comparison, only 48 percent of men in the same situation reported feeling rushed or pressed for time so frequently.</p> <p>Gender gap</p> <ul style="list-style-type: none"> There was a gender gap of 15 percentage points in feeling rushed or pressed for time 'almost always' or 'often'.
The direction of change over time	<p>Although the gap is large, it has reduced since 2011, when the difference was 20 percentage points.</p> <p>The reduction has occurred because the proportion of women reporting that they feel rushed has reduced by 5 percentage points (from 68 percent). Note the downward trend in parents working long hours (Indicator 3.4), which could be related.</p>
How does NSW compare?	<p>The situation in NSW differs from Australia as a whole. Nationally, 68 percent of women reported feeling rushed for time 'almost always' or 'often'. The national figure for men is the same, at 48 percent.</p>

Indicator 3.5 shows how often full-time workers aged 15 to 64 with dependants aged 0 to 14 years report feeling rushed or pressed for time.

Year collected: 2012 and previous years.

Data source: HILDA survey Release 12.0, weighted data.

Work and financial security

Topic 4 Workforce segregation

This section looks at gender segregation within occupations and industries and finds that some of the long-term patterns are changing slowly.

Segregation by occupation and industry is reported at Indicators 4.1 and 4.2. Women's representation in the most male-dominated jobs in the NSW workforce – those with 25 percent or fewer women – is discussed at Indicator 4.3.

4.1 Occupational segregation

The percentage of women and men in major occupational groups

Women's status compared to men	<p>Clerical and administrative, community and personal services, and sales jobs are mainly undertaken by female workers.</p> <p>Managers, technical and trades jobs, machinery operating and driving jobs, and labouring have a mainly male workforce.</p> <p>Gender gaps</p> <ul style="list-style-type: none">• Women make up only 9 percent of machinery operators and drivers, 15 percent of technical and tradespeople, 33 per cent of labourers, and 36 percent of managers in NSW.• Professionals are the major occupational group split most evenly, with 52 percent women to 48 percent men.
The direction of change over time	<p>There has been little change since the last report.</p> <p>The longer-term trend is that women have improved their position in management and professional jobs, but have been losing share in blue-collar jobs.</p> <p>Women remain concentrated in clerical and sales jobs.</p>
How does NSW compare?	<p>Women's share of occupations in NSW is very similar to the national picture. NSW had a slightly higher percentage of women technicians and trades workers (15 percent compared to 14 percent) in 2013, and a slightly higher share of managers (36 percent compared to 35 percent).</p>

Indicator 4.1 is occupational segregation at the major occupational group level within the Australian and New Zealand Standard Classification of Occupations (ANZSCO). Note that the degree of integration or segregation visible depends on the level of disaggregation selected – within each occupational group is a range of subgroups with their own patterns of segregation.

Year collected: Four quarters to November 2013 and previous years.

Data source: ABS *Labour Force, Australia, Detailed, Quarterly*. Cat no. 6291.0.55.003. SuperTable E08.

More information is available at www.abs.gov.au

Work and financial security

Table 4.5 Women's share of major occupational groups, NSW, 1996–97 and 2013

Occupational group	1996–97	2013
	%	%
Machinery operators and drivers	13	9
Technicians and tradespeople	13	15
Labourers	35	33
Managers	29	36
Professionals	48	52
Sales workers	61	61
Community and personal service workers	66	67
Clerical and administrative workers	76	74
Total workforce	43	46

Note: Quarterly averages for 2013 (February to November) and 1996–97 (May to February). Note that the previous year and earlier report figures overlap adjacent years.

Population: All employed persons in NSW aged 15 or older.

Data source: ABS *Labour Force, Australia, Detailed, Quarterly*. Cat no. 6291.0.55.003, SuperTable E08.

