Research Report 3/2012

Award reliance and differences in earnings by gender

Part 1
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Part 2
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February 2012

The contents of this paper are the responsibility of the authors and the research has been conducted without the involvement of members of the Minimum Wage Panel of Fair Work Australia.

ISBN 978-0-9870823-0-5

This paper uses unit record data from the Household, Income and Labour Dynamics in Australia (HILDA) Survey. The HILDA Project was initiated and is funded by the Australian Government Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA) and is managed by the Melbourne Institute of Applied Economic and Social Research (Melbourne Institute). The findings and views reported in this paper, however, are those of the author and should not be attributed to either FaHCSIA or the Melbourne Institute.

This report was printed by D&D Digital Printing Pty Ltd, Carlton, Victoria.

All research undertaken by or commissioned by Fair Work Australia for the Annual Wage Review 2011–12 has been agreed by the Research Group. The Research Group comprises a Chair from the Minimum Wages and Research Branch of Fair Work Australia, and representatives nominated by:

- Australian Chamber of Commerce and Industry;
- Australian Industry Group;
- Australian Council of Social Service;
- Australian Council of Trade Unions;
- the Australian Government; and
- state and territory governments.

Part 1 of this paper, 'Award reliance and differences in earnings by gender', is the work of Miranda Pointon, Troy Wheatley, Grant Ellis and Kathy MacDermott of the Minimum Wages and Research Branch, Fair Work Australia. Part 2 of this paper is the work of Troy Wheatley and Grant Ellis.

The authors are grateful for comments provided by Philippa Hall, Pay Equity Consultant, Equal Opportunity for Women in the Workplace Agency (EOWA) and Associate Professor Roger Wilkins, Principal Research Fellow, Melbourne Institute of Applied Economic and Social Research. The authors would also like to thank Sarah Wilkin, Matthew Forbes and Kelvin Yuen for their assistance and Shannon-Kate Archer and David Rozenbes for their helpful comments.

A draft of this paper was workshopped with the Research Group prior to finalisation. The authors would also like to thank the Research Group for its comments.

The contents of this research paper, however, remain the responsibility of the authors, Miranda Pointon, Troy Wheatley, Grant Ellis and Kathy MacDermott.

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List of abbreviations

ABS	Australian Bureau of Statistics
ACCER	Australian Catholic Council for Employment Relations
ACTU	Australian Council of Trade Unions
ANZSCO	Australian and New Zealand Standard Classification of Occupations
ANZSIC	Australian and New Zealand Standard Industrial Classification
AWE	Average weekly earnings
AHOTCE	Average hourly ordinary time cash earnings
AWOTCE	Average weekly ordinary time cash earnings
AWOTE	Average weekly ordinary time earnings
CPI	Consumer Price Index
CURF	Confidentialised Unit Record File
EEBTUM	Employee Earnings, Benefits and Trade Union Membership
EEH	Employee Earnings and Hours
FTAWE	Full-time average weekly earnings
FWA	Fair Work Australia
FW Act	Fair Work Act 2009
GPG	Gender pay gap
HILDA	Household Income and Labour Dynamics in Australia
NMW	National minimum wage
WOTCE	Weekly ordinary time cash earnings

Executive summary

The *Fair Work Act 2009* (FW Act) requires that, in undertaking its annual wage review, the Minimum Wage Panel (the Panel) must have regard to the minimum wages objective (s. 284) and the modern awards objective (s. 134). Both of these objectives require that the Panel take into account 'the principle of equal remuneration for work of equal or comparable value'. Under s. 302(2) of the Act 'equal remuneration for work of equal or comparable value means equal remuneration for men and women workers for work of comparable value'.

The issue of the relationship between minimum wage adjustments and differences in earnings between males and females was raised in the 2009–10 Annual Wage Review. Submissions to that review noted that sectors in which female employment predominates tend to have lower levels of pay and higher levels of award reliance, and that adjustments in modern award minimum wages should have the potential to reduce gender wage inequality. Submissions also canvassed the effect on pay rates by gender of 'flat dollar' as opposed to percentage adjustments to award wages (Fair Work Australia (2010: 70–72). On the basis of the material submitted, the Panel concluded that:

> ... an increase in minimum wages is likely to assist in promoting pay equity given the relatively high proportion of women among the award-reliant, although it may not be the most effective means for achieving this end. Research directed to a more precise identification of the extent and composition of the award-reliant sector might be of assistance. (FWA 2010: 72, para. 319).

This report explores a number of the questions raised with respect to the composition of the award-reliant sector and the potential impact of an increase in award wages on the gap between female and male wages.

Chapters 1–3 of the report canvass the causes and possible measures of gender wage gap, together with the datasets and populations most useful in analysing gender pay gap issues. The datasets selected are the May 2010 Employee Earnings and Hours (EEH) survey, which is conducted by the Australian Bureau of Statistics, and Wave 9 (2009) of the Household Income and Labour Dynamics in Australia (HILDA) survey, which is conducted by the Melbourne Institute of Applied Economic and Social Research. Data from both surveys can be disaggregated to identify employees' occupations, weekly and hourly earnings, and award reliance. The populations studied exclude juniors. The earnings of juniors are dependent on the percentage they received of the relevant adult rate of pay, but the percentages received of the adult rate are not available from the EEH data. Results are presented that include and exclude casual employees. The earnings of casual employees are dependent on the casual loading received, but the amount of casual loading for each employee is also not available from the EEH data. Results including casual employees are presented under the assumption that all casual employees received a casual loading of 25 per cent, which is the standard loading in modern awards.[1] Earnings data reported in the EEH are either average weekly ordinary time cash earnings (AWOTCE) or average hourly ordinary time cash earnings (AHOTCE).

There are a range of limitations on data sources for identifying which employees are undertaking work of similar or comparable value, including the extent to which a proxy measure actually identifies comparable value and the extent to which data sets can be disaggregated. The option used in this report is to divide the employees in terms of the indicative skill level attached to their occupational group, as given by the ABS' Australian and New Zealand Classification of Occupations (ANZSCO) at the 4-digit level. Each of the indicative skill levels captures a wide range of occupations, and therefore they should be considered only a very broad measure of which types of jobs are of similar value. However the combined income and employee numbers data could not be provided by the ABS at greater levels of occupational disaggregation.

1 However transitional instruments and the National Minimum Wage Order are currently transitioning to the 25 per cent loading.

Chapters 4 and 5 of the report present key findings based on the EEH data. EEH shows that award-reliant employees make up 15.2 per cent of all employees, and confirms that females are more likely than males to be award-reliant. Females make up 58.5 per cent of all award-reliant employees and 58.3 per cent of all non-casual award-reliant employees (the main population studied).

EEH data show that females tend to be concentrated in occupations at the higher skill level classifications. This holds true for award-reliant employees, and 'others'[2], although there is some variation in the representation of females in each of these groups at each of the five skill-level classifications identified in the study.

For award-reliant employees, earnings differences reflect these differences in skill-level classifications. Thus females covered by awards tended to earn more than males covered by awards (their AHOTCE was 106.3 per cent of males, and their AWOTCE 103.4 per cent of males[3]), because they tended to be employed at the higher skill levels. This gender pay outcome is reversed for employees who are not award reliant—that is, those whose pay is determined by an over-award payment (either informal over-award or a formal collective or individual agreement, or a common law contract). Females covered by these instruments received an AWOTCE that was 84.9 per cent of males and an AHOTCE that was 88.4 per cent of males, despite being more highly concentrated than males at higher skill-level classifications. This outcome is consistent with the finding in Romeyn et al. (2011: 62) and numerous earlier studies that decentralised approaches to wage determination are generally less favourable to women than centralised systems.

It is important to note in this context that the greater correlation of skill-level classifications and earnings for award-reliant employees does not constitute equal remuneration. The report finds that if the full-time award-reliant males in the population were distributed across skill-level classifications in the same proportions as females (and the AWOTCE of full-time award-reliant males at each skill level remained the same), their AWOTCE would have been $784.00, or $19.00 more than the AWOTCE of females. When male hourly rather than weekly earnings were distributed in the same way, the reverse was the case, and male earnings at $20.10 per hour would have been less than those for females, at $20.40 per hour. (This outcome may, however, be influenced by the different ratios of full-time and part-time employment for award-reliant men and women in hourly data, since part-time award-reliant employees were found to receive slightly higher AHOTCE than full-time award-reliant employees.)

The inclusion of part-time employees tends to consistently lift the overall ratios (decrease the gender pay gap) of female to male earnings across the skill-level classifications, but only by modest amounts. The reason is that the distribution of earnings for part-time employees is more compressed than the distribution of earnings for full-time employees. Hence, when both part-time and full-time employees are combined, the resulting distribution of earnings is more compressed than the full-time earnings distribution. Because males tend to be higher up the earnings distribution, including part-time employees lowers the average earnings of males more than it lowers the average earnings of females.

Chapter 6 of the report presents findings using the EEH AHOTCE data when casual employees are included in the analysis, with all of their earnings discounted for an assumed loading of 25 per cent. For award-reliant employees, females still earn more than males when casuals are included (their AHOTCE was 103.9 per cent of females), although again this largely reflects that females tend to be concentrated in occupations at the higher skill-level classifications. Once again, this gender pay outcome is reversed for employees who are not award reliant, with AHOTCE for females being 88.7 per cent of AHOTCE for males.

2 Pay determined by an informal over-award payment, a collective or individual agreement, or a common law contract.

3 This difference was found to be statistically significant for AHOTCE but not for AWOTCE. Chapter 4 explains further the issue of statistical significance.

Chapter 7 of the report is based on HILDA data, and is broadly congruent with the EEH findings. Unlike EEH, however, HILDA can be used to identify some of the characteristics that could be associated with differences in earnings between male and female employees that still emerge when populations of men and women are distributed across skill-level classifications in the same proportions. These factors are pursued in chapter 8 which identifies a number of these characteristics without quantifying their relative impact.

Chapter 9 examines the effect on the gender wage differential of 'flat dollar' as opposed to percentage adjustments to minimum wages, based on the EEH survey data.

A flat dollar increase in award rates of pay does not have as large an effect as a percentage increase in reducing the overall difference between female and male earnings. The increase in female AHOTCE relative to male AHOTCE that is due to a higher percentage of females being reliant on award wages is offset to some extent by the lower average percentage increase that award-reliant females receive relative to award-reliant males (due to being higher in the earnings distribution). This level of offset is small: a $0.19 per hour increase in award rates of pay, like a 1 per cent increase in award rates of pay, will also reduce the overall difference in AHOTCE between men and women by around 0.04 percentage points. The different effects of a percentage increase compared with a flat dollar increase become more noticeable for a $0.75 per hour increase, which would reduce the overall difference in AHOTCE between males and females for adult non-managerial employees by 0.16 per cent, compared with the reduction of 0.17 percentage points for an equivalent 4 per cent increase. While the results are similar for a flat dollar increase and a percentage increase, a flat dollar increase reduces the overall gender pay gap less than the percentage increase. For one-off, moderate award wage increases these effects would be small, however these effects on the overall gender pay gap are cumulative over time.

There are also many possible 'hybrid' increases which combine a flat dollar increase for some award-reliant employees with a percentage increase for other award-reliant employees. The effects of a hybrid increase will depend upon the particular form it takes. In this report, the effects are shown for a hybrid increase where award-reliant employees earning above the C10 classification rate receive a percentage increase, and award-reliant employees earning at the C10 classification rate or below receive the flat dollar amount required for award-reliant workers at the C10 rate to receive a percentage increase in pay equal to the percentage increase for award-reliant workers earning above the C10 rate. This scenario will reduce the overall gender pay gap by more than a:

- percentage increase only (where the per cent applied is equivalent to the percentage for award-reliant workers earning above C10 in the hybrid model); and by more than
- a flat dollar increase only (where the flat dollar amount is equivalent to the amount received by award-reliant workers earning at or below the C10 rate).

Part 1

1 Introduction

The *Fair Work Act 2009* requires that, in undertaking its annual wage review, the Minimum Wage Panel (the Panel) must have regard to the minimum wages objective (s. 284) and the modern awards objective (s. 134). Both of these objectives require that the Panel take into account 'the principle of equal remuneration for work of equal or comparable value'. Under s. 302(2) of the Act 'equal remuneration for work of equal or comparable value means equal remuneration for men and women workers for work of comparable value'.

The Act does not provide any further explanation for how the principle of equal remuneration for work of equal or comparable value should be considered as part of minimum wage setting. A review of equal remuneration principles was recently undertaken by Romeyn, Archer and Leung (2011), and published as *Fair Work Australia Research Report 5/2011*. Their report provided a historical perspective on the consideration of equal remuneration principles, in Australia and abroad.

Romeyn et al. (2011: 49) found general acceptance in the literature that a gender pay gap exists, both in Australia and internationally. Chapter 3 examined the body of literature on the potential determinants of the gender pay gap (such as human capital variables, occupational and industrial segregation, and the undervaluation of women's work), and the different ways in which the gender pay gap can be measured. It cited some evidence that minimum wages reduce the overall gender pay gap by raising pay at the bottom of the distribution, where women are disproportionately represented, although 'as the gender pay gap reflects the operation of factors that are both within and beyond the influence of minimum wages, the literature suggests that attaining equal remuneration will require responses within and beyond the award sphere' (Romeyn et al. (2011: 71).

The issue of the relationship between minimum wages and differences in earnings between men and women has also been raised in the past two annual wage reviews, particularly the 2009–10 Annual Wage Review. Submissions to that review noted that sectors in which female employment predominates tend to have lower levels of pay and higher levels of award reliance, and that adjustments in modern award minimum wages therefore have the potential to lower gender wage inequality (depending upon the impact on employment), Submissions also canvassed the effect of 'flat dollar' as opposed to percentage adjustments to minimum wages on pay rates by gender (Fair Work Australia (FWA) (2010: 70–72). On the basis of the material submitted, the Panel concluded that:

> ... an increase in minimum wages is likely to assist in promoting pay equity given the relatively high proportion of women among the award-reliant, although it may not be the most effective means for achieving this end. Research directed to a more precise identification of the extent and composition of the award-reliant sector might be of assistance. (FWA 2010: 72, para. 319)

This report explores a number of questions in relation to award reliance and differences in earnings between males and females.

The report is structured as follows. Chapter 2 presents an overview of the factors affecting differences in men's and women's average lifetime earnings, and discusses the various measures of pay differentials between males and females that are available. It identifies the strengths and weaknesses of the available survey data, and outlines the grounds for basing this study on two principal datasets—the May 2010 Employee Earnings and Hours (EEH) survey, which is conducted by the Australian Bureau of Statistics (ABS), and Wave 9 (2009) of the Household Income and Labour Dynamics in Australia (HILDA) survey, which is conducted by the Melbourne Institute of Applied Economic and Social Research.

Chapter 3 sets out how male and female workers are identified as undertaking work of comparable value for the purposes of the analysis on the basis of the ABS skill-level classification for their occupation.

Chapter 4 examines differences in earnings by gender—both at different skill-level classifications and in aggregate—from the EEH survey using weekly earnings data to capture managerial employees. It considers how these differences vary between award-reliant and other employees. It also addresses the extent to which the overall difference in earnings between males and females is affected by the higher degree of award reliance among females. Chapter 5 mirrors the analysis in chapter 4 on differences in earnings by gender from the EEH survey using hourly earnings data. This allows consideration of the differences the inclusion of part-time workers makes, however the data set excludes managerial employees. Chapter 6 in turn mirrors the analysis in chapter 5, but with casual employees included.

Chapter 7 examines the same earnings differences using the HILDA survey. Chapter 8 considers the characteristics of award-reliant employees and other employees by gender. Chapter 9 estimates the differential impacts on the gender pay gap that flat dollar and percentage-based adjustments to minimum wages are likely to have. Chapter 10 concludes the report.

2 Measures of pay differentials between males and females

2.1 Background and overview

The cumulative impact of Australian gender earnings differentials is significant. While there are currently no regular measures of average lifetime earnings, synthetic estimates can be derived by summing up the age-specific average annual earnings from wages and salaries for people aged 25 to 64 years. Using this approach, Cassells et al. (2009: 1) found that:

> ... a 25-year-old man is likely to earn a total of $2.4 million over the next 40 years, more than one-and-a-half times the $1.5 million prospective earnings of a woman. Meanwhile men who hold a bachelor degree or higher and have children can expect to earn around $3.3 million over their working life, nearly double the amount for women in the same category at $1.8 million.

These earnings differentials continue to shape the incomes of males and females over 64 because of their interaction with pension and superannuation arrangements.

Differences in the average earnings of males and females reflect a range of factors. Most of the studies that attempt to explain these factors use regression analysis to identify those that can be quantified and to establish the 'unexplained' or 'discriminatory' component of the ongoing gender pay gap. These studies, reviewed by Romeyn et al., have produced a range of results as a necessary consequence of differences in data, design, methodology and of changing labour market conditions. However, the review did find that regressions[1] have been consistent over a number of years in their general finding that only a relatively small proportion of the gender pay gap can be attributed to differences in the observed productivity-related characteristics of men and women, such as human capital (Romeyn et al. 2011: 60). They identified a number of other contributory factors, which tend to fall into three main groupings:

- differences in the types of jobs held by men and women and the method of setting pay for those jobs, including:
  - the industries and occupations in which they work;
  - the location of their work: Australian studies revealing significantly higher gaps for employees in the private than the public sector, in large workplaces, and at the top of the wage distribution than for those at the bottom;
  - the regulatory and institutional arrangements of wage determination (including factors such as the degree of centralisation or coordination of wage determination and the presence and role, if any, of minimum wages); and
  - different levels of discretionary payments made to those in male and female occupations (eg, over-award payments, bonus payments, commissions, allowances, etc);

1 Regression analysis is used to estimate how much the value of one variable (the dependent variable) changes when the value of one or more other variables (the independent variables) changes. For example, regression analysis can be used to estimate how much the gender pay gap changes when the value of factors such as average differences in education, labour market experience and so on between males and females change.

- structures and workplace practices which restrict the employment prospects of workers with family responsibilities, resulting in:
    - differential working times, as females have less access to paid overtime and are more likely to be in part-time or casual positions; and
    - less access to training and promotion for females workers;
- the ongoing undervaluation of females' work and skills, including:
    - differences in pay for males and females doing similar or comparable jobs;
    - different job titles (and pay) for the same or similar occupations;
    - undervaluation of the skills, competencies and responsibilities associated with 'female' jobs; and
    - gender biases in job evaluation methods, job classification systems, and job remuneration systems. (Romeyn et al. 2011: Chapter 3).

Regressions tend to assume that each of the three main groups of factors identified above is isolated; that the first two can be quantified; and that the remaining 'unexplained' or discriminatory component of the gender pay gap lies in the undervaluation of women's work. In fact, as Cassells et al. (2009b: 4, 7, 27–8) pointed out, there may be 'feedback effects' between all of the contributors to the gender pay gap which create systemic discrimination and make particular factors difficult to isolate and quantify. So, for example, women's family responsibilities may increase the likelihood of their requiring part-time or casual work, which may in turn contribute to their entering occupations and industries where such work is in greater supply, which may in turn sustain a category of jobs that may be undervalued as 'women's' work.

The focus of this report is not to trace these interactions. Rather, the focus of this report is on the intersection of Australian wage-setting mechanisms, the minimum wages established through existing modern awards and over-award wage setting mechanisms, and the gender pay gap.

Jefferson and Preston (2007: 127) have argued that by 'compressing the wage distribution and raising the relative wage of those on the bottom, the Australian wage-setting system is able to deliver greater levels of gender equity than those observed in most other Western developed economies.' As Romeyn et al. (2011: 62) pointed out, this is because unlike other economies, which rely on a single minimum wage, Australia's institutions establish multiple minimum wage rates through an extensive framework of awards that set a broader base of legally binding minimum safety net of wages and conditions of employment. For those employees who rely on awards, the adjustment of these rates may have a direct impact on pay equity. For others, there is a direct relationship as modern awards perform a safety net function and there may be less direct impacts to the extent that over-award payments or collectively bargained rates are influenced by or replicate the relativities in awards.

2.2 Possible measures of pay differentials between males and females

The gender pay gap is generally expressed as a ratio that converts average female earnings into a proportion of average male earnings to calculate the pay gap between the sexes. These ratios have been calculated for a variety of earnings measures in Table 2.1.

Table 2.1: Measures of pay differentials between females and males from AWE, EEH and HILDA surveys

Measure of earnings	Females ($)	Males ($)	Ratio of female to male earnings
Average Weekly Earnings (AWE) survey measures (May 2011)			
AWE	795.90	1236.50	0.64
Average weekly earnings for full-time adults (FTAWE)	1167.10	1472.80	0.79
Average weekly ordinary time earnings (AWOTE) for full-time adults	1150.20	1397.70	0.82
EEH survey measures (May 2010)			
Average weekly ordinary time cash earnings (AWOTCE) for full-time non-casual adults	1171.90	1379.60	0.85
Average hourly ordinary time cash earnings (AHOTCE) for non-casual non-managerial adults	29.20	33.10	0.88
AHOTCE for non-managerial adults*	27.40	31.08	0.88
HILDA survey measures (2009)			
Average current weekly earnings in main job for full-time non-casual adults	1104.28	1357.79	0.81
Average current hourly earnings in main job for non-casual non-managerial adults	25.85	29.68	0.87
Average current hourly earnings in main job for non-managerial adults*	24.27	28.21	0.86
Average current hourly earnings in main job for all adults*	24.81	29.63	0.84

Source: ABS (2011), *Average Weekly Earnings, Australia,* May 2011, Catalogue. No. 6302.0; ABS (2010), *Employee, Earnings and Hours, Australia, May 2010,* Catalogue No. 6306.0; ABS, Microdata: Employee Earnings and Hours, Expanded CURF, Australia, Catalogue No. 6306.0.55.001, May 2010; Melbourne Institute of Applied Economics and Social Research, HILDA, Wave 9.

*Note: Earnings of all casual employees discounted for a 25 per cent casual loading.

As Table 2.1 suggests, there are a number of differences in working patterns and remuneration practices for male and female employees which need to be taken into account in identifying the earnings data that best isolate the effect on the gender pay gap of adjustments to minimum rates of pay. These differences have been set out in the preceding chapter and include hours worked, employment status (both part-time and casual employment) and access to overtime and discretionary payments such as over-award payments, bonus payments, commissions, allowances and bonuses.

2.2.1 Earnings data and the gender pay gap

The most frequently quoted measure of the gender pay gap in Australia is the ratio between female and male average weekly ordinary time earnings for full-time employees. This is because the 'full-time' criterion removes the influence of differing working time arrangements while the 'ordinary time' criterion adjusts for the fact that men are much more likely to work and be paid overtime than women. Pay differentials between men and women are also commonly measured in terms of average hourly earnings, which is another means of removing, at least in part, the differences in earnings between men and women due to differences in hours worked.

Table 2.2 demonstrates the impact on the gender pay gap of using measures such as ordinary time or hourly earnings that reduce the influence of differences in working patterns and remuneration practices for men and women employees. The table is only indicative because it draws on different ABS surveys. Nevertheless, the table demonstrates how the influence of minimum wages on the gender pay gap becomes clearer if other influences can be lessened.

Table 2.2: Differing measures of the gender pay gap (GPG)

Measure	GPG (%)	Main limitation
AWE: Average total weekly earnings of all employees	35.6	Makes no adjustment for the fact that a much larger proportion of women work part-time than men—and are therefore paid for fewer working hours.
FTAWE: Average total weekly earnings of full-time adult employees	20.8	Makes no adjustment for the fact that men are more likely to work and be paid overtime than women.
AWOTE: Average weekly ordinary time earnings of full-time adult employees	17.8	Excludes part-time employees from the analysis—the majority of whom are women in lower paid occupations. Includes casual loadings for full-time casuals, effectively inflating women's earnings.
AWOTCE for full-time non-casual adults	15.1	Excludes part-time employees from the analysis—the majority of whom are women in lower paid occupations. Includes managerial employees.
AHOTCE for non-casual non-managerial adults	11.8	Includes part-time employees in the analysis—the majority of whom are women in lower paid occupations. Excludes managerial employees.
AHOTCE for non-managerial adults	11.8	Excludes managerial employees. Assumes all casual employees receive a 25 per cent casual loading.

Source: ABS (2011), *Average Weekly Earnings, Australia,* May 2011, Catalogue. No. 6302.0; ABS (2010), *Employee, Earnings and Hours, Australia, May 2010,* Catalogue No. 6306.0; ABS, Microdata: Employee Earnings and Hours, Expanded CURF, Australia, Catalogue No. 6306.0.55.001, May 2010.

Note: The gender pay gap is calculated as 1 less the ratio of female to male earnings then multiplied by 100.

As Table 2.2 shows, data on comparable employees are important to the determination of the gender pay gap. It is also clear that there are some limitations on how such comparable data can be obtained, particularly in relation to hourly earnings or the capacity to isolate different types of employees, such as part-time and casual workers.

It should also be noted that, even within the same survey, different datasets may be more useful for different purposes. For example, in the EEH survey, including part-time employees in the calculation of the gender pay gap captures an important area of women's employment, however this requires the use of hourly data which cannot be calculated for managerial employees. Including managerial and professional employees, as discussed in chapter 4, is important to the analysis of the gender pay gap for award-reliant employees compared with 'other' employees.

2.2.2 Other important data items

Two other data items that are important for the purposes of this analysis are: method of setting pay, and occupation. Pay-setting methods collected by the ABS include 'award only', collective agreements, and individual arrangements (which include individual contracts, registered individual agreements such as Australian Workplace Agreements, common law contracts, and over-award payments). Because the purpose of this study is to understand the gender pay gap for the award-reliant workforce, the capacity to isolate the method of setting pay and to match this with earnings data is essential.

It is also important to have occupational data which can be used to establish indicative skill levels (as identified by the ABS) and to match these with earnings. Such data is required, although not sufficient, to establish whether employees are undertaking, and being paid for, work of similar value.

2.3 ABS survey data available

The ABS publishes three surveys which are commonly used to calculate the gender pay gap. They are the quarterly Average Weekly Earnings (AWE), the annual Employee Earnings, Benefits and Trade Union Membership (EEBTUM) and the biennial Employee Earnings and Hours (EEH) surveys noted above. AWE and EEH are surveys of employers while EEBTUM is a survey of employees.

The EEBTUM survey provides useful data on employee entitlements and union membership, but does not contain data on hourly earnings or on methods of setting pay.

The quarterly AWE survey is the most regular and timely source of data on the gender pay gap. This survey contains three main measures of average weekly earnings for men and women: average weekly earnings (AWE); average weekly earnings for full-time adults (FTAWE); and average weekly ordinary-time earnings (AWOTE) for full-time adults. When data from this survey are combined with data on hours worked from the ABS Labour Force survey, a quarterly time series of the gender pay gap on an hourly earnings basis can be calculated (although there are a number of limitations with deriving hourly rates of pay). However, it does not contain data on method of setting pay or occupation.

The biennial EEH survey is an important alternative source of data for measuring and analysing trends in the gender pay gap in Australia. It is being used for this report because it provides more disaggregated and detailed data than those in the AWE Survey, including detailed statistics on the composition and distribution of employee earnings by occupation, paid hours of work and method of setting pay. EEH survey data can be used to calculate measures of average weekly ordinary time cash earnings (AWOTCE). Measures of average hourly ordinary time cash earnings (AHOTCE) can in turn be derived from data on weekly ordinary time cash earnings and weekly ordinary time hours paid for.

The EEH survey does not collect data on hours paid for managerial employees. Therefore, for comparisons of pay differentials in terms of hourly earnings, managerial employees are excluded from the analysis. Less than 5 per cent of employees in the May 2010 EEH survey were managerial employees, so excluding them does not

reduce the overall population of employees by a large amount. Although managerial employees typically earn a higher wage, only a small portion of earnings will be unaccounted for with their exclusion. The total weekly ordinary time cash earnings (WOTCE) of managerial employees was about 10 per cent of the total WOTCE of all employees. However, these employees do make up a substantial proportion of those employees in occupations that have been assigned to the highest indicative skill-level classification (i.e. skill level 1). Managerial employees make up 15.6 per cent of adult employees at skill level 1 (and 3.5 per cent of employees at skill level 2). Excluding them therefore makes comparisons of earnings for this skill-level classification less representative. As a result, this report will, in the first instance, compare average weekly earnings for full-time employees, where the population of (full-time) employees also includes managerial employees. Analysis of hourly data is undertaken to examine the differences resulting from the inclusion of part-time and casual employees.

2.4 The Household Income and Labour Dynamics in Australia Survey

In addition to data from the May 2010 EEH survey, this report uses data from Wave 9 (2009) of the Household Income and Labour Dynamics in Australia (HILDA) survey, which is conducted by the Melbourne Institute of Applied Economic and Social Research. The HILDA survey includes both occupational data and a question on method of pay setting (collective (enterprise) agreement, individual agreement (or contract), combination of collective / enterprise agreement and individual agreement, exactly the award rate, or other[2]).

While the EEH survey is a survey of employer units and has a well-established measure of award reliance, the HILDA survey is a household survey, and its measure of award reliance was only introduced in 2008. For these reasons, the EEH survey could be argued to have the more reliable indicator of award reliance. However, the HILDA survey has a far larger range of variables relating to the characteristics of employees. It can therefore be used to examine the characteristics of award-reliant and 'other' men and women, which in turn can be related back to observed differences in earnings.

With respect to earnings, HILDA survey data can be used to calculate measures of average current weekly gross wages and salary in respondents' main jobs. Measures of average current hourly gross wages and salary in main job can in turn be derived from data on weekly earnings and hours usually worked per week in main job. For the purpose of deriving hourly earnings data from the HILDA survey in this report, hours usually worked per week have been 'top-coded' at 60 hours per week (i.e. employees who replied that they worked more than 60 hours are assumed to work 60 hours per week). This is a common practice for deriving hourly earnings for employees who are recorded to be working very long hours—see for example Healy and Richardson (2006) and Nelms, Nicholson and Wheatley (2011).

There are also some differences between the measure of current weekly gross wages and salary in HILDA and in the EEH. For the purposes of the EEH, current weekly gross wages and salary earned in an employee's main job are defined as:

> ... remuneration paid to employees on a regular and frequent basis (quarterly or more frequently) for time worked or work done and for time not worked, such as recreation and other types of leave. Cash earnings (inclusive of amounts salary sacrificed) are gross amounts, that is, before tax and other items (e.g. superannuation) are deducted (ABS 2010).

2 Respondents who answer 'other' or 'don't know' are included in the totals in this report, but are not allocated to either the 'award' or 'non-award' category.

The subset of gross wages and salary known as ordinary time cash earnings are defined in EEH as:

> Payment for award, standard or agreed hours of work, including allowances, penalty payments, payments by measured result and regular bonuses and commissions. Excluded are non-cash components of salary packages, overtime earnings, retrospective pay, pay in advance, leave loadings, severance pay, termination and redundancy payments, while current weekly gross earnings in main job may be inclusive of these amounts (ABS 2010).

The HILDA survey, unlike the EEH survey, asks respondents 'what was the total gross amount of your most recent pay before tax or anything else was taken out?' The variable used in this report is the derived current weekly gross wages and salary variable, where if the person's reported wages and salary is not their usual wages and salary then their usual wages and salary is used. The survey does not collect separate measures of overtime earnings, nor can it exclude other non-cash components of salary packages, retrospective pay, pay in advance, leave loadings, severance pay, termination and redundancy payments, where employees may receive these as part of gross earnings. Consequently gender pay gap comparisons in HILDA need to be made on the basis of total earnings.

3 Identifying comparable employees

3.1 Identifying employees undertaking work of comparable value

Using the EEH survey data, there are limited options for identifying which employees are undertaking work of comparable value. The option used in this report is to divide the employees in terms of the indicative skill level attached to their 4-digit occupational unit group. Under the Australian and New Zealand Classification of Occupations (ANZSCO), each (6-digit) occupation is assigned an indicative skill level from 1 to 5, with 1 being the highest level. This indicative skill level reflects the 'range and complexity of the set of tasks performed in a particular occupation' (ABS 2006: 6). Operationally, this is measured by:

- the level or amount of formal education and training;
- the amount of previous experience in a related occupation; and
- the amount of on-the-job training; required to competently perform the set of tasks required for that occupation (ABS 2006: 6).

A description of each of the indicative skill-level classifications is provided in Table 3.1 below.

Table 3.1: Description of indicative skill-level classification for occupations

Skill level	Formal qualification that level of skill required is commensurate with.	Number of years of relevant experience which may substitute for formal qualification.	Requirement (in some instances) in addition to the formal qualification.
1	Bachelor degree or higher.	At least five years.	Relevant experience and/or on-the-job training.
2	Associate Degree, Advanced Diploma or Diploma.	At least three years.	Relevant experience and/or on-the-job training.
3	Certificate IV, or Certificate III including at least two years of on-the-job training.	At least three years.	Relevant experience and/or on-the-job training.
4	Certificate II or III.	At least one year.	Relevant experience.
5	Certificate I or compulsory secondary education.	Short period of on-the-job training.	Short period of on-the-job training.

Source: ABS (2006), *ANZSCO – Australian and New Zealand Standard Classification of Occupations, First Edition*, Catalogue No. 1220.0.

It should be remembered, however, that each of the indicative skill levels captures a wide range of occupations, and therefore they should be considered only a very broad measure of which types of jobs are of similar value. Data were sought from the ABS that provided earnings and employee number breakdowns by skill-level classification at the various occupational levels, however the ABS was unable to provide data at any level of further disaggregation due to sample sizes.

In discussing the limitations of aggregate data analysis methodologies in general, and the ANZSCO and the 1988 International Standard Classification of Occupations (ISCO-88) specifically, in accurately capturing and identifying skill levels, Morgan, Hampson and Junor (2011) note:

> The desk-based exercise, 'objective' but hardly empirical, of categorising jobs within this hierarchical system uses the criteria of skill level and skill specialisation to group jobs into occupations and occupations into four broader categories up to the level of the 'major group'. Specialization is defined on the basis of field of knowledge, tools used, materials worked on, and goods or services produced. These concrete, tangible criteria are not likely to capture the less directly-observable skills of service work. Skill levels are assigned to specializations using proxy criteria – normally qualifications, length of prior experience in a similar job, and time spent in on-the-job training – again, concrete criteria that may not capture the informal and non-codified aspects of skill (ABS/Statistics New Zealand, 2006: 4-21).
>
> Importantly, the ANZSCO criteria are threshold skill levels required for occupational entry or progression. ANZSCO is not particularly well equipped to take account of any growth or deepening of expertise on the job. Its concept of skill applies better to jobs in organization-external labour markets (ELMs) than to those in internal labour markets (ILMs), and better still to jobs in occupational labour markets (OLMs) (Piore, 1980; Sengenberger, 1981; Althauser,1989; Osterman, 1987; Köhler et al. 2006). A desk-based system such as ANZSCO is particularly unlikely to reflect the skills in service occupations that rely heavily on the 'invisible' work processes that are the focus of this paper (pp. 4-6).

Information of occupation in the EEH survey was provided up to the unit group (or 4-digit) level. A few of the unit groups consist of (6-digit) occupations from more than one skill level. In these cases, for the purposes of this report, the skill level assigned to the (4-digit) unit group is based on which skill level is the predominant skill level of the (6-digit) occupations that make up that group, or to the lowest skill level within that group (although in practice, this turns out to give the same result in each case except for unit group 3112 and 4518 – see Table 3.2 below).

