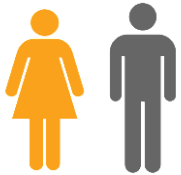


April 2016



# Gender composition of the workforce: by industry

This fact sheet outlines the gender composition of the workforce by industry in Australia. It explores the share of female and male workers across 19 industry categories and can be used to identify which industries are ‘male-dominated’ and which are ‘female-dominated’. The fact sheet breaks down employment by part-time and full-time status, illustrating the high concentration of females in part-time roles, particularly in female-dominated industries. It also explores whether women and men have equal access to jobs with paid leave entitlements.

This fact sheet was compiled from the ABS Labour Force Survey Detailed Quarterly dataset (catalogue 6291.0.55.003),<sup>1</sup> which is based on the monthly Labour Force Survey (catalogue 6202.0).<sup>2</sup> The Labour Force Survey Detailed Quarterly dataset collects data on labour market characteristics such as employment rates and the employment patterns of women and men across different industries. The dataset also includes disaggregated job quality indicators such as underemployment rates. Where data was unavailable (such as on workers without paid leave entitlements), data from the discontinued ABS Forms of Employment Survey dataset (catalogue 6359.0)<sup>3</sup> has been used.




















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# Workforce composition

Table 1 outlines the percentage of workers in each industry by gender and whether they were working part-time or full-time. Industries are ranked by the total percentage of women working in that industry, from highest to lowest. Women made up 46.2% of the total workforce and men comprised 53.8%.

**Table 1: Workforce composition by gender, full-time/part-time status and industry**

Industry	Female			Male		
	Full-time (%)	Part-time (%)	Total (%)	Full-time (%)	Part-time (%)	Total (%)
 Health Care and Social Assistance	42.7	35.6	<b>78.3</b>	16.3	5.4	<b>21.7</b>
 Education and Training	40.4	30.5	<b>70.9</b>	22.2	6.9	<b>29.1</b>
 Financial and Insurance Services	40.4	14.6	<b>55.0</b>	41.3	3.7	<b>45.0</b>
 Accommodation and Food Services	16.8	37.9	<b>54.7</b>	22.7	22.7	<b>45.3</b>
 Retail Trade	20.8	33.8	<b>54.6</b>	29.8	15.6	<b>45.4</b>
 Public Administration and Safety	34.6	14.6	<b>49.2</b>	46.2	4.5	<b>50.8</b>
 Administrative and Support Services	24.3	24.6	<b>48.9</b>	34.6	16.5	<b>51.1</b>
 Rental, Hiring and Real Estate Services	29.7	17.9	<b>47.6</b>	44.9	7.6	<b>52.4</b>
 Arts and Recreation Services	20.1	26.6	<b>46.7</b>	35.2	18.1	<b>53.3</b>
 Other Services	22.6	23.2	<b>45.8</b>	45.5	8.7	<b>54.2</b>
 Professional, Scientific and Technical Services	27.0	15.5	<b>42.5</b>	51.0	6.5	<b>57.5</b>
 Information Media and Telecommunications	26.0	11.6	<b>37.6</b>	53.5	8.9	<b>62.4</b>
 Agriculture, Forestry and Fishing	14.6	16.3	<b>30.9</b>	56.2	12.9	<b>69.1</b>
 Wholesale Trade	20.3	9.8	<b>30.1</b>	62.6	7.3	<b>69.9</b>
 Manufacturing	18.0	9.3	<b>27.3</b>	67.3	5.5	<b>72.7</b>
 Electricity, Gas, Water and Waste Services	16.5	5.9	<b>22.4</b>	74.4	3.1	<b>77.6</b>
 Transport, Postal and Warehousing	14.0	7.7	<b>21.7</b>	65.0	13.4	<b>78.3</b>
 Mining	12.9	0.8	<b>13.7</b>	85.4	0.9	<b>86.3</b>
 Construction	5.3	6.4	<b>11.7</b>	80.4	7.9	<b>88.3</b>
<b>Total employees</b>	<b>25.0</b>	<b>21.2</b>	<b>46.2</b>	<b>44.3</b>	<b>9.5</b>	<b>53.8</b>

Source: ABS (2016), *Labour Force, Australia, Detailed, Quarterly, Feb 2016*, cat. no. 6291.0.55.003, viewed 5 April 2016, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6291.0.55.003>

Note: Industries are ranked from largest proportion of total female employees to smallest.