4.2 Industry segregation

The percentage of women and men in major industry divisions

Women's status compared to men	<p>Strongly male-dominated industries include mining, construction, transport, postal and warehousing, and electricity, gas, water and waste.</p> <p>Health care and social assistance, and education and training stand out as highly female-dominated industries.</p> <p>Gender gaps</p> <ul style="list-style-type: none"> Women hold 13 percent of mining industry jobs and 9 percent of jobs in construction in NSW. Alternatively, they hold 78 percent of jobs in health care and social assistance and 70 percent in education and training.
The direction of change over time	<p>The most notable changes in the gender gap since the last report are the increased share of women in mining, up by 5 percentage points from 8 percent in 2012 to 13 percent in 2013 (see Table 4.6). In 2013, there were some 48,300 NSW women working in the mining industry.</p> <p>Women's participation dropped in wholesale trade, down by 6 percentage points (to 147,000 women) and arts and recreation services, down from 47 percent in 2012 to 2013, when there were 69,000 women.</p>
How does NSW compare?	<p>Only in manufacturing is women's share of employment higher in NSW than the national figure.</p> <p>In a number of other industries the NSW figures are lower than the national figures. These include: mining; electricity, gas, water and waste services; financial and insurance services; arts and recreation services.</p>

Indicator 4.2 is industry segregation at the industry division level within the Australian and New Zealand Standard Industrial Classification (ANZSIC). Note that the degree of integration or segregation visible depends on the level of disaggregation selected – within each industry division is a range of sub-divisions with their own patterns of segregation.

Work and financial security

Year collected: Four quarters of 2013 and previous years. Quarterly averages for 2013 (February to November) and previous years. Note that in earlier reports the quarterly data overlapped adjacent years (May to February quarters).

Data source: ABS *Labour Force, Australia, Detailed, Quarterly*. Cat no. 6291.0.55.003, SuperTable E09. More information is available at www.abs.gov.au

Table 4.6 Women's share of industry employment over time, NSW, 1996–97 and 2013

Industry division	1996–97	2013
	%	%
Construction	12	9
Mining	4	13
Electricity, gas, water and waste services	21	18
Transport, postal and warehousing	23	21
Manufacturing	28	29
Agriculture, forestry and fishing	30	30
Wholesale trade	32	33
Information media and telecommunications	40	41
Arts and recreation services	49	42
Professional, scientific and technical services	46	43
Public administration and safety	36	45
Other services	38	45
Rental, hiring and real estate services	45	46
Financial and insurance services	54	48
Administrative and support services	51	51
Accommodation and food services	53	53
Retail trade	55	55
Education and training	66	70
Health care and social assistance	76	78
Total workforce	43	46

Year collected: Quarterly averages for 2013 (February to November) and previous years (May to February). Note that the previous year and earlier report figures overlap adjacent years.

Population: All employed persons in NSW aged 15 or older.

Data source: ABS *Labour Force, Australia, Detailed, Quarterly*. Cat no. 6291.0.55.003. SuperTable E09.

Work and financial security

4.3 Non-traditional jobs for women

Women's participation in occupational subgroups that have 25 percent or fewer women

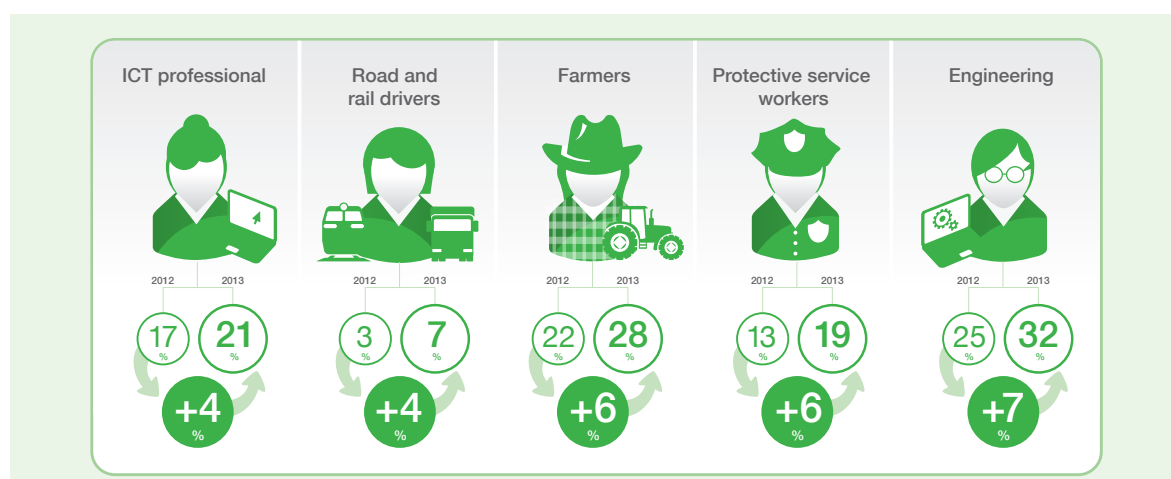
Women's status compared to men	<p>Fourteen out of 43 occupational subgroups in NSW were 'non-traditional' in 2013 according to the definition used in <i>NSW 2021</i>, the State Plan.</p> <p>Gender gap</p> <ul style="list-style-type: none"> In only 7 out of 43 occupational subgroups do women hold more than 15 percent of the jobs, with the highest female share reported for engineering, information and communication technologies (ICT) and science technicians, where they make up nearly one-third of that occupation.
The direction of change over time	<p>Women's share in most of these 14 occupational subgroups has been steadily increasing since 1997 and this trend continued from 2012 into 2013.</p> <p>The biggest gains in the last year were in engineering, ICT and science technicians (7 percentage points) with 60,300 women in this occupation in 2013, and among farmers and farm managers (6 percentage points).</p> <p>On the other hand, in the occupation of machine and stationary plant operators, women have lost share since 1997, almost halving their presence, and this trend continued in 2013.</p>
How does NSW compare?	<p>The NSW picture closely resembles the national picture, although women in NSW tend to have larger shares of the more highly skilled occupational subgroups and slightly smaller shares in the less skilled occupational subgroups.</p> <p>For example, women's share of engineering, ICT and science technicians jobs is 5 percentage points higher in NSW than the national figure and their share of jobs as farmers and farm managers is 3 percentage points higher.</p>