Table 3.2: Allocation of indicative skill-level classifications to unit groups with more than one skill level, EEH survey

Unit group (4-digit)	Indicative skill levels of occupations within unit group	Indicative skill level assigned to unit group	Basis for assignment
3112 Medical Technicians	2, 3	2	Predominant skill level
3999 Other Miscellaneous Technicians and Trades Workers	2, 3	3	Predominant skill level
4422 Security Officers and Guards	3, 4, 5	5	Predominant skill level
4513 Funeral Workers	2, 3	3	Lower skill level
4518 Other Personal Service Workers	3, 4, 5	4	Predominant skill level
4523 Sports Coaches, Instructors and Officials	2, 3	3	Predominant skill level
5411 Call or Contact Centre Workers	3, 4	4	Lower skill level
5999 Other Miscellaneous Clerical and Administrative Workers	3, 4	4	Predominant skill level
6121 Real Estate Sales Agents	2, 3	3	Predominant skill level
8419 Other Farm, Forestry and Garden Workers	4, 5	5	Predominant skill level

Source: ABS (2006), *ANZSCO – Australian and New Zealand Standard Classification of Occupations, First Edition*, Catalogue No. 1220.0.

For the HILDA survey data, information on an employee's occupation was available up to the sub-major group (or 2-digit ANZSCO) level. Several of the sub-major occupational groups feature more than one predominant skill level. In these cases, for the purposes of this report, the skill level assigned to the (2-digit) sub-major group is based on which skill level is the predominant skill level of the (4-digit) unit groups that make up that sub-major group, or to the lowest skill level within those unit groups (Table 3.3).

In many cases, assigning employees to skill levels based on their ANZSCO 2-digit occupational group will result in them being assigned to the same skill level based on their ANZSCO 4-digit occupational group. The assignments made for the EEH data (that is, using 4-digit occupational group data) should however be more accurate, as there is less chance of an employee being allocated to a different skill level than their actual occupation indicates. (For example, a chef is skill level 2, and would be allocated as such based on the 4-digit assignment where chefs remain a separate group, but not based on the 2-digit assignment, where they are grouped with cooks, bakers and butchers— all skill level 3—in Food Trades Workers).

Table 3.3: Allocation of indicative skill-level classifications to sub major groups with more than one skill level, HILDA survey

Sub major group (2-digit)	Indicative skill levels of occupations within sub major group	Indicative skill level assigned to sub major group	Basis for assignment
35 Food Trades Workers	2, 3	3	Predominant skill level
43 Hospitality Workers	4, 5	4	Predominant skill level
44 Protective Service Workers	2, 3, 4, 5	3	Predominant skill level
45 Sports and Personal Service Workers	3, 4	4	Predominant skill level
59 Other Clerical and Administrative Workers	3, 4	4	Predominant skill level
61 Sales Representatives and Agents	3, 4	3	Predominant skill level
82 Construction and Mining Labourers	4, 5	5	Lower skill level

Source: ABS (2006), *ANZSCO – Australian and New Zealand Standard Classification of Occupations, First Edition*, Catalogue No. 1220.0.

3.2 Population of employees

This report focuses on the population of employees earning adult rates of pay who are not employed on a casual basis (including managerial employees but excluding owner managers of incorporated enterprises). Further analysis is undertaken on populations including part-time employees and casual employees (both excluding managerial employees). This will facilitate an understanding of how the inclusion of these populations affects the data.

Junior employees are excluded from the analysis. These are employees who are under 21 years of age and are not paid the full adult rate for their occupation. Junior employees make up only a very small proportion of all employees.[3] Nevertheless, if junior employees were included then comparisons of pay differentials would be affected by the proportion of men and women who are paid junior rates. In theory, adjustments could be made to these pay differential figures to make them more comparable based on the average percentages of adult rates that male and female junior employees are paid. However, information on these percentages is not available from the EEH survey data.

Casual employees are mostly excluded from the analysis in this report. Casual employees generally receive a loading on their basic rate of pay to compensate for their lack of permanency and leave entitlements. Hence, similar to junior employees, if casual employees were included then comparisons of pay differentials would be affected by the proportion of men and women who were employed on a casual basis. Again, while adjustments could be made to these pay differential figures to make them more comparable based on the average loadings that male and female casual employees are paid, the relevant information is not available from the EEH survey data. Given that 21.0 per cent of employees in the May 2010 EEH survey were employed on a casual basis—including 45.8 per cent of employees who were paid the award rate of pay—excluding casual employees means that both a substantial proportion of the workforce and a substantial proportion of workers affected by annual wage reviews are excluded from the analysis. Chapter 6 looks at how the results change when casual employees are included under the assumption that all casual employees receive a loading on their earnings of 25 per cent.

3 The 2010 EEH publication does not show what percentage of employees are juniors, but Flatau et al (2008, p. 9) used figures from a previous EEH survey to show that junior employees made up 6 per cent of all non-managerial employees.

The EEH survey does not collect data on hours paid for managerial employees. Therefore, for comparisons of pay differentials in terms of hourly earnings, managerial employees are excluded from the analysis. Besides this constraint, another argument for excluding managerial employees is that they potentially have very high earnings, and therefore they could skew the average earnings figures. Less than 5 per cent of employees in the May 2010 EEH survey were managerial employees, so excluding them does not reduce the overall population of employees by a large amount. However, these employees do make up a substantial proportion of those employees in occupations that have been assigned to the highest indicative skill-level classification (i.e. skill level 1). Managerial employees make up 15.6 per cent of adult employees at skill level 1 (and 3.5 per cent of employees at skill level 2). Excluding them therefore makes comparisons of earnings for this skill-level classification less representative. As a result, this report will also compare average weekly earnings for full-time employees, where the population of (full-time) employees also includes managerial employees.

The EEH survey data used in this report also exclude owner-managers of incorporated enterprises; that is, a person who works in their own incorporated enterprise.

The population used in the HILDA analysis attempts to imitate the population used in the EEH analysis as closely as possible; however, there are some important differences.

First, for the HILDA analysis in this report, all employees who are under 21 years of age are excluded (including—presumably—some employees who are earning the full adult rate of pay). This is because the HILDA survey does not collect information on which employees are paid junior rates.

Second, in deriving a non-managerial employee sample from the HILDA survey, all employees classified under the ANZSCO (1-digit) major group 'Managers' were removed. This is because a variable classifying employees according to the ABS definitions of 'managerial' and 'non-managerial' is not included in the HILDA survey. Under the ABS definition, an employee considered to be a 'managerial' employee can belong to an ANZSCO 1-digit group other than 'Managers', such as 'Professionals', while some employees considered to be 'non-managerial' by the ABS will, nonetheless, fall under the 'Managers' ANZSCO 1-digit group. For these reasons, care is advised when comparing the earnings of non-managerial employees from the HILDA survey to the EEH survey. However, as hourly earnings can be derived for managerial employees in the HILDA survey, results for differences in hourly earnings by gender for all employees—including managerial employees—are able to be presented for the HILDA survey data.

Third, it is assumed that for the HILDA survey that no public sector employees are award reliant. Wilkins and Wooden (2011) found that in Wave 8 of the HILDA survey 29 per cent of public sector employees responded that they were paid exactly the award rate of pay, compared with less than half a per cent of public sector employees in the August 2008 EEH survey. They attributed this to confusion among public sector respondents in relation to the question around how their pay was set.[4] Rather than try to isolate the very small percentage of public sector employees in the HILDA dataset who are actually award-reliant, it is assumed in this report that all of them are not.

For the HILDA analysis employees belonging to the ANZSIC 1-digit industry group Agriculture, forestry and fishing are excluded, as enterprises primarily engaged in this industry are excluded from the EEH survey. Where applicable, casual employees are excluded in the HILDA analysis for this report based on the variable that defines employees as 'casual' if they have no paid holiday or paid sick leave, consistent with the ABS definition, rather than the variable that defines 'casual' based on whether the employees identify themselves as permanent or casual.

4 More specifically, the definition of award reliance used on 'the showcard' for the survey had a parenthetical reference to Australian Pay and Classification Scales, which may have been interpreted by some respondents, and especially those in the public service, as equivalent to Australian Public Service pay scales.

4 Differences in earnings by gender: differences in AWOTCE by gender for full-time employees, EEH survey

AWOTCE for full-time employees is the primary data set used for this analysis as it includes managerial employees. However, as discussed above this excludes part-time and casual workers and therefore a further analysis will be undertaken using AHOTCE to examine the impact that including these populations has on the analysis below the managerial level.

In comparing male and female average earnings, tests were conducted as to whether male and female average earnings were significantly different from each other in the statistical sense. This was done by conducting a 't-test' in which a 't-value' is calculated by subtracting average male earnings from the average earnings for the corresponding group of females and then dividing by the estimated standard error for average female earnings. This standard error is inversely related to the number of observations; hence it is larger for award-reliant employees for which the number of observations is smaller.

If the 't-value' is larger (in absolute value) than a particular critical t-value then the hypothesis that average female earnings are equal in value to average male earnings can be rejected. If the 't-value' is smaller than the critical value then the hypothesis that average female earnings are equal in value to average male earnings cannot be rejected. However, this result does not mean that average female earnings and average male earnings are definitively the same, only that the hypothesis that they are not different cannot be rejected at a given level of confidence.

Throughout the tables in this report, where a t-test indicates that the average earnings of females are significantly different in the statistical sense from the average earnings of the corresponding group of males (at the 5 per cent level) then the ratio of female average earnings to male average earnings are highlighted in bold type.

The issue of statistical significance is mainly a concern for award-reliant employees. As the average earnings of award-reliant males and award-reliant females are similar, and the number of observations for these groups is relatively small, typically the hypothesis that the average earnings of award-reliant females are equal to the average earnings of award-reliant males cannot be rejected. Again, this result does not mean that their earnings are definitively the same, only that the hypothesis that they are not different cannot be rejected at a given level of confidence. In regard to all employees and non-award employees, typically the number of observations is large enough and the differences in average earnings are large enough that the hypothesis that the average earnings of females and males are the same can be rejected. The hypothesis that the average earnings of award-reliant employees and other employees are the same can also typically be rejected.

4.1 Differences in AWOTCE by gender for overall population of full-time employees

According to the EEH survey, as at May 2010, the AWOTCE of all full-time female adult non-casual employees was 84.9 per cent of the AWOTCE of all full-time male adult non-casual employees. AWOTCE for female employees was $1171.90, compared with $1379.60 for male employees (see Appendix B, Table B.1).

Male employees had higher AWOTCE than female employees across all five of the skill-level classifications.

The results for each particular skill-level classification and the implications of these results will be discussed in further detail in chapter 4.3 below. This is because the results for non-award-reliant or 'other' employees will be similar to the results for the overall population of employees, as award-reliant employees make up only a small percentage of the overall population.

4.2 Differences in AWOTCE by gender for full-time award-reliant employees

According to the EEH survey, as at May 2010, the AWOTCE of award-reliant female employees was 103.4 per cent of the AWOTCE of award-reliant male employees (see Appendix B, Table B.2). AWOTCE for award-reliant female employees was $765.00, compared with $739.70 for award-reliant male employees.

However, a higher proportion of award-reliant females compared with award-reliant males were employed at skill levels 1 and 2, which were the skill-level classifications with the highest average earnings. Of all award-reliant female employees, 24.9 per cent were employed in an occupation assigned to either skill level 1 or 2, compared with 11.4 per cent of the corresponding population of males. This at least in part reflects that higher-skilled male employees tend to be more likely than higher-skilled female employees to be employed in non-award arrangements.[5] If award-reliant males were distributed across the skill-level classifications in the same proportions as females (and the AWOTCE of award-reliant males at each skill-level classification remained the same), their AWOTCE would have been $784.00, slightly higher than the AWOTCE of $765.00 for females. (This is calculated by multiplying, for each skill level, the proportion of award-reliant *females* at that skill level by the average earnings for award-reliant *males* at that skill level, and then summing the totals across the five skill levels). This indicates that the higher earnings for award-reliant females were due to a higher proportion of them being employed at the highest skill-level classifications.

Across the five skill-level classifications, award-reliant female employees had higher AWOTCE than award-reliant male employees for some skill-level classifications, and lower AWOTCE for other skill levels.

- Female employees had higher AWOTCE than the corresponding population of males for skill level 1 (108.4 per cent of AWOTCE for males), and slightly higher AWOTCE for skill level 3 (100.3 per cent).
- Female employees had lower AWOTCE than the corresponding population of males for skill level 2 (89.1 per cent), skill level 5 (92.4 per cent) and slightly lower AWOTCE for skill level 4 (99.4 per cent).

Therefore, when employees are classified as 'comparable' on the basis of their occupational skill-level classification, there were at least some cases where award-reliant female employees received on average more than comparable male employees.

When testing for statistical significance, the hypothesis that AWOTCE for females is the same as AWOTCE for males cannot be rejected at the overall level and for every skill level except skill levels 2 and 5. Hence, while female award-reliant employees are estimated to have had higher AWOTCE than males, the differences and number of observations are small enough that they are not significant in the statistical sense.

5 Using the figures in Tables B.1 and B.2 (Appendix B), around 4 per cent of females in the two highest skill levels are award reliant, compared to less than 2 per cent of males.

4.3 Differences in AWOTCE by gender for other full-time employees

In this report, the term 'other employees' refers to employees who are paid more than the relevant award rate of pay. This includes employees whose pay is determined by an informal over-award payment, a collective or individual agreement, or a common law contract.

According to the EEH survey, as at May 2010, the AWOTCE of all full-time other/non-award-reliant female adult non-casual employees was 84.9 per cent of all full-time other male adult non-casual employees (see Appendix B, Table B.3). AWOTCE for other female employees was $1211.20, compared with $1426.60 for other male employees.

The difference in AWOTCE between other females and other males was not simply due to a higher proportion of males being employed at the higher skill-level classifications—indeed, the opposite is true. Other females were more highly concentrated than other males at the skill levels with the highest average earnings (skill levels 1 and 2), although the difference is not as large as it was for award-reliant employees. Of all other female employees 54.1 per cent were employed in an occupation assigned to either skill level 1 or 2, compared with 44.6 per cent of the corresponding population of males. If other males were distributed across the skill-level classifications in the same proportions as females, their AWOTCE would have been $1500.50.

Across the five skill-level classifications, other female employees had lower AWOTCE than other male employees at all skill levels. The largest gaps were for the two highest skill-level classifications—skill level 2 (for which female AWOTCE was 78.2 per cent of male AWOTCE) and skill level 1 (78.6 per cent). These were followed by skill level 4 (83.1 per cent), with the smallest gaps being for skill level 5 (89.1 per cent) and skill level 3 (90.4 per cent).[6] Therefore, when employees are classified as comparable on the basis of their occupational skill-level classification, other female employees always received on average less than comparable male employees.

6 The relatively small difference for skill level 3 may in part be due to adult male trades apprentices, which were not able to be excluded from the results. Adult male trades apprentices would be paid a percentage of the rate of pay of a qualified tradesperson; hence, the inclusion of these employees would tend to lower measured average earnings for males.

4.4 Comparisons of differences in AWOTCE by gender for award-reliant and other full-time employees

The ratios of female to male AWOTCE for full-time adult non-casual employees are higher (i.e. the gap between male and females earnings is smaller) for award-reliant employees than for other employees (see Table 4.1). This is true at both the aggregate level, with a ratio of female to male AWOTCE of 103.4 per cent for award-reliant employees compared with 84.9 per cent for other employees, and at every skill-level classification, with the largest disparity being for skill level 1 (108.4 per cent compared with 78.6 per cent), and the smallest disparity being for skill level 5 (92.4 per cent compared with 89.1 per cent).

Table 4.1: Ratio of female to male AWOTCE for full-time adult non-casual employees by skill-level classification and method of setting pay, EEH survey, May 2010

Skill level	Ratio of female to male AWOTCE		
	All employees	Award only	Other
All	**84.9**	103.4	**84.9**
Skill level 1	**78.4**	108.4	**78.6**
Skill level 2	**77.5**	**89.1**	**78.2**
Skill level 3	**91.0**	100.3	**90.4**
Skill level 4	**83.0**	99.4	**83.1**
Skill level 5	**87.1**	**92.4**	**89.1**

Source: ABS (2010), *Employee, Earnings and Hours, Australia, May 2010,* Catalogue No. 6306.0.

Note: Ratios expressed as percentages and defined as female earnings divided by male earnings multiplied by 100.

It is expected that the gender pay gap will be smaller for award-reliant employees than for other employees. This would be consistent with the finding in Romeyn et al (2011: 62) that countries with more centralised wage arrangements tend to have lower gender pay gaps:

> Numerous early studies found that decentralised approaches to wage determination were generally less favourable to women than centralised systems, particularly for women on relatively low earnings (for example, Gunderson, 1989; Mincer, 1985; Blau & Kahn, 1992 & 1997; Gregory & Daly, 1991; Gregory & Ho, 1985, Rowthorn, 1992; Rubery, 1992; Whitehouse, 1992; Preston and Crockett, 1999a; Swepston, 2000: 10; OECD, 2002).

More recent research by Healy et al. (2008) and Wilkins et al. (2011) also found that gender pay gaps were smaller for more centralised methods of setting pay. Wilkins et al. (2011, pp. 19-20) found:

> In summary, there are, on average, no obvious differences between the hourly pay of male and female employees who are award-reliant that cannot be explained by differences in other characteristics that are usually thought to influence pay, such as health and disability, experience, education and skills. In contrast, among other employees who rely on bargaining or individual negotiations for their pay, the gap between men and women's pay that cannot be explained by other characteristics is sizeable, ranging from 8.5 per cent when industry is controlled for to 11.2 per cent when it is not.

Healy et al. (2008, pp. 241-2) found:

> The major result shown in Table 2-1 is that there was little or no gender pay gap among employees reliant on award rates of pay in 2006. In the 'non-casual' (permanent and fixed term) labour market, the average hourly wage of women was 2.7 per cent higher than the male average (a relativity of 102.7). In the casual labour market, the relativity was 99 per cent, implying a mild (1 per cent) hourly wage disadvantage for women. The outcomes for women, relative to

men, are less encouraging in sectors where pay is set as a result of bargaining above the award minima (or outside the safety net in sectors not covered by awards). On average, women's wages were between 4 and 8 per cent less than men's if their pay was set through collective agreement, and between 14 and 15 per cent less if their pay was set through individual arrangement.

Table 4.1 shows that for all award-reliant employees the difference between AWOTCE for full-time non-casual females and males was 3.4 per cent. In looking at differences between AWOTCE for females and males across the skill-level classifications for award-reliant employees the differences ranged from a low of -10.9 per cent for skill level 2 and a high of 8.4 per cent for skill level 1.

This can be contrasted to the difference between AWOTCE for females and males for all other employees of 15.1 per cent. Differences between AWOTCE for females and males across the skill-level classifications for other employees range between 21.8 per cent for skill level 2 and 9.6 per cent for skill level 3.

At the aggregate level and for each skill-level classification, award-reliant male employees had considerably lower AWOTCE than other male employees (Table 4.2). The overall ratio of AWOTCE for award-reliant male employees to AWOTCE for other adult male employees was 51.9 per cent, and across the skill-level classifications it varied from 54.3 per cent for skill level 1 to 75.9 per cent for skill level 5.

At the aggregate level and for each skill-level classifications, award-reliant female employees had considerably lower AWOTCE than other female employees. The overall ratio of AWOTCE for award-reliant female employees to AWOTCE for other female employees was 63.2 per cent, and across the skill-level classifications it varied from 66.3 per cent for skill level 3 to 78.7 per cent for skill level 5.

Table 4.2: Average weekly ordinary time cash earnings (AWOTCE) for full-time adult non-casual employees by skill-level classification, gender and method of setting pay, EEH survey, May 2010

Skill level	Male				Female			
	All employees AWOTCE ($)	Award only AWOTCE ($)	Other AWOTCE ($)	Ratio of award only to other AWOTCE	All employees AWOTCE ($)	Award only AWOTCE ($)	Other AWOTCE ($)	Ratio of award only to other AWOTCE
All	1379.60	739.70	1426.60	**51.9**	1171.90	765.00	1211.20	**63.2**
Skill level 1	1948.40	1062.70	1958.20	**54.3**	1528.10	1151.90	1539.10	**74.8**
Skill level 2	1459.20	910.20	1479.50	**61.5**	1130.30	811.30	1156.80	**70.1**
Skill level 3	1097.30	696.00	1164.90	**59.7**	998.10	697.90	1053.00	**66.3**
Skill level 4	1130.60	729.90	1157.90	**63.0**	938.40	725.20	961.80	**75.4**
Skill level 5	906.70	710.90	937.10	**75.9**	789.70	656.80	834.70	**78.7**

Source: ABS (2010), *Employee, Earnings and Hours, Australia, May 2010,* Catalogue No. 6306.0.

Note: In Table 4.2 where the ratio of award AWOTCE to other AWOTCE is closer to 100, the gap between rates of pay for award-reliant employees and other employees is smaller. Ratios expressed as percentages.

As would be expected average rates of pay for both female and male employees are lower for award-reliant employees than for other employees both at the aggregate level and by skill level. However, the gap between rates of pay for award-reliant females and other females is smaller than for males at the aggregate level and at each skill level, particularly skill level 1.

(Note that for both males and females, other employees tend to be more concentrated at the higher skill-level classifications than award-reliant employees, so the overall ratio of AWOTCE for award-reliant employees compared with AWOTCE for other employees tends to be lower than the corresponding ratios for each of the skill-level classifications.)

5 Differences in earnings by gender: differences in AHOTCE by gender for non-managerial full-time and part-time employees, EEH survey

The measures of AHOTCE discussed in this chapter include part-time employees, but they exclude managerial employees, for whom measures of AHOTCE are not able to be derived using the EEH survey data. As discussed above including part-time employment incorporates an important dimension of female employment. The AHOTCE analysis will consider the differences including part-time employment has for skill levels 2 to 5 compared with the findings in chapter 4. Skill level 1 will primarily be considered in the context of removing managerial employees.

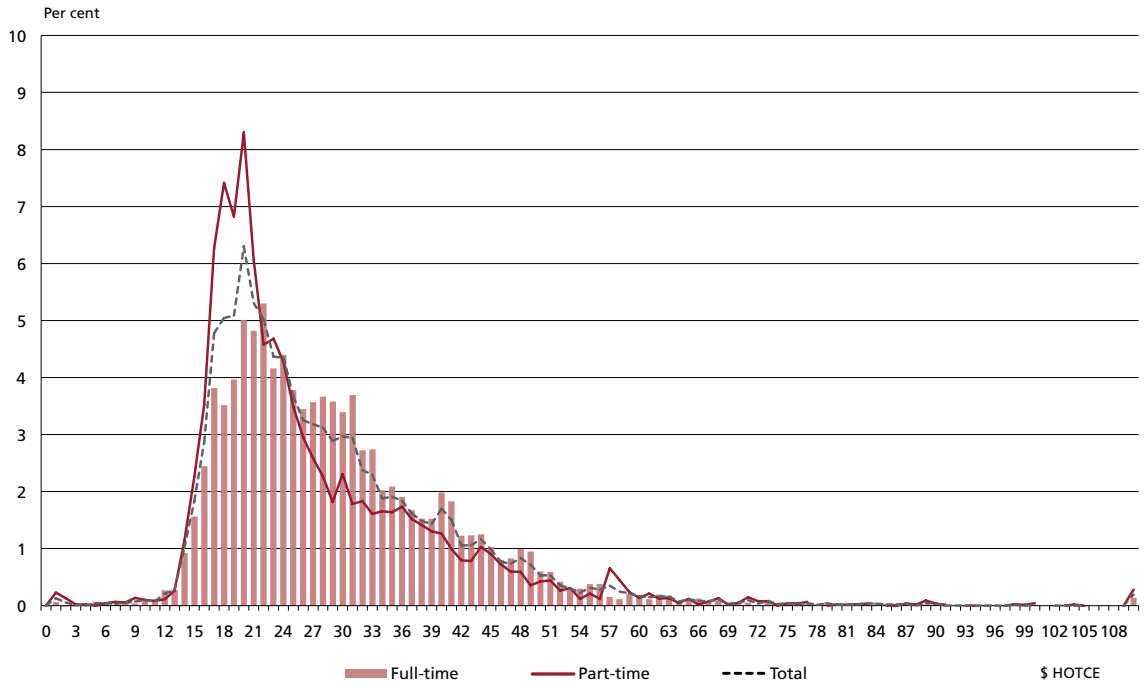
5.1 Differences in AHOTCE by gender for overall population of employees

According to the EEH survey, as at May 2010, the AHOTCE of all female adult non-casual non-managerial employees was 88.2 per cent of the AHOTCE of all male adult non-casual non-managerial employees (Appendix B, Table B.4). AHOTCE for female employees was $29.20 (per hour), compared with $33.10 for male employees. Male employees had higher AHOTCE than female employees across all five of the skill-level classifications.

The inclusion of part-time employees tends to consistently lift the ratios (decrease the gender pay gap) of female to male earnings across the skill-level classifications, but only by modest amounts.[7] The net effect of the inclusion of part-time employees on the ratio of female to male earnings is primarily the result of two main effects. The first effect arises from the higher proportion of females who are employed on a part-time basis, which would tend to lower the ratio of female to male earnings (increase the gender pay gap), as part-time employees earn less on average. The second effect arises from the result that the difference in AHOTCE between male full-time and part-time employees is larger than the difference in AHOTCE between female full-time and part-time employees—indeed female part-time employees tend to be higher in the earnings distribution than male part-time employees (see Figures 5.1 and 5.2). This effect would tend to raise the ratio of female to male earnings (lower the gender pay gap), since the inclusion of each male part-time employee, on average, lowers male AHOTCE more than the inclusion of each female part-time employee, on average, lowers female AHOTCE. The result that the inclusion of part-time employees tends to lift the ratios of female to male earnings suggests that the second effect outweighs the first.

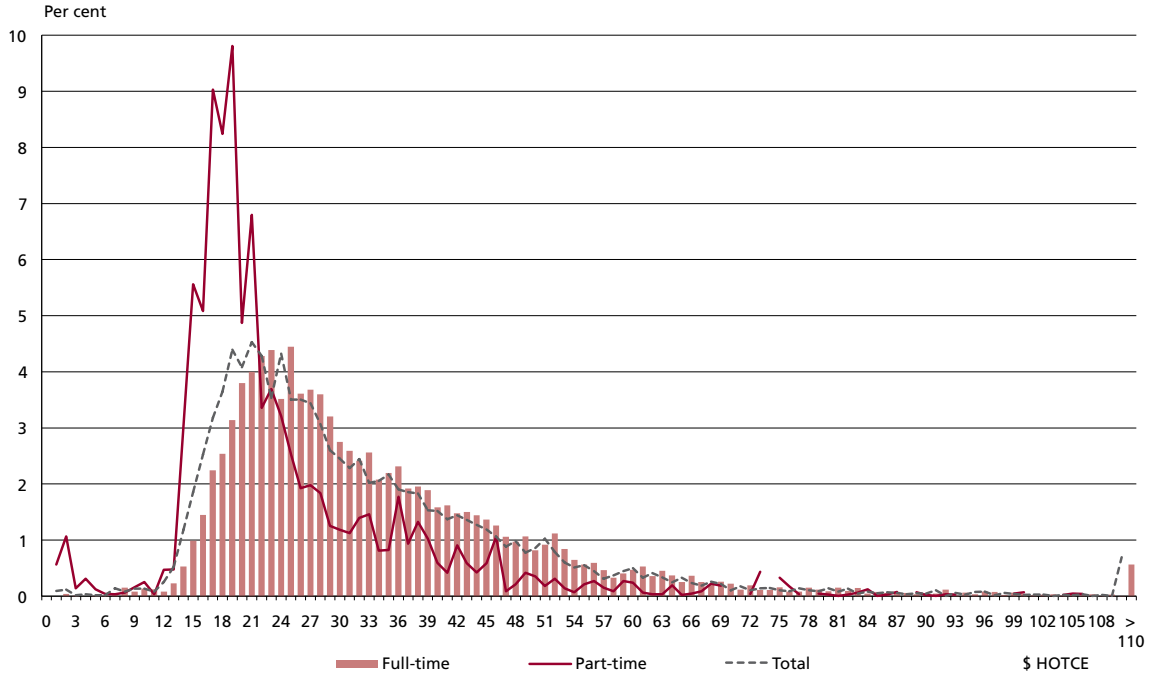
7 Note that elements other than the exclusion of managerial and the inclusion of part-time employees, such as the shift from measuring weekly earnings to measuring hourly earnings can also affect the outcomes.

Figure 5.1: Distribution of HOTCE for adult non-casual non-managerial female employees by full-time/part-time status



Source: ABS, *Microdata: Employee Earnings and Hours, Expanded CURF, Australia,* Catalogue No. 6306.0.55.001, May 2010.

Figure 5.2: Distribution of HOTCE for adult non-casual non-managerial male employees by full-time/part-time status



Source: ABS, *Microdata: Employee Earnings and Hours, Expanded CURF, Australia,* Catalogue No. 6306.0.55.001, May 2010.

5.2 Differences in AHOTCE by gender for award-reliant employees

According to the EEH survey, as at May 2010, the AHOTCE of all award-reliant female adult non-casual non-managerial employees was 106.3 per cent of the AHOTCE of all award-reliant male adult non-casual non-managerial employees (Appendix B, Table B.5). AHOTCE for award-reliant female employees was $20.40, compared with $19.20 for award-reliant male employees.

Part of this difference in AHOTCE was due to award-reliant females being more concentrated at the two highest skill-level classifications, with 19.4 per cent of award-reliant females employed in an occupation assigned to either skill level 1 or 2, compared with 9.9 per cent of award-reliant males. However, even if award-reliant males were distributed across the skill-level classifications in the same proportions as the corresponding population of females, their AHOTCE would still have been lower than for females, at $20.10 per hour. (Again, this is calculated by multiplying, for each skill-level classification, the proportion of award-reliant *females* at that skill level by the average earnings for award-reliant *males* at that skill level, and then summing the totals across the five skill-level classifications).

The inclusion of part-time employees means that for both males and females a lower percentage of employees were concentrated at the higher skill-level classifications and a higher percentage of employees were concentrated at the lower skill-level classifications. Females now make up a higher percentage of employees at each skill level due to their higher likelihood of being part-time employees, particularly for skill level 4.

Similar to the AWOTCE comparisons in chapter 4.2, across the five skill-level classifications award-reliant female employees had higher AHOTCE than award-reliant male employees for some skill levels, and lower AHOTCE for other skill-level classifications.

- Award-reliant female employees had higher AHOTCE than the corresponding population of males for skill level 1 (107.4 per cent of AHOTCE for males) and skill level 3 (103.3 per cent). In contrast to the AWOTCE comparisons in chapter 4.2, females also had higher AHOTCE for skill level 4 (103.2 per cent).
- Award-reliant female employees had lower AWOTCE than the corresponding population of males for skill level 2 (94.1 per cent) and skill level 5 (95.7 per cent).

Except for skill level 1, for each skill-level classification the ratios of female to male AHOTCE for award-reliant employees were higher than the ratios for female to male AWOTCE for full-time award-reliant employees (as given in chapter 4.2).

The inclusion of part-time award-reliant employees tends to consistently lift the ratios of female to male earnings across the skill-level classifications (except skill level 1, for which the comparisons are further complicated by the removal of managerial employees), but only by modest amounts. As with the population of all (non-casual) employees, female part-time award-reliant employees earn more than male part-time award-reliant employees (Table 5.1). However, this in itself does not necessarily mean that including part-time employees would raise the ratio of female to male earnings, since the same result holds for full-time award-reliant employees. Contrary to all employees though[8], part-time award-reliant non-casual non-managerial employees had slightly higher AHOTCE than full-time award-reliant non-casual non-managerial employees[9], indicating that there is not a significant 'full-time wage premium' for award-reliant employees. Since there were many more part-time award-reliant females

8 It is also in contrast to other/non-award employees. For employees on collective agreements, AHOTCE for part-time non-casual non-managerial employees were $28.70, compared with $33.10 for the corresponding full-time employee group. For employees on individual agreements, AHOTCE for part-time non-casual non-managerial employees were $28.10, compared with $32.00 for the corresponding full-time employee group.

9 This is not primarily due to part-time award-reliant non-casual non-managerial employees being concentrated in higher-skilled occupations. Looking at each of the 1-digit ANZSCO groups, part-time employees had higher AHOTCE for three of the eight groups, and equal AHOTCE for a further two of the eight groups.

than males (Table 5.1), then this explains why including part-time employees raises the ratio of female to male AHOTCE.

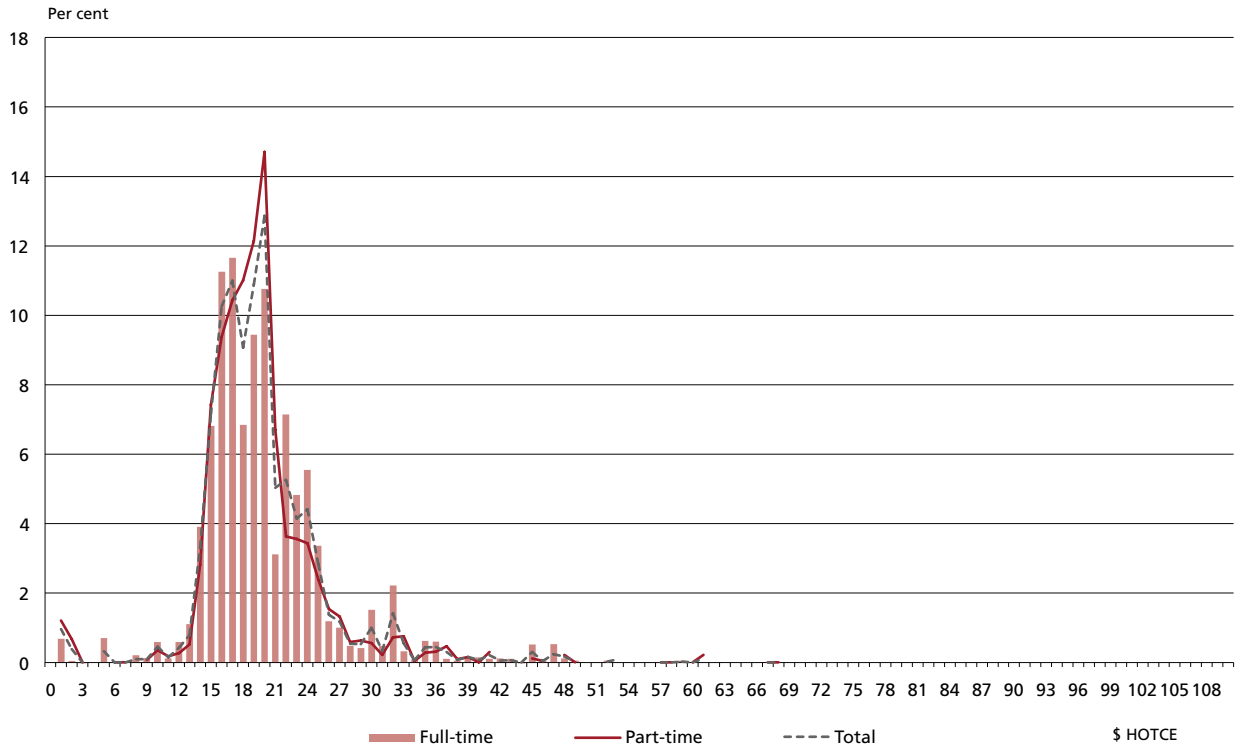
Table 5.1: AHOTCE and employment: award-reliant non-casual non-managerial employees by full-time/part-time status and gender

	AHOTCE ($)		Number of employees ('000s)	
	Full-time	Part-time	Full-time	Part-time
Male	17.60	18.10	258.74	68.92
Female	19.50	20.00	198.00	211.95
Total	**18.40**	**19.60**	**456.74**	**280.87**

Source: ABS, *Employee Earnings and Hours, Australia,* unpublished data, Catalogue No. 6306.0, May 2010.