## Working patterns

### Total workforce

- The highest representation of women working in any industry was in Health Care and Social Assistance, at 78.3%. The second highest was Education and Training, where women comprised 70.9% of workers.
- The highest representation of men working in any industry was Construction, at 88.3%. The second highest was Mining, where men comprised 86.3% of workers.
- Women comprised less than 40% of the workforce in eight industries: Information Media and Telecommunications; Agriculture, Forestry and Fishing; Wholesale Trade; Manufacturing; Electricity, Gas, Water and Waste Services; Transport, Postal and Warehousing; Mining; and Construction.

### Full-time workforce

- Overall, a smaller proportion of women (25.0%) worked full-time compared to men (44.3%).
- Only two industries had a larger proportion of women than men working full-time: Health Care and Social Assistance and Education and Training.
- Men comprised more than 60% of the full-time workforce in six industries: Construction; Mining; Electricity, Gas, Water and Waste Services; Transport, Postal and Warehousing; Manufacturing; and Wholesale Trade.

### Part-time workforce

- Overall, a larger proportion of women (21.2%) worked part-time than men (9.5%).
- Part-time working women comprised more than one third of the Health Care and Social Assistance workforce (35.6%), and the Accommodation and Food Services workforce (37.9%).
- In the Accommodation and Food Services industry, over one fifth of the workforce comprised men working part-time (22.7%). This represented the largest proportion of part-time male employees in all industries.
- There were only three industries with a greater proportion of men working part-time than women: Transport, Postal and Warehousing; Mining; and Construction.

### Full-time and part-time workforce comparison




















- In seven industries, more women worked part-time than full-time: Accommodation and Food Services; Retail Trade; Administrative and Support Services; Arts and Recreation Services; Other Services; Agriculture, Forestry and Fishing; and Construction.
- There were no industries in which there were more men employed part-time than full-time.
- Within Accommodation and Food Services there were an equal proportion of men working full-time and part-time.

## Average weekly hours

### Full-time average weekly hours

Table 2 shows the average weekly hours worked by women and men employed on a full-time basis by industry. The maximum weekly ordinary hours for a full-time employee are currently set at 38 hours.<sup>4</sup> In most industries both women and men exceeded this amount, working an overall average of 41.2 hours per week. The average for women working full-time was 38.8 hours and for men was 42.6 hours. On average, men employed full-time worked 3.8 more hours per week than women employed full-time across all industries.

**Table 2: Full-time average weekly hours worked, by gender and industry**

Industry	Total	Female	Male	Difference
 Rental, Hiring and Real Estate Services	43.1	39.4	45.6	<b>-6.2</b>
 Agriculture, Forestry and Fishing	50.1	45.4	51.4	<b>-6.0</b>
 Financial and Insurance Services	39.2	36.2	42.1	<b>-5.9</b>
 Transport, Postal and Warehousing	42.5	37.7	43.5	<b>-5.8</b>
 Information Media and Telecommunications	40.0	36.7	41.7	<b>-5.0</b>
 Retail Trade	40.9	38.2	42.8	<b>-4.6</b>
 Wholesale Trade	42.0	38.7	43.1	<b>-4.4</b>
 Professional, Scientific and Technical Services	42.6	39.9	43.9	<b>-4.0</b>
 Other Services	42.2	40.2	43.2	<b>-3.0</b>
 Manufacturing	40.8	38.8	41.3	<b>-2.5</b>
 Accommodation and Food Services	43.9	42.6	45.0	<b>-2.4</b>
 Public Administration and Safety	37.4	36.0	38.4	<b>-2.4</b>
 Health Care and Social Assistance	37.5	37.0	39.2	<b>-2.2</b>
 Administrative and Support Services	40.0	38.7	40.8	<b>-2.1</b>
 Electricity, Gas, Water and Waste Services	41.1	39.5	41.4	<b>-1.9</b>
 Mining	44.8	43.5	45.0	<b>-1.5</b>
 Construction	42.1	41.3	42.2	<b>-0.9</b>
 Education and Training	40.9	40.9	40.9	<b>0.0</b>
 Arts and Recreation Services	42.6	45.3	41.2	<b>4.1</b>
<b>Total full-time average weekly hours</b>	<b>41.2</b>	<b>38.8</b>	<b>42.6</b>	<b>-3.8</b>