Occupational subgroups are defined at the ANZSCO sub-major or two digit occupational grouping. Non-traditional occupations are those defined by the NSW Government as having 25 percent or fewer women during the reference year (2012).

Year collected: Quarterly averages for 2013 (February to November) and previous years. Note that in earlier reports the quarterly data overlapped adjacent years (May to February).

Data source: ABS *Labour Force, Australia, Detailed, Quarterly*. Cat no. 6291.0.55.003. SuperTable E08. More information is available at www.abs.gov.au

Figure 4.10 Growth in women's share of selected non-traditional occupations



Population: All employed persons in NSW aged 15 or older.

Data source: ABS *Labour Force, Australia, Detailed, Quarterly*. Cat no. 6291.0.55.003. SuperTable E08.

Work and financial security

Table 4.7 Women's share of non-traditional occupations, NSW, 1997, 2012 and 2013

Occupational sub-major group	1997	2012	2013
	%	%	%
16–25 percent women			
Engineering, ICT and science technicians	20	25	32
Farmers and farm managers	28	22	28
Chief executives, general managers and legislators	16	23	25
ICT professionals	22	17	21
Other labourers	15	18	21
Protective service workers	13	13	19
Store persons	17	17	18
6–15 percent women			
Machine and stationary plant operators	23	13	12
Road and rail drivers	3	3	7
Less than 6 percent women			
Mobile plant operators	0	3	3
Electrotechnology and telecommunications trades	2	2	2
Automotive and engineering trades	0	1	1
Construction trades workers	0	0	0
Construction and mining labourers	1	0	0

Note: ICT is information and communication technologies.

Year collected: Annual averages for each year shown using February to November quarterly data.

Data source: ABS *Labour Force, Australia, Detailed, Quarterly*. Cat no. 6291.0.55.003. SuperTable E08.

More information is available at www.abs.gov.au

Population: Employed persons in NSW 15 years and over.

Topic 5 Gender pay gap

The gender pay gap measures the difference between what men and women earn. To make the comparisons reasonable, this indicator focuses on the full-time adult workforce. Though many women work part-time, the gender pay gap for the full-time population is a reliable guide to the extent of women's disadvantages in earnings.

This indicator also looks at the distribution of earnings, which shows that women are more heavily concentrated at the bottom of the distribution and are thin on the ground at the top of the distribution.