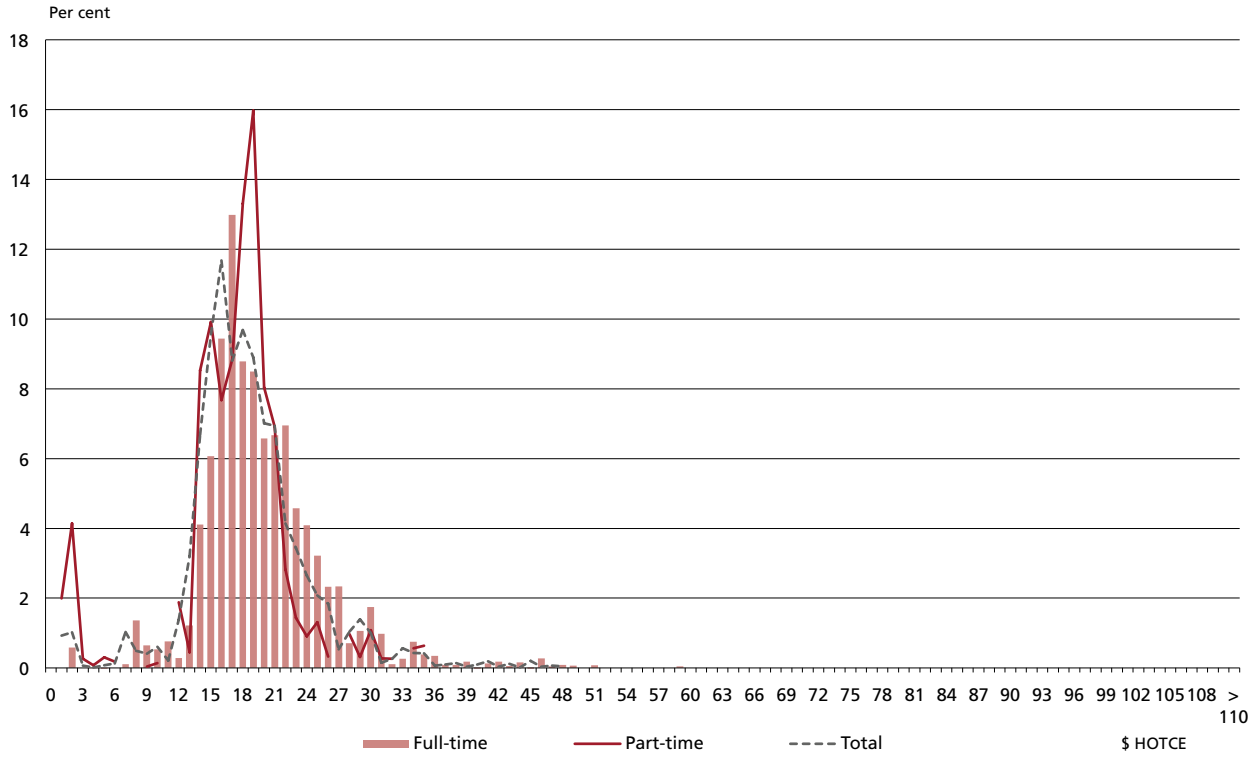
In contrast to AWOTCE for award-reliant employees, the difference in AHOTCE of female award-reliant employees was found to be statistically significant from the AHOTCE of male award-reliant employees. The difference in AHOTCE was larger than the difference in AWOTCE and there are a larger number of observations when part-time employees are included (hence reducing the relative size of the standard errors). However, across skill levels there was only a significant difference found at skill level 4.

Figure 5.3: Distributions of HOTCE for adult award-reliant non-casual non-managerial female employees by full-time/part-time status



Source: ABS, *Microdata: Employee Earnings and Hours, Expanded CURF, Australia,* Catalogue No. 6306.0.55.001, May 2010.

Figure 5.4: Distributions of HOTCE for adult award-reliant non-casual non-managerial male employees by full-time/part-time status



Source: ABS, *Microdata: Employee Earnings and Hours, Expanded CURF, Australia,* Catalogue No. 6306.0.55.001, May 2010.

5.3 Differences in AHOTCE by gender for other employees

According to the EEH survey, as at May 2010, the AHOTCE of other female employees was 88.4 per cent of the AHOTCE of other male employees (Appendix B, Table B.6). AHOTCE for other female employees was $30.40, compared with $34.40 for other male employees.

If other males were distributed across the skill-level classifications in the same proportions as the corresponding population of females, their AHOTCE would be even higher relative to females, at $35.80 per hour.

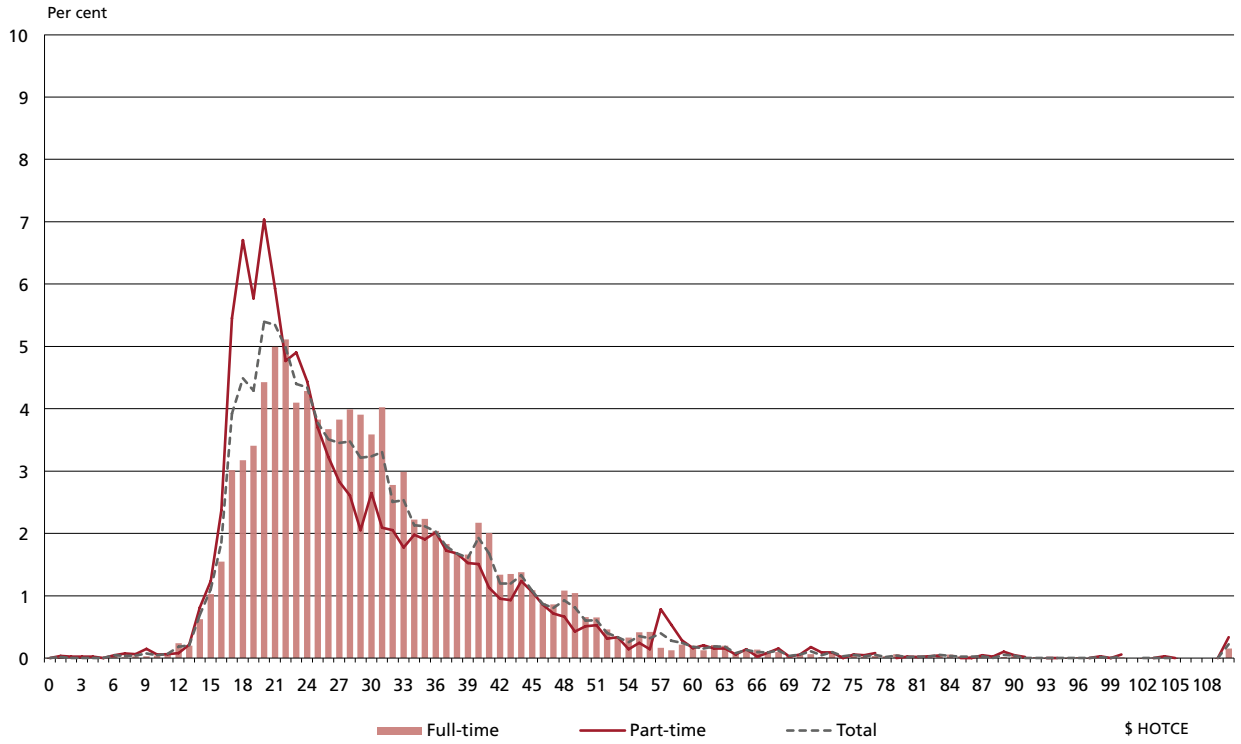
As with award-reliant employees, the inclusion of part-time employees means that for both males and females a lower percentage of employees are at the higher skill-level classifications and a higher percentage of employees are at the lower skill-level classifications. Females now comprise a higher percentage of employees at each skill level due to their higher likelihood of being part-time employees, with the difference being about 10 percentage points compared with the corresponding percentages for full-time employees, except at skill level 3.

Similar to the AWOTCE comparisons in chapter 4.3, across the five skill-level classifications other female adult non-casual employees had lower AHOTCE than other male adult non-casual employees at all skill levels (a larger gender pay gap). The largest gap was for skill level 2 (for which female AHOTCE was 78.9 per cent of male

AHOTCE), followed by skill level 4 (84.7 per cent), skill level 1 (84.8 per cent), and skill level 5 (88.8 per cent), with the smallest gap being for skill level 3 (91.1 per cent).

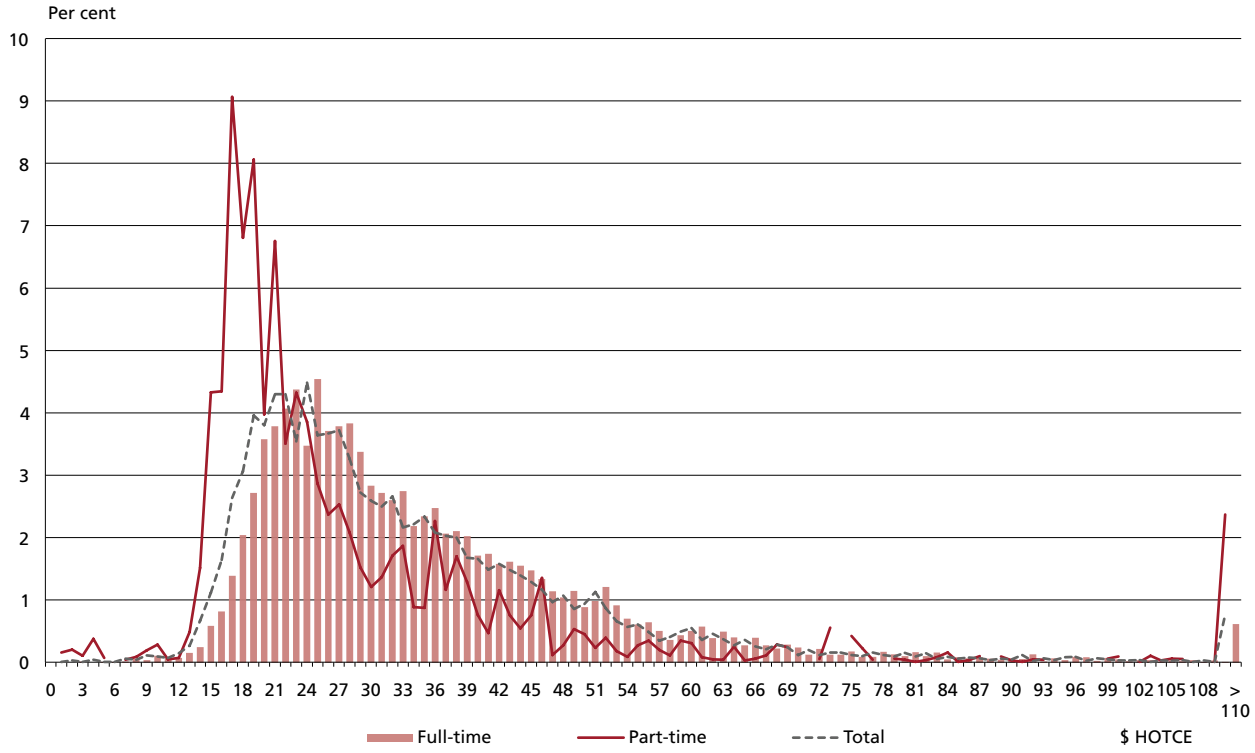
As with award-reliant employees the inclusion of part-time other employees has tended to lift the ratios of female to male earnings (decrease the gender pay gap) for most skill-level classifications by modest amounts, except for skill level 5 (for which the decrease in the ratio is small). Again, this suggests that the effect from female part-time employees earning more than male part-time employees outweighs the effect from a higher proportion of females being employed on a part-time basis.

Figure 5.5: Distribution of HOTCE for other adult non-casual non-managerial female employees by full-time/part-time status



Source: ABS, *Microdata: Employee Earnings and Hours, Expanded CURF, Australia,* Catalogue No. 6306.0.55.001, May 2010.

Figure 5.6: Distribution of HOTCE for other adult non-casual non-managerial male employees by full-time/part-time status



Source: ABS, *Microdata: Employee Earnings and Hours, Expanded CURF, Australia,* Catalogue No. 6306.0.55.001, May 2010.

5.4 Comparisons of differences in AHOTCE by gender for award-reliant and other employees

The ratios of female to male AHOTCE for adult non-casual non-managerial employees were higher for award-reliant employees than for other employees (see Tables 5.2 and 5.3). This is true at both the aggregate level, with a ratio of female to male AHOTCE of 106.3 per cent for award-reliant employees compared with 88.4 per cent for other employees, and at every skill-level classification, with the largest disparity being for skill level 1 (107.4 per cent compared with 84.8 per cent), and the smallest disparity being for skill level 5 (95.7 per cent compared with 88.8 per cent). As mentioned in the chapters above, typically the ratios of female to male AHOTCE with part-time employees included (and managerial employees excluded) were higher than the ratios of female to male AWOTCE with part-time employees excluded (and managerial employees included).

Table 5.2: Ratio of female to male average hourly ordinary time cash earnings (AHOTCE) for adult non-casual non-managerial employees by skill-level classification and method of setting pay, EEH survey, May 2010

Skill level	Ratio of female to male AHOTCE		
	All employees	Award only	Other
All	**88.2**	**106.3**	**88.4**
Skill level 1	**84.6**	107.4	**84.8**
Skill level 2	**78.4**	94.1	**78.9**
Skill level 3	**92.3**	103.3	**91.1**
Skill level 4	**84.4**	**103.2**	**84.7**
Skill level 5	**88.7**	95.7	**88.8**

Source: ABS (2010), *Employee, Earnings and Hours, Australia, May 2010,* Catalogue No. 6306.0.

At the aggregate level and for each skill-level classification, award-reliant male employees had considerably lower AHOTCE than other male employees. The overall ratio of AHOTCE for award-reliant male employees to AHOTCE for other male employees was 55.8 per cent, and across the skill-level classifications it varied from 59.7 per cent for skill level 3 to 76.8 per cent for skill level 5.

At the aggregate level and for each skill-level classification, award-reliant female employees had considerably lower AHOTCE than other female employees. The overall ratio of AHOTCE for award-reliant female employees to AHOTCE for other female employees was 67.1 per cent, and across the skill-level classifications it varied from 67.8 per cent for skill level 3 to 82.7 per cent for skill level 5.

At the aggregate level and for each skill-level classification, and for both males and females, the ratios of AHOTCE for award-reliant employees to AHOTCE for other employees with part-time employees included (and managerial employees excluded) are higher than the corresponding AWOTCE ratios with part-time employees excluded (and managerial employees included). This indicates that the earnings of award-reliant and other employees are closer on average in value for part-time employees than for full-time employees.

Table 5.3: Average hourly ordinary time cash earnings (AHOTCE) for adult non-casual non-managerial employees by skill-level classification, gender and method of setting pay, EEH survey, May 2010

Skill level	Male				Female			
	All employees AHOTCE ($)	Award only AHOTCE ($)	Other AHOTCE ($)	Ratio of award only to other AHOTCE	All employees AHOTCE ($)	Award only AHOTCE ($)	Other AHOTCE ($)	Ratio of award only to other AHOTCE
All	33.10	19.20	34.40	**55.8**	29.20	20.40	30.40	**67.1**
Skill level 1	46.00	28.40	46.20	**61.5**	38.90	30.50	39.20	**77.8**
Skill level 2	37.50	23.60	38.00	**62.1**	29.40	22.20	30.00	**74.0**
Skill level 3	28.50	18.10	30.30	**59.7**	26.30	18.70	27.60	**67.8**
Skill level 4	28.80	19.00	29.50	**64.4**	24.30	19.60	25.00	**78.4**
Skill level 5	23.10	18.50	24.10	**76.8**	20.50	17.70	21.40	**82.7**

Source: ABS (2010), *Employee, Earnings and Hours, Australia, May 2010,* Catalogue No. 6306.0.

6 Differences in earnings by gender: Differences in AHOTCE by gender for non-managerial full-time and part-time employees including casual employees, EEH survey

For this chapter, the measures of AHOTCE include casual employees (while continuing to exclude managerial employees, for whom measures of AHOTCE are not able to be derived using the EEH survey data).

The analysis in this chapter considers the effects of including casual employment on the difference in earnings between females and males compared with the findings for non-casual employees in chapter 5. However, unlike chapters 4 and 5, the analysis in this chapter uses information from the Confidential Unit Record File (CURF) for the EEH survey rather than data requests for unpublished data. Using the unit record data from the CURF allows for the earnings of each casual employee to be discounted to account for the loading they receive on their base rate of pay. In this case, as the EEH survey does not collect information on the value of the casual loading received, it is assumed that all casual employees received a 25 per cent loading, which is the standard casual loading in modern awards.[10]

As the EEH CURF provides information only on an employee's occupation at the 3-digit level, the employees need to be re-assigned to skill-level classifications based on their ANZSCO (3-digit) minor occupation group (Table 6.1). Again, a few (3-digit) minor occupation groups have more than one skill-level classification; the allocation of these groups to skill levels is shown in Table 6.1 below. Part of the differences by skill-level classification between chapters 5 and 6 will be due to employees being assigned to a skill level based on their 3-digit occupation group rather than their 4-digit occupation group.

Table 6.1: Allocation of indicative skill-level classifications to occupation minor groups with more than one skill level

Minor group (3-digit)	Indicative skill levels of occupations within minor group	Indicative skill level assigned to minor group	Basis for assignment
222 Financial Brokers and Dealers, and Investment Advisers	1, 2	1	Predominant skill level
431 Hospitality Workers	4, 5	4	Predominant skill level
441 Defence Force Members, Fire Fighters and Police	2, 3	3	Predominant skill level
442 Prison and Security Officers	4, 5	4	Predominant skill level
451 Personal Service and Travel Workers	3, 4	4	Predominant skill level
452 Sports and Fitness Workers	3, 4	4	Lower skill level
599 Miscellaneous Clerical Administrative Workers	3, 4	4	Predominant skill level
611 Insurance Agents and Sales Representatives	3, 4	3	Predominant skill level
639 Miscellaneous Sales Support Workers	3, 4, 5	5	Predominant skill level

10 However transitional instruments and the National Minimum Wage Order are currently transitioning to the 25 per cent loading.

821 Construction and Mining Labourers	4, 5	5	Lower skill level
831 Food Process Workers	4, 5	5	Predominant skill level
839 Miscellaneous Factory Process Workers	4, 5	5	Predominant skill level
899 Miscellaneous Labourers	4, 5	5	Predominant skill level

Source: ABS (2006), *ANZSCO – Australian and New Zealand Standard Classification of Occupations, First Edition,* Catalogue No. 1220.0.

6.1 Differences in AHOTCE by gender for overall population of employees

According to the EEH survey, as at May 2010, the AHOTCE of all female adult non-managerial employees was 88.2 per cent of the AHOTCE of all male adult non-managerial employees (Appendix B, Table B.7). AHOTCE for females was $27.40 (per hour), compared with $31.08 for males.

Male employees had higher AHOTCE than female employees across all five of the skill-level classifications.

The inclusion of casual (non-managerial) employees has made essentially no change to the overall gender pay gap. The effects resulting from the inclusion of casual employees are similar in type to those effects discussed in relation to the inclusion of part-time employees in chapter 5. The larger proportion of females that are employed on a casual basis would tend to lower the ratio of female to male earnings (increase the gender pay gap), as casual employees earn less on average. However, the difference in AHOTCE between male non-casual and casual employees is larger than the difference in AHOTCE between female non-casual and casual employees.[11] This effect would tend to raise the ratio of female to male earnings (decrease the gender pay gap), since the inclusion of each male casual employee, on average, lowers male AHOTCE more than the inclusion of each female casual employee, on average, lowers female AHOTCE. The result that the inclusion of casual employees has made essentially no change to the overall gender pay gap suggests these two effects basically offset each other.

The inclusion of casual employees appears to have lowered the ratio of female to male AHOTCE (increased the gender pay gap) for skill levels 1 and 3 but raised it for skill level 4 (with little change for the other skill levels). However, as discussed above, the ratios by skill level have also been affected by the change from using 4-digit ANZSCO data to 3-digit ANZSCO data.

6.2 Differences in AHOTCE by gender for award-reliant employees

According to the EEH survey, as at May 2010, the AHOTCE of all award-reliant female employees was 103.9 per cent of the AHOTCE of all award-reliant male employees (Appendix B, Table B.8). AHOTCE for females was $19.10, compared with $18.39 for male employees.

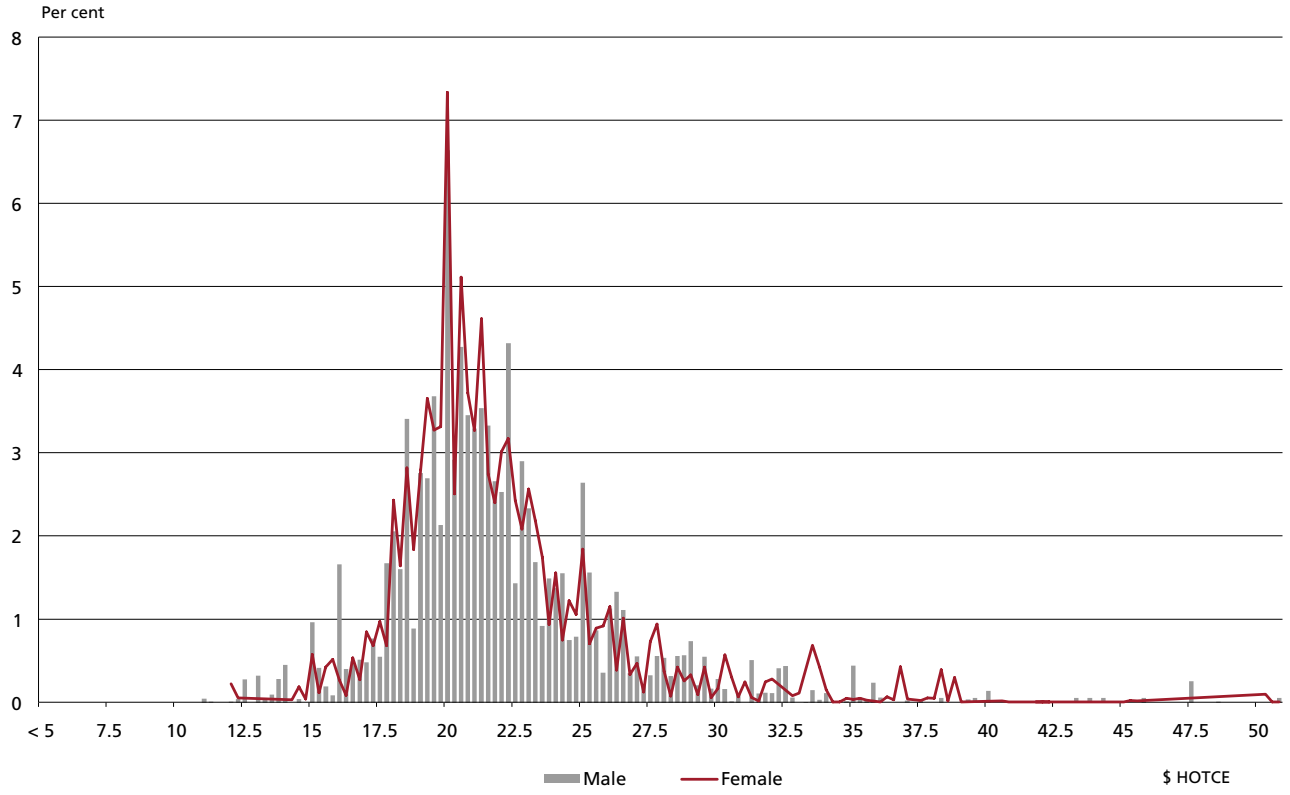
Although award-reliant females earn more, this difference in AHOTCE was due to award-reliant females being more concentrated at the two highest skill-level classifications, with 13.4 per cent of award-reliant females employed in an occupation assigned to either skill level 1 or 2, compared with 5.9 per cent of award-reliant males. If award-reliant males were distributed across the skill-level classifications in the same proportions as the corresponding population of females, their AHOTCE would have been basically the same as females (at $19.08 per hour).

The inclusion of casual employees has lowered the ratio of female to male AHOTCE. Award-reliant casual employees tend to earn less than award-reliant non-casual employees (once the earnings of casual employees

11 For males, the difference was $6.80 per hour, and for females the difference was $5.40 per hour.

have been discounted for a 25 per cent casual loading), and a higher percentage of females are casual employees. In addition, the distributions of earnings for male and female award-reliant casual employees are relatively similar (see Figure 6.1).

Figure 6.1: Distribution of HOTCE for adult award-reliant casual non-managerial employees by gender



Source: ABS, *Microdata: Employee Earnings and Hours, Expanded CURF, Australia,* Catalogue No. 6306.0.55.001, May 2010.

The inclusion of casual employees means that for both males and females a lower percentage of employees were concentrated at the higher skill-level classifications and a higher percentage of employees were concentrated at the lower skill-level classifications. Females now make up a higher percentage of employees at each skill level, except skill level 4, due to their higher likelihood of being casual employees.

With the inclusion of casual employees the number of skill-level classifications for which award-reliant female employees had higher AHOTCE has been reduced, with females only having higher AHOTCE at skill level 1 (103.9 per cent), although the ratios are close to 100 per cent for skill levels 4 (99.7 per cent) and 5 (99.9 per cent). Female employees had lower AHOTCE for skill levels 2 (97.1 per cent) and 3 (98.7 per cent). However, the ratios of AHOTCE are higher for skill levels 2 and 5 than they were when casual employees were excluded.

As before, the difference in AHOTCE between award-reliant females and award-reliant males is found to be statistically significant. Although the inclusion of casual employees has lowered the ratio of female to male AHOTCE, the number of observations has increased, therefore reducing the relative standard errors. However, in contrast to above the only significant difference by skill level is now found at skill level 1.

6.3 Differences in AHOTCE by gender for other employees

According to the EEH survey, as at May 2010, the AHOTCE of other female adult non-managerial employees was 88.7 per cent of the AHOTCE of other male adult non-managerial employees (Appendix B, Table B.9). AHOTCE for other female adult non-managerial employees was $29.15, compared with $32.88 for other male adult non-managerial employees.

If other males were distributed across the skill-level classifications in the same proportions as the corresponding population of females, their AHOTCE would be even higher relative to females, at $34.32 per hour.

The inclusion of casual employees has raised the ratios of female to male earnings (decreased the gender pay gap), though only by a small amount. It has also raised the ratios of female to male AHOTCE for skill levels 4 and 5, but lowered the ratios for other skill-level classifications. However, again in all cases the changes are not large.

As with award-reliant employees, the inclusion of casual employees means that for both males and females a lower percentage of employees are at the higher skill-level classifications and a higher percentage of employees are at the lower skill-level classifications. With the inclusion of casual employees, females comprise a slightly higher percentage of all employees. However, this is not true for some skill-level classifications, including skill levels 1 and 3.

Similar to the earnings comparisons in chapters 4.3 and 5.3, across the five skill-level classifications other females had lower AHOTCE than other males at all skill levels (a larger gender pay gap). The largest gap was for skill level 2 (for which female AHOTCE was 78.7 per cent of male AHOTCE), followed by skill level 1 (83.3 per cent), skill level 4 (87.1 per cent), and skill level 5 (89.2 per cent), with the smallest gap being for skill level 3 (90.7 per cent).

6.4 Comparisons of differences in AHOTCE by gender for award-reliant and other employees

The ratios of female to male AHOTCE for adult non-managerial employees were higher for award-reliant employees than for other employees (see Tables 6.2 and 6.3). This is true at both the aggregate level, with a ratio of female to male AHOTCE of 103.9 per cent for award-reliant employees compared with 88.7 per cent for other employees, and at every skill-level classification, with the largest disparity being for skill level 1 (105.3 per cent compared with 83.3 per cent), and the smallest disparity being for skill level 3 (98.7 per cent compared with 90.7 per cent).

As mentioned in the chapters above, a higher proportion of females are casual employees, which would tend to lower the ratios of female to male AHOTCE when casual employees are excluded. For all employees and other employees, this effect is mostly offset by each male casual employee, on average, tending to lower AHOTCE for males more than the inclusion of each female casual employee, on average, lowers AHOTCE for females. However, this is not the case for award-reliant employees, and as a result the ratio of female to male AHOTCE is lower when casual employees are included.

Table 6.2: Ratio of female to male average hourly ordinary time cash earnings (AHOTCE) for adult non-managerial employees by skill-level classification and method of setting pay, EEH survey, May 2010

Skill level	Ratio of female to male AHOTCE		
	All employees	Award only	Other
All	**88.2**	**103.9**	**88.7**
Skill level 1	**82.9**	**105.3**	**83.3**
Skill level 2	**78.1**	97.1	**78.7**
Skill level 3	**90.6**	98.7	**90.7**
Skill level 4	**87.0**	99.7	**87.1**
Skill level 5	**89.2**	99.9	**89.2**

Source: ABS (2010), *Employee, Earnings and Hours, Australia, May 2010,* cat no. 6306.0.

At the aggregate level and for each skill-level classification, award-reliant males had considerably lower AHOTCE than other males. The overall ratio of AHOTCE for award-reliant males to AHOTCE for other males was 55.9 per cent, and across the skill-level classifications it varied from 59.6 per cent for skill level 1 to 74.6 per cent for skill level 5.

At the aggregate level and for each skill-level classification, award-reliant females had considerably lower AHOTCE than other females. The overall ratio of AHOTCE for award-reliant females to AHOTCE for other female adult non-managerial employees was 65.5 per cent, and across the skill levels it varied from 65.3 per cent for skill level 3 to 83.6 per cent for skill level 5.

At the aggregate level, the ratio of AHOTCE for award-reliant employees to AHOTCE for other employees when casual employees are included is about the same for males as the corresponding ratio when casual employees are excluded, while it is slightly lower for females. The changes from including casual employees are mixed across skill-level classifications, though any changes tend to be small.[12]

Table 6.3: Average hourly ordinary time cash earnings (AHOTCE) for adult non-managerial employees by skill-level classification, gender and method of setting pay, EEH survey, May 2010

Skill level	Male				Female			
	All employees AHOTCE ($)	Award only AHOTCE ($)	Other AHOTCE ($)	Ratio of award only to other AHOTCE	All employees AHOTCE ($)	Award only AHOTCE ($)	Other AHOTCE ($)	Ratio of award only to other AHOTCE
All	31.08	18.39	32.88	**55.9**	27.40	19.10	29.15	**65.5**
Skill level 1	47.03	28.20	47.34	**59.6**	39.00	29.70	39.45	**75.3**
Skill level 2	36.42	22.97	36.96	**62.1**	28.44	22.29	29.09	**76.6**
Skill level 3	28.84	18.40	30.65	**60.0**	26.13	18.16	27.80	**65.3**
Skill level 4	26.23	18.79	27.50	**68.3**	22.83	18.74	23.96	**78.2**
Skill level 5	21.58	17.02	22.82	**74.6**	19.26	17.01	20.35	**83.6**

Source: ABS (2010), *Employee, Earnings and Hours, Australia, May 2010,* cat no. 6306.0.

12 The changes at the aggregate level and at each skill level from including casual employees depend upon: a) the proportions of award-reliant and other employees who are employed on a casual basis; and b) the differences in earnings between casual and non-casual employees for both award-reliant and other employees.

Part 2

7 Differences in earnings by gender: HILDA survey

This chapter examines the differences in earnings by gender—both at the overall level and for 'comparable' employees—from Wave 9 of the HILDA survey (2009). As mentioned above, unlike the EEH survey there are no measures of ordinary time earnings collected in the HILDA survey, so comparisons need to be made on the basis of total earnings. The findings are compared with differences in AWOTCE by gender for full-time employees from the EEH survey and AHOTCE for both non-managerial employees including part-time non-casual employees and non-managerial employees including casual employees. Since hourly earnings can be derived for managerial employees using the HILDA survey data, results are also presented for all employees.

The detailed results for each of these groups are provided in Appendix C. This chapter presents a summary of the results for each of these groups, and compares the results to those from the EEH data.

7.1 Comparisons of differences in average weekly earnings by gender for award-reliant and other full-time employees

As with the EEH AWOTCE data, HILDA survey data for 2009 show that (see Table 7.1):

- average current weekly earnings in main job of all full-time female adult non-casual employees was less than average current weekly earnings in main job of all full-time male adult non-casual employees; and
- average current weekly earnings in main job of other full-time female adult non-casual employees was less than average current weekly earnings in main job of other full-time male adult non-casual employees.

For both all employees and other employees, males had higher average weekly earnings than females across all five of the skill-level classifications. As with the EEH survey, the difference in average weekly earnings between other full-time females and other full-time males was not simply due to males being concentrated at the higher skill-level classifications—again the opposite was true. However, the ratios of female to male earnings tended to be lower in the HILDA survey, both at the overall level and for each skill-level classification (particularly skill levels 3 and 5).

As with the EEH AWOTCE data, average current weekly earnings in main job of all full-time award-reliant female adult non-casual employees was higher than average current weekly earnings in main job of all full-time award-reliant male adult non-casual employees, though the ratio was closer to 100 per cent (Table 7.1). As with the EEH survey, a higher proportion of award-reliant females compared with award-reliant males were employed at skill level 1, which is the skill level with the highest average earnings, though unlike the EEH survey there was not a large disparity in the relative proportions employed at skill level 2 (Appendix C, Table C.2). Across the five skill-level classifications full-time award-reliant female adult non-casual employees only had higher average weekly earnings than full-time award-reliant male adult non-casual employees at skill level 2, which is in contrast to the EEH results, where the ratio of female to male average weekly earnings was highest at skill level 1 and lowest at skill level 2. Also, apart from skill level 2 the ratios were lower for each skill level than the corresponding ratios for the EEH survey. A point to keep in mind though is that, once the analysis is limited in the HILDA survey to award-reliant employees, the sample sizes for each skill-level classification by gender are quite small. The hypotheses that the average weekly earnings of award-reliant females and males are equal cannot be rejected at the overall level, or for skill levels 1, 2 or 3. The ratios of female to male average weekly earnings for full-time adult non-casual employees were higher for award-reliant employees than for other employees at both the aggregate level and at each skill-level classification (see Tables 7.1 and 7.2).

Table 7.1: Ratio of female to male average current weekly gross earnings in main job for full-time adult non-casual employees by skill-level classification and method of setting pay, HILDA survey, Wave 9

Skill level	Ratio of female to male average current weekly earnings		
	All employees	Award only	Other
All	**81.3**	100.6	**80.5**
Skill level 1	**77.9**	89.6	**77.8**
Skill level 2	**78.2**	102.5	**77.1**
Skill level 3	**83.5**	97.7	**81.1**
Skill level 4	**77.0**	**91.9**	**76.3**
Skill level 5	**75.7**	**75.6**	**78.6**

Source: Melbourne Institute of Applied Economics and Social Research, HILDA, Wave 9.

As with the EEH data, at the aggregate level and for each skill-level classification, full-time award-reliant males had considerably lower average weekly earnings than full-time other males and full-time award-reliant females had considerably lower average weekly earnings than full-time other females (Table 7.2).