Source: ABS (2016), *Labour Force, Australia, Detailed, Quarterly, Feb 2016*, cat. no. 6291.0.55.003, viewed 5 April 2016, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6291.0.55.003>




















Note: Industries are ranked from greatest difference in full-time average weekly hours between women and men to smallest. A minus sign indicates that the average weekly hours for women is less than that for men.

- The longest full-time average weekly hours worked by both women and men were in Agriculture, Forestry and Fishing (45.4 and 51.4 hours per week, respectively).
- The shortest full-time average weekly hours worked by women and men were in Public Administration and Safety (36.0 and 28.4 hours per week, respectively).
- The largest gender difference in full-time average weekly hours was in Rental, Hiring and Real Estate Services, where men worked on average 6.2 hours per week more than women.

## Part-time average weekly hours

Table 3 shows the average weekly hours worked by industry for women and men who are employed on a part-time basis. The average for women working part-time was 17.8 hours and for men was 17.1 hours. On average, men employed part-time worked one less hour per week than women employed part-time across all occupations.

**Table 3: Part-time average weekly hours worked, by gender and industry**

Industry	Total	Female	Male	Difference
 Construction	17.5	15.7	19.1	-3.4
 Manufacturing	17.6	16.7	19.0	-2.3
 Other Services	17.0	16.5	18.4	-1.9
 Agriculture, Forestry and Fishing	15.5	14.7	16.4	-1.7
 Administrative and Support Services	16.7	16.2	17.6	-1.4
 Retail Trade	16.7	16.5	17.2	-0.7
 Health Care and Social Assistance	19.9	19.9	20.5	-0.6
 Transport, Postal and Warehousing	16.4	16.1	16.7	-0.6
 Arts and Recreation Services	15.3	15.4	15.2	0.2
 Information Media and Telecommunications	17.4	17.8	16.9	0.9
 Accommodation and Food Services	16.1	16.6	15.5	1.1
 Financial and Insurance Services	18.9	19.3	17.4	1.9
 Public Administration and Safety	19.4	19.9	17.9	2.0
 Education and Training	18.5	18.9	16.8	2.1
 Rental, Hiring and Real Estate Services	16.5	17.2	15.0	2.2
 Professional, Scientific and Technical Services	17.5	18.3	15.4	2.9
 Electricity, Gas, Water and Waste Services	20.2	22.2	16.5	5.7
 Wholesale Trade	17.5	20.1	14.0	6.1
 Mining	23.1	27.1	19.7	7.4
<b>Total part-time average weekly hours</b>	<b>17.6</b>	<b>17.8</b>	<b>17.1</b>	<b>0.7</b>

Source: ABS (2016), *Labour Force, Australia, Detailed, Quarterly, Feb 2016*, cat. no. 6291.0.55.003, viewed 5 April 2016, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6291.0.55.003>

Note: Industries are ranked from greatest difference in part-time average weekly hours between women and men to smallest. A minus sign indicates that the average weekly hours for women is less than that for men.