Work and financial security

5.1 Average weekly earnings

Average weekly ordinary time earnings (AWOTE) for full-time adult employees

Women's status compared to men	<p>As of November 2013, NSW women working full-time ordinary hours earned \$1,293 each week on average, compared with \$1,498 earned by men.</p> <p>Gender gap</p> <ul style="list-style-type: none">Men in NSW earned 14 percent or \$205 more each week than women in 2013.
The direction of change over time	<p>The gender gap in NSW in November 2013 was 2 percentage points lower than in the last report (which reported a gap of 16 percent).</p> <p>Note that the figures fluctuate year-to-year.</p>
How does NSW compare?	<p>The AWOTE for women at the national level was \$1,270, \$23 per week lower than in NSW.</p> <p>The national gender gap was 17 percent, 3 percentage points greater than the NSW gap.</p>

Average weekly earnings refer to the gross (before tax, pay) of employees, and are exclusive of amounts deducted by salary sacrifice. Adult employees are those employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation. Recently released ABS *Average Weekly Earnings* data for May 2014 shows the gender pay gap has again increased to 16 percent.

Year collected: 2013.

Data source: ABS (2014) *Average Weekly Earnings, Australia, November 2013*. Cat no. 6302.0.

More information is available at www.abs.gov.au

Work and financial security

5.2 Annual earnings

Annual total earnings of full-time women and men workers

Women's status compared to men	<p>Annual total earnings for full-time workers are another measure of the gender pay gap which takes into account the longer hours and more paid overtime that men work.</p> <p>Gender gap</p> <ul style="list-style-type: none"> Men working full-time earned 17 percent or \$11,700 per year more than women in 2012.
The direction of change over time	<p>As with weekly earnings, the figures fluctuate year-to-year. However, the gender pay gap in annual earnings appeared to shrink during the late 2000s, falling to 7.5 percent in 2007. Since 2010 it has widened (see Table 4.8).</p> <p>The proportion of women in the bottom decile has increased from 11 percent in 2001 to 16 percent in 2012, and in the bottom 5 percentiles has increased from 5 to 7 percent. While the proportions of the two bottom deciles taken together have not changed, the increase in the bottom decile suggests that women's situation has deteriorated.</p> <p>Women's representation at the very top end of the income distribution has improved slightly over the last decade, although it still lags behind men's. The proportion of women in the top 5 percent of annual earnings has increased from 0.8 percent in 2001 to 2 percent in 2012 (compared to no change for men at 7 percent).</p>
How does NSW compare?	The NSW and the national situation are almost the same.
Tracking subgroups of women	<p>In 2012 (the latest available data) the proportion of women in the bottom decile of annual earnings was nearly 16 percent. By contrast, the proportion of men in the bottom decile was 8 percent (see Figure 4.10).</p> <p>At the top of the distribution, the differences were also stark: only 5 percent of women were in the top decile compared with a figure of 13 percent for men.</p>

This indicator uses annual earnings of full-time employees in NSW aged 21 to 69 years.

The socio economic analysis divides the distribution of overall earnings into deciles, then calculates what proportion of women and what proportion of men are located in each decile.

Year collected: Annually from 2001 to 2012.

Data source: *HILDA survey*, Release 12.0, weighted data.

More information is available at www.melbourne.com/HILDA

Work and financial security

Table 4.8 Median annual earnings pay gap, NSW, 2001–12

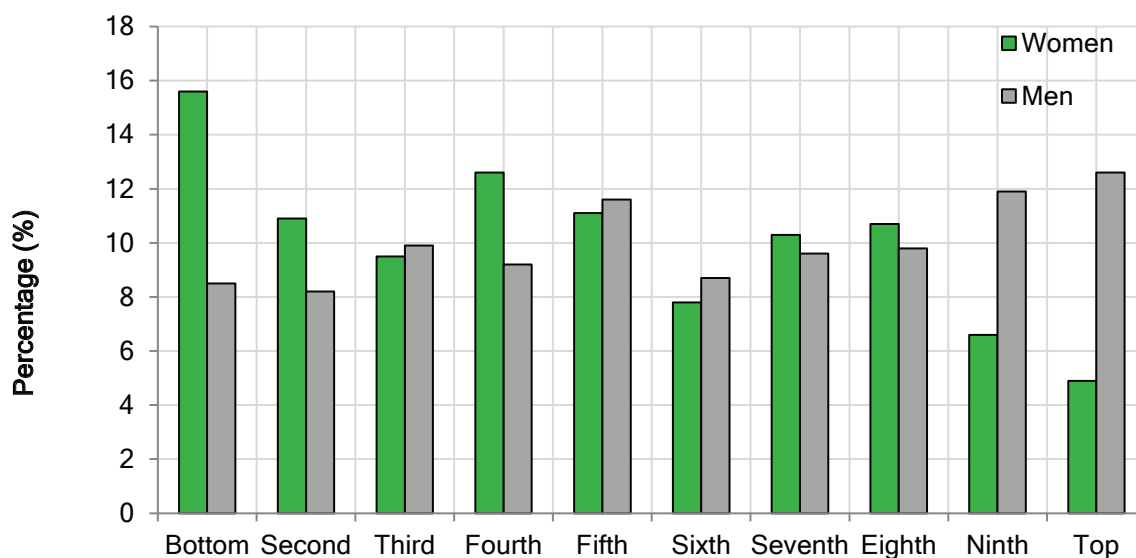
Year	Women	Men	Pay gap	Pay gap
	\$	\$	\$	%
2001	51,211	59,297	8,086	13.6
2002	48,496	60,292	11,796	19.6
2003	51,733	61,313	9,580	15.6
2004	52,318	62,283	9,965	16.0
2005	54,697	60,780	6,082	10.0
2006	53,180	65,453	12,272	18.8
2007	59,530	64,338	4,808	7.5
2008	60,284	65,764	5,480	8.3
2009	59,440	64,844	5,404	8.3
2010	57,641	67,073	9,432	14.1
2011	55,665	63,762	8,097	12.7
2012	57,000	68,686	11,686	17.0