Note that for both males and females, the ratios from the HILDA data of average weekly earnings for award-reliant employees compared with average weekly earnings for other employees generally tended to be higher than the corresponding AWOTCE ratios from the EEH data.

Table 7.2: Average current weekly gross earnings in main job for full-time adult non-casual employees by skill-level classification, gender and method of setting pay, HILDA survey, Wave 9

Skill level	Male				Female			
	All employees average current weekly earnings ($)	Award only average current weekly earnings ($)	Other average current weekly earnings ($)	Ratio of award only to other average current weekly earnings ($)	All employees average current weekly earnings ($)	Award only average current weekly earnings ($)	Other average current weekly earnings ($)	Ratio of award only to other average current weekly earnings ($)
All	1356.26	865.28	1424.72	**60.7**	1103.05	870.86	1146.85	**75.9**
Skill level 1	1733.73	1377.17	1752.94	**78.6**	1350.95	1234.36	1363.33	90.5
Skill level 2	1275.94	835.27	1308.26	**63.8**	997.85	856.28	1008.72	**84.9**
Skill level 3	1166.70	736.99	1260.27	**58.5**	973.83	719.85	1021.54	**70.5**
Skill level 4	1111.62	785.79	1167.10	**67.3**	856.13	722.07	890.44	**81.1**
Skill level 5	986.57	838.82	1037.06	**80.9**	747.09	633.92	815.62	**77.7**

Source: Melbourne Institute of Applied Economics and Social Research, HILDA, Wave 9

The detailed results from the HILDA survey for full-time adult non-casual employees are provided in Appendix C, Tables C.1 to C.3.

7.2 Comparisons of differences in average hourly earnings by gender for award-reliant and other employees

As with the EEH AHOTCE data, HILDA survey data for 2009 show that (see Table 7.3):

- average current hourly earnings in main job of all female adult non-casual non-managerial employees was less than average current hourly earnings in main job of all male adult non-casual non-managerial employees; and
- average current hourly earnings in main job of other female adult non-casual non-managerial employees was less than average current hourly earnings in main job of other male adult non-casual non-managerial employees.

For both all employees and other employees, males had higher average weekly earnings than females across all five of the skill-level classifications. Again, the ratios of female to male earnings tended to be lower in the HILDA survey than in the EEH survey, both at the overall level and for each skill level except skill level 2.

As with the EEH AHOTCE data, average current hourly earnings in main job of all award-reliant female employees was higher than average current hourly earnings in main job of all award-reliant male employees (Table 7.3). Across the five skill-level classifications females had higher average earnings at skill levels 2 and 3. Again, apart from skill level 2 the ratios were lower (the gender pay gap greater) for each skill-level classification than the corresponding ratios for the EEH survey.

As with the EEH survey the inclusion of part-time employees has lifted the ratios of female to male earnings (decreasing the gender pay gap) across the skill-level classifications (again except for skill level 1, for which the comparisons are further complicated by the removal by managerial employees).

The ratios of female to male average hourly earnings for adult employees were generally higher for award-reliant employees than for other employees (see Tables 7.3 and 7.4). However, this was not true for skill level 1 (84.0 per cent compared with 84.5 per cent), although this result is in contrast to the corresponding result from the EEH survey.

In contrast to the EEH survey data, the overall difference in average hourly earnings between award-reliant females and males is not found to be statistically significant (though it is found to be statistically significant at skill level 1). Compared to the EEH data the difference is smaller in the HILDA data and there are fewer observations.

Table 7.3: Ratio of female to male average current hourly gross earnings in main job for adult non-casual non-managerial employees by skill-level classification and method of setting pay, HILDA survey, Wave 9

Skill level	Ratio of female to male average current hourly earnings		
	All employees	Award only	Other
All	**87.2**	103.0	**86.7**
Skill level 1	**84.0**	**84.0**	**84.5**
Skill level 2	**82.2**	102.9	**81.1**
Skill level 3	**88.1**	101.1	**86.0**
Skill level 4	**84.6**	97.3	**83.9**
Skill level 5	**83.7**	91.4	**82.2**

Source: Melbourne Institute of Applied Economics and Social Research, HILDA, Wave 9.

As with the EEH survey, at the aggregate level and for each skill-level classification, award-reliant males had considerably lower average hourly earnings than other males, and award-reliant females had considerably lower average weekly earnings than other females (Table 7.4).

Table 7.4: Average current hourly gross earnings in main job for adult non-casual non-managerial employees by skill-level classification, gender and method of setting pay, HILDA survey, Wave 9

Skill level	Male				Female			
	All employees average current hourly earnings ($)	Award only average current hourly earnings ($)	Other average current hourly earnings ($)	Ratio of award only to other average current hourly earnings	All employees average current hourly earnings ($)	Award only average current hourly earnings ($)	Other average current hourly earnings ($)	Ratio of award only to other average current hourly earnings
All	29.65	20.51	31.15	**65.9**	25.85	21.12	26.99	**78.2**
Skill level 1	37.75	34.19	37.96	90.1	31.73	28.73	32.08	**89.6**
Skill level 2	31.62	21.55	32.29	**66.7**	25.99	22.18	26.19	84.7
Skill level 3	26.86	17.62	28.89	**61.0**	23.66	17.82	24.84	**71.7**
Skill level 4	26.45	19.93	27.72	**71.9**	22.38	19.39	23.24	**83.4**
Skill level 5	22.08	20.00	22.93	**87.2**	18.49	18.28	18.85	97.0

Source: Melbourne Institute of Applied Economics and Social Research, HILDA, Wave 9.

The detailed results from the HILDA survey for adult non-casual non-managerial employees are provided in Appendix C, Tables C.4 to C.6.

7.3 Effects of including casual employees and managerial employees

As with the EEH survey, including casual employees (but excluding managerial employees) has only minor effects on the ratios of female to male hourly earnings.

For award-reliant employees, the ratio of female to male hourly earnings is reduced through the inclusion of casual employees, with the result that the ratio is close to 100 per cent. For all employees the ratio is also reduced slightly, while the ratio for other employees is unchanged (which is the reverse of what occurred for the EEH survey data). There is a mixture of changes across skill-level classifications that result from including casual employees.

The detailed results from the HILDA survey for when casual employees are included (but managerial employees are excluded) are provided in Appendix C, Tables C.7 to C.9.

Table 7.5: Ratio of female to male average current hourly gross earnings in main job for adult non-managerial employees by skill-level classification and method of setting pay, HILDA survey, Wave 9

Skill level	Ratio of female to male average hourly earnings		
	All employees	Award only	Other
All	**86.0**	100.3	**86.7**
Skill level 1	**83.3**	**79.5**	**84.5**
Skill level 2	**82.2**	98.7	**81.5**
Skill level 3	**86.7**	102.2	**86.0**
Skill level 4	**85.8**	97.1	**85.7**
Skill level 5	**83.4**	96.2	**80.7**

Source: Melbourne Institute of Applied Economics and Social Research, HILDA, Wave 9.

Based on the HILDA survey data, including managerial employees in the earnings comparisons lowers the ratios of female to male earnings for all types of employees (Table 7.6). This is because the disparity in earnings between male managerial employees and male non-managerial employees is larger than it is for females, and a higher proportion of males are managerial employees.

When managerial employees are included along with casual employees, the ratio of female to male average hourly earnings for award-reliant employees is lower than 100 per cent. This would not occur for the EEH data, as it is already known that when casual employees are included this ratio remains above 100 per cent and there are no award-reliant managerial employees in that survey. In chapter 9, one of the main results is that the ratio of female to male earnings for award-reliant employees does not increase by as much for a flat dollar increase than it does for an equivalent percentage increase, as award-reliant females tend to be higher in the earnings distribution. This result would be reversed if the scenarios were run for all adult employees using the HILDA survey data. However, the EEH survey is considered a more reliable source of information in relation to methods of setting pay, and so greater weight is given to the results from that survey in relation to the earnings of award-reliant employees.

The detailed results from the HILDA survey data for when managerial employees are included are provided in Tables C.10 to C.12.

Table 7.6: Ratio of female to male average current hourly gross earnings in main job for adult employees by skill-level classification and method of setting pay, HILDA survey, Wave 9

Skill level	Ratio of female to male average hourly earnings		
	All employees	Award only	Other
All	**83.7**	97.6	**84.7**
Skill level 1	**81.7**	**79.1**	**82.8**
Skill level 2	**84.7**	101.5	**83.5**

Source: Melbourne Institute of Applied Economics and Social Research, HILDA, Wave 9.

Note: Results for skill levels 3, 4 and 5 are the same as for Table 7.3.

8 Characteristics of award-reliant employees and other employees by gender

This chapter examines the characteristics of the aforementioned groups of award-reliant and other employees using the demographic data in the HILDA survey. The aim is to identify characteristics that could be associated with differences in earnings between male and female employees and between award-reliant and other employees (without necessarily quantifying the effects of those characteristics). The types of characteristics to be examined have been chosen based on possible determinants of the gender pay gap (and earnings in general) identified in Romeyn et al (2011), Austen et al (2008) and Healy et al (2008).

The characteristics listed in the tables in Appendix D are loosely grouped into productivity characteristics, employer and sector characteristics, differences in jobs held, and differences in hours worked (for full-time employees). These correspond to the causes and dimensions of the gender pay gap identified by the International Labour Organisation and outlined in Romeyn et al (2011, p. 49).

However, it should be kept in mind that many of the differences in characteristics are not statistically significant, particularly for award-reliant employees and also when the results are disaggregated by skill level. As with the earnings data, t-tests were conducted to determine whether the proportion of females with a particular characteristic was significantly different from the proportion of the corresponding population of males with a particular characteristic, and vice versa. Where figures in the tables in Appendix D for females are highlighted the proportion of females with a particular characteristics was found to be significantly different (at the 5 per cent level) than the proportion of the corresponding population of males with a particular characteristic. The same applies for the tables in Appendix D for males, except in those cases the test is framed in terms of whether it can be shown that males are different from females (rather than whether females are different from males).

8.1 Characteristics of award-reliant employees by gender

As shown above, female full-time adult award-reliant non-casual employees had slightly higher average weekly earnings than male full-time adult award-reliant non-casual employees. As of 2009, the main characteristics (based on how statistically significant the differences are) of female full-time adult award-reliant non-casual employees (Appendix D, Table D.1) that may have been associated with higher average weekly earnings than the corresponding group of males (Appendix D, Table D.2) include:

- they were more likely to have been born in a main English-speaking country;
- they were more likely to have a Bachelor degree or higher degree; and
- as established above, they were more likely to be employed in occupations that are assigned to the higher skill-level classification.

On the other hand, the main characteristics of female full-time adult award-reliant non-casual employees that may have been associated with lower average weekly earnings than the corresponding group of males include:

- they had a lower average number of years spent in paid work;
- they were less likely to work as a manager; and
- they were less likely to work long hours.

In terms of industry, full-time females were more likely to be employed in Education and training and Health care and social assistance. These industries have relatively high average earnings for award-reliant employees.

As shown above, female full-time adult award-reliant non-casual employees had notably lower average weekly earnings than male full-time adult award-reliant non-casual employees for skill level 5. However, because of the small sample sizes for each skill-level classification, it is difficult to make conclusions about which characteristics could be driving these differences.

As shown above, female adult award-reliant non-casual non-managerial employees had slightly higher average hourly earnings than male adult award-reliant non-casual non-managerial employees. The main differences in characteristics between these groups of employees (Appendix D, Tables D.3 and D.4) were similar to the main differences in characteristics by gender for full-time adult award-reliant non-casual employees. Additional main differences are that females were less likely to work full-time, and were less likely to have a long-term health condition, disability or impairment. The last difference may be expected to raise average earnings for females relative to males. The effect of the first additional difference may be less clear; it was established above that part-time award-reliant employees have higher earnings, but this may be due to other characteristics associated with those part-time employees.

When casual and managerial award-reliant employees are added into the population (Appendix D, Tables D.5 and D.6), additional main differences are that females were more likely to be employed on a casual basis, which may be expected to lower their relative earnings (once those earnings have been discounted for casual loadings) and they were more likely to be in a registered marriage or a de facto relationship.

8.2 Characteristics of other employees by gender

As shown above, other female full-time adult non-casual employees had significantly lower average weekly earnings than other male full-time adult non-casual employees. As of 2009, the main characteristics of other female full-time adult non-casual employees (Appendix D, Table D.7) that may have been associated with lower average weekly earnings than the corresponding group of males (Appendix D, Table D.8) include:

- they were less likely to have been born in a main English-speaking country;
- they had a lower average number of years spent in paid work;
- they were less likely to work longer hours;
- they were less likely to be working as a manager; and
- they were more likely to be aged between 21 and 24.

On the other hand, the main characteristics of other female full-time adult non-casual employees that may have been associated with higher average weekly earnings than the corresponding group of males include:

- they were more likely to have a Bachelor degree or higher degree;
- they were less likely to be employed by a small employer; and
- as established above, they were more likely to be employed in occupations that are assigned to the higher skill-level classifications.

In terms of industry, full-time females were less likely to be employed in Mining, Electricity, gas, water and waste services and Construction, which all have relatively high average earnings. They were more likely to be employed in Education and training or Health care and social assistance, which have relatively high average earnings for award-reliant employees but not for other employees.

As shown above, other female adult non-casual non-managerial employees had notably lower average hourly earnings than other male adult non-casual non-managerial employees. The main differences in characteristics between these groups of employees (Appendix D, Tables D.9 and D.10) were similar to the main differences in characteristics by gender for other full-time adult non-casual employees, with the additional difference being that females were less likely to work full time, which may be expected to lower their relative earnings. Similarly, when casual employees are added into the population (Appendix D, Tables D.11 and D.12), an additional main difference is that females are more likely to be employed on a casual basis.

8.3 Characteristics of award-reliant compared with other employees for each gender

As shown in chapter 4, female full-time adult award-reliant non-casual employees had considerably lower average weekly earnings than other female full-time adult non-casual employees. As of 2009, the main characteristics of female full-time adult award-reliant non-casual employees (Appendix D, Table D.1) that may have been associated with lower average weekly earnings than other female employees (Appendix D, Table D.7) include:

- they were less likely to have a Bachelor degree or higher degree;
- they were more likely to be in an area of relative socio-economic disadvantage;
- they were more likely to work for a small employer;
- they were less likely to work longer hours; and
- as established above, they were less likely to be employed in occupations that are assigned to the higher skill levels.

In terms of industry, full-time female award-reliant employees were more likely to be employed in Retail trade and Accommodation and food services (which have low average earnings).

For female adult award-reliant non-casual non-managerial employees relative to other female adult non-casual non-managerial employees (Appendix D, Tables D.3 and D.9), an additional main difference from the patterns above is that award-reliant females were less likely than other females to be working full time, and when casual employees are included (Appendix D, Tables D.5 and D.11) award-reliant females are more likely to be employed on a casual basis.

As shown in chapter 4, male full-time adult award-reliant non-casual employees had considerably lower average weekly earnings than other male full-time adult non-casual employees. As of 2009, the main characteristics of male full-time adult award-reliant non-casual employees (Appendix D, Table D.2) that may have been associated with lower average weekly earnings than other male employees (Appendix D, Table D.8) include:

- they were less likely to have been born in a main English-speaking country;
- they were more likely to be aged from 21 to 24;
- they were less likely to be married or in a de facto relationship;
- they were less likely to have a Bachelor degree or higher degree;
- they were more likely to be in an area of relative socio-economic disadvantage;
- they were more likely to work for a small employer;
- they were less likely to be a union member;
- they were less likely to work longer hours; and
- as established above, they were less likely to be employed in occupations that are assigned to the higher skill levels.

In terms of industry, male full-time award-reliant employees were more likely to be employed in Retail trade as well as Manufacturing, and were less likely to be employed in industries with high average earnings including Mining, Electricity, gas, water and waste services, Professional, scientific and technical services, and Public administration and safety.

Again, as with females, award-reliant males were more likely to work full time when part-time employees are added to the population (Appendix D, Tables D.4 and D.10), and are more likely to work on a casual basis when casual employees are added to the population (Tables D.6 and D.12).

9 Effects of flat dollar and percentage increases in award rates of pay on pay outcomes by gender

This chapter considers the effects that increases in award rates of pay have on the differences in earnings between men and women. It particularly focuses on the differences that flat dollar increases—i.e. increases of $x to award rates of pay—have compared with percentage increases in terms of gender pay differences.

A uniform flat dollar increase in pay for award-reliant employees means that the lower an employee's earnings, the higher the percentage increase in earnings the employee will receive. Hence, those employees who are higher in the earnings distribution receive a lower benefit (in percentage terms). In contrast, a uniform percentage increase in pay for award-reliant employees means that all employees receive the same percentage increase in pay. As established above, award-reliant females are on average higher in the earnings distribution than award-reliant males, which would support a claim that flat dollar increases contribute to a relative decline in female rates of pay.

The questions that will be considered in this chapter include:

- What effect does a flat dollar increase for employees receiving award rates of pay have on the difference in earnings between award-reliant males and award-reliant females compared with a percentage increase for employees receiving award rates of pay?
- What effect does a flat dollar increase for employees receiving award rates of pay have compared with a percentage increase on the overall difference in earnings between males and females?
- What effect does a flat dollar increase for employees receiving award rates of pay have compared with a percentage increase on the difference in earnings between award-reliant employees and other employees for each gender?
- How do these effects vary for comparable employees—i.e. by skill level?
- How do percentage versus flat dollar increases affect the gender pay gap over time?

The analysis for this chapter is conducted using the EEH survey data. The analysis is conducted using the data from the CURF for the EEH survey rather than from requests from the ABS for unpublished data from this survey. While the data from both sources are from the same survey, each source has different limitations in terms of the information that can be derived from it, as discussed in chapter 9.1 below.

9.1 Methodology and assumptions

To answer the above questions, scenarios were run whereby the earnings of award-reliant employees were adjusted by a given amount, and the percentage point change in the difference in average earnings between a particular group of males and the corresponding group of females was calculated.

The population that is primarily used in this chapter is all adult non-managerial employees, including casual employees and part-time employees. The main conclusions from this chapter are similar regardless of whether or not casual employees are included, but including casual employees means that the scenarios are run for a broader population of employees. Results when casual employees are excluded are discussed later in this chapter and provided in Appendix E. As above, the earnings of casual employees are discounted for a 25 per cent casual loading.

For hourly earnings, the following scenarios were run:

1) an increase of 1 per cent in the hourly earnings of all adult award-reliant non-managerial employees.

2) an increase in the hourly earnings of all adult award-reliant non-managerial employees by a flat dollar amount that is equal to the average percentage change in earnings of adult award-reliant non-managerial employees resulting from a 1 per cent increase—in this case a little under $0.19 per hour.

Under the assumptions outlined below, these two scenarios would have the same effect on the overall wage bill or wage costs of employers i.e. they are wage bill neutral (see Figure 9.1).[13] That is, a flat dollar amount has been chosen under the second scenario that would result in an average percentage change in earnings of 1 per cent for this particular group of award-reliant employees—the same average percentage change (by definition) as under the first scenario.

It was assumed for the scenarios used in this report that only the rates of pay for adult award-reliant non-managerial employees are increased, and nothing else changes. This includes no changes to labour supply or demand as a result of the increases in award rates of pay, and no changes in rates of pay for any other employees.[14] It also includes no changes in the composition of the award-reliant group; that is, no employee who is not award-reliant becomes award-reliant as a result of the change in award rates of pay, and vice versa. While these assumptions are likely to be unrealistic, they enable the main points about the effects of flat dollar compared with percentage increases to be drawn out.

These simplistic scenarios mean that no assumptions are made about the effects of increases in award rates of pay on employment, wage relativities, etc. The assumptions also mean that the estimated effects of increases in award rates of pay will be linear—i.e. if the effect of an increase in award rates of pay of $a or b per cent is to change the difference in earnings between men and women by c per cent, then the effect of an increase in award rates of pay of $2a or 2b per cent will be to change the difference in earnings between men and women by 2c per cent (and so on for higher multiples of a and b).

Because estimates are being made of the effects of flat dollar increases, information is needed on the distribution of earnings of employees. For the EEH survey it requires the use of the CURF rather than data requests for unpublished data given the lower level of detail in relation to the earnings distribution that the ABS can provide through the latter source.[15] However, as discussed in chapter 6, the EEH CURF provides information only on an employee's occupation at the 3-digit level, so the employees need to be re-assigned to skill-level groups based on their ANZSCO (3-digit) minor occupation group.

13 The two scenarios may, however, have different effects on the wage bill of any individual employer.

14 While changes in award rates of pay have to date been accompanied by changes in the adult NMW for award/agreement free employees, it is assumed in the scenarios that a negligible amount of employees would be directly affected by changes to this wage.

15 Information on the distribution of earnings can be requested from the ABS, but for confidentiality reasons the distribution is only provided in intervals – e.g. employees earning between $15 and $16 per hour.

Alternative scenarios and assumptions

There are other ways that the alternative scenarios of a flat dollar increase and a percentage increase to award rates of pay may be framed. An alternative approach to modelling flat dollar and percentage increases is to run the following set of scenarios:

1) a flat dollar increase to award rates of pay of $x.

2) an increase to award rates of pay of y per cent, where y per cent is the percentage increase in the national minimum wage resulting from $x increase.

For example comparing a $20 per week flat dollar increase with a percentage increase where the comparator percentage is calculated as the percentage change of a $20 increase on the national minimum wage. This type of scenario would not be wage bill neutral.

With these scenarios, the comparator percentage increase would be higher than the comparator percentages used in this chapter. It is worth noting that using these scenarios would consistently produce greater reductions in the overall gender pay gap for percentage increases compared to the relevant flat dollar increase than the wage bill neutral scenario options run in this chapter.[16]

9.2 Effect of flat dollar compared with percentage increases in award rates of pay on differences in earnings between award-reliant men and women

It is clear that, under the assumptions given above, there will be no effect on the difference in average earnings between award-reliant men and women from a percentage increase in earnings for award-reliant employees. This result also applies for comparable employees. This is because all award-reliant employees will receive the same percentage increase in their earnings.

For a $0.19 per hour increase in award rates of pay (equivalent on average to a 1 per cent increase), the ratio of female to male AHOTCE for adult award-reliant non-managerial employees falls by 0.04 percentage points (Table 9.1). Since award-reliant females earn more on average, this would close the gap between the average earnings of award-reliant females and award-reliant males. The ratio falls because female award-reliant employees are more heavily concentrated at the higher end of the earnings distribution, and therefore receive less of a benefit (in percentage terms) compared with male award-reliant employees from a flat dollar increase.

A flat dollar increase of $0.19 per hour would reduce the ratio of female to male AHOTCE by 0.04 percentage points at skill level 1. As award-reliant females at this skill level earn more than award-reliant males, this brings the earnings of females at this skill level more in line with the earnings of comparable males. There is essentially no change in the ratios of female to male AHOTCE at skill levels 4 and 5, for which male and female AHOTCE are close to even (as discussed in chapter 6.2, and shown in Table 6.1). AHOTCE for females improves relatively more than males at skill levels 2 and 3, for which female AHOTCE is lower than males.

As pointed out above, given the assumptions made, the estimated effects of increases in award rates of pay will be linear. So, for example, for a 4 per cent increase in award rates of pay (which roughly corresponds to average annual growth in the Wage Price Index), the effects will be four times the magnitude the changes of a 1 per cent increase. Again, for a percentage increase in award rates of pay there will be no effect on the ratio of female to male AHOTCE. For an equivalent flat dollar increase—$0.75 per hour—the ratio of female AHOTCE to male AHOTCE for adult non-casual non-managerial award-reliant employees is estimated to fall by 0.15 percentage points (Table 9.1). The results for each skill level are as discussed above, multiplied by a magnitude of four.

16 Note that all scenarios run in this chapter are wage bill neutral with the exception of the hybrid scenario.

The general point to gain from this discussion is that a flat dollar increase in award rates of pay is likely to lower the ratio of female AHOTCE to male AHOTCE for award-reliant employees because award-reliant females are higher up in the earnings distribution, whereas this is less likely to occur for a percentage increase in award rates of pay.

Another point to remember though is that for one-off, moderate award wage increases these effects are small; as shown above, a flat dollar increase of $0.75 per hour is estimated to lower the ratio of female to male AHOTCE for award-reliant employees by less than 0.2 percentage points. The total effects could build up though if award rates of pay are consistently adjusted by flat dollar amounts over time. From 1991 to 2010, award rates of pay were adjusted by flat dollar amounts of $6.43 per hour (based on a 38-hour working week); applying increases of this magnitude going forward would lead to an estimated reduction in the ratio of female to male AHOTCE for award-reliant employees of around 1.3 percentage points.

Table 9.1: Estimated change in percentage points of ratio of female AHOTCE to male AHOTCE for adult award-reliant non-managerial employees from various increases in earnings for award-reliant employees

Skill level	Increase in earnings for award-reliant employees			
	1 per cent increase	$0.19 increase	4 per cent increase	$0.75 increase
All	0.00	-0.04	0.00	-0.15
Skill level 1	0.00	-0.04	0.00	-0.14
Skill level 2	0.00	0.02	0.00	0.09
Skill level 3	0.00	0.01	0.00	0.05
Skill level 4	0.00	0.00	0.00	0.01
Skill level 5	0.00	0.00	0.00	0.00

Source: ABS, *Microdata: Employee Earnings and Hours, Expanded CURF, Australia,* Catalogue No. 6306.0.55.001, May 2010.

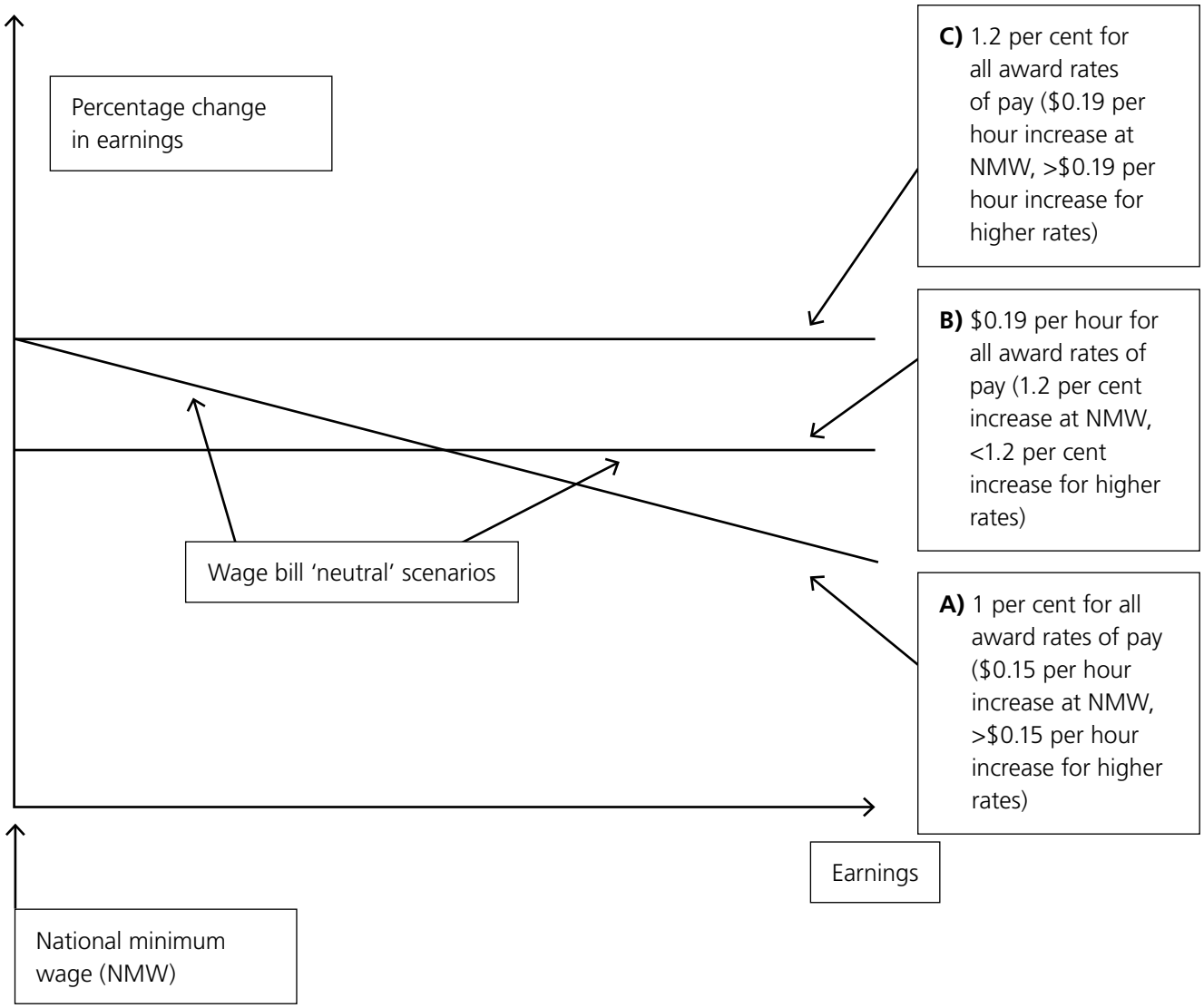
An alternative set of scenarios discussed above was:

1) an increase to award rates of pay of $x; and

2) an increase to award rates of pay of y per cent, where y per cent is the percentage increase in the national minimum wage resulting from $x increase.

In this case, for a $0.19 increase in the national minimum wage, y will be 1.2 per cent, based on a national minimum wage of $15.51 per hour (see Scenario C in Figure 9.1 below). Because the effects described above are linear, it is clear that the percentage scenario (Scenario C) will, as above, leave the ratio of female AHOTCE to male AHOTCE for award-reliant employees unchanged. However, the higher percentage increase will provide a greater reduction in the overall gender pay gap than either of the main scenarios (Scenarios A and B).

Figure 9.1: Percentage change in earnings for national minimum wage and for award-reliant employees as a result of various flat dollar and percentage increases in award rates of pay



9.3 Effect of flat dollar compared with percentage increases in award rates of pay on overall differences in earnings between males and females

For a percentage increase in award rates of pay, under the assumptions given above, the percentage point reduction in the overall difference in average earnings between men and women is approximately equal to the difference in the percentage of women who are award-reliant and the percentage of men who are award-reliant multiplied by the percentage increase in award rates of pay. The reduction will also be affected by the AHOTCE of award-reliant females and males, but this latter effect will be relatively small when the ratio of female to male AHOTCE for award-reliant employees is close to 100 per cent.

For adult non-managerial employees, the percentage of women who are award-reliant is 17.5 per cent, and the percentage of men who are award-reliant is 12.2 per cent. Therefore, the reduction in the overall difference in AHOTCE between men and women from a 1 per cent increase in hourly earnings for award-reliant employees will only be very small, with a reduction of only 0.04 percentage points (Table 9.2)—that is, the ratio of female to male AHOTCE rises by 0.04 percentage points. The results vary by skill level depending on the various differences in award-reliance between the genders for those skill levels, with the largest reductions in the gap between male and female AHOTCE being for skill levels 4 (0.06 percentage points) and 5 (0.11 percentage points). Simulating a 4 per cent increase in award rates of pay would lead to an estimated reduction in the overall difference in AHOTCE between men and women of about 0.17 percentage points; again a small reduction.

A flat dollar increase in award rates of pay does not have as large an effect as a percentage increase in reducing the overall difference between female and male earnings. The increase in female AHOTCE relative to male AHOTCE that is due to a higher percentage of females being reliant on award wages is offset to some extent by the lower average percentage increase that award-reliant females receive relative to award-reliant males (due to being higher in the earnings distribution). This level of offset is small; a $0.19 per hour increase in award rates of pay, like a 1 per cent increase in award rates of pay, will also reduce the overall difference in AHOTCE between men and women by around 0.04 percentage points (Table 9.2). The results by skill level are similar to those described for the 1 per cent increase above. However, at skill levels 3, 4 and 5, a flat dollar increase is slightly more effective at reducing the overall GPG for those skill levels. The different effects of a percentage increase compared with a flat dollar increase become more noticeable for a $0.75 per hour increase, which would reduce the overall difference in AHOTCE between males and females for adult non-managerial employees by 0.16 per cent, compared with the reduction of 0.17 percentage points for an equivalent 4 per cent increase. While the results are similar for a flat dollar increase and a percentage increase, a flat dollar increase reduces the overall gender pay gap by less than the percentage increase, and this would be made clearer if there were, say, a 10 per cent increase.

The general point to gain from this discussion is that moderate award wage increases are likely to make a small difference in reducing the overall gender pay gap between men and women, which is because the differences in award-reliance between males and females are not large enough for the overall differences in AHOTCE between males and females to be significantly affected.

It may seem at first that the small proportion of award-reliant employees is the explanation for this result, but that is not the case. It depends (as mentioned above) on the difference between the percentage of women that are award reliant and the percentage of men that are award reliant. If this difference is small, then increasing award rates of pay will not make as much of a difference on the gender pay gap. For example, even if 50 per cent of females were award-reliant and receive a pay increase from the annual wage review then this would not make much of a difference on the gender pay gap if, say, 45 per cent of males were also award-reliant. If such high percentages of males and females were award-reliant, the overall gender pay gap would probably be much lower, but this analysis is about the change in the gender pay gap flowing from flat dollar

versus percentage increases, not the actual quantum of the gender pay gap itself. The former depends primarily on the difference in the percentages of women and men that are award-reliant and the size of the award wage increase.

Again, while for one-off, moderate award wage increases these effects are small, the total effects could build up over time if award rates of pay are consistently adjusted by a considerable amount more than other rates of pay. From 1991 to 2010, the C14 classification rate of pay was increased by about 75 per cent (although percentage increases for higher rates of pay were lower in magnitude). Applying a 75 per cent increase to all award rates of pay going forward, then if other rates of pay increased by, say, only 25 per cent, then this would lead to an estimated reduction in the overall ratio of female AHOTCE to male AHOTCE of around 2 percentage points.

In the past couple of decades though, increases in award rates of pay have tended to be much lower than increases in average rates of pay across the workforce. For example, AWOTE for full-time adult employees from the AWE survey (the closest indicator available for what may have happened to AHOTCE for other employees, though there are considerable differences between the two measures) increased by over 110 per cent just from August 1994 (the first data point available) to August 2010, well above the increases to award rates of pay.

Table 9.2: Estimated change in percentage points of overall ratio of female AHOTCE to male AHOTCE for adult non-managerial employees from various increases in earnings for award-reliant employees

Skill level	Increase in earnings for award-reliant employees			
	1 per cent increase	$0.19 increase	4 per cent increase	$0.75 increase
All	0.04	0.04	0.17	0.16
Skill level 1	0.02	0.01	0.08	0.05
Skill level 2	0.04	0.03	0.16	0.14
Skill level 3	0.02	0.03	0.09	0.10
Skill level 4	0.06	0.06	0.25	0.26
Skill level 5	0.11	0.12	0.43	0.48

Source: ABS, *Microdata: Employee Earnings and Hours, Expanded CURF, Australia,* Catalogue No. 6306.0.55.001, May 2010.

Under the alternative scenarios discussed above, that is:

1) an increase to award rates of pay of $x; and

2) an increase to award rates of pay of y per cent, where y per cent is the percentage increase in the national minimum wage resulting from a $x increase.

It was already established that percentage increase would be higher than for the main scenarios in this chapter.