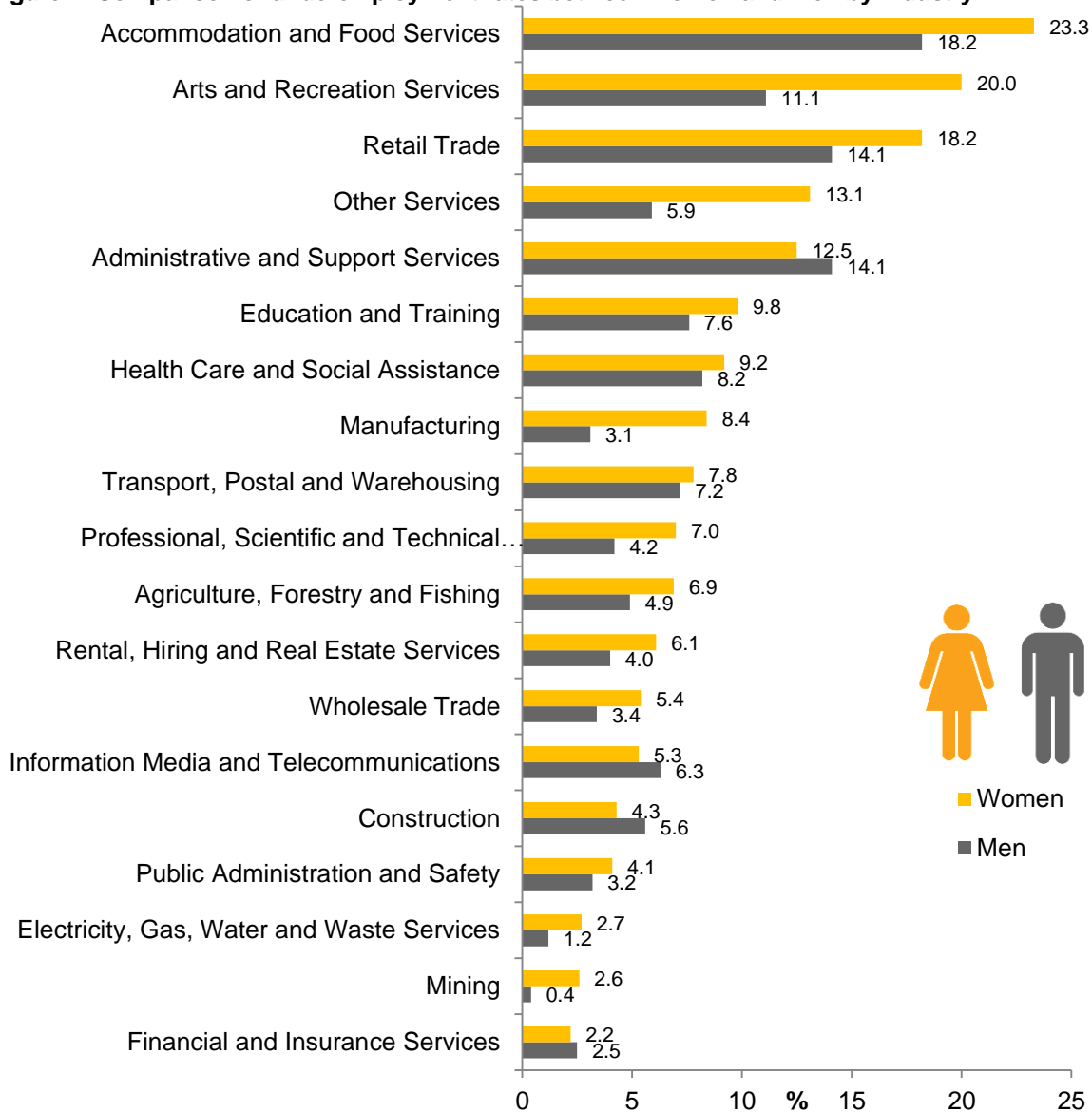
→ On average, women worked a greater number of part-time hours in 11 industries, led Mining, where women worked 7.4 more hours per week than men.

- On average, men worked longer part-time hours in eight industries, led by the heavily male-dominated Construction industry, where men worked 3.4 hours more per week than women.
- Mining had the longest average work week for women working part-time (27.1 hours per week), while Health Care and Social Assistance had the longest average work week for men working part-time (20.5 hours per week).
- Agriculture, Forestry and Fishing had the shortest average work week for women working part-time (14.7 hours per week), while Wholesale Trade had the shortest average work week for men (14.0 hours per week).