Population: Full-time employees in NSW aged 21 to 69 years.

Data source: *HILDA survey*, Release 12.0, weighted data.

Measure: This table shows the median or dollar amount that is at the centre of the earnings distribution, i.e. half the workforce earns more and half earns less than this figure. Dollar figures for all years are indexed to the 2012 Consumer Price Index which means that they differ from those presented in the 2012 report. HILDA sample sizes also differ in each release.

Figure 4.11 Share of individuals in each decile of annual earnings, NSW, 2012



Note: This indicator uses annual earnings of full-time employees in NSW aged 21 to 69 years. It divides the distribution of overall earnings into deciles, then calculates what proportion of women and what proportion of men are located in each decile.

Population: Full-time employees in NSW aged 21 to 69 years.

Data source: *HILDA survey*, Release 12.0, weighted data.

Work and financial security

5.3 Public sector annual earnings

Median full-time annual earnings for women and men in the NSW public sector

Women's status compared to men	<p>In 2012–13, the median salary for full-time women public sector employees was \$75,087, which was 99 percent of the equivalent male salary (\$76,160). However, 2013 gross earnings data (which takes account of part-time work and overtime payments) show that the gap in take-home pay was 27 percent.</p> <p>Gender gap</p> <ul style="list-style-type: none">• There was a \$1,073 or 1 percent gap between full-time women and men in the public sector in 2012.
The direction of change over time	<p>The gap, which is less than 1 percent, has remained the same since 2010 (the first comparable data for this series).</p>
How does NSW compare?	<p>In the Australian Public Service (APS), there is similarly very little difference between women's and men's wages. In 2012 (the latest available data) women's median base salary was 100 percent of men's in most classifications, and between 99 and 100 percent for all others (see Figure 4.12).</p> <p>The pay for part-time employees in the APS is not reported separately. However, total earnings (including superannuation, other employment benefits and bonuses) are reported as well as the pay gap in base salary. Again there were no significant differences between women and men whichever measure of pay is used.</p>

Indicator 5.3 measures the median rate for annual full-time base earnings reported by NSW public sector agencies as part of the annual NSW public sector workforce profile data collection. Temporary or contract workers are not included and the earnings do not include overtime or take into account part-time work. The collection covers all agencies, including state-owned corporations and government trading enterprises. Some 329,336 full-time equivalent positions were included in 2012–13.