9.4 Effect of flat dollar compared with percentage increase on the differences in earnings between award-reliant employees and other employees for each gender

For a percentage increase in award rates of pay, under the assumptions given above, the percentage reduction in the overall difference in average earnings between award-reliant females and other females is equal to the ratio of average earnings of award-reliant females to the average earnings of other females multiplied by the percentage increase in award rates of pay. (The same equation applies to men.)

For adult non-managerial employees, the EEH survey indicates that female award-reliant employees earned 66 per cent of the AHOTCE of female other employees as at 2010. Hence a 1 per cent increase in award rates of pay will, given the assumptions above, reduce this difference by about 0.66 percentage points (Table 9.4). (Applying a 4 per cent increase to award rates of pay would reduce the earnings difference between award-reliant and other employees by 2.62 per cent.)

The reduction in the difference in AHOTCE between female award-reliant and other female employees is only slightly greater for a 1 per cent increase compared with the equivalent flat rate increase of $0.19 per hour, with the latter reducing the difference by about 0.65 percentage points, This result again reflects that award-reliant females benefit less from a flat dollar increase compared with the equivalent percentage increase.

Because the difference in AHOTCE between male award-reliant employees and other male employees is more substantial than for females, the reduction in the difference in AHOTCE is smaller, with a 1 per cent increase in award rates of pay reducing the difference in AHOTCE between male award-reliant employees and other male employees by 0.56 percentage points (Table 9.4). (Applying a 4 per cent increase to award rates of pay would reduce the earnings difference between male award-reliant and male other employees by 2.24 per cent.)

In comparison, a flat rate increase of about $0.19 in award rates of pay would reduce this difference by 0.57 percentage points, which is slightly more effective than a 1 per cent increase. This result reflects that, in contrast to females, award-reliant males benefit more from a flat dollar increase compared with the equivalent percentage increase.

The reductions vary by skill level depending on the respective ratios of AHOTCE for award-reliant employees relative to other employees for each skill level, with the results varying more widely by skill level for a flat dollar increase. Based across adult non-casual non-managerial employees of comparable skill, a percentage increase is more effective in terms of bringing the hourly earnings of award-reliant males and females at skill levels 1 and 2 closer to parity with the earnings of their non-award counterparts. At skill levels 3 and below, a flat rate increase becomes more effective.

In general, the effect of a percentage increase in award rates of pay on reducing the difference in earnings between award-reliant and other employees is greater for females than males because of the smaller gap in earnings between award-reliant and other females. This difference in effect is likely to be a little smaller for a flat dollar increase, because award-reliant females are more concentrated at the higher end of the wages distribution.

Table 9.3: Estimated change in percentage points of AHOTCE of female award-reliant employees to AHOTCE of other female employees for adult non-managerial employees from various increases in earnings for award-reliant employees

Skill level	Increase in earnings for award-reliant employees			
	1 per cent increase	$0.19 increase	4 per cent increase	$0.75 increase
All	0.66	0.65	2.62	2.58
Skill level 1	0.75	0.48	3.01	1.91
Skill level 2	0.77	0.65	3.07	2.59
Skill level 3	0.65	0.68	2.61	2.71
Skill level 4	0.78	0.79	3.13	3.18
Skill level 5	0.84	0.92	3.34	3.70

Source: ABS, Microdata: Employee Earnings and Hours, Expanded CURF, Australia, Catalogue No. 6306.0.55.001, May 2010.

Table 9.4: Estimated change in percentage points of AHOTCE of male award-reliant employees to AHOTCE of other male employees for adult non-managerial employees from various increases in earnings for award-reliant employees

Skill level	Increase in earnings for award-reliant employees			
	1 per cent increase	$0.19 increase	4 per cent increase	$0.75 increase
All	0.56	0.57	2.24	2.29
Skill level 1	0.60	0.40	2.38	1.59
Skill level 2	0.62	0.51	2.49	2.04
Skill level 3	0.60	0.61	2.40	2.46
Skill level 4	0.68	0.68	2.73	2.74
Skill level 5	0.75	0.82	2.98	3.30

Source: ABS, Microdata: Employee Earnings and Hours, Expanded CURF, Australia, Catalogue No. 6306.0.55.001, May 2010.

Again, under the alternative non-wage neutral scenarios discussed, the percentage increase will be higher than for the main scenarios for any given flat dollar increase. Therefore, the increases in the ratios of AHOTCE for award-reliant employees compared with other employees—for both females and males—will also be higher under the new percentage scenario, again because award-reliant employees receive a high average percentage increase in pay.

9.5 Effects of a 'hybrid' increase in award rates of pay

Another possible form of increase in award rates of pay is a 'hybrid' increase, which combines a flat dollar increase for some award-reliant workers with a percentage increase for other award-reliant workers. Such an increase was, for example, proposed by the Australian Council of Trade Unions (ACTU) in its submission to the 2010–11 Annual Wage Review (ACTU 2011: 3, para. 1.1).

There are many possible forms of a hybrid increase. This section looks at the effects on the differences in earnings between males and females from a hybrid increase in award rates of pay of a similar form to that proposed by the ACTU. This involves:

- a percentage increase for award-reliant workers with AHOTCE above the hourly rate of pay for the C10 classification rate in the *Manufacturing and Associated Industries and Occupations Award 2010* (as of May 2010); and
- a flat dollar increase for award-reliant workers with AHOTCE equal to or less than the hourly rate of pay for the C10 classification rate (as of May 2010).

The flat dollar increase is of an amount required for award-reliant workers at the C10 rate to receive a percentage increase in pay equal to the percentage increase for award-reliant workers earning above the C10 rate. For a 1 per cent increase in award rates of pay above the C10 rate the corresponding flat dollar increase is $0.17 per hour, and for a 4 per cent increase in award rates of pay it is $0.67 per hour.

Note that with these scenarios the average percentage increase in pay for award-reliant employees is higher than the 1 per cent and 4 per cent scenarios, and their corresponding flat dollar increase scenarios, that were presented above. That is, the above flat dollar and percentage increase scenarios were 'wage bill neutral' in terms of providing the same average increase in earnings for award-reliant employees, but the hybrid scenario used here provides a higher average increase in earnings for award-reliant employees, so it is not directly comparable with the other scenarios in terms of its effect.

For award-reliant employees, the hybrid increase lowers the ratio of female to male AHOTCE. For the 1 per cent hybrid scenario, the reduction in this ratio is 0.02 percentage points, while for the 4 per cent hybrid scenario it is 0.07 percentage points (Table 9.5). For most of the skill levels there is little change in the ratio of female to male AHOTCE, even for the 4 per cent hybrid scenario.[17]

For all employees, the ratio of female to male AHOTCE increased (that is, the gender pay gap decreased) under the hybrid scenarios. For the 1 per cent hybrid scenario, the increase in this ratio (decrease in the gender pay gap) is 0.04 percentage points, while for the 4 per cent hybrid scenario it is 0.17 percentage points (Table 9.6). The ratio of female to male AHOTCE also increases (the gender pay gap decreases) at each skill level.

The 1 per cent and 4 per cent hybrid scenarios reduce the overall gender pay gap by more than the corresponding percentage only increase scenarios, as under the hybrid scenarios award-reliant employees on average receive a higher increase in earnings, and award-reliance is greater among females. The gender pay gap is also reduced by more than it would be for a flat dollar scenario where the flat dollar amount was equivalent to the amount received by award-reliant workers earning at or below the C10 rate. Again, this would be because award-reliant employees on average would receive a higher increase in earnings under the hybrid scenario.

17 In contrast, the ratio of female to male AHOTCE rose for some skill levels under a flat dollar increase, particularly at skill levels 2 and 3, with AHOTCE for males being higher at these skill levels. These contrasting results suggest that, for these skill levels, while males earn more on average, a higher percentage of females earn more than the C10 rate.

Table 9.5: Estimated change in percentage points of ratio of female AHOTCE to male AHOTCE for adult award-reliant non-managerial employees from various hybrid increases in earnings for award-reliant employees

Skill level	Increase in earnings for award-reliant employees	
	$0.17 per hour up to C10 1 per cent above C10	$0.67 per hour up to C10 4 per cent above C10
All	-0.02	-0.07
Skill level 1	-0.01	-0.02
Skill level 2	0.00	-0.01
Skill level 3	0.00	-0.02
Skill level 4	0.00	-0.01
Skill level 5	-0.01	-0.06

Source: ABS, Microdata: Employee Earnings and Hours, Expanded CURF, Australia, Catalogue No. 6306.0.55.001, May 2010.

Table 9.6: Estimated change in percentage points of overall ratio of female AHOTCE to male AHOTCE for adult non-managerial employees from various hybrid increases in earnings for award-reliant employees

Skill level	Increase in earnings for award-reliant employees	
	$0.17 per hour up to C10 1 per cent above C10	$0.67 per hour up to C10 4 per cent above C10
All	0.04	0.17
Skill level 1	0.02	0.08
Skill level 2	0.04	0.16
Skill level 3	0.02	0.10
Skill level 4	0.06	0.26
Skill level 5	0.11	0.44

Source: ABS, Microdata: Employee Earnings and Hours, Expanded CURF, Australia, Catalogue No. 6306.0.55.001, May 2010.

9.6 Effects for different populations of employees

In this chapter, results were presented for a population of employees that included casual employees. Scenarios were also run when casual employees were excluded.[18] The results are essentially the same as when casual employees are included (see Appendix E), that is:

- a flat dollar increase would deliver a lower benefit to award-reliant females compared with award-reliant males,
- a one-off moderate increase (either flat or percentage) in award rates of pay would make little difference to the overall difference in earnings between males and females, however decreases in the gender pay gap would be cumulative over time, and
- increasing award rates of pay (holding other rates of pay constant) decreases the gap between award-reliant females and other females more than the gap between award-reliant males and other males.

There are some differences in the magnitude of the effects when casual employees are excluded. When they are excluded, a flat dollar increase delivers an even lower benefit to award-reliant females compared with award-reliant males, because the ratio of female to male AHOTCE is higher for award-reliant non-casual employees. Also the overall gender pay gap is reduced by less, because the difference in award reliance between females and males is lower (3 percentage points for non-casual employees compared to 5 percentage points when casual employees are included).

In this chapter, results have not been presented for full-time adult non-casual employees (including managerial employees). It would be expected though that, as the main results in relation to differences in earnings for adult non-managerial employees (and adult non-casual non-managerial employees) also held for differences in earnings for full-time adult non-casual employees, then the main results listed above in relation to the effects of increases in award rates of pay would also hold.

As was shown in chapter 8, if managerial employees are included in the HILDA survey data, then award-reliant males are found to earn more than award-reliant females. If this was the case then a flat dollar increase would deliver a *higher* benefit to award-reliant females compared with award-reliant males. Given that the EEH survey data is more reliable in terms of measuring award-reliance, it is reasonable to give more weight to the findings from the EEH survey and conclude that a flat dollar increase delivers a lower benefit to award-reliant females compared with award-reliant males than a percentage increase. The difference in the relative benefit received by award-reliant females from a flat dollar increase compared with a percentage increase is cumulative over consecutive years.

18 In this case the flat dollar increase that provides an average change of 1 percentage point in the earnings of award-reliant employees is slightly larger, at $0.20 per hour.

10 Conclusions

In this report, it was shown that adult award-reliant females earned slightly more than adult award-reliant males. However, a higher proportion of adult award-reliant females were in higher skilled occupations than adult award-reliant males. If award-reliant males and award-reliant females were divided into 'comparable' groups based on occupational skill level, then in some cases award-reliant females earned more than comparable award-reliant males, and in some cases they earned less. There were also differences in other characteristics of award-reliant females and males, such as differences in education and industry employed in, that could help explain the differences in earnings. The results for award-reliant employees were in contrast to results for other adult award-reliant employees, with males in this group earning significantly more than females, both overall and at each skill level. This is consistent with previous evidence that differences in earnings between males and females are smaller for more centralised methods of setting pay, including award rates of pay.

It was shown that, based on the EEH survey data, moderate changes in award rates of pay would be expected to have only a small effect on the overall differences in earnings between males and females. This is because there is only a small difference between the percentages of males and females who are award-reliant. Abstracting from any wage 'flow-on' and employment effects, a flat dollar increase in award rates of pay would be expected to have a lower effect than a percentage increase on reducing the overall difference in earnings between males and females, as award-reliant females tend to be located higher than award-reliant males in the wage distribution (although this is not true for the lower skill levels). However, the greater impact on reducing the gender pay gap through percentage rather than flat dollar increases would be increased cumulatively over time.

There are many possible forms of hybrid increases which could combine a flat dollar and a percentage increase, and the effects of a hybrid increase will depend upon the particular form it takes. In this report, the effects were shown for a hybrid increase where award-reliant employees earning above the C10 classification rate receive a percentage increase, and award-reliant employees earning at the C10 classification rate or below receive the flat dollar amount required for award-reliant workers at the C10 rate to receive a percentage increase in pay equal to the percentage increase for award-reliant workers earning above the C10 rate. This scenario would reduce the overall gender pay gap by more than a:

- percentage increase only (where the per cent applied is equivalent to the percentage for award-reliant workers earning above C10 in the hybrid model); and by more than
- a flat dollar increase only (where the flat dollar amount is equivalent to the amount received by award-reliant workers earning at or below the C10 rate).

The analysis in this report, though it made comparisons between employees on the basis on their occupational skill level, is still fairly broad, due largely to the data available. Within those skill levels, there may be occupational groups and sectors for which significant gender pay gaps exist, either within or between sectors.

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Appendix A Predominant and assigned skill levels for ANZSCO occupational groups

Table A.1: Predominant and assigned skill levels for ANZSCO sub-major (2-digit) occupational groups

Major Group				
	Sub-Major Group		Predominant skill level(s)	Assigned skill level
1	**MANAGERS**			**1**
	11	Chief Executives, General Managers and Legislators	1	1
	12	Farmers and Farm Managers	1	1
	13	Specialist Managers	1	1
	14	Hospitality, Retail and Service Managers	2	2
2	**PROFESSIONALS**			**1**
	21	Arts and Media Professionals	1	1
	22	Business, Human Resource and Marketing Professionals	1	1
	23	Design, Engineering, Science and Transport Professionals	1	1
	24	Education Professionals	1	1
	25	Health Professionals	1	1
	26	ICT Professionals	1	1
	27	Legal, Social and Welfare Professionals	1	1
3	**TECHNICIANS AND TRADES WORKERS**			**3**
	31	Engineering, ICT and Science Technicians	2	2
	32	Automotive and Engineering Trades Workers	3	3
	33	Construction Trades Workers	3	3
	34	Electrotechnology and Telecommunications Trades Workers	3	3
	35	Food Trades Workers	2, 3	3
	36	Skilled Animal and Horticultural Workers	3	3
	39	Other Technicians and Trades Workers	3	3
4	**COMMUNITY AND PERSONAL SERVICE WORKERS**			
	41	Health and Welfare Support Workers	2	2
	42	Carers and Aides	4	4
	43	Hospitality Workers	4, 5	4
	44	Protective Service Workers	2, 3, 4, 5	3
	45	Sports and Personal Service Workers	3, 4	4

Major Group				
	Sub-Major Group		Predominant skill level(s)	Assigned skill level
5	**CLERICAL AND ADMINISTRATIVE WORKERS**			
	51	Office Managers and Program Administrators	2	2
	52	Personal Assistants and Secretaries	3	3
	53	General Clerical Workers	4	4
	54	Inquiry Clerks and Receptionists	4	4
	55	Numerical Clerks	4	4
	56	Clerical and Office Support Workers	5	5
	59	Other Clerical and Administrative Workers	3, 4	4
6	**SALES WORKERS**			**5**
	61	Sales Representatives and Agents	3, 4	3
	62	Sales Assistants and Salespersons	5	5
	63	Sales Support Workers	5	5
7	**MACHINERY OPERATORS AND DRIVERS**			**4**
	71	Machine and Stationary Plant Operators	4	4
	72	Mobile Plant Operators	4	4
	73	Road and Rail Drivers	4	4
	74	Storepersons	4	4
8	**LABOURERS**			**5**
	81	Cleaners and Laundry Workers	5	5
	82	Construction and Mining Labourers	4, 5	5
	83	Factory Process Workers	5	5
	84	Farm, Forestry and Garden Workers	5	5
	85	Food Preparation Assistants	5	5
	89	Other Labourers	5	5

Source: ABS (2006), *ANZSCO - Australian and New Zealand Standard Classification of Occupations, First Edition*, Catalogue No. 1220.0.

Table A.2: Predominant and assigned skill levels for ANZSCO minor (3-digit) occupational groups

Major Group					
	Sub-Major Group				
		Minor Group		Predominant skill level(s)	Assigned skill level
1	**MANAGERS**				
	11	Chief Executives, General Managers and Legislators			
		111	Chief Executives, General Managers and Legislators	1	1
	12	Farmers and Farm Managers			
		121	Farmers and Farm Managers	1	1
	13	Specialist Managers			
		131	Advertising, Public Relations and Sales Managers	1	1
		132	Business Administration Managers	1	1
		133	Construction, Distribution and Production Managers	1	1
		134	Education, Health and Welfare Services Managers	1	1
		135	ICT Managers	1	1
		139	Miscellaneous Specialist Managers	1	1
	14	Hospitality, Retail and Service Managers			
		141	Accommodation and Hospitality Managers	2	2
		142	Retail Managers	2	2
		149	Miscellaneous Hospitality, Retail and Service Managers	2	2
2	**PROFESSIONALS**				
	21	Arts and Media Professionals			
		211	Arts Professionals	1	1
		212	Media Professionals	1	1
	22	Business, Human Resource and Marketing Professionals			
		221	Accountants, Auditors and Company Secretaries	1	1
		222	Financial Brokers and Dealers, and Investment Advisers	1, 2	1
		223	Human Resource and Training Professionals	1	1
		224	Information and Organisation Professionals	1	1
		225	Sales, Marketing and Public Relations Professionals	1	1
	23	Design, Engineering, Science and Transport Professionals			
		231	Air and Marine Transport Professionals	1	1
		232	Architects, Designers, Planners and Surveyors	1	1
		233	Engineering Professionals	1	1
		234	Natural and Physical Science Professionals	1	1
	24	Education Professionals			
		241	School Teachers	1	1
		242	Tertiary Education Teachers	1	1

Major Group					
	Sub-Major Group				
		Minor Group		Predominant skill level(s)	Assigned skill level
		249	Miscellaneous Education Professionals	1	1
	25	Health Professionals			
		251	Health Diagnostic and Promotion Professionals	1	1
		252	Health Therapy Professionals	1	1
		253	Medical Practitioners	1	1
		254	Midwifery and Nursing Professionals	1	1
	26	ICT Professionals			
		261	Business and Systems Analysts, and Programmers	1	1
		262	Database and Systems Administrators, and ICT Security Specialists	1	1
		263	ICT Network and Support Professionals	1	1
	27	Legal, Social and Welfare Professionals			
		271	Legal Professionals	1	1
		272	Social and Welfare Professionals	1	1
3	**TECHNICIANS AND TRADES WORKERS**				
	31	Engineering, ICT and Science Technicians			
		311	Agricultural, Medical and Science Technicians	2	2
		312	Building and Engineering Technicians	2	2
		313	ICT and Telecommunications Technicians	2	2
	32	Automotive and Engineering Trades Workers			
		321	Automotive Electricians and Mechanics	3	3
		322	Fabrication Engineering Trades Workers	3	3
		323	Mechanical Engineering Trades Workers	3	3
		324	Panelbeaters, and Vehicle Body Builders, Trimmers and Painters	3	3
	33	Construction Trades Workers			
		331	Bricklayers, and Carpenters and Joiners	3	3
		332	Floor Finishers and Painting Trades Workers	3	3
		333	Glaziers, Plasterers and Tilers	3	3
		334	Plumbers	3	3
	34	Electrotechnology and Telecommunications Trades Workers			
		341	Electricians	3	3
		342	Electronics and Telecommunications Trades Workers	3	3
	35	Food Trades Workers			
		351	Food Trades Workers	3	3
	36	Skilled Animal and Horticultural Workers			
		361	Animal Attendants and Trainers, and Shearers	3	3
		362	Horticultural Trades Workers	3	3

Major Group	Sub-Major Group	Minor Group		Predominant skill level(s)	Assigned skill level
	39	Other Technicians and Trades Workers			
		391	Hairdressers	3	3
		392	Printing Trades Workers	3	3
		393	Textile, Clothing and Footwear Trades Workers	3	3
		394	Wood Trades Workers	3	3
		399	Miscellaneous Technicians and Trades Workers	3	3
4	**COMMUNITY AND PERSONAL SERVICE WORKERS**				
	41	Health and Welfare Support Workers			
		411	Health and Welfare Support Workers	2	2
	42	Carers and Aides			
		421	Child Carers	4	4
		422	Education Aides	4	4
		423	Personal Carers and Assistants	4	4
	43	Hospitality Workers			
		431	Hospitality Workers	4, 5	4
	44	Protective Service Workers			
		441	Defence Force Members, Fire Fighters and Police	2, 3	3
		442	Prison and Security Officers	4, 5	4
	45	Sports and Personal Service Workers			
		451	Personal Service and Travel Workers	3, 4	4
		452	Sports and Fitness Workers	3, 4	4
5	**CLERICAL AND ADMINISTRATIVE WORKERS**				
	51	Office Managers and Program Administrators			
		511	Contract, Program and Project Administrators	2	2
		512	Office and Practice Managers	2	2
	52	Personal Assistants and Secretaries			
		521	Personal Assistants and Secretaries	3	3
	53	General Clerical Workers			
		531	General Clerks	4	4
		532	Keyboard Operators	4	4
	54	Inquiry Clerks and Receptionists			
		541	Call or Contact Centre Information Clerks	4	4
		542	Receptionists	4	4
	55	Numerical Clerks			
		551	Accounting Clerks and Bookkeepers	4	4
		552	Financial and Insurance Clerks	4	4
	56	Clerical and Office Support Workers			
		561	Clerical and Office Support Workers	5	5
	59	Other Clerical and Administrative Workers			
		591	Logistics Clerks	4	4

Major Group					
	Sub-Major Group				
		Minor Group		Predominant skill level(s)	Assigned skill level
		599	Miscellaneous Clerical and Administrative Workers	3, 4	4
6	**SALES WORKERS**				
	61	Sales Representatives and Agents			
		611	Insurance Agents and Sales Representatives	3, 4	3
		612	Real Estate Sales Agents	3	3
	62	Sales Assistants and Salespersons			
		621	Sales Assistants and Salespersons	5	5
	63	Sales Support Workers			
		631	Checkout Operators and Office Cashiers	5	5
		639	Miscellaneous Sales Support Workers	3, 4, 5	5
7	**MACHINERY OPERATORS AND DRIVERS**				
	71	Machine and Stationary Plant Operators			
		711	Machine Operators	4	4
		712	Stationary Plant Operators	4	4
	72	Mobile Plant Operators			
		721	Mobile Plant Operators	4	4
	73	Road and Rail Drivers			
		731	Automobile, Bus and Rail Drivers	4	4
		732	Delivery Drivers	4	4
		733	Truck Drivers	4	4
	74	Storepersons			
		741	Storepersons	4	4
8	**LABOURERS**				
	81	Cleaners and Laundry Workers			
		811	Cleaners and Laundry Workers	5	5
	82	Construction and Mining Labourers			
		821	Construction and Mining Labourers	4, 5	5
	83	Factory Process Workers			
		831	Food Process Workers	4, 5	5
		832	Packers and Product Assemblers	5	5
		839	Miscellaneous Factory Process Workers	4, 5	5
	84	Farm, Forestry and Garden Workers			
		841	Farm, Forestry and Garden Workers	5	5
	85	Food Preparation Assistants			
		851	Food Preparation Assistants	5	5
	89	Other Labourers			
		891	Freight Handlers and Shelf Fillers	5	5
		899	Miscellaneous Labourers	4, 5	5

Source: ABS (2006), *ANZSCO—Australian and New Zealand Standard Classification of Occupations, First Edition*, Catalogue No. 1220.0.

Table A.3: Predominant and assigned skill levels for ANZSCO unit (4-digit) occupational groups

Major Group	Sub-Major Group	Minor Group	Unit Group		Predominant skill level(s)	Assigned skill level
1	**MANAGERS**					
	11	Chief Executives, General Managers and Legislators				
		111	Chief Executives, General Managers and Legislators			
			1111	Chief Executives and Managing Directors	1	1
			1112	General Managers	1	1
			1113	Legislators	1	1
	12	Farmers and Farm Managers				
		121	Farmers and Farm Managers			
			1211	Aquaculture Farmers	1	1
			1212	Crop Farmers	1	1
			1213	Livestock Farmers	1	1
			1214	Mixed Crop and Livestock Farmers	1	1
	13	Specialist Managers				
		131	Advertising, Public Relations and Sales Managers			
			1311	Advertising, Public Relations and Sales Managers	1	1
		132	Business Administration Managers			
			1321	Corporate Services Managers	1	1
			1322	Finance Managers	1	1
			1323	Human Resource Managers	1	1
			1324	Policy and Planning Managers	1	1
			1325	Research and Development Managers	1	1
		133	Construction, Distribution and Production Managers			
			1331	Construction Managers	1	1
			1332	Engineering Managers	1	1
			1333	Importers, Exporters and Wholesalers	1	1
			1334	Manufacturers	1	1
			1335	Production Managers	1	1
			1336	Supply and Distribution Managers	1	1
		134	Education, Health and Welfare Services Managers			
			1341	Child Care Centre Managers	1	1
			1342	Health and Welfare Services Managers	1	1
			1343	School Principals	1	1
			1344	Other Education Managers	1	1
		135	ICT Managers			
			1351	ICT Managers	1	1

Major Group	Sub-Major Group	Minor Group	Unit Group		Predominant skill level(s)	Assigned skill level
		139	Miscellaneous Specialist Managers			
			1391	Commissioned Officers (Management)	1	1
			1392	Senior Non-commissioned Defence Force Members	1	1
			1399	Other Specialist Managers	1	1
	14	Hospitality, Retail and Service Managers				
		141	Accommodation and Hospitality Managers			
			1411	Cafe and Restaurant Managers	2	2
			1412	Caravan Park and Camping Ground Managers	2	2
			1413	Hotel and Motel Managers	2	2
			1414	Licensed Club Managers	2	2
			1419	Other Accommodation and Hospitality Managers	2	2
		142	Retail Managers			
			1421	Retail Managers	2	2
		149	Miscellaneous Hospitality, Retail and Service Managers			
			1491	Amusement, Fitness and Sports Centre Managers	2	2
			1492	Call or Contact Centre and Customer Service Managers	2	2
			1493	Conference and Event Organisers	2	2
			1494	Transport Services Managers	2	2
			1499	Other Hospitality, Retail and Service Managers	2	2
2	**PROFESSIONALS**					
	21	Arts and Media Professionals				
		211	Arts Professionals			
			2111	Actors, Dancers and Other Entertainers	1	1
			2112	Music Professionals	1	1
			2113	Photographers	1	1
			2114	Visual Arts and Crafts Professionals	1	1
		212	Media Professionals			
			2121	Artistic Directors, and Media Producers and Presenters	1	1
			2122	Authors, and Book and Script Editors	1	1
			2123	Film, Television, Radio and Stage Directors	1	1
			2124	Journalists and Other Writers	1	1
	22	Business, Human Resource and Marketing Professionals				
		221	Accountants, Auditors and Company Secretaries			
			2211	Accountants	1	1

Major Group	Sub-Major Group	Minor Group	Unit Group		Predominant skill level(s)	Assigned skill level
			2212	Auditors, Company Secretaries and Corporate Treasurers	1	1
		222	Financial Brokers and Dealers, and Investment Advisers			
			2221	Financial Brokers	2	2
			2222	Financial Dealers	1	1
			2223	Financial Investment Advisers and Managers	1	1
		223	Human Resource and Training Professionals			
			2231	Human Resource Professionals	1	1
			2232	ICT Trainers	1	1
			2233	Training and Development Professionals	1	1
		224	Information and Organisation Professionals			
			2241	Actuaries, Mathematicians and Statisticians	1	1
			2242	Archivists, Curators and Records Managers	1	1
			2243	Economists	1	1
			2244	Intelligence and Policy Analysts	1	1
			2245	Land Economists and Valuers	1	1
			2246	Librarians	1	1
			2247	Management and Organisation Analysts	1	1
			2249	Other Information and Organisation Professionals	1	1
		225	Sales, Marketing and Public Relations Professionals			
			2251	Advertising and Marketing Professionals	1	1
			2252	ICT Sales Professionals	1	1
			2253	Public Relations Professionals	1	1
			2254	Technical Sales Representatives	1	1
	23	Design, Engineering, Science and Transport Professionals				
		231	Air and Marine Transport Professionals			
			2311	Air Transport Professionals	1	1
			2312	Marine Transport Professionals	1	1
		232	Architects, Designers, Planners and Surveyors			
			2321	Architects and Landscape Architects	1	1
			2322	Surveyors and Spatial Scientists	1	1
			2323	Fashion, Industrial and Jewellery Designers	1	1
			2324	Graphic and Web Designers, and Illustrators	1	1
			2325	Interior Designers	1	1
			2326	Urban and Regional Planners	1	1
		233	Engineering Professionals			
			2331	Chemical and Materials Engineers	1	1

Major Group						
	Sub-Major Group					
		Minor Group				
			Unit Group		Predominant skill level(s)	Assigned skill level
			2332	Civil Engineering Professionals	1	1
			2333	Electrical Engineers	1	1
			2334	Electronics Engineers	1	1
			2335	Industrial, Mechanical and Production Engineers	1	1
			2336	Mining Engineers	1	1
			2339	Other Engineering Professionals	1	1
		234	Natural and Physical Science Professionals			
			2341	Agricultural and Forestry Scientists	1	1
			2342	Chemists, and Food and Wine Scientists	1	1
			2343	Environmental Scientists	1	1
			2344	Geologists and Geophysicists	1	1
			2345	Life Scientists	1	1
			2346	Medical Laboratory Scientists	1	1
			2347	Veterinarians	1	1
			2349	Other Natural and Physical Science Professionals	1	1
	24	Education Professionals				
		241	School Teachers			
			2411	Early Childhood (Pre-primary School) Teachers	1	1
			2412	Primary School Teachers	1	1
			2413	Middle School Teachers (Aus) / Intermediate School Teachers (NZ)	1	1
			2414	Secondary School Teachers	1	1
			2415	Special Education Teachers	1	1
		242	Tertiary Education Teachers			
			2421	University Lecturers and Tutors	1	1
			2422	Vocational Education Teachers (Aus) / Polytechnic Teachers (NZ)	1	1
		249	Miscellaneous Education Professionals			
			2491	Education Advisers and Reviewers	1	1
			2492	Private Tutors and Teachers	1	1
			2493	Teachers of English to Speakers of Other Languages	1	1
	25	Health Professionals				
		251	Health Diagnostic and Promotion Professionals			
			2511	Dietitians	1	1
			2512	Medical Imaging Professionals	1	1
			2513	Occupational and Environmental Health Professionals	1	1

Major Group	Sub-Major Group	Minor Group	Unit Group		Predominant skill level(s)	Assigned skill level
			2514	Optometrists and Orthoptists	1	1
			2515	Pharmacists	1	1
			2519	Other Health Diagnostic and Promotion Professionals	1	1
		252	Health Therapy Professionals			
			2521	Chiropractors and Osteopaths	1	1
			2522	Complementary Health Therapists	1	1
			2523	Dental Practitioners	1	1
			2524	Occupational Therapists	1	1
			2525	Physiotherapists	1	1
			2526	Podiatrists	1	1
			2527	Speech Professionals and Audiologists	1	1
		253	Medical Practitioners			
			2531	Generalist Medical Practitioners	1	1
			2532	Anaesthetists	1	1
			2533	Specialist Physicians	1	1
			2534	Psychiatrists	1	1
			2535	Surgeons	1	1
			2539	Other Medical Practitioners	1	1
		254	Midwifery and Nursing Professionals			
			2541	Midwives	1	1
			2542	Nurse Educators and Researchers	1	1
			2543	Nurse Managers	1	1
			2544	Registered Nurses	1	1
	26	ICT Professionals				
		261	Business and Systems Analysts, and Programmers			
			2611	ICT Business and Systems Analysts	1	1
			2612	Multimedia Specialists and Web Developers	1	1
			2613	Software and Applications Programmers	1	1
		262	Database and Systems Administrators, and ICT Security Specialists			
			2621	Database and Systems Administrators, and ICT Security Specialists	1	1
		263	ICT Network and Support Professionals			
			2631	Computer Network Professionals	1	1
			2632	ICT Support and Test Engineers	1	1
			2633	Telecommunications Engineering Professionals	1	1
	27	Legal, Social and Welfare Professionals				
		271	Legal Professionals			

Major Group	Sub-Major Group	Minor Group	Unit Group		Predominant skill level(s)	Assigned skill level
			2711	Barristers	1	1
			2712	Judicial and Other Legal Professionals	1	1
			2713	Solicitors	1	1
		272	Social and Welfare Professionals			
			2721	Counsellors	1	1
			2722	Ministers of Religion	1	1
			2723	Psychologists	1	1
			2724	Social Professionals	1	1
			2725	Social Workers	1	1
			2726	Welfare, Recreation and Community Arts Workers	1	1
3	**TECHNICIANS AND TRADES WORKERS**					
	31	Engineering, ICT and Science Technicians				
		311	Agricultural, Medical and Science Technicians			
			3111	Agricultural Technicians	2	2
			3112	Medical Technicians	2, 3	2
			3113	Primary Products Inspectors	2	2
			3114	Science Technicians	2	2
		312	Building and Engineering Technicians			
			3121	Architectural, Building and Surveying Technicians	2	2
			3122	Civil Engineering Draftspersons and Technicians	2	2
			3123	Electrical Engineering Draftspersons and Technicians	2	2
			3124	Electronic Engineering Draftspersons and Technicians	2	2
			3125	Mechanical Engineering Draftspersons and Technicians	2	2
			3126	Safety Inspectors	2	2
			3129	Other Building and Engineering Technicians	2	2
		313	ICT and Telecommunications Technicians			
			3131	ICT Support Technicians	2	2
			3132	Telecommunications Technical Specialists	2	2
	32	Automotive and Engineering Trades Workers				
		321	Automotive Electricians and Mechanics			
			3211	Automotive Electricians	3	3
			3212	Motor Mechanics	3	3
		322	Fabrication Engineering Trades Workers			
			3221	Metal Casting, Forging and Finishing Trades Workers	3	3
			3222	Sheetmetal Trades Workers	3	3
			3223	Structural Steel and Welding Trades Workers	3	3

Major Group	Sub-Major Group	Minor Group	Unit Group		Predominant skill level(s)	Assigned skill level
		323	Mechanical Engineering Trades Workers			
			3231	Aircraft Maintenance Engineers	3	3
			3232	Metal Fitters and Machinists	3	3
			3233	Precision Metal Trades Workers	3	3
			3234	Toolmakers and Engineering Patternmakers	3	3
		324	Panelbeaters, and Vehicle Body Builders, Trimmers and Painters			
			3241	Panelbeaters	3	3
			3242	Vehicle Body Builders and Trimmers	3	3
			3243	Vehicle Painters	3	3
	33	Construction Trades Workers				
		331	Bricklayers, and Carpenters and Joiners			
			3311	Bricklayers and Stonemasons	3	3
			3312	Carpenters and Joiners	3	3
		332	Floor Finishers and Painting Trades Workers			
			3321	Floor Finishers	3	3
			3322	Painting Trades Workers	3	3
		333	Glaziers, Plasterers and Tilers			
			3331	Glaziers	3	3
			3332	Plasterers	3	3
			3333	Roof Tilers	3	3
			3334	Wall and Floor Tilers	3	3
		334	Plumbers			
			3341	Plumbers	3	3
	34	Electrotechnology and Telecommunications Trades Workers				
		341	Electricians			
			3411	Electricians	3	3
		342	Electronics and Telecommunications Trades Workers			
			3421	Airconditioning and Refrigeration Mechanics	3	3
			3422	Electrical Distribution Trades Workers	3	3
			3423	Electronics Trades Workers	3	3
			3424	Telecommunications Trades Workers	3	3
	35	Food Trades Workers				
		351	Food Trades Workers			
			3511	Bakers and Pastrycooks	3	3
			3512	Butchers and Smallgoods Makers	3	3
			3513	Chefs	2	2