## Underemployment rates

Underemployment refers to a situation where a person is working fewer hours than they are willing and available to work. The underemployment rate for women in Australia was 3.9 percentage points higher than for men (10.8% for women compared to 6.9% for men). Figure 1 shows the gender breakdown of underemployment by industry.

**Figure 1: Comparison of underemployment rates between women and men by industry**



Source: ABS (2016), *Labour Force, Australia, Detailed, Quarterly, Feb 2016*, cat. no. 6291.0.55.003, viewed 5 April 2016, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6291.0.55.003>

















Note: Industries are ranked from greatest underemployment rate for women to smallest. The underemployment rate is calculated by expressing the number of the underemployed as a proportion of the labour force.



- Women had a higher rate of underemployment than men in 15 industries.
- Men had a higher rate of underemployment than women in four industries: Financial and Insurance Services; Construction; Information Media and Telecommunications; and Administrative and Support Services.
- Both women and men had the highest average underemployment rates in the Accommodation and Food Services industry (23.3% and 18.2%, respectively).
- The industry with the lowest underemployment rate for women was in Financial and Insurance Services (2.2%). Men had the lowest underemployment rate in Mining (0.4%).

## Employees without paid leave entitlements

This category covers employees who were not entitled to either paid holiday leave or paid sick leave, or did not know whether they were entitled to either of these within their main job. Employees of this type are commonly referred to as ‘casuals’ or ‘contract workers’. Table 4 details the percentage of employees without paid leave entitlements by gender, employment status and industry.

**Table 4: Employees without paid leave entitlements, by gender and industry**

Industry	Full-time			Part-time			Total		
	Female (%)	Male (%)	Diff.	Female (%)	Male (%)	Diff.	Female (%)	Male (%)	Diff.
 Arts and Recreation Services	19.0*	13.1*	<b>-5.9</b>	71.7	73.6	<b>1.9</b>	52.7	32.2	<b>-20.5</b>
 Agriculture, Forestry and fishing	43.7	35.3	<b>-8.4</b>	84.3	80.0	<b>-4.3</b>	59.8	43.2	<b>-16.6</b>
 Other Services	11.1*	5.9	<b>-5.2</b>	46.0	70.6	<b>24.6</b>	26.0	11.3	<b>-14.7</b>
 Retail Trade	11.0	9.8	<b>-1.2</b>	64.9	69.9	<b>5.0</b>	45.2	33.4	<b>-11.8</b>
 Manufacturing	11.2	10.0	<b>-1.2</b>	45.8	66.5	<b>20.7</b>	22.8	14.5	<b>-8.3</b>
 Information Media and Telecommunications	5.7*	4.2*	<b>-1.5</b>	36.0	80.8*	<b>44.8</b>	18.5	10.5	<b>-8.0</b>
 Accommodation and Food Services	31.7	26.7	<b>-5.0</b>	84.0	87.0	<b>3.0</b>	67.9	60.1	<b>-7.8</b>
 Professional, Scientific and Technical Services	3.5*	5.7	<b>2.2</b>	39.3	49.4	<b>10.1</b>	15.9	9.2	<b>-6.7</b>
 Construction	8.9*	17.7	<b>8.8</b>	51.6	62.1	<b>10.5</b>	24.5	20.3	<b>-4.2</b>
 Electricity, Gas, Water and Waste Services	11.9*	9.9	<b>-2.0</b>	29.3*	55.3*	<b>26.0</b>	14.8*	11.7	<b>-3.1</b>
 Mining	9.6*	8.3	<b>-1.3</b>	25.0*	67.6*	<b>42.6</b>	11.4*	9.2	<b>-2.2</b>
 Wholesale Trade	3.9*	5.4	<b>1.5</b>	43.6	69.8	<b>26.2</b>	13.6	11.9	<b>-1.7</b>
 Financial and Insurance Services	**	**	<b>**</b>	**	**	<b>**</b>	6.1	5.1*	<b>-1.0</b>
 Public Administration and Safety	3.7	5.0	<b>1.3</b>	23.9	50.8	<b>26.9</b>	9.4	9.2	<b>-0.2</b>
 Administrative and Support Services	17.1	22.5	<b>5.4</b>	51.5	60.6	<b>9.1</b>	32.7	32.8	<b>0.1</b>
 Health Care and Social Assistance	8.6	10.3	<b>1.7</b>	27.3	41.6	<b>14.3</b>	18.5	19.1	<b>0.6</b>