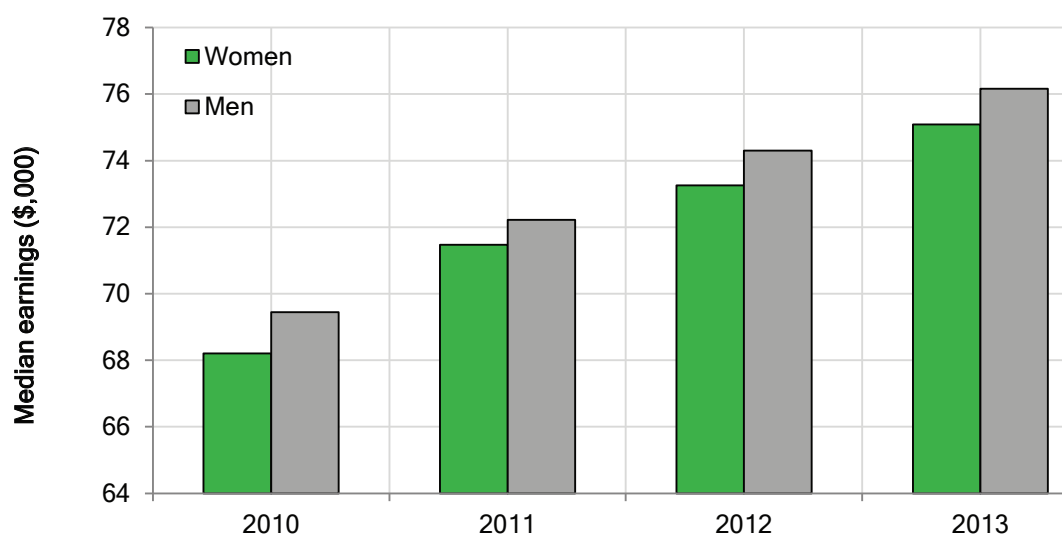
Year collected: 2012–13.

Data source: NSW Public Service Commission (2013) *Workforce Profile 2013 Report*; for national data, Australian Public Service Commission (2012) *APS Remuneration Report 2012*.

More information is available: www.psc.nsw.gov.au and www.apsc.gov.au

Work and financial security

Figure 4.12 NSW public sector pay by sex



Note: The dollar amounts are the base full-time earnings for the position, excluding overtime.

Population: Public sector employees, excluding temporary and contract staff.

Data source: NSW Public Service Commission (2013) *Workforce Profile 2013 Report*.

Topic 6 Financial security

Topic 6 addresses the important area of women's financial security. Unfortunately it is a topic marked by a lack of regularly collected data in areas such as wealth and superannuation.

In this year's report, housing stress is reported and the data can only track trends at a national level due to the size of the survey. In future years other NSW data will be used as it becomes available.

Work and financial security

6.1 Housing stress

Rental and mortgage stress, people 45 years and over

Women's status compared to men	In the over 45 age group, single women are the group most affected by housing stress. Out of the total over 45 population paying rents and mortgages, single women made up 60 percent of people experiencing rental stress and 56 percent of those experiencing mortgage stress.
The direction of change over time	The figures are largely unchanged since 2011, when single women made up 61 percent (rental stress) and 57 percent (mortgage stress).
How does NSW compare?	These figures apply to national data (due to limitations of sample size for NSW alone).
Tracking subgroups of women	Those women in the bottom two socioeconomic quintiles (based on household income) are also over-represented when it comes to housing stress. Single women aged over 45 in these two deciles make up 58 percent of those experiencing rental stress and 61 percent of those experiencing mortgage stress.

Housing stress is defined in the indicator as those households where mortgage or rental payments equal 30 percent or more of household gross income. This group is measured as a percentage of all households where rent or mortgage is being paid. Housing stress is reported for women and men aged 45 years and over in those households. The data for individuals is weighted for person weights and the socioeconomic quintiles are based on household weights.

Year collected: 2012.

Data source: HILDA survey, Release 12.0, weighted data.

Conclusion

In 2013, the labour force participation rate for women aged 15 years and over varied considerably across Australia. It was highest in the Northern Territory at 70 percent and lowest in Tasmania and South Australia at just over 56 percent. NSW women's rate at 58 percent at that time was at the lower end of the range, and its gender gap in labour force participation was one of the highest at 13 percent.¹

International comparisons are possible for working age women's employment (women aged 15 to 64 years). The latest available data shows Australia's employment rate for this group was 10th highest in the OECD at 67 percent. Countries where working age women had higher rates of employment in 2011 (the reference year) included Germany, Canada, Sweden, Finland and the Netherlands.² The employment rate for this age group for NSW was 62 percent in the same year.

¹ COAG Reform Council (2013) *Tracking Equity: Comparing Outcomes for Women and Girls Across Australia*, Report to the Council of Australian Governments, p. 28.

² OECD StatExtracts, *Better Life Index 2013*, <http://stats.oecd.org> accessed 9 May 2014.