Major Group	Sub-Major Group	Minor Group	Unit Group		Predominant skill level(s)	Assigned skill level
			3514	Cooks	3	3
	36	Skilled Animal and Horticultural Workers				
		361	Animal Attendants and Trainers, and Shearers			
			3611	Animal Attendants and Trainers	3	3
			3612	Shearers	3	3
			3613	Veterinary Nurses	3	3
		362	Horticultural Trades Workers			
			3621	Florists	3	3
			3622	Gardeners	3	3
			3623	Greenkeepers	3	3
			3624	Nurserypersons	3	3
	39	Other Technicians and Trades Workers				
		391	Hairdressers			
			3911	Hairdressers	3	3
		392	Printing Trades Workers			
			3921	Print Finishers and Screen Printers	3	3
			3922	Graphic Pre-press Trades Workers	3	3
			3923	Printers	3	3
		393	Textile, Clothing and Footwear Trades Workers			
			3931	Canvas and Leather Goods Makers	3	3
			3932	Clothing Trades Workers	3	3
			3933	Upholsterers	3	3
		394	Wood Trades Workers			
			3941	Cabinetmakers	3	3
			3942	Wood Machinists and Other Wood Trades Workers	3	3
		399	Miscellaneous Technicians and Trades Workers			
			3991	Boat Builders and Shipwrights	3	3
			3992	Chemical, Gas, Petroleum and Power Generation Plant Operators	3	3
			3993	Gallery, Library and Museum Technicians	2	2
			3994	Jewellers	3	3
			3995	Performing Arts Technicians	3	3
			3996	Signwriters	3	3
			3999	Other Miscellaneous Technicians and Trades Workers	2, 3	3
4	**COMMUNITY AND PERSONAL SERVICE WORKERS**					
	41	Health and Welfare Support Workers				
		411	Health and Welfare Support Workers			

Major Group	Sub-Major Group	Minor Group	Unit Group		Predominant skill level(s)	Assigned skill level
			4111	Ambulance Officers and Paramedics	2	2
			4112	Dental Hygienists, Technicians and Therapists	2	2
			4113	Diversional Therapists	3	3
			4114	Enrolled and Mothercraft Nurses	2	2
			4115	Indigenous Health Workers	2	2
			4116	Massage Therapists	2	2
			4117	Welfare Support Workers	2	2
	42	Carers and Aides				
		421	Child Carers			
			4211	Child Carers	4	4
		422	Education Aides			
			4221	Education Aides	4	4
		423	Personal Carers and Assistants			
			4231	Aged and Disabled Carers	4	4
			4232	Dental Assistants	4	4
			4233	Nursing Support and Personal Care Workers	4	4
			4234	Special Care Workers	4	4
	43	Hospitality Workers				
		431	Hospitality Workers			
			4311	Bar Attendants and Baristas	4	4
			4312	Cafe Workers	5	5
			4313	Gaming Workers	4	4
			4314	Hotel Service Managers	3	3
			4315	Waiters	4	4
			4319	Other Hospitality Workers	5	5
	44	Protective Service Workers				
		441	Defence Force Members, Fire Fighters and Police			
			4411	Defence Force Members - Other Ranks	3	3
			4412	Fire and Emergency Workers	3	3
			4413	Police	2	2
		442	Prison and Security Officers			
			4421	Prison Officers	4	4
			4422	Security Officers and Guards	3, 4, 5	5
	45	Sports and Personal Service Workers				
		451	Personal Service and Travel Workers			
			4511	Beauty Therapists	4	4
			4512	Driving Instructors	3	3

Major Group	Sub-Major Group	Minor Group	Unit Group		Predominant skill level(s)	Assigned skill level
			4513	Funeral Workers	2, 3	3
			4514	Gallery, Museum and Tour Guides	4	4
			4515	Personal Care Consultants	4	4
			4516	Tourism and Travel Advisers	4	4
			4517	Travel Attendants	3	3
			4518	Other Personal Service Workers	3, 4, 5	4
		452	Sports and Fitness Workers			
			4521	Fitness Instructors	4	4
			4522	Outdoor Adventure Guides	4	4
			4523	Sports Coaches, Instructors and Officials	2, 3	3
			4524	Sportspersons	3	3
5	**CLERICAL AND ADMINISTRATIVE WORKERS**					
	51	Office Managers and Program Administrators				
		511	Contract, Program and Project Administrators			
			5111	Contract, Program and Project Administrators	2	2
		512	Office and Practice Managers			
			5121	Office Managers	2	2
			5122	Practice Managers	2	2
	52	Personal Assistants and Secretaries				
		521	Personal Assistants and Secretaries			
			5211	Personal Assistants	3	3
			5212	Secretaries	3	3
	53	General Clerical Workers				
		531	General Clerks			
			5311	General Clerks	4	4
		532	Keyboard Operators			
			5321	Keyboard Operators	4	4
	54	Inquiry Clerks and Receptionists				
		541	Call or Contact Centre Information Clerks			
			5411	Call or Contact Centre Workers	3, 4	4
			5412	Inquiry Clerks	4	4
		542	Receptionists			
			5421	Receptionists	4	4
	55	Numerical Clerks				
		551	Accounting Clerks and Bookkeepers			

Major Group	Sub-Major Group	Minor Group	Unit Group		Predominant skill level(s)	Assigned skill level
			5511	Accounting Clerks	4	4
			5512	Bookkeepers	4	4
			5513	Payroll Clerks	4	4
		552	Financial and Insurance Clerks			
			5521	Bank Workers	4	4
			5522	Credit and Loans Officers (Aus) / Finance Clerks (NZ)	4	4
			5523	Insurance, Money Market and Statistical Clerks	4	4
	56	Clerical and Office Support Workers				
		561	Clerical and Office Support Workers			
			5611	Betting Clerks	5	5
			5612	Couriers and Postal Deliverers	5	5
			5613	Filing and Registry Clerks	5	5
			5614	Mail Sorters	5	5
			5615	Survey Interviewers	5	5
			5616	Switchboard Operators	5	5
			5619	Other Clerical and Office Support Workers	5	5
	59	Other Clerical and Administrative Workers				
		591	Logistics Clerks			
			5911	Purchasing and Supply Logistics Clerks	4	4
			5912	Transport and Despatch Clerks	4	4
		599	Miscellaneous Clerical and Administrative Workers			
			5991	Conveyancers and Legal Executives	2	2
			5992	Court and Legal Clerks	3	3
			5993	Debt Collectors	4	4
			5994	Human Resource Clerks	4	4
			5995	Inspectors and Regulatory Officers	4	4
			5996	Insurance Investigators, Loss Adjusters and Risk Surveyors	3	3
			5997	Library Assistants	4	4
			5999	Other Miscellaneous Clerical and Administrative Workers	3, 4	4
6	**SALES WORKERS**					
	61	Sales Representatives and Agents				
		611	Insurance Agents and Sales Representatives			
			6111	Auctioneers, and Stock and Station Agents	3	3
			6112	Insurance Agents	3	3
			6113	Sales Representatives	4	4

Major Group	Sub-Major Group	Minor Group	Unit Group		Predominant skill level(s)	Assigned skill level
		612	Real Estate Sales Agents			
			6121	Real Estate Sales Agents	2, 3	3
	62	Sales Assistants and Salespersons				
		621	Sales Assistants and Salespersons			
			6211	Sales Assistants (General)	5	5
			6212	ICT Sales Assistants	5	5
			6213	Motor Vehicle and Vehicle Parts Salespersons	4	4
			6214	Pharmacy Sales Assistants	5	5
			6215	Retail Supervisors	4	4
			6216	Service Station Attendants	5	5
			6217	Street Vendors and Related Salespersons	5	5
			6219	Other Sales Assistants and Salespersons	5	5
	63	Sales Support Workers				
		631	Checkout Operators and Office Cashiers			
			6311	Checkout Operators and Office Cashiers	5	5
		639	Miscellaneous Sales Support Workers			
			6391	Models and Sales Demonstrators	5	5
			6392	Retail and Wool Buyers	3	3
			6393	Telemarketers	5	5
			6394	Ticket Salespersons	5	5
			6395	Visual Merchandisers	4	4
			6399	Other Sales Support Workers	5	5
7	**MACHINERY OPERATORS AND DRIVERS**					
	71	Machine and Stationary Plant Operators				
		711	Machine Operators			
			7111	Clay, Concrete, Glass and Stone Processing Machine Operators	4	4
			7112	Industrial Spraypainters	4	4
			7113	Paper and Wood Processing Machine Operators	4	4
			7114	Photographic Developers and Printers	4	4
			7115	Plastics and Rubber Production Machine Operators	4	4
			7116	Sewing Machinists	4	4
			7117	Textile and Footwear Production Machine Operators	4	4
			7119	Other Machine Operators	4	4
		712	Stationary Plant Operators			
			7121	Crane, Hoist and Lift Operators	4	4
			7122	Drillers, Miners and Shot Firers	4	4

Major Group	Sub-Major Group	Minor Group	Unit Group		Predominant skill level(s)	Assigned skill level
			7123	Engineering Production Workers	4	4
			7129	Other Stationary Plant Operators	4	4
	72	Mobile Plant Operators				
		721	Mobile Plant Operators			
			7211	Agricultural, Forestry and Horticultural Plant Operators	4	4
			7212	Earthmoving Plant Operators	4	4
			7213	Forklift Drivers	4	4
			7219	Other Mobile Plant Operators	4	4
	73	Road and Rail Drivers				
		731	Automobile, Bus and Rail Drivers			
			7311	Automobile Drivers	4	4
			7312	Bus and Coach Drivers	4	4
			7313	Train and Tram Drivers	4	4
		732	Delivery Drivers			
			7321	Delivery Drivers	4	4
		733	Truck Drivers			
			7331	Truck Drivers	4	4
	74	Storepersons				
		741	Storepersons			
			7411	Storepersons	4	4
8	**LABOURERS**					
	81	Cleaners and Laundry Workers				
		811	Cleaners and Laundry Workers			
			8111	Car Detailers	5	5
			8112	Commercial Cleaners	5	5
			8113	Domestic Cleaners	5	5
			8114	Housekeepers	5	5
			8115	Laundry Workers	5	5
			8116	Other Cleaners	5	5
	82	Construction and Mining Labourers				
		821	Construction and Mining Labourers			
			8211	Building and Plumbing Labourers	5	5
			8212	Concreters	5	5
			8213	Fencers	4	4
			8214	Insulation and Home Improvement Installers	4	4
			8215	Paving and Surfacing Labourers	5	5

Major Group						
	Sub-Major Group					
		Minor Group				
			Unit Group		Predominant skill level(s)	Assigned skill level
			8216	Railway Track Workers	4	4
			8217	Structural Steel Construction Workers	4	4
			8219	Other Construction and Mining Labourers	5	5
	83	Factory Process Workers				
		831	Food Process Workers			
			8311	Food and Drink Factory Workers	5	5
			8312	Meat Boners and Slicers, and Slaughterers	4	4
			8313	Meat, Poultry and Seafood Process Workers	5	5
		832	Packers and Product Assemblers			
			8321	Packers	5	5
			8322	Product Assemblers	5	5
		839	Miscellaneous Factory Process Workers			
			8391	Metal Engineering Process Workers	5	5
			8392	Plastics and Rubber Factory Workers	5	5
			8393	Product Quality Controllers	4	4
			8394	Timber and Wood Process Workers	5	5
			8399	Other Factory Process Workers	5	5
	84	Farm, Forestry and Garden Workers				
		841	Farm, Forestry and Garden Workers			
			8411	Aquaculture Workers	5	5
			8412	Crop Farm Workers	5	5
			8413	Forestry and Logging Workers	4	4
			8414	Garden and Nursery Labourers	5	5
			8415	Livestock Farm Workers	5	5
			8416	Mixed Crop and Livestock Farm Workers	5	5
			8419	Other Farm, Forestry and Garden Workers	4, 5	5
	85	Food Preparation Assistants				
		851	Food Preparation Assistants			
			8511	Fast Food Cooks	5	5
			8512	Food Trades Assistants	5	5
			8513	Kitchenhands	5	5
	89	Other Labourers				
		891	Freight Handlers and Shelf Fillers			
			8911	Freight and Furniture Handlers	5	5
			8912	Shelf Fillers	5	5
		899	Miscellaneous Labourers			

Major Group						
	Sub-Major Group					
		Minor Group				
			Unit Group		Predominant skill level(s)	Assigned skill level
			8991	Caretakers	5	5
			8992	Deck and Fishing Hands	4	4
			8993	Handypersons	5	5
			8994	Motor Vehicle Parts and Accessories Fitters	4	4
			8995	Printing Assistants and Table Workers	4	4
			8996	Recycling and Rubbish Collectors	5	5
			8997	Vending Machine Attendants	5	5
			8999	Other Miscellaneous Labourers	5	5

Source: ABS (2006), *ANZSCO—Australian and New Zealand Standard Classification of Occupations, First Edition,* Catalogue No. 1220.0.

Appendix B Differences in earnings by gender, EEH survey

Table B.1: Average weekly ordinary time cash earnings (AWOTCE) and composition of employment for full-time adult non-casual employees by skill level and by gender, EEH survey, May 2010.

Skill level	No. of full-time employees ('000s)	AWOTCE ($)	Standard error ($)	No. of employees ('000s)	% of all full-time employees at skill level	% of all full-time employees	% of all male/ female full-time employees	Ratio of female to male AWOTCE	Ratio of female to male employment
		Male							
All	4971.7	1379.60	12.50	2975.0	59.8	59.8	100.0	**84.9**	67.1
Skill level 1	1603.9	1948.40	24.40	878.8	54.8	17.7	29.5	**78.4**	82.5
Skill level 2	684.5	1459.20	21.30	381.3	55.7	7.7	12.8	**77.5**	79.5
Skill level 3	688.8	1097.30	15.10	551.2	80.0	11.1	18.5	**91.0**	25.0
Skill level 4	1428.9	1130.60	18.90	785.0	54.9	15.8	26.4	**83.0**	82.0
Skill level 5	565.6	906.70	10.70	378.7	67.0	7.6	12.7	**87.1**	49.4
		Female							
		1171.90	8.80	1996.7	40.2	40.2	100.0		
		1528.10	16.60	725.1	45.2	14.6	36.3		
		1130.30	16.00	303.2	44.3	6.1	15.2		
		998.10	18.10	137.6	20.0	2.8	6.9		
		938.40	8.60	643.9	45.1	13.0	32.2		
		789.70	11.90	186.9	33.0	3.8	9.4		

Source: ABS (2010), *Employee, Earnings and Hours, Australia, May 2010*, Catalogue No. 6306.0.

Table B.2: Average weekly ordinary time cash earnings (AWOTCE) and composition of employment for full-time adult non-casual award-reliant employees by skill level and by gender, EEH survey, May 2010

Skill level	No. of full-time employees ('000s)	AWOTCE ($)	Standard error ($)	No. of employees ('000s)	% of all full-time employees at skill level	% of all full-time employees	% of all male/ female full-time employees	Ratio of female to male AWOTCE	Ratio of female to male employment
		Male							
All	379.7	739.70	11.40	203.7	53.6	53.6	100.0	103.4	86.4
Skill level 1	30.3	1062.70	61.30	9.6	31.7	2.5	4.7	108.4	215.6
Skill level 2	36.8	910.2	28.70	13.6	37.0	3.6	6.7	**89.1**	170.6
Skill level 3	100.8	696.00	18.20	79.5	78.9	20.9	39.0	100.3	26.8
Skill level 4	113.7	729.90	23.10	50.1	44.1	13.2	24.6	99.4	126.9
Skill level 5	98.2	710.90	15.80	50.9	51.8	13.4	25.0	**92.4**	92.9
		Female							
		765.00	18.40	176.0	46.4	46.4	100.0		
		1151.90	45.90	20.7	68.3	5.5	11.8		
		811.3	37.8	23.2	63.0	6.1	13.2		
		697.90	25.00	21.3	21.1	5.6	12.1		
		725.20	12.00	63.6	55.9	16.8	36.1		
		656.80	17.90	47.3	48.2	12.5	26.9		

Source: ABS (2010), *Employee, Earnings and Hours, Australia, May 2010*, Catalogue No. 6306.0.

Table B.3: Average weekly ordinary time cash earnings (AWOTCE) and composition of employment for full-time adult non-casual other employees by skill level and by gender, EEH survey, May 2010

Skill level	No. of full-time employees ('000s)	AWOTCE ($)	Standard error ($)	No. of employees ('000s)	% of all full-time employees at skill level	% of all full-time employees	% of all male/ female full-time employees	Ratio of female to male AWOTCE	Ratio of female to male employment
		Male							
All	4591.9	1426.60	12.80	2771.3	60.4	60.4	60.4	**84.9**	65.7
Skill level 1	1573.6	1958.20	24.60	869.2	55.2	18.9	18.9	**78.6**	81.0
Skill level 2	647.7	1479.50	21.60	367.7	56.8	8.0	8.0	**78.2**	76.1
Skill level 3	588.0	1164.90	15.70	471.7	80.2	10.3	10.3	**90.4**	24.7
Skill level 4	1315.3	1157.90	19.50	735.0	55.9	16.0	16.0	**83.1**	79.0
Skill level 5	467.4	937.10	11.60	327.8	70.1	7.1	7.1	**89.1**	42.6
		Female							
		1211.20	9.00	1820.6	39.6	39.6	100.0		
		1539.10	17.10	704.4	44.8	15.3	38.7		
		1156.80	15.80	280.0	43.2	6.1	15.4		
		1053.00	19.10	116.3	19.8	2.5	6.4		
		961.80	9.00	580.3	44.1	12.6	31.9		
		834.70	12.40	139.6	29.9	3.0	7.7		

Source: ABS (2010), *Employee, Earnings and Hours, Australia, May 2010*, Catalogue No. 6306.0.

Table B.4: Average hourly ordinary time cash earnings (AHOTCE) and composition of employment for adult non-casual non-managerial employees by skill level and by gender, EEH survey, May 2010

Skill level	No. of employees ('000s)	AHOTCE ($)	Standard error ($)	No. of employees ('000s)	% of all employees at skill level	% of all employees	% of all male/ female employees	Ratio of female to male AHOTCE	Ratio of female to male employment
		Male							
All	6198.2	33.10	0.30	3066.9	49.5	49.5	100.0	**88.2**	102.1
Skill level 1	1701.9	46.00	0.50	741.0	43.5	12.0	24.2	**84.6**	129.7
Skill level 2	816.2	37.50	0.60	380.5	46.6	6.1	12.4	**78.4**	114.5
Skill level 3	767.1	28.50	0.40	574.9	74.9	9.3	18.7	**92.3**	33.4
Skill level 4	1983.3	28.80	0.40	858.8	43.3	13.9	28.0	**84.4**	130.9
Skill level 5	929.8	23.10	0.20	511.7	55.0	8.3	16.7	**88.7**	81.7
		Female							
		29.20	0.20	3131.3	50.5	50.5	100.0		
		38.90	0.40	960.9	56.5	15.5	30.7		
		29.40	0.30	435.7	53.4	7.0	13.9		
		26.30	0.40	192.2	25.1	3.1	6.1		
		24.30	0.20	1124.5	56.7	18.1	35.9		
		20.50	0.20	418.1	45.0	6.7	13.4		

Source: ABS (2010), *Employee, Earnings and Hours, Australia, May 2010,* Catalogue No. 6306.0.

Table B.5: Average hourly ordinary time cash earnings (AHOTCE) and composition of employment for adult award-reliant non-casual non-managerial employees by skill level and by gender, EEH survey, May 2010

Skill level	No. of employees ('000s)	AHOTCE ($)	Standard error ($)	No. of employees ('000s)	% of all employees at skill level	% of all employees	% of all male/ female employees	Ratio of female to male AHOTCE	Ratio of female to male employment
		Male							
All	649.2	19.20	0.30	270.5	41.7	41.7	100.0	**106.3**	140.0
Skill level 1	48.5	28.40	1.70	11.1	22.9	1.7	4.1	107.4	336.9
Skill level 2	51.8	23.60	0.60	15.8	30.5	2.4	5.8	94.1	227.8
Skill level 3	113.1	18.10	0.40	83.2	73.6	12.8	30.8	103.3	35.9
Skill level 4	228.4	19.00	0.70	63.3	27.7	9.8	23.4	**103.2**	260.8
Skill level 5	207.3	18.50	0.30	97.1	46.8	15.0	35.9	95.7	113.5
		Female							
		20.40	0.40	378.7	58.3	58.3	100.0		
		30.50	1.20	37.4	77.1	5.8	9.9		
		22.20	0.80	36.0	69.5	5.5	9.5		
		18.70	0.60	29.9	26.4	4.6	7.9		
		19.60	0.30	165.1	72.3	25.4	43.6		
		17.70	0.50	110.2	53.2	17.0	29.1		

Source: ABS (2010), *Employee, Earnings and Hours, Australia, May 2010*, Catalogue No. 6306.0.

Table B.6: Average hourly ordinary time cash earnings (AHOTCE) and composition of employment for adult other non-casual non-managerial employees by skill level and by gender, EEH survey, May 2010

Skill level	No. of employees ('000s)	AHOTCE ($)	Standard error ($)	No. of employees ('000s)	% of all employees at skill level	% of all employees	% of all male/ female employees	Ratio of female to male AHOTCE	Ratio of female to male employment
		Male							
All	5548.9	34.40	0.30	2796.3	50.4	50.4	100.0	**88.4**	98.4
Skill level 1	1653.3	46.20	0.50	729.8	44.1	13.2	26.1	**84.8**	126.5
Skill level 2	764.3	38.00	0.60	364.7	47.7	6.6	13.0	**78.9**	109.6
Skill level 3	654.0	30.30	0.40	491.7	75.2	8.9	17.6	**91.1**	33.0
Skill level 4	1754.9	29.50	0.40	795.5	45.3	14.3	28.4	**84.7**	120.6
Skill level 5	722.5	24.10	0.30	414.6	57.4	7.5	14.8	**88.8**	74.3
		Female							
		30.40	0.20	2752.6	49.6	49.6	100.0		
		39.20	0.40	923.5	55.9	16.6	33.6		
		30.00	0.30	399.6	52.3	7.2	14.5		
		27.60	0.50	162.3	24.8	2.9	5.9		
		25.00	0.20	959.4	54.7	17.3	34.9		
		21.40	0.20	307.9	42.6	5.5	11.2		

Source: ABS (2010), *Employee, Earnings and Hours, Australia, May 2010*, Catalogue No. 6306.0.

Table B.7: Average hourly ordinary time cash earnings (AHOTCE) and composition of employment for adult non-managerial employees by skill level and by gender, EEH survey, May 2010

Skill level	No. of employees ('000s)	AHOTCE ($)	Standard error ($)	No. of employees ('000s)	% of all employees at skill level	% of all employees	% of all male/ female employees	Ratio of female to male AHOTCE	Ratio of female to male employment
		Male							
All	7800.0	31.08	0.17	3800.0	48.7	48.7	100.0	**88.2**	105.3
Skill level 1	1906.8	47.03	0.55	806.8	42.3	10.3	21.2	**82.9**	136.3
Skill level 2	783.9	36.42	0.43	331.5	42.3	4.2	8.7	**78.1**	136.5
Skill level 3	1007.1	28.84	0.24	757.7	75.2	9.7	19.9	**90.6**	32.9
Skill level 4	2500.0	26.23	0.17	1000.0	40.0	12.8	26.3	**87.0**	150.0
Skill level 5	1593.8	21.58	0.16	843.9	52.9	10.8	22.2	**89.2**	88.9
		Female							
		27.40	0.13	4000.0	51.3	51.3	100.0		
		39.00	0.28	1100.0	57.7	14.1	27.5		
		28.44	0.25	452.4	57.7	5.8	11.3		
		26.13	0.35	249.4	24.8	3.2	6.2		
		22.83	0.12	1500.0	60.0	19.2	37.5		
		19.26	0.15	749.9	47.1	9.6	18.7		

Source: ABS (2010), *Employee, Earnings and Hours, Australia, May 2010*, Catalogue No. 6306.0.

Table B.8: Average hourly ordinary time cash earnings (AHOTCE) and composition of employment for adult award-reliant non-managerial employees by skill level and by gender, EEH survey, May 2010

Skill level	No. of employees ('000s)	AHOTCE ($)	Standard error ($)	No. of employees ('000s)	% of all employees at skill level	% of all employees	% of all male/ female employees	Ratio of female to male AHOTCE	Ratio of female to male employment
		Male							
All	1167.0	18.39	0.15	465.9	39.9	39.9	100.0	**103.9**	150.5
Skill level 1	63.2	28.20	1.33	12.8	20.3	1.1	2.8	**105.3**	392.1
Skill level 2	56.2	22.97	0.78	12.8	22.8	1.1	2.8	97.1	337.7
Skill level 3	155.4	18.40	0.31	112.2	72.1	9.6	24.1	98.7	38.6
Skill level 4	466.0	18.79	0.18	147.8	31.7	12.7	31.7	99.7	215.2
Skill level 5	426.2	17.02	0.24	180.3	42.3	15.4	38.7	99.9	136.4
		Female							
		19.10	0.14	701.0	60.1	60.1	100.0		
		29.70	0.69	50.3	79.7	4.3	7.2		
		22.29	0.38	43.3	77.2	3.7	6.2		
		18.16	0.52	43.3	27.9	3.7	6.2		
		18.74	0.12	318.1	68.3	27.3	45.4		
		17.01	0.18	246.0	57.7	21.1	35.1		

Source: ABS (2010), *Employee, Earnings and Hours, Australia, May 2010*, Catalogue No. 6306.0.

Table B.9: Average hourly ordinary time cash earnings (AHOTCE) and composition of employment for adult other non-managerial employees by skill level and by gender, EEH survey, May 2010

Skill level	No. of employees ('000s)	AHOTCE ($)	Standard error ($)	No. of employees ('000s)	% of all employees at skill level	% of all employees	% of all male/ female employees	Ratio of female to male AHOTCE	Ratio of female to male employment
		Male							
All	6600.0	32.88	0.19	3300.0	50.0	50.0	100.0	**88.7**	100.0
Skill level 1	1793.9	47.34	0.56	793.9	44.3	12.0	24.1	**83.3**	126.0
Skill level 2	727.8	36.96	0.44	318.7	43.8	4.8	9.7	**78.7**	128.4
Skill level 3	851.7	30.65	0.26	645.5	75.8	9.8	19.6	**90.7**	31.9
Skill level 4	2067.1	27.50	0.20	867.1	41.9	13.1	26.3	**87.1**	138.4
Skill level 5	1166.7	22.82	0.17	663.6	56.9	10.1	20.1	**89.2**	75.8
		Female							
		29.15	0.14	3300.0	50.0	50.0	100.0		
		39.45	0.29	1000.0	55.7	15.2	30.3		
		29.09	0.27	409.1	56.2	6.2	12.4		
		27.80	0.38	206.1	24.2	3.1	6.2		
		23.96	0.14	1200.0	58.1	18.2	36.4		
		20.35	0.20	503.0	43.1	7.6	15.2		

Source: ABS (2010), *Employee, Earnings and Hours, Australia, May 2010*, Catalogue No. 6306.0.

Appendix C Differences in earnings by gender, HILDA survey

Table C.1: Average current weekly gross earnings in main job and composition of employment for full-time adult non-casual employees by skill level and by gender, HILDA survey, Wave 9

Skill level	No. of full-time employees ('000s)	Average current weekly gross earnings in main job ($)	Standard error ($)	No. of employees ('000s)	% of all full-time employees at skill level	% of all full-time employees	% of all male/ female full-time employees	Ratio of female to male average current weekly earnings	Ratio of female to male employment
		Male							
All	5406.2	1356.26	22.48	3315.2	61.3	61.3	100.0	**81.3**	63.1
Skill level 1	2190.2	1733.73	31.13	1221.5	55.8	22.6	36.8	**77.9**	79.3
Skill level 2	571.8	1275.94	44.59	328.1	57.4	6.1	9.9	**78.2**	74.3
Skill level 3	946.2	1166.70	35.91	765.8	80.9	14.2	23.1	**83.5**	23.6
Skill level 4	1166.0	1111.62	29.90	640.2	54.9	11.8	19.3	**77.0**	82.1
Skill level 5	532.0	986.57	44.77	359.6	67.6	6.7	10.8	**75.7**	47.9
		Female							
		1103.05	17.68	2091.0	38.7	38.7	100.0		
		1350.95	24.58	968.7	44.2	17.9	46.3		
		997.85	23.46	243.7	42.6	4.5	11.7		
		973.83	31.22	180.4	19.1	3.3	8.6		
		856.13	18.51	525.8	45.1	9.7	25.1		
		747.09	23.53	172.4	32.4	3.2	8.2		

Source: Melbourne Institute of Applied Economics and Social Research, HILDA, Wave 9.

Table C.2: Average current weekly gross earnings in main job and composition of employment for full-time adult non-casual award-reliant employees by skill level and by gender, HILDA survey, Wave 9

Skill level	No. of full-time employees ('000s)	Average current weekly gross earnings in main job ($)	Standard error ($)	No. of employees ('000s)	% of all full-time employees at skill level	% of all full-time employees	% of all male/ female full-time employees	Ratio of female to male average current weekly earnings	Ratio of female to male employment
		Male							
All	640.7	865.28	55.80	374.2	58.4	58.4	100.0	100.6	71.2
Skill level 1	134.4	1377.17	128.37	52.5	39.1	8.2	14.0	89.6	155.9
Skill level 2	38.4	835.27	59.79	21.6	56.3	3.4	5.8	102.5	77.7
Skill level 3	153.7	736.99	133.04	131.6	85.6	20.5	35.2	97.7	16.8
Skill level 4	187.3	785.79	41.78	92.5	49.4	14.4	24.7	**91.9**	102.5
Skill level 5	126.9	838.82	52.03	75.9	59.8	11.8	20.3	**75.6**	67.3
		Female							
		870.86	48.96	266.6	41.6	41.6	100.0		
		1234.36	94.31	81.9	60.9	12.8	30.7		
		856.28	70.86	16.8	43.7	2.6	6.3		
		719.85	58.39	22.1	14.4	3.4	8.3		
		722.07	24.76	94.8	50.6	14.8	35.6		
		633.92	21.78	51.0	40.2	8.0	19.1		

Source: Melbourne Institute of Applied Economics and Social Research, HILDA, Wave 9.

Table C.3: Average current weekly gross earnings in main job and composition of employment for full-time adult non-casual other employees by skill level and by gender, HILDA survey, Wave 9

Skill level	No. of full-time employees ('000s)	Average current weekly gross earnings in main job ($)	Standard error ($)	No. of employees ('000s)	% of all full-time employees at skill level	% of all full-time employees	% of all male/ female full-time employees	Ratio of female to male average current weekly earnings	Ratio of female to male employment
		Male							
All	4634.4	1424.72	21.23	2879.5	62.1	62.1	100.0	**80.5**	60.9
Skill level 1	2033.5	1752.94	32.63	1157.5	56.9	25.0	40.2	**77.8**	75.7
Skill level 2	506.4	1308.26	48.36	298.5	58.9	6.4	10.4	**77.1**	69.6
Skill level 3	767.9	1260.27	27.52	619.5	80.7	13.4	21.5	**81.1**	23.9
Skill level 4	938.2	1167.10	30.80	525.8	56.0	11.3	18.3	**76.3**	78.4
Skill level 5	388.5	1037.06	52.68	278.2	71.6	6.0	9.7	**78.6**	39.7
		Female							
		1146.85	18.29	1754.9	37.9	37.9	100.0		
		1363.33	23.19	875.9	43.1	18.9	49.9		
		1008.72	24.84	207.9	41.1	4.5	11.8		
		1021.54	36.00	148.4	19.3	3.2	8.5		
		890.44	20.70	412.4	44.0	8.9	23.5		
		815.62	25.76	110.4	28.4	2.4	6.3		

Source: Melbourne Institute of Applied Economics and Social Research, HILDA, Wave 9.

Table C.4: Average current hourly earnings in main job and composition of employment for adult non-casual non-managerial employees by skill level and by gender, HILDA survey, Wave 9

Skill level	No. of employees ('000s)	Average current hourly gross earnings in main job ($)	Standard error ($)	No. of employees ('000s)	% of all employees at skill level	% of all employees	% of all male/ female employees	Ratio of female to male average current hourly earnings	Ratio of female to male employment
		Male							
All	5723.4	29.65	0.61	2959.8	51.7	51.7	100.00	**87.2**	93.4
Skill level 1	1918.9	37.75	1.09	873.3	45.5	15.3	29.5	**84.0**	119.7
Skill level 2	478.9	31.62	1.75	212.3	44.3	3.7	7.2	**82.2**	125.5
Skill level 3	1001.6	26.86	0.83	780.2	77.9	13.6	26.4	**88.1**	28.4
Skill level 4	1539.3	26.45	1.17	679.6	44.2	11.9	23.0	**84.6**	126.5
Skill level 5	784.6	22.08	0.71	414.3	52.8	7.2	14.0	**83.7**	89.4
		Female							
		25.85	0.30	2763.6	48.3	48.3	100.0		
		31.73	0.45	1045.6	54.5	18.3	37.8		
		25.99	0.49	266.6	55.7	4.7	9.6		
		23.66	0.59	221.4	22.1	3.9	8.0		
		22.38	0.50	859.6	55.8	15.0	31.1		
		18.49	0.86	370.4	47.2	6.5	13.4		

Source: Melbourne Institute of Applied Economics and Social Research, HILDA, Wave 9.

Table C.5: Average current hourly gross earnings in main job and composition of employment for award-reliant adult non-casual non-managerial employees by skill level and by gender, HILDA survey, Wave 9

Skill level	No. of employees ('000s)	Average current hourly gross earnings in main job ($)	Standard error ($)	No. of employees ('000s)	% of all employees at skill level	% of all employees	% of all male/ female employees	Ratio of female to male average current hourly earnings	Ratio of female to male employment
		Male							
All	846.1	20.51	1.23	379.3	44.8	44.8	100.0	103.0	123.1
Skill level 1	135.9	34.19	4.48	34.9	25.7	4.1	9.2	**84.0**	288.9
Skill level 2	36.9	21.55	1.78	14.7	39.9	1.7	3.9	102.9	150.7
Skill level 3	162.9	17.62	3.01	134.0	82.3	15.8	35.3	101.1	21.5
Skill level 4	272.5	19.93	1.33	95.8	35.2	11.3	25.3	97.3	184.3
Skill level 5	237.9	20.00	0.99	99.7	41.9	11.8	26.3	91.4	138.5
		Female							
		21.12	0.67	466.8	55.2	55.2	100.0		
		28.73	1.63	100.9	74.3	11.9	21.6		
		22.18	2.64	22.2	60.1	2.6	4.8		
		17.82	1.11	28.9	17.7	3.4	6.2		
		19.39	0.49	176.7	64.8	20.9	37.8		
		18.28	1.11	138.2	58.1	16.3	29.6		

Source: Melbourne Institute of Applied Economics and Social Research, HILDA, Wave 9.