	Education and Training	4.5	6.2	1.7	35.2	65.3	30.1	18.1	19.5	1.4
	Transport, Postal and Warehousing	7.6*	16.7	9.1	45.5	63.5	18.0	19.6	24.0	4.4
	Rental, Hiring and Real Estate Services	**	**	**	**	**	**	14.2	22.7	8.5
<b>Total employees without paid leave entitlements</b>		<b>8.9</b>	<b>11.1</b>	<b>2.2</b>	<b>46.8</b>	<b>68.1</b>	<b>21.3</b>	<b>26.5</b>	<b>20.7</b>	<b>-5.8</b>

Source: ABS (2014), *Forms of Employment, November 2013*, cat. no. 6359.0, viewed 5 April 2016, <http://www.abs.gov.au/ausstats/abs@.nsf/PrimaryMainFeatures/6359.0>

\* Figure may not be representative of the population due to small sample size and should be used with caution.

\*\* Figure not available for publication due to confidentiality concerns, but included in totals where applicable.

Note: Industries are ranked from greatest total difference between women and men employed without paid leave entitlements to smallest. A minus sign indicates that a larger percentage of women have no leave entitlements in comparison to men within that industry and employment type.

## Working patterns

### Total workforce

- Among total workers, over a quarter of women (26.5%) and over a fifth of men (20.7%) did not have paid leave entitlements.
- In 14 industries, a higher percentage of female employees had no paid leave entitlements. This was primarily due to the higher percentage of women employed part-time, as part-time workers were less likely to have paid leave entitlements.
- The Arts and Recreation Services industry showed the greatest gender difference, with the proportion of women without paid leave entitlement being 20.5% larger than the proportion of men.

### Full-time workforce

- More than one third of women (43.7%) and men (35.3%) employed full-time in the Agriculture, Forestry and Fishing industry were without paid leave entitlements. This may reflect the seasonal nature of this industry, including the short contract harvest type work.
- Professional, Scientific and Technical Services had the lowest proportion of female employees without paid leave entitlements (3.5%). The industry with the lowest proportion of male employees without paid leave entitlements was Information Media and Telecommunications (4.2%).

### Part-time workforce

- A larger proportion of men working part-time had no paid leave entitlements across all industries, except the Agriculture, Forestry and Fishing industry, where there were slightly more part-time working women than part-time working men without paid leave entitlements (84.3% compared to 80.0%, respectively).
- The Arts and Recreation Services; Agriculture, Forestry and Fishing; Retail Trade; and Accommodation and Food Services industries all had over 60% of their part-time (female and male) workforce without paid leave entitlements.

### Full-time and part-time workforce comparison

- In all industries, a higher percentage of part-time employees (both women and men) were without paid leave entitlements than full-time employees.
- Industries with high percentages of workers without paid leave entitlements (both full-time and part-time) were Accommodation and Food Services, and Agriculture, Forestry and Fishing.

<sup>1</sup> ABS (2016), *Labour Force, Australia, Detailed, Quarterly, Feb 2016*, cat. no. 6291.0.55.003, viewed 5 April 2016, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6291.0.55.003>

<sup>2</sup> ABS (2014), *Labour Force, Australia*, cat. no. 6202.0, <http://www.abs.gov.au/ausstats/abs@.nsf/PrimaryMainFeatures/6202.0>

<sup>3</sup> ABS (2014), *Forms of Employment, November 2013*, cat. no. 6359.0, viewed 5 April 2016, <http://www.abs.gov.au/ausstats/abs@.nsf/PrimaryMainFeatures/6359.0>

<sup>4</sup> National Employment Standard/Australian Fair Pay and Conditions Standard (the Standard). <http://www.fairwork.gov.au/employment/hours-of-work/pages/default.aspx>