Table C.6: Average current hourly gross earnings in main job and composition of employment for other adult non-casual non-managerial employees by skill level and by gender, HILDA survey, Wave 9

Skill level	No. of full-time employees ('000s)	Average currrent hourly gross earnings in main job ($)	Standard error ($)	No. of employees ('000s)	% of all employees at skill level	% of all employees	% of all male/ female employees	Ratio of female to male average current hourly earnings	Ratio of female to male employment
		Male							
All	4728.5	31.15	0.64	2521.2	53.3	53.3	100.0	**86.7**	87.5
Skill level 1	1763.9	37.96	1.18	830.0	47.1	17.6	32.9	**84.5**	112.5
Skill level 2	419.7	32.29	1.90	191.8	45.7	4.1	7.6	**81.1**	118.8
Skill level 3	811.3	28.89	0.60	631.5	77.8	13.4	25.0	**86.0**	28.5
Skill level 4	1209.1	27.72	1.35	558.9	46.2	11.8	22.2	**83.9**	116.3
Skill level 5	524.5	22.93	0.88	309.0	58.9	6.5	12.3	**82.2**	69.7
		Female							
		26.99	0.33	2207.2	46.7	46.7	100.0		
		32.08	0.47	933.9	52.9	19.8	42.3		
		26.19	0.49	227.9	54.3	4.8	10.3		
		24.84	0.68	179.8	22.2	3.8	8.1		
		23.24	0.60	650.2	53.8	13.7	29.5		
		18.85	1.37	215.5	41.1	4.6	9.8		

Source: Melbourne Institute of Applied Economics and Social Research, HILDA, Wave 9.

Table C.7: Average current hourly gross earnings in main job and composition of employment for adult non-managerial employees by skill level and by gender, HILDA survey, Wave 9

Skill level	No. of employees ('000s)	Average current hourly gross earnings in main job ($)	Standard error ($)	No. of employees ('000s)	% of all employees at skill level	% of all employees	% of all male/ female employees	Ratio of female to male average current hourly earnings	Ratio of female to male employment
		Male							
All	7202.7	28.20	0.60	3572.2	49.6	49.6	100.0	**86.0**	101.6
Skill level 1	2152.5	37.72	1.03	956.7	44.9	13.4	27.0	**83.3**	122.9
Skill level 2	529.9	31.34	1.55	230.0	43.4	3.2	6.4	**82.2**	130.4
Skill level 3	1226.9	26.02	0.75	919.2	74.9	12.8	25.7	**86.7**	33.5
Skill level 4	2069.4	24.50	0.98	853.8	41.3	11.9	23.9	**85.8**	142.4
Skill level 5	1225.0	20.34	0.55	604.5	49.3	8.4	16.9	**83.4**	102.6
		Female							
		24.25	0.32	3630.6	50.4	50.4	100.0		
		31.42	0.57	1186.8	55.1	16.5	32.7		
		25.76	0.49	300.0	56.6	4.2	8.3		
		22.5	0.76	307.7	25.1	4.3	8.5		
		21.02	0.43	1215.6	58.7	16.9	33.5		
		16.96	0.55	620.5	50.7	8.6	17.1		

Source: Melbourne Institute of Applied Economics and Social Research, HILDA, Wave 9.

Table C.8: Average current hourly gross earnings in main job and composition of employment for award-reliant adult non-managerial employees by skill level and by gender, HILDA survey, Wave 9

Skill level	No. of employees ('000s)	Average current hourly gross earnings in main job ($)	Standard error ($)	No. of employees ('000s)	% of all employees at skill level	% of all employees	% of all male/ female employees	Ratio of female to male average current hourly earnings	Ratio of female to male employment
		Male							
All	1377.1	18.75	0.89	571.4	41.5	41.5	100.0	100.3	141.0
Skill level 1	152.1	34.19	4.48	34.9	23.0	2.5	6.1	**79.5**	335.3
Skill level 2	47.4	21.39	1.59	17.6	37.2	1.3	3.1	98.7	169.0
Skill level 3	232.5	17.51	2.29	172.6	74.2	12.5	30.2	102.2	34.7
Skill level 4	471.6	18.10	0.75	160.9	34.1	11.7	28.2	97.1	193.1
Skill level 5	473.5	17.30	0.76	185.3	39.1	13.5	32.4	96.2	155.5
		Female							
		18.79	0.46	805.7	58.5	58.5	100.0		
		27.19	1.82	117.2	77.0	8.5	14.5		
		21.10	2.03	29.8	62.8	2.2	3.7		
		17.89	1.31	59.9	25.8	4.4	7.4		
		17.58	0.45	310.6	65.9	22.6	38.6		
		16.64	0.64	288.2	60.9	20.9	35.8		

Source: Melbourne Institute of Applied Economics and Social Research, HILDA, Wave 9.

Table C.9: Average current hourly gross earnings in main job and composition of employment for other adult non-managerial employees by skill level and by gender, HILDA survey, Wave 9

Skill level	No. of employees ('000s)	Average current hourly gross earnings in main job ($)	Standard error ($)	No. of employees ('000s)	% of all employees at skill level	% of all employees	% of all male/ female employees	Ratio of female to male average current hourly earnings	Ratio of female to male employment
		Male							
All	5589.4	30.18	0.61	2910.5	52.1	52.1	100.0	86.7	92.0
Skill level 1	1974.4	37.91	1.10	922.4	46.7	16.5	31.7	84.5	114.0
Skill level 2	459.5	32.08	1.70	206.5	45.0	3.7	7.1	81.5	122.5
Skill level 3	949.8	28.02	0.61	720.2	75.8	12.9	24.7	86.0	31.9
Skill level 4	1505.8	26.17	1.22	660.3	43.8	11.8	22.7	**85.7**	128.1
Skill level 5	699.8	21.91	0.64	401.0	57.3	7.2	13.8	80.7	74.5
		Female							
		26.16	0.40	2678.9	47.9	47.9	100.0		
		32.02	0.60	1052.0	53.3	18.8	39.3		
		26.15	0.52	252.9	55.0	4.5	9.4		
		24.09	0.94	229.6	24.2	4.1	8.6		
		22.42	0.53	845.5	56.2	15.1	31.6		
		17.67	0.95	298.9	42.7	5.3	11.2		

Source: Melbourne Institute of Applied Economics and Social Research, HILDA, Wave 9.

Table C.10: Average current hourly gross earnings in main job and composition of employment for adult employees by skill level and by gender, HILDA survey, Wave 9

Skill level	No. of employees ('000s)	Average current hourly gross earnings in main job ($)	Standard error ($)	No. of employees ('000s)	% of all employees at skill level	% of all employees	% of all male/ female employees	Ratio of female to male average current hourly earnings	Ratio of female to male employment
		Male							
All	8062.2	29.60	0.58	4135.7	51.3	51.3	100.0	**83.7**	94.9
Skill level 1	2792.4	39.26	0.74	1392.9	49.9	17.3	33.7	**81.7**	100.5
Skill level 2	749.5	29.03	0.94	366.3	48.9	4.5	8.9	**84.7**	104.6
Skill level 3	1225.9	26.02	0.75	918.2	74.9	11.4	22.2	**86.7**	33.5
Skill level 4	2062.9	24.50	0.99	847.2	41.1	10.5	20.5	**85.8**	143.5
Skill level 5	1225.0	20.34	0.55	604.5	49.3	7.5	14.6	**83.4**	102.6
		Female							
		24.78	0.32	3926.5	48.7	48.7	100.0		
		32.06	0.54	1399.5	50.1	17.4	35.6		
		24.59	0.49	383.2	51.1	4.8	9.8		
		22.55	0.76	307.7	25.1	3.8	7.8		
		21.02	0.43	1215.6	58.9	15.1	31.0		
		16.96	0.55	620.5	50.7	7.7	15.8		

Source: Melbourne Institute of Applied Economics and Social Research, HILDA, Wave 9.

Table C.11: Average current hourly gross earnings in main job and composition of employment for award-reliant adult employees by skill level and by gender, HILDA survey, Wave 9

Skill level	No. of employees ('000s)	Average current hourly gross earnings in main job ($)	Standard error ($)	No. of employees ('000s)	% of all employees at skill level	% of all employees	% of all male/ female employees	Ratio of female to male average current hourly earnings	Ratio of female to male employment
		Male							
All	1452.2	19.36	0.90	615.5	42.4	42.4	100.0	97.6	136.0
Skill level 1	197.1	33.81	3.27	61.2	31.1	4.2	9.9	**79.1**	221.9
Skill level 2	77.5	19.90	1.05	35.4	45.7	2.4	5.8	101.5	118.9
Skill level 3	232.5	17.51	2.29	172.6	74.2	11.9	28.0	102.2	34.7
Skill level 4	471.6	18.10	0.75	160.9	34.1	11.1	26.1	97.1	193.1
Skill level 5	473.5	17.30	0.76	185.3	39.1	12.8	30.1	96.2	155.5
		Female							
		18.90	0.45	836.8	57.6	57.6	100.0		
		26.74	1.60	135.9	68.9	9.4	16.2		
		20.20	1.49	42.1	54.3	2.9	5.0		
		17.89	1.31	59.9	25.8	4.1	7.2		
		17.58	0.45	310.6	65.9	21.4	37.1		
		16.64	0.64	288.2	60.9	19.8	34.4		

Source: Melbourne Institute of Applied Economics and Social Research, HILDA, Wave 9.

Table C.12: Average current hourly gross earnings in main job and composition of employment for other adult employees by skill level and by gender, HILDA survey, Wave 9

Skill level	No. of employees ('000s)	Average current hourly gross earnings in main job ($)	Standard error ($)	No. of employees ('000s)	% of all employees at skill level	% of all employees	% of all male/ female employees	Ratio of female to male average current hourly earnings	Ratio of female to male employment
		Male							
All	6362.2	31.59	0.58	3423.9	53.8	53.8	100.0	**84.7**	85.8
Skill level 1	2564.4	39.57	0.80	1320.2	51.5	20.8	38.6	**82.8**	94.2
Skill level 2	642.3	30.06	1.05	322.2	50.2	5.1	9.4	**83.5**	99.4
Skill level 3	949.8	28.02	0.61	720.2	75.8	11.3	21.0	**86.0**	31.9
Skill level 4	1505.8	26.17	1.22	660.3	43.8	10.4	19.3	**85.7**	128.1
Skill level 5	699.8	21.91	0.64	401.0	57.3	6.3	11.7	**80.7**	74.5
		Female							
		26.75	0.39	2938.3	46.2	46.2	100.0		
		32.78	0.57	1244.2	48.5	19.6	42.3		
		25.11	0.50	320.1	49.8	5.0	10.9		
		24.09	0.94	229.6	24.2	3.6	7.8		
		22.42	0.53	845.5	56.2	13.3	28.8		
		17.67	0.95	298.9	42.7	4.7	10.2		

Source: Melbourne Institute of Applied Economics and Social Research, HILDA, Wave 9.

Appendix D Detailed characteristics of award-reliant employees and other employees by gender

Table D.1: Characteristics of full-time award-reliant female adult non-casual employees, HILDA survey, Wave 9 (percentage of group unless otherwise stated)

Characteristics	Full-time female adult non-casual award-reliant employees					
	Skill level classification					
	Overall	1	2	3	4	5
Productivity characteristics						
Born in main English speaking country	**83.5 (3.5)**	87.8 (5.5)	**100 (0)**	79.2 (17.5)	**86.0 (4.0)**	68.3 (11.2)
Age						
21-24	12.9 (2.8)	12.4 (7.1)	-	22.9 (10.1)	10.6 (4.0)	17.8 (6.7)
25-34	26.1 (4.6)	32.0 (12.0)	**42.5 (11.0)**	42.7 (15.0)	19.1 (4.3)	16.1 (7.8)
35-44	**16.8 (3.4)**	11.3 (5.3)	-	-	29.2 (6.7)	15.7 (5.2)
45-54	30.4 (5.2)	32.2 (14.0)	**46.5 (11.4)**	17.3 (9.00)	30.3 (5.6)	28.6 (8.7)
55 and up	13.9 (3.6)	12.1 (6.1)	11.0 (9.1)	17.2 (17.7)	10.9 (4.3)	21.9 (10.5)
Time in paid work (years)	**18.8 (1.4)**	18.6 (3.1)	18.9 (3.7)	17.3 (6.1)	**17.5 (1.3)**	22.1 (4.8)
Tenure in currrent occupation (years)	9.9 (1.2)	13.8 (3.3)	11.7 (2.7)	**4.3 (0.7)**	7.9 (1.1)	9.4 (3.1)
Tenure with current employer (years)	6.9 (1.2)	9.1 (3.7)	7.1 (2.1)	**2.7 (0.7)**	**5.7 (0.6)**	7.7 (3.2)
Married or defacto	55.2 (5.7)	52.4 (14.2)	36.9 (18.2)	48.4 (15.2)	66.5 (6.6)	48.0 (11.5)
Have at least one resident/non-resident child under 15 yrs	24.5 (3.9)	21.5 (7.6)	18.1 (13.3)	25.2 (11.9)	**28.3 (7.1)**	23.6 (9.0)
Education						
Bachelor degree or higher	**24.9 (5.3)**	**67.9 (10.5)**	16.1 (13.4)	3.8 (4.0)	**3.8 (1.9)**	6.8 (4.0)
Certificate III/IV/advanced diploma or diploma	**32.6 (4.1)**	17.0 (7.3)	52.8 (12.9)	35.8 (13.7)	45.3 (6.9)	26.2 (9.3)
Certificate I/II/year 12 or below	42.5 (5.5)	**15.0 (7.6)**	31.1 (10.2)	60.4 (14.5)	50.9 (7.4)	67.0 (9.5)
Lives in major city of Australia	64.5 (4.5)	68.7 (9.6)	56.3 (20.9)	62.8 (14.2)	64.1 (7.2)	61.3 (9.4)
Has long term health condition, disability or impairment	11.1 (4.5)	19.7 (14.2)	16.1 (11.8)	-	**6.6 (2.9)**	8.9 (5.0)
Index of relative socio-economic advantage/disadvantage below 5th decile	56.7 (4.8)	45.5 (12.6)	**50.5 (10.3)**	60.4 (15.1)	**56.7 (6.9)**	75.8 (8.3)

Employer and sector characteristics						
Industry						
Mining	0.3 (0.3)	-	-	3.9 (4.1)	-	-
Manufacturing	**11.3 (3.7)**	2.5 (2.6)	-	-	11.2 (5.1)	34.3 (12.1)
Electricity, gas, water and waste services	0.2 (0.2)	-	-	-	-	-
Construction	**0.7 (0.5)**	-	3.5 (3.9)	-	1.2 (1.2)	-
Wholesale trade	**1.3 (0.8)**	-	-	-	**3.7 (2.2)**	-
Retail trade	11.3 (2.7)	4.2 (6.1)	3.8 (4.2)	8.8 (9.3)	4.7 (2.0)	38.9 (10.7)
Accommodation and food services	8.4 (2.2)	-	10.4 (10.7)	22.7 (16.8)	**14.3 (4.7)**	3.9 (3.3)
Transport, postal and warehousing	**0.8 (0.6)**	-	-	-	**2.2 (1.6)**	-
Information, media and telecommunications	0.5 (0.4)	0.8 (0.8)	-	-	0.8 (0.8)	-
Financial and insurance services	4.3 (1.4)	1.5 (1.6)	-	9.1 (9.5)	8.6 (3.3)	-
Rental, hiring and real estate services	2.3 (1.0)	-	10.5 (8.7)	16.1 (8.7)	-	1.5 (1.6)
Professional, scientific and technical services	3.8 (1.5)	5.6 (3.7)	-	4.2 (3.4)	4.6 (2.4)	-
Administrative and support services	5.0 (1.4)	2.8 (1.7)	-	10.4 (8.0)	5.8 (2.8)	6.6 (4.0)
Public administration and safety	-	-	-	-	-	-
Education and training	**17.9 (5.4)**	**49.7 (12.9)**	5.6 (6.2)	3.4 (3.6)	5.7 (2.8)	-
Health care and social assistance	**27.3 (3.9)**	**30.2 (9.1)**	**50.8 (19.6)**	-	**35.7 (6.8)**	11.2 (5.5)
Arts and recreation services	-	-	-	-	-	-
Other services	**3.7 (1.5)**	-	15.4 (15.8)	21.4 (11.2)	0.7 (0.8)	3.7 (3.8)
Industry not classified	1.2 (1.0)	2.8 (3.0)	-	-	0.9 (1.0)	-
Number employed at place of work						
Less than 20	37.4 (5.0)	32.5 (10.8)	60.0 (9.8)	71.0 (12.9)	34.6 (7.2)	28.5 (10.1)
20-99	36.6 (5.6)	46.6 (14.1)	23.9 (8.6)	13.8 (8.8)	**29.4 (5.9)**	48.5 (10.3)
100-499	22.1 (3.3)	15.1 (5.6)	16.1 (11.8)	11.6 (9.6)	**32.2 (6.3)**	21.2 (5.8)
500 or more	3.9 (1.5)	5.8 (4.1)	-	3.6 (3.7)	3.8 (1.9)	1.7 (1.8)
Union member	25.4 (5.1)	**50.9 (11.7)**	14.6 (10.7)	8.8 (9.3)	13.4 (4.9)	17.9 (5.8)

Differences in the jobs held						
Working as manager	**3.0 (0.9)**	**14.1 (5.3)**	44.0 (25.7)	-	-	-
Differences in hours worked						
Usual hours worked in main job						
35-40	71.5 (5.7)	42.3 (11.3)	73.8 (9.6)	60.1 (16.8)	**87.8 (3.8)**	**90.0 (4.6)**
41-45	10.7 (2.4)	12.6 (5.9)	19.6 (10.0)	36.4 (17.0)	6.7 (3.0)	-
46-50	13.8 (5.4)	**40.1 (14.7)**	6.6 (7.2)	3.6 (3.7)	**2.0 (1.3)**	2.6 (2.8)
51-55	2.3 (1.2)	3.4 (3.6)	-	-	2.1 (1.5)	2.9 (3.0)
56-60	**1.8 (0.9)**	1.6 (1.3)	-	-	1.3 (1.4)	4.5 (3.2)

Source: Melbourne Institute of Applied Economics and Social Research, HILDA, Wave 9.

Note: Standard errors are in parentheses, and were calculated using the delete-a-group jackknife method. Total number of observations is 218.

Table D.2: Characteristics of full-time award-reliant male adult non-casual employees, HILDA survey, Wave 9 (percentage of group unless otherwise stated)

Characteristics	Full-time male adult non-casual award-reliant employees					
	Skill level classification					
	Overall	1	2	3	4	5
Productivity characteristics						
Born in main English speaking country	75.2 (4.8)	81.8 (9.5)	75.4 (11.8)	76.7 (12.4)	66.2 (11.0)	79.1 (9.6)
Age						
21-24	13.7 (2.4)	6.6 (3.6)	23.7 (11.1)	20.7 (7.3)	8.8 (3.5)	9.7 (4.2)
25-34	23.6 (3.7)	28.3 (12.8)	**14.2 (7.7)**	**22.0 (6.0)**	21.6 (9.1)	28.1 (5.6)
35-44	24.6 (4.5)	9.6 (5.5)	45.3 (15.8)	26.1 (11.7)	31.3 (8.2)	18.1 (6.4)
45-54	**24.1 (3.1)**	37.6 (13.8)	16.8 (9.6)	12.0 (4.5)	25.8 (8.2)	35.6 (7.4)
55 and up	14.1 (4.9)	17.8 (10.0)	-	19.2 (14.4)	12.5 (5.3)	**8.5 (3.7)**
Time in paid work (years)	21.7 (1.7)	24.2 (4.2)	16.0 (1.6)	21.4 (5.2)	21.2 (2.5)	22.6 (1.7)
Tenure in currrent occupation (years)	11.6 (2.0)	12.2 (3.4)	**6.4 (1.6)**	**16.6 (5.0)**	6.9 (0.9)	9.8 (1.4)
Tenure with current employer (years)	9.2 (2.1)	11.4 (4.1)	7.0 (1.8)	10.7 (6.4)	7.1 (1.7)	8.3 (1.3)
Married or defacto	54.7 (5.1)	47.9 (14.3)	50.7 (14.0)	42.0 (12.0)	71.1 (7.4)	62.3 (7.0)
Have at least one resident/non-resident child under 15 years	30.8 (4.4)	16.2 (5.3)	38.4 (14.4)	19.0 (5.7)	**50.0 (8.5)**	35.1 (8.9)
Education						
Bachelor degree or higher	**9.4 (2.6)**	**32.4 (11.2)**	11.1 (6.9)	1.2 (1.3)	10.7 (8.7)	3.6 (3.7)
Certificate III/IV/advanced diploma or diploma	40.9 (5.6)	24.0 (10.1)	37.0 (14.2)	**58.2 (10.0)**	32.4 (6.8)	38.9 (8.7)
Certificate I/II, year 12 or below	49.6 (4.9)	**43.6 (13.9)**	51.8 (15.2)	40.5 (10.0)	57.0 (8.6)	57.5 (9.7)
Lives in major city of Australia	67.3 (3.6)	75.4 (8.7)	60.8 (15.9)	**78.3 (7.2)**	65.8 (6.9)	46.5 (6.8)
Has long term health condition, disability or impairment	19.3 (6.5)	5.6 (4.0)	24.7 (15.1)	21.5 (14.2)	24.3 (9.8)	16.9 (6.1)
Index of relative socio-economic advantage/disadvantage below or equal to 5th decile	66.1 (5.1)	28.3 (10.8)	**76.4 (8.6)**	72.4 (8.6)	**73.6 (7.6)**	69.3 (7.7)
Employer and sector characteristics						
Industry						
Mining	0.8 (0.4)	1.6 (1.6)	-	-	1.1 (1.1)	1.4 (1.0)
Manufacturing	**21.7 (3.1)**	**30.7 (12.9)**	-	24.3 (6.7)	20.5 (4.9)	**18.4 (4.5)**

Electricity, gas, water and waste services	0.9 (0.5)	-	4.0 (4.1)	-	2.6 (1.7)	-
Construction	**10.2 (2.0)**	-	-	24.6 (8.1)	0.9 (1.0)	6.5 (3.4)
Wholesale trade	5.2 (2.5)	-	5.2 (5.8)	-	19.0 (9.4)	0.7 (0.7)
Retail trade	11.8 (2.1)	6.8 (4.3)	11.0 (6.0)	0.8 (0.9)	7.2 (3.3)	40.3 (5.3)
Accommodation and food services	**4.6 (1.3)**	2.1 (2.2)	24.1 (11.7)	**3.6 (2.2)**	**2.7 (1.9)**	4.8 (3.1)
Transport, postal and warehousing	**8.0 (2.0)**	6.7 (4.8)	-	-	**23.4 (6.0)**	6.1 (4.5)
Information, media and telecommunications	0.3 (0.2)	2.0 (1.6)	-	-	-	-
Financial and insurance services	4.9 (3.0)	15.7 (14.6)	-	-	10.8 (8.6)	-
Rental, hiring and real estate services	1.2 (0.6)	-	6.4 (6.9)	**1.0 (1.1)**	1.4 (1.6)	0.6 (0.6)
Professional, scientific and technical services	3.0 (1.2)	5.7 (3.6)	38.9 (15.9)	-	-	-
Administrative and support services	**2.3 (1.0)**	-	-	**2.3 (1.7)**	-	7.5 (3.6)
Public administration and safety	0.3 (0.3)	-	-	0.8 (0.9)	-	-
Education and training	**3.1 (1.1)**	**15.7 (6.9)**	-	0.6 (0.6)	2.0 (2.1)	1.1 (1.2)
Health care and social assistance	**12.9 (6.5)**	**9.6 (4.3)**	3.9 (4.0)	28.5 (16.1)	**4.3 (2.4)**	1.4 (1.4)
Arts and recreation services	0.4 (0.4)	-	-	1.1 (1.2)	-	-
Other services	7.6 (2.2)	3.6 (2.6)	6.5 (6.9)	11.3 (5.5)	4.0 (3.7)	8.7 (3.9)
Industry not classified	0.9 (0.4)	-	-	1.0 (0.8)	-	2.5 (2.0)
Number employed at place of work						
Less than 20	46.1 (5.8)	33.4 (13.7)	50.0 (14.8)	61.3 (12.7)	32.7 (7.4)	44.2 (7.8)
20-99	33.8 (5.3)	42.1 (13.7)	29.5 (15.7)	16.7 (5.6)	**55.8 (8.4)**	**31.5 (5.5)**
100-499	16.9 (5.4)	15.4 (7.1)	16.5 (10.6)	21.4 (14.7)	**8.2 (3.1)**	21.4 (6.5)
500 or more	3.2 (1.3)	9.2 (7.9)	4.0 (4.1)	**0.6 (0.5)**	3.4 (2.3)	2.9 (1.9)
Union member	**18.2 (3.0)**	**11.1 (4.9)**	11.4 (8.1)	13.9 (5.6)	21.4 (6.1)	28.3 (6.00)
Differences in the jobs held						
Working as manager	5.7 (1.8)	**50.0 (12.7)**	46.7 (15.3)	-	-	-
Differences in hours worked						
Usual hours worked in main job						
35-40	65.7 (4.4)	**71.8 (8.9)**	60.7 (16.4)	64.0 (10.9)	**65.8 (7.0)**	**66.1 (7.1)**

41-45	15.2 (3.2)	15.9 (6.2)	29.3 (16.7)	22.1 (8.8)	7.7 (4.5)	6.9 (3.1)
46-50	10.3 (2.0)	**4.9 (2.9)**	-	10.8 (4.6)	9.9 (4.1)	16.7 (5.2)
51-55	3.3 (1.1)	1.6 (1.7)	-	2.4 (1.5)	5.2 (2.4)	5.1 (4.3)
56-60	**5.4 (1.4)**	5.8 (4.1)	10.0 (8.0)	0.7 (0.6)	**11.5 (5.0)**	5.2 (2.6)

Source: Melbourne Institute of Applied Economics and Social Research, HILDA, Wave 9.

Note: Standard errors are in parentheses, and were calculated using the delete-a-group jackknife method. Total number of observations is 257.

Table D.3: Characteristics of award-reliant female adult non-casual non-managerial employees, HILDA survey, Wave 9 (percentage of group unless otherwise stated)

Characteristics	Female adult non-casual non-managerial award-reliant employees					
	Skill level classification					
	Overall	1	2	3	4	5
Productivity characteristics						
Born in main English speaking country	80.9 (3.2)	82.2 (7.8)	90.6 (7.3)	84.1 (13.3)	**85.9 (2.9)**	71.2 (6.6)
Age						
21-24	**11.0 (1.9)**	8.4 (5.7)	-	17.5 (7.4)	7.3 (2.1)	18.2 (4.2)
25-34	22.5 (3.0)	31.7 (10.6)	11.6 (7.4)	38.8 (13.1)	19.1 (3.7)	18.1 (6.8)
35-44	**19.7 (2.8)**	15.1 (7.4)	13.0 (8.8)	1.8 (1.9)	27.5 (4.8)	17.9 (4.1)
45-54	27.5 (3.4)	29.4 (11.5)	50.2 (12.6)	17.4 (7.7)	30.0 (3.9)	21.4 (5.1)
55 and up	19.3 (3.4)	15.5 (7.2)	25.3 (10.3)	24.5 (17.3)	16.1 (3.3)	24.4 (7.9)
Time in paid work (years)	**19.3 (1.0)**	19.9 (3.1)	25.3 (4.7)	19.7 (5.1)	**19.3 (0.9)**	18.1 (2.8)
Tenure in currrent occupation (years)	10.2 (0.9)	13.9 (2.9)	**12.1 (2.8)**	**7.9 (1.9)**	**9.0 (0.9)**	9.3 (1.9)
Tenure with current employer (years)	**6.5 (0.9)**	8.3 (3.1)	7.8 (1.8)	**3.9 (0.7)**	6.3 (0.6)	5.8 (1.8)
Married or defacto	**61.6 (3.5)**	57.8 (12.5)	48.6 (11.3)	52.5 (10.4)	67.5 (4.6)	60.9 (6.9)
Have at least one resident/non-resident child under 15 yrs	29.6 (3.7)	29.1 (8.6)	28.0 (18.0)	27.3 (10.7)	**33.4 (5.0)**	25.6 (6.5)
Education						
Bachelor degree or higher	**21.0 (3.9)**	69.4 (9.0)	28.0 (10.6)	2.9 (3.0)	**5.3 (2.1)**	8.3 (6.0)
Certificate III/IV/advanced diploma or diploma	**32.3 (3.2)**	18.2 (6.3)	54.9 (11.4)	40.8 (14.2)	**44.9 (4.2)**	**21.4 (5.3)**
Certificate I/II/year 12 or below	46.6 (3.8)	12.4 (6.9)	**17.1 (7.4)**	56.3 (14.6)	49.8 (4.6)	70.3 (7.1)
Lives in major city of Australia	63.1 (3.0)	73.5 (7.6)	48.4 (14.7)	59.7 (10.9)	58.9 (4.8)	**63.7 (6.4)**
Has long term health condition, disability or impairment	**10.6 (2.8)**	14.5 (11.5)	**26.8 (9.1)**	3.6 (3.7)	**9.9 (2.5)**	**7.6 (2.5)**
Index of relative socio-economic advantage/disadvantage below 5th decile	**52.8 (3.7)**	40.6 (10.6)	**65.7 (9.4)**	52.2 (11.3)	**52.2 (4.9)**	60.7 (7.5)
Employer and sector characteristics						
Industry						
Mining	0.2 (0.2)	-	-	3.5 (3.1)	-	-
Manufacturing	**8.8 (2.2)**	-	-	-	**7.5 (3.0)**	20.1 (5.6)

Electricity, gas, water and waste services	0.1 (0.1)	-	-	-	-	-
Construction	**0.7 (0.4)**	-	2.7 (2.8)	-	1.6 (1.1)	-
Wholesale trade	**0.9 (0.4)**	-	-	-	**2.4 (1.2)**	-
Retail trade	18.3 (2.6)	3.4 (4.9)	-	8.8 (7.4)	**2.9 (1.2)**	54.3 (6.2)
Accommodation and food services	6.1 (1.7)	-	-	17.4 (12.9)	8.9 (2.5)	5.6 (2.5)
Transport, postal and warehousing	**1.0 (0.7)**	-	-	-	**1.1 (0.8)**	2.1 (2.1)
Information, media and telecommunications	0.6 (0.4)	2.2 (1.7)	-	-	0.4 (0.4)	-
Financial and insurance services	4.3 (1.2)	1.2 (1.3)	-	7.0 (7.2)	8.8 (2.7)	0.7 (0.8)
Rental, hiring and real estate services	1.2 (0.5)	-	-	12.3 (6.8)	0.7 (0.8)	0.6 (0.6)
Professional, scientific and technical services	2.9 (1.1)	7.4 (4.0)	-	3.2 (2.5)	3.0 (1.6)	-
Administrative and support services	3.8 (1.1)	2.0 (1.2)	-	8.0 (6.2)	5.4 (2.7)	3.0 (1.6)
Public administration and safety	-	-	-	-	-	-
Education and training	**15.8 (3.8)**	**49.4 (11.6)**	4.2 (4.5)	2.6 (2.7)	**11.9 (2.3)**	0.8 (0.8)
Health care and social assistance	**29.8 (3.2)**	31.2 (8.1)	**90.5 (6.4)**	4.4 (4.4)	**42.5 (5.2)**	**8.1 (2.5)**
Arts and recreation services	0.3 (0.3)	-	-	-	0.7 (0.8)	-
Other services	**4.1 (1.0)**	1.1 (1.1)	2.6 (2.9)	32.9 (11.5)	**1.6 (0.8)**	3.6 (2.6)
Industry not classified	1.0 (0.6)	2.3 (2.4)	-	-	0.5 (0.5)	1.2 (1.2)
Number employed at place of work						
Less than 20	37.2 (3.4)	32.7 (9.1)	50.1 (15.5)	67.4 (9.7)	35.1 (4.7)	35.0 (7.4)
20-99	39.8 (3.6)	51.0 (11.1)	**18.7 (8.3)**	18.3 (7.6)	**33.9 (5.3)**	47.2 (8.0)
100-499	20.1 (2.4)	10.1 (3.5)	27.5 (11.5)	11.6 (7.8)	**29.0 (4.7)**	16.6 (3.6)
500 or more	2.9 (1.0)	6.1 (4.0)	3.7 (3.9)	2.7 (2.8)	2.0 (1.0)	1.2 (1.2)
Union member	25.5 (3.8)	48.0 (10.8)	15.9 (9.2)	8.8 (7.4)	18.2 (3.5)	23.5 (5.1)
Differences in the jobs held						
Full-time employment	**52.6 (3.5)**	69.2 (8.8)	**42.3 (8.2)**	**76.5 (8.1)**	**52.6 (3.5)**	**36.9 (6.5)**

Source: Melbourne Institute of Applied Economics and Social Research, HILDA, Wave 9.

Note: Standard errors are in parentheses, and were calculated using the delete-a-group jackknife method. Total number of observations is 647.

Table D.4: Characteristics of award-reliant male adult non-casual non-managerial employees, HILDA survey, Wave 9 (percentage of group unless otherwise stated)

Characteristics	Male adult non-casual non-managerial award-reliant employees					
	Skill level classification					
	Overall	1	2	3	4	5
Productivity characteristics						
Born in main English speaking country	76.1 (5.1)	66.7 (19.1)	94.2 (6.4)	77.1 (12.1)	67.3 (10.5)	84.1 (7.5)
Age						
21-24	15.1 (2.5)	6.3 (4.0)	19.7 (14.8)	21.6 (7.2)	8.8 (3.4)	14.9 (4.8)
25-34	21.4 (3.6)	22.2 (10.0)	7.2 (7.9)	**21.6 (5.8)**	20.9 (8.6)	23.3 (4.7)
35-44	26.1 (5.2)	27.7 (19.0)	27.9 (22.6)	25.6 (11.5)	31.6 (8.3)	20.6 (6.4)
45-54	**21.8 (2.8)**	29.3 (13.0)	24.7 (15.4)	11.8 (4.4)	24.9 (8.1)	29.1 (6.7)
55 and up	15.6 (4.8)	14.4 (12.2)	20.5 (21.8)	19.4 (14.1)	13.8 (4.8)	**12.1 (4.0)**
Time in paid work (years)	21.6 (1.6)	22.4 (3.2)	20.2 (3.8)	21.2 (5.1)	21.2 (2.3)	**22.5 (1.5)**
Tenure in currrent occupation (years)	10.8 (2.1)	**8.9 (2.2)**	**4.3 (1.5)**	16.4 (5.0)	**6.9 (0.9)**	8.8 (1.3)
Tenure with current employer (years)	8.3 (2.1)	7.2 (1.6)	5.3 (2.2)	10.5 (6.2)	6.9 (1.7)	7.6 (1.2)
Married or defacto	53.8 (5.0)	61.0 (17.8)	44.5 (21.7)	41.2 (11.7)	68.6 (7.0)	55.0 (6.6)
Have at least one resident/non-resident child under 15 yrs	30.2 (4.2)	20.7 (8.7)	27.9 (22.6)	19.7 (5.8)	48.6 (8.0)	29.9 (7.6)
Education						
Bachelor degree or higher	**11.0 (2.7)**	66.8 (13.8)	-	1.2 (1.2)	10.3 (8.3)	4.9 (3.6)
Certificate III/IV/advanced diploma or diploma	40.4 (5.7)	25.0 (12.3)	35.6 (19.0)	57.6 (9.7)	34.3 (6.5)	32.7 (7.5)
Certificate I/II, year 12 or below	48.6 (4.7)	8.2 (5.4)	64.4 (19.0)	41.2 (9.7)	55.4 (9.1)	62.4 (8.3)
Lives in major city of Australia	66.7 (3.7)	75.9 (9.6)	68.2 (23.2)	**78.2 (7.1)**	66.6 (6.9)	**47.9 (6.0)**
Has long term health condition, disability or impairment	21.8 (6.6)	11.8 (7.1)	56.7 (22.2)	21.7 (13.9)	23.5 (9.6)	18.8 (6.5)
Index of relative socio-economic advantage/disadvantage below 5th decile	**66.1 (4.7)**	29.3 (11.7)	87.0 (9.9)	**71.9 (8.4)**	**72.8 (8.0)**	61.7 (6.3)
Employer and sector characteristics						
Industry						
Mining	0.8 (0.4)	2.3 (2.5)	-	-	1.1 (1.1)	1.0 (0.8)

Manufacturing	**19.0 (2.9)**	17.1 (12.3)	-	23.4 (6.5)	**19.8 (4.8)**	15.0 (3.9)
Electricity, gas, water and waste services	0.9 (0.4)	-	5.8 (6.4)	-	2.5 (1.6)	-
Construction	**10.4 (2.2)**	-	-	24.7 (7.9)	0.9 (1.0)	5.7 (2.7)
Wholesale trade	5.1 (2.5)	-	-	-	18.4 (9.1)	1.5 (1.2)
Retail trade	14.8 (2.6)	4.7 (5.0)	-	0.8 (0.9)	7.3 (3.2)	46.7 (4.7)
Accommodation and food services	3.6 (1.2)	3.1 (3.3)	-	**3.6 (2.2)**	4.4 (2.3)	3.7 (2.3)
Transport, postal and warehousing	**8.0 (2.2)**	4.1 (4.4)	-	-	**22.6 (6.0)**	6.9 (4.2)
Information, media and telecommunications	0.2 (0.2)	2.0 (2.1)	-	-	-	-
Financial and insurance services	2.7 (2.2)	-	-	-	10.4 (8.3)	-
Rental, hiring and real estate services	0.8 (0.5)	-	-	1.0 (1.1)	1.4 (1.5)	0.4 (0.5)
Professional, scientific and technical services	2.5 (1.0)	3.3 (3.5)	57.1 (21.2)	-	-	-
Administrative and support services	2.8 (1.0)	-	-	2.3 (1.7)	-	7.6 (3.1)
Public administration and safety	0.3 (0.3)	-	-	0.8 (0.9)	-	-
Education and training	**3.2(1.2)**	**22.0 (9.9)**	-	0.6 (0.6)	1.9 (2.0)	1.9 (1.4)
Health care and social assistance	**15.9 (6.3)**	36.1 (17.8)	27.5 (21.5)	28.0 (15.9)	**5.5 (2.8)**	1.0 (1.1)
Arts and recreation services	0.6 (0.4)	-	-	1.6 (1.3)	-	-
Other services	7.7 (2.2)	5.4 (4.0)	9.6 (10.6)	**11.8 (5.4)**	3.9 (3.5)	6.6 (2.8)
Industry not classified	0.8 (0.4)	-	-	1.0 (0.7)	-	1.9 (1.5)
Number employed at place of work						
Less than 20	**48.4 (5.4)**	46.7 (17.0)	54.4 (22.3)	61.5 (12.5)	31.6 (7.2)	46.9 (7.0)
20-99	33.2 (5.1)	24.0 (12.1)	34.1 (23.7)	16.9 (5.7)	**57.3 (8.3)**	**34.5 (5.9)**
100-499	15.3 (5.4)	15.6 (8.4)	5.7 (6.3)	21.0 (14.5)	**7.9 (3.0)**	16.3 (5.0)
500 or more	3.2 (1.3)	13.8 (11.9)	5.8 (6.4)	0.6 (0.5)	3.3 (2.2)	2.2 (1.4)
Union member	22.1 (3.5)	32.9 (18.2)	16.8 (13.2)	13.7 (5.5)	20.7 (6.0)	31.8 (5.8)
Differences in the jobs held						
Full-time employment	**89.1 (2.7)**	75.1 (19.3)	78.2 (21.9)	**98.2 (1.1)**	**96.6 (2.1)**	**76.1 (6.1)**

Source: Melbourne Institute of Applied Economics and Social Research, HILDA, Wave 9.

Note: Standard errors are in parentheses, and were calculated using the delete-a-group jackknife method. Total number of observations is 408.

Table D.5: Characteristics of award-reliant female adult employees, HILDA survey, Wave 9 (percentage of group unless otherwise stated)

Characteristics	Female adult award-reliant employees					
	Skill level classification					
	Overall	1	2	3	4	5
Productivity characteristics						
Born in main English speaking country	**83.6 (2.3)**	83.4 (6.1)	**95.1 (3.8)**	79.4 (15.9)	**87.9 (2.1)**	78.1 (4.8)
Age						
21-24	**14.3 (1.5)**	9.1 (4.7)	5.7 (4.8)	**10.7 (4.5)**	15.2 (2.9)	17.8 (2.8)
25-34	21.3 (2.0)	27.8 (8.0)	19.2 (6.2)	26.4 (6.8)	**18.2 (2.6)**	20.7 (4.3)
35-44	21.8 (1.5)	16.8 (5.7)	**26.3 (6.4)**	24.4 (9.2)	24.5 (3.3)	20.0 (3.4)
45-54	24.2 (2.1)	28.2 (9.4)	**33.4 (6.8)**	21.8 (6.7)	24.9 (3.3)	20.6 (2.9)
55 and up	18.4 (2.4)	18.1 (6.0)	15.5 (6.3)	16.7 (10.0)	17.1 (3.2)	20.8 (4.7)
Time in paid work (years)	**18.4 (0.7)**	20.6 (2.2)	20.1 (2.6)	21.2 (3.8)	**18.0 (0.8)**	**17.2 (1.6)**
Tenure in currrent occupation (years)	8.8 (0.6)	13.2 (2.2)	10.7 (2.1)	**10.7 (1.6)**	**7.6 (0.7)**	7.4 (1.1)
Tenure with current employer (years)	**5.3 (0.5)**	7.8 (2.4)	6.3 (1.5)	**3.6 (0.8)**	5.1 (0.4)	4.4 (0.9)
Married or defacto	**60.4 (2.4)**	59.9 (9.7)	51.0 (9.1)	57.7 (10.3)	63.3 (3.4)	**59.6 (4.5)**
Have at least one resident/non-resident child under 15 yrs	32.1 (2.3)	29.9 (6.4)	32.1 (11.3)	**45.3 (6.0)**	**32.5 (3.4)**	30.0 (4.2)
Education						
Bachelor degree or higher	**15.5 (2.3)**	**60.4 (7.2)**	17.8 (7.5)	1.4 (1.4)	**5.5 (1.4)**	7.5 (3.1)
Certificate III/IV/advanced diploma or diploma	33.1 (2.1)	23.3 (5.1)	**49.5 (7.8)**	47.7 (7.4)	**44.0 (3.2)**	**20.5 (3.2)**
Certificate I/II, year 12 or below	51.4 (2.5)	**16.3 (5.9)**	**32.7 (7.7)**	50.9 (7.6)	**50.5 (3.3)**	**71.9 (3.7)**
Lives in major city of Australia	64.0 (2.1)	74.9 (5.7)	62.0 (8.3)	**53.0 (9.6)**	62.9 (3.3)	62.5 (4.6)
Has long term health condition, disability or impairment	**11.7 (1.9)**	15.0 (8.3)	**18.2 (7.1)**	11.2 (3.7)	**8.8 (1.8)**	**12.5 (2.2)**
Index of relative socio-economic advantage/disadvantage below 5th decile	**52.5 (2.8)**	36.3 (8.2)	**62.1 (6.7)**	60.4 (10.7)	**52.1 (4.1)**	57.6 (4.8)
Employer and sector characteristics						
Industry						
Mining	**0.1 (0.1)**	-	-	1.7 (1.5)	-	-
Manufacturing	**6.7 (1.6)**	**1.5 (1.5)**	-	12.9 (9.8)	**4.8 (1.7)**	11.1 (3.2)

Electricity, gas, water and waste services	-	-	-	-	-	-
Construction	**1.1 (0.5)**	-	1.4 (1.5)	-	2.0 (1.0)	0.8 (0.9)
Wholesale trade	**2.2 (0.7)**	-	-	3.0 (2.3)	**3.5 (1.5)**	1.9 (0.9)
Retail trade	**20.0 (2.0)**	2.5 (3.7)	4.7 (3.7)	11.2 (5.6)	**3.2 (1.0)**	**50.7 (3.9)**
Accommodation and food services	**15.5 (2.0)**	1.7 (1.7)	12.5 (5.6)	15.4 (8.0)	19.3 (3.3)	**18.3 (3.8)**
Transport, postal and warehousing	**1.6 (0.5)**	-	-	-	**2.7 (1.0)**	**1.8 (1.1)**
Information, media and telecommunications	0.4 (0.2)	1.6 (1.3)	-	-	0.5 (0.3)	-
Financial and insurance services	2.6 (0.6)	**1.3 (1.1)**	-	3.4 (3.5)	5.3 (1.6)	0.4 (0.4)
Rental, hiring and real estate services	1.1 (0.3)	0.6 (0.6)	4.1 (3.1)	7.5 (3.9)	0.4 (0.4)	0.3 (0.3)
Professional, scientific and technical services	2.9 (0.7)	7.4 (3.4)	-	7.0 (3.6)	2.6 (1.0)	0.6 (0.4)
Administrative and support services	3.4 (0.7)	2.1 (1.1)	-	3.8 (3.0)	3.6 (1.6)	**4.4 (1.4)**
Public administration and safety	-	-	-	-	-	-
Education and training	**10.8 (2.2)**	**41.7 (9.7)**	2.2 (2.3)	1.2 (1.3)	**10.0 (2.1)**	0.4 (0.4)
Health care and social assistance	**24.3 (2.1)**	**37.1 (7.5)**	**65.0 (10.2)**	2.1 (2.1)	**35.7 (3.8)**	4.4 (1.3)
Arts and recreation services	**1.3 (0.5)**	-	2.7 (2.9)	-	2.8 (1.4)	0.4 (0.4)
Other services	4.4 (0.8)	0.8 (0.8)	7.4 (6.1)	**30.7 (10.4)**	2.6 (1.0)	2.1 (1.3)
Industry not classified	1.7 (0.7)	1.7 (1.7)	-	-	1.3 (0.7)	2.7 (1.6)
Number employed at place of work						
Less than 20	**45.6 (2.3)**	33.2 (7.0)	60.1 (8.0)	**71.9 (0.6)**	43.3 (4.0)	46.3 (4.9)
20-99	33.9 (2.6)	46.0 (9.1)	**17.1 (5.3)**	17.9 (5.4)	34.5 (4.2)	33.5 (4.9)
100-499	17.4 (1.6)	14.9 (4.4)	17.3 (6.2)	**8.8 (4.0)**	**19.2 (3.2)**	18.5 (3.7)
500 or more	3.1 (0.8)	5.9 (3.1)	5.5 (4.1)	1.3 (1.4)	3.0 (1.3)	1.7 (0.8)
Union member	17.6 (2.4)	41.8 (8.9)	13.4 (5.7)	4.3 (3.7)	**11.4 (2.4)**	16.3 (3.1)
Differences in the jobs held						
Working as manager	**3.7 (0.8**)	**13.7 (3.5)**	28.9 (11.5)	-	-	-
Employed as casual	**41.4 (2.6)**	15.0 (4.0)	27.7 (9.1)	**51.9 (7.3)**	42.9 (3.6)	52.1 (4.6)
Full-time employment	**38.0 (2.5)**	**63.8 (6.5)**	**50.4 (8.5)**	**50.1 (7.3)**	**37.0 (3.0)**	**22.7 (3.5)**

Source: Melbourne Institute of Applied Economics and Social Research, HILDA, Wave 9.

Note: Standard errors are in parentheses, and were calculated using the delete-a-group jackknife method. Total number of observations is 675.

Table D.6: Characteristics of award-reliant male adult employees, HILDA survey, Wave 9 (percentage of group unless otherwise stated)

Characteristics	Male adult award-reliant employees					
	Skill level classification					
	Overall	1	2	3	4	5
Productivity characteristics						
Born in main English speaking country	78.3 (3.8)	73.1 (12.6)	78.0 (11.3)	79.0 (9.6)	**72.1 (7.2)**	84.8 (6.4)
Age						
21-24	**19.6 (2.2)**	6.7 (3.3)	16.8 (7.7)	24.1 (7.0)	16.6 (3.8)	22.9 (4.8)
25-34	21.8 (2.4)	24.3 (11.3)	16.3 (8.8)	19.6 (5.1)	23.5 (5.9)	22.7 (4.2)
35-44	22.8 (3.7)	21.4 (11.2)	43.4 (12.6)	26.6 (9.2)	22.6 (5.4)	16.0 (3.8)
45-54	21.0 (2.2)	32.3 (12.7)	**13.5 (6.8)**	**12.8 (3.9)**	22.4 (5.4)	25.0 (5.6)
55 and up	14.8 (3.2)	15.3 (8.6)	10.1 (8.6)	16.8 (11.0)	15.0 (3.9)	**13.5 (3.3)**
Time in paid work (years)	**20.7 (1.1)**	23.5 (3.5)	18.8 (1.8)	20.4 (3.9)	20.3 (1.7)	**20.8 (1.6)**
Tenure in currrent occupation (years)	9.3 (1.4)	11.7 (2.9)	**6.8 (1.5)**	14.8 (3.9)	**5.9 (0.7)**	6.9 (1.0)
Tenure with current employer (years)	6.8 (1.4)	11.0 (3.5)	7.1 (1.9)	8.8 (4.9)	5.0 (1.0)	5.2 (0.8)
Married or defacto	**50.4 (3.5)**	44.1 (13.1)	44.4 (12.5)	38.9 (9.1)	65.9 (5.2)	50.6 (5.3)
Have at least one resident/non-resident child under 15 yrs	29.0 (3.0)	**16.9 (5.2)**	24.0 (9.7)	**22.1 (5.1)**	41.7 (5.9)	29.2 (5.5)
Education						
Bachelor degree or higher	**9.6 (1.8)**	39.1 (12.7)	9.1 (4.9)	0.9 (0.9)	9.0 (5.0)	7.6 (2.9)
Certificate III/IV/advanced diploma or diploma	35.7 (4.3)	22.5 (9.0)	33.5 (11.0)	54.0 (8.0)	**32.6 (5.6)**	28.1 (5.5)
Certificate I/II, year 12 or below	54.7 (3.9)	38.5 (13.3)	**57.4 (11.7)**	45.1 (8.1)	58.3 (7.0)	64.3 (5.7)
Lives in major city of Australia	67.6 (3.1)	77.8 (7.7)	70.7 (11.2)	**77.0 (5.8)**	65.1 (5.9)	57.2 (5.3)
Has long term health condition, disability or impairment	**20.7 (4.2)**	6.7 (4.0)	38.2 (12.8)	17.8 (10.9)	**23.0 (6.0)**	22.5 (5.8)
Index of relative socio-economic advantage/disadvantage below/ equal to 5th decile	**63.7 (3.8)**	25.3 (9.6)	76.8 (8.0)	73.1 (7.0)	**71.8 (5.7)**	58.0 (5.3)
Employer and sector characteristics						
Industry						
Mining	0.6 (0.3)	1.3 (1.4)	-	-	1.2 (0.9)	0.6 (0.4)
Manufacturing	**15.7 (1.9)**	27.4 (11.7)	-	20.7 (5.5)	**14.9 (3.4)**	10.8 (2.4)

Electricity, gas, water and waste services	1.2 (0.5)	-	2.4 (2.5)	-	2.2 (1.2)	1.5 (1.1)
Construction	**9.9 (1.7)**	-	-	25.9 (7.2)	2.5 (1.1)	**6.8 (2.5)**
Wholesale trade	4.9 (1.5)	-	5.7 (4.4)	-	13.4 (5.5)	3.4 (1.8)
Retail trade	**14.3 (2.0)**	5.8 (3.7)	12.3 (6.8)	**0.6 (0.7)**	7.0 (2.5)	**36.6 (4.6)**
Accommodation and food services	**9.9 (2.3)**	1.8 (1.8)	22.4 (10.1)	8.3 (4.0)	13.4 (4.0)	**8.7 (2.5)**
Transport, postal and warehousing	**9.8 (1.6)**	5.7 (4.1)	-	-	**27.1 (4.9)**	6.9 (2.7)
Information, media and telecommunications	0.2 (0.1)	1.7 (1.3)	-	-	-	-
Financial and insurance services	3.0 (1.8)	13.5 (12.6)	-	-	6.2 (5.0)	-
Rental, hiring and real estate services	1.1 (0.6)	-	3.9 (4.1)	**0.8 (0.8)**	0.8 (0.9)	1.6 (1.4)
Professional, scientific and technical services	1.9 (0.7)	4.9 (3.1)	23.7 (11.0)	-	-	0.3 (0.3)
Administrative and support services	3.8 (1.3)	-	1.5 (1.6)	2.4 (1.8)	0.5 (0.5)	9.7 (3.9)
Public administration and safety	1.1 (0.5)	-	-	3.8 (2.0)	-	0.2 (0.2)
Education and training	**2.5 (0.8)**	**13.5 (6.0)**	-	1.8 (1.2)	**1.6 (1.2)**	1.0 (0.7)
Health care and social assistance	**11.6 (4.1)**	21.4 (11.3)	**17.0 (9.3)**	**22.7 (13.0)**	**4.9 (2.1)**	3.0 (1.4)
Arts and recreation services	2.5 (0.8)	-	7.0 (7.3)	2.3 (1.3)	1.7 (1.4)	3.3 (1.7)
Other services	5.3 (1.4)	3.1 (2.2)	4.0 (4.2)	10.0 (3.9)	2.3 (2.1)	4.6 (1.7)
Industry not classified	**0.6 (0.3)**	-	-	0.8 (0.6)	0.4 (0.4)	1.0 (0.8)
Number employed at place of work						
Less than 20	50.3 (4.3)	40.9 (14.1)	47.2 (11.9)	60.7 (9.6)	43.8 (7.1)	50.0 (5.3)
20-99	31.1 (3.7)	38.0 (12.8)	30.4 (10.9)	17.7 (5.2)	41.8 (7.0)	32.2 (5.0)
100-499	15.3 (3.3)	13.2 (6.1)	20.0 (9.9)	20.3 (10.8)	**10.2 (2.5)**	14.9 (3.6)
500 or more	3.3 (0.1)	7.9 (6.8)	2.4 (2.5)	1.3 (0.7)	4.2 (2.0)	2.9 (1.4)
Union member	16.0 (2.5)	20.8 (11.4)	7.0 (5.0)	11.1 (4.1)	16.7 (3.9)	20.1 (4.1)
Differences in the jobs held						
Working as manager	7.1 (1.9)	**42.9 (12.7)**	50.3 (13.2)			
Employed as casual	**32.5 (4.0)**	-	28.4 (11.5)	**22.3 (7.7)**	40.5 (6.0)	46.3 (6.0)
Full-time employment	**74.8 (3.2)**	85.8 (11.4)	**78.5 (11.2)**	**89.6 (4.4)**	**73.4 (4.9)**	**57.9 (6.1)**

Source: Melbourne Institute of Applied Economics and Social Research, HILDA, Wave 9.

Note: Standard errors are in parentheses, and were calculated using the delete-a-group jackknife method. Total number of observations is 436.

Table D.7: Characteristics of full-time other female adult non-casual employees, HILDA survey, Wave 9 (percentage of group unless otherwise stated)

Characteristics	Full-time female adult non-casual other employees					
	Skill level classification					
	Overall	1	2	3	4	5
Productivity characteristics						
Born in main English speaking country	**84.1 (1.8)**	84.8 (2.4)	87.8 (3.3)	88.7 (3.6)	**78.4 (4.0)**	85.2 (6.1)
Age						
21-24	**11.5 (1.1)**	**9.2 (1.5)**	11.4 (2.8)	12.5 (4.7)	**15.2 (2.1)**	15.1 (5.4)
25-34	29.5 (1.5)	32.6 (2.6)	29.2 (4.3)	29.7 (4.1)	24.2 (2.9)	25.1 (6.4)
35-44	**22.4 (1.4)**	**23.2 (2.1)**	23.6 (3.8)	19.0 (4.7)	**19.4 (2.5)**	28.9 (7.9)
45-54	25.0 (1.3)	24.5 (2.0)	22.0 (4.2)	19.6 (4.2)	30.6 (3.3)	19.5 (4.6)
55 and up	11.7 (1.2)	10.5 (1.5)	13.8 (3.7)	19.2 (4.8)	**10.6 (2.1)**	11.4 (3.5)
Time in paid work (years)	**18.8 (0.4)**	**18.4 (0.5)**	**19.0 (1.2)**	20.8 (1.5)	**19.5 (0.8)**	**17.0 (1.3)**
Tenure in currrent occupation (years)	**9.0 (0.3)**	10.1 (0.5)	**6.6 (0.8)**	**9.8 (1.1)**	**7.9 (0.6)**	7.9 (0.9)
Tenure with current employer (years)	7.6 (0.3)	8.4 (0.4)	**6.6 (0.7)**	**5.9 (0.7)**	7.0 (0.7)	7.2 (0.7)
Married or defacto	**58.9 (1.7)**	**61.8 (2.4)**	64.8 (4.5)	57.7 (6.7)	**53.2 (4.1)**	48.6 (7.7)
Have at least one resident/non-resident child under 15 yrs	**20.3 (1.0)**	**19.9 (1.8)**	**19.7 (3.3)**	**17.0 (3.8)**	**19.5 (3.1)**	31.4 (8.4)
Education						
Bachelor degree or higher	**44.2 (2.5)**	**72.9 (2.6)**	27.5 (4.3)	10.9 (3.1)	12.7 (2.4)	9.6 (4.2)
Certificate III/IV/advanced diploma or diploma	**26.6 (2.0)**	**15.9 (2.0)**	35.9 (5.1)	**40.5 (5.2)**	40.6 (4.5)	**24.0 (5.6)**
Certificate I/II/year 12 or below	29.2 (1.8)	11.2 (1.7)	36.6 (4.4)	**48.6 (5.4)**	46.8 (3.7)	66.4 (6.7)
Lives in major city of Australia	75.5 (1.5)	**76.8 (2.0)**	73.6 (4.2)	70.9 (5.4)	**77.1 (3.0)**	68.3 (5.6)
Has long term health condition, disability or impairment	9.6 (1.0)	8.4 (1.0)	14.2 (3.2)	11.4 (3.6)	9.3 (2.3)	8.1 (3.4)
Index of relative socio-economic advantage/disadvantage below 5th decile	38.3 (2.5)	28.0 (2.2)	39.5 (4.4)	38.7 (6.2)	51.4 (4.7)	**70.2 (6.8)**
Employer and sector characteristics						
Industry						
Mining	**0.8 (0.3)**	**1.0 (0.4)**	0.3 (0.3)	**1.0 (0.8)**	**0.8 (0.4)**	-
Manufacturing	**6.4 (1.1)**	**2.8 (1.2)**	6.8 (2.4)	**7.0 (2.5)**	**7.4 (2.8)**	29.6 (8.8)
Electricity, gas, water and waste services	**0.8 (0.2)**	**0.6 (0.3)**	**1.6 (1.0)**	-	**1.4 (0.7)**	-
Construction	**2.1 (0.6)**	**0.6 (0.4)**	8.0 (3.2)	**4.4 (1.9)**	**2.0 (1.0)**	-
Wholesale trade	**3.3 (0.7)**	3.0 (1.1)	0.7 (0.6)	6.7 (2.4)	**4.4 (1.8)**	0.9 (0.9)
Retail trade	5.3 (0.7)	**0.7 (0.3)**	14.8 (3.4)	4.0 (2.6)	4.4 (1.3)	28.9 (6.1)

Accommodation and food services	2.2 (0.5)	0.2 (0.2)	**3.7 (1.5)**	1.4 (0.8)	4.8 (1.9)	6.9 (4.0)
Transport, postal and warehousing	2.0 (0.7)	0.3 (0.3)	**0.6 (0.5)**	-	**5.9 (2.6)**	6.0 (3.0)
Information, media and telecommunications	3.2 (0.8)	**2.5 (0.5)**	1.0 (1.0)	9.9 (5.3)	3.7 (1.7)	2.2 (1.8)
Financial and insurance services	6.1 (0.8)	**4.4 (1.0)**	2.7 (1.5)	**10.7 (4.1)**	**11.6 (1.9)**	-
Rental, hiring and real estate services	1.5 (0.4)	1.1 (0.5)	0.7 (0.5)	**9.4 (3.2)**	0.2 (0.2)	-
Professional, scientific and technical services	8.4 (1.1)	**10.5 (1.6)**	**6.4 (3.0)**	**10.9 (3.6)**	**6.7 (1.8)**	-
Administrative and support services	2.1 (0.5)	1.2 (0.4)	2.9 (1.3)	0.6 (0.6)	**4.0 (1.5)**	2.3 (1.8)
Public administration and safety	11.1 (0.9)	11.1 (1.5)	**8.8 (1.9)**	14.3 (3.5)	**12.0 (1.8)**	7.3 (4.8)
Education and training	**21.1 (1.5)**	**36.8 (2.4)**	5.9 (2.5)	7.5 (3.7)	**5.7 (1.4)**	2.8 (2.5)
Health care and social assistance	**18.8 (1.3)**	**19.9 (1.5)**	**31.3 (4.5)**	6.1 (3.1)	**18.3 (2.2)**	4.7 (3.0)
Arts and recreation services	**1.0 (0.3)**	0.9 (0.4)	**0.8 (0.6)**	1.1 (1.1)	1.1 (0.9)	1.8 (1.1)
Other services	**1.7 (0.5)**	1.1 (0.4)	0.8 (0.6)	**4.6 (2.1)**	1.6 (0.8)	4.7 (3.8)
Industry not classified	2.1 (0.5)	**1.4 (0.5)**	2.3 (1.2)	0.6 (0.6)	3.9 (1.7)	2.0 (1.2)
Number employed at place of work						
Less than 20	**21.5 (1.6)**	14.9 (2.1)	**35.1 (4.0)**	35.2 (5.2)	24.3 (4.1)	19.8 (3.6)
20-99	34.4 (2.1)	**37.2 (2.5)**	36.3 (4.5)	25.3 (5.9)	31.9 (4.2)	31.7 (7.4)
100-499	**22.3 (1.8)**	**24.2 (2.1)**	**15.2 (3.2)**	17.6 (3.6)	20.6 (4.4)	31.4 (5.7)
500 or more	**21.7 (1.6)**	23.7 (2.2)	13.4 (3.0)	21.9 (4.8)	**23.3 (3.0)**	17.0 (6.1)
Union member	30.3 (1.3)	**37.9 (2.1)**	21.7 (3.7)	**19.6 (4.5)**	**23.0 (2.9)**	29.4 (6.3)
Differences in the jobs held						
Working as manager	**12.4 (1.1)**	**19.4 (1.9)**	**22.5 (3.8)**	-	-	-
Differences in hours worked						
Usual hours worked in main job						
35-40	**67.1 (2.0)**	**56.5 (2.4)**	**69.7 (4.4)**	**72.7 (4.1)**	**81.8 (3.2)**	**85.4 (4.8)**
41-45	**15.5 (1.5)**	17.0 (2.1)	16.6 (3.8)	18.9 (3.9)	**12.5 (2.7)**	**7.2 (2.8)**
46-50	**10.8 (0.9)**	**15.8 (1.6)**	**8.9 (2.4)**	**7.2 (2.6)**	**4.2 (1.4)**	**4.9 (2.3)**
51-55	**2.5 (0.7)**	3.8 (1.3)	**2.1 (1.3)**	1.2 (0.9)	**0.7 (0.4)**	2.4 (1.7)
56-60	**4.0 (0.8)**	7.0 (1.5)	**2.7 (1.6)**	-	**0.8 (0.6)**	-

Source: Melbourne Institute of Applied Economics and Social Research, HILDA, Wave 9.

Note: Standard errors are in parentheses, and were calculated using the delete-a-group jackknife method. Total number of observations is 1387.

Table D.8: Characteristics of full-time other male adult non-casual employees, HILDA survey, Wave 9 (percentage of group unless otherwise stated)

Characteristics	Full-time male adult non-casual other employees					
	Skill level classification					
	Overall	1	2	3	4	5
Productivity characteristics						
Born in main English speaking country	**88.2 (1.1)**	85.3 (1.8)	90.3 (2.7)	90.6 (3.5)	**92.7 (1.9)**	85.6 (4.0)
Age						
21-24	**8.2 (0.8)**	**5.0 (0.9)**	12.3 (5.2)	11.9 (1.8)	**7.8 (1.6)**	**9.8 (2.6)**
25-34	28.1 (0.9)	31.4 (1.8)	23.5 (3.3)	30.0 (2.4)	21.0 (2.3)	29.1 (6.8)
35-44	**26.6 (1.2)**	**27.4 (1.8)**	25.6 (3.9)	**25.9 (2.3)**	**26.0 (2.3)**	27.5 (5.2)
45-54	23.6 (0.9)	23.5 (1.4)	24.9 (3.5)	20.4 (2.0)	28.3 (2.6)	19.2 (4.2)
55 and up	13.6 (1.1)	12.8 (1.3)	13.7 (3.6)	**11.9 (3.4)**	**16.8 (2.6)**	14.5 (3.3)
Time in paid work (years)	**21.9 (0.4)**	**21.1 (0.5)**	21.5 (1.3)	21.4 (0.8)	**24.7 (0.8)**	**21.1 (1.5)**
Tenure in currrent occupation (years)	**10.4 (0.3)**	10.3 (0.4)	**9.7 (1.1)**	**12.8 (0.8)**	**9.1 (0.6)**	9.0 (0.6)
Tenure with current employer (years)	7.9 (0.2)	8.3 (0.3)	**8.1 (0.7)**	**7.4 (0.6)**	7.4 (0.6)	8.0 (0.6)
Married or defacto	**68.6 (1.3)**	**74.5 (2.0)**	68.2 (4.9)	**65.3 (3.4)**	**65.0 (2.6)**	57.8 (5.3)
Have at least one resident/non-resident child under 15 yrs	**37.1 (1.2)**	**40.3 (2.2)**	**33.1 (3.4)**	**37.0 (2.5)**	**34.4 (2.4)**	33.2 (4.8)
Education						
Bachelor degree or higher	**31.2 (1.9)**	**64.0 (2.0)**	23.2 (3.2)	**4.9 (1.0)**	**8.0 (1.5)**	6.8 (2.6)
Certificate III/IV/advanced diploma or diploma	**40.3 (1.5)**	**23.7 (1.9)**	43.6 (4.6)	**66.6 (3.9)**	44.1 (3.2)	**38.8 (5.4)**
Certificate I/II/year 12 or below	28.5 (1.7)	12.3 (1.6)	33.2 (5.6)	**28.5 (3.9)**	47.9 (3.3)	**54.4 (5.4)**
Lives in major city of Australia	73.5 (1.6)	**83.0 (1.6)**	69.2 (4.5)	67.7 (2.9)	**66.3 (3.3)**	65.3 (4.5)
Has long term health condition, disability or impairment	10.0 (0.8)	9.3 (1.5)	**8.1 (1.9)**	11.7 (2.1)	11.4 (1.8)	7.7 (2.4)
Index of relative socio-economic advantage/disadvantage below 5th decile	38.4 (2.0)	26.5 (2.4)	37.8 (4.4)	42.3 (3.9)	51.5 (3.5)	**54.7 (5.9)**
Employer and sector characteristics						
Industry						
Mining	**3.8 (0.5)**	2.0 (0.5)	1.9 (0.9)	**4.9 (1.0)**	**8.8 (2.0)**	1.4 (0.8)
Manufacturing	**13.4 (1.1)**	**9.5 (1.4)**	9.3 (2.4)	**21.1 (3.5)**	**13.7 (2.0)**	**15.4 (4.7)**
Electricity, gas, water and waste services	**3.4 (0.9)**	2.1 (1.3)	4.5 (1.7)	2.7 (1.0)	**4.0 (1.1)**	7.9 (7.0)
Construction	**9.5 (1.0)**	**4.1 (0.8)**	8.9 (2.4)	**16.3 (2.4)**	**9.7 (1.8)**	17.5 (3.8)

Wholesale trade	**4.9 (0.5)**	4.1 (0.7)	1.7 (1.0)	5.5 (1.4)	**8.9 (1.7)**	2.4 (1.0)
Retail trade	5.5 (0.7)	1.4 (0.5)	13.6 (2.6)	3.6 (1.1)	**2.4 (0.9)**	24.2 (4.7)
Accommodation and food services	2.0 (0.3)	-	**7.5 (1.7)**	2.4 (0.7)	2.4 (1.1)	**2.8 (1.3)**
Transport, postal and warehousing	**6.9 (0.6)**	**3.4 (0.9)**	2.7 (1.2)	2.9 (0.9)	**19.1 (2.2)**	11.3 (3.1)
Information, media and telecommunications	3.0 (0.5)	**5.2 (1.1)**	1.7 (0.7)	**1.8 (0.9)**	**0.7 (0.4)**	2.4 (1.6)
Financial and insurance services	5.1 (0.7)	**8.7 (1.2)**	2.7 (1.1)	**0.3 (0.3)**	**7.2 (1.6)**	-
Rental, hiring and real estate services	**1.0 (0.2)**	0.9 (0.3)	0.8 (0.8)	**2.0 (0.7)**	0.8 (0.4)	0.3 (0.3)
Professional, scientific and technical services	9.1 (1.0)	**18.6 (1.8)**	14.0 (5.8)	**0.5 (0.4)**	**0.5 (0.3)**	0.2 (0.2)
Administrative and support services	1.6 (0.3)	1.7 (0.6)	0.3 (0.3)	1.7 (0.7)	**1.1 (0.5)**	3.7 (1.9)
Public administration and safety	11.7 (0.9)	13.4 (1.6)	14.9 (3.1)	14.3 (1.8)	**7.8 (1.7)**	3.1 (1.7)
Education and training	**6.0 (0.6)**	**13.4 (1.3)**	**1.8 (0.8)**	**0.5 (0.3)**	**1.5 (0.8)**	0.4 (0.4)
Health care and social assistance	**5.2 (0.8)**	**7.0 (1.2)**	**6.5 (1.8)**	**2.7 (1.5)**	**4.9 (1.2)**	**1.0 (0.8)**
Arts and recreation services	**1.7 (0.3)**	0.9 (0.3)	3.5 (1.5)	1.9 (0.7)	1.9 (0.7)	2.5 (1.3)
Other services	**3.8 (0.5)**	0.9 (0.3)	2.3 (1.1)	**11.7 (2.1)**	3.2 (1.6)	**1.0 (0.8)**
Industry not classified	2.5 (0.5)	2.6 (0.6)	1.6 (1.2)	3.3 (1.6)	1.6 (1.0)	2.6 (1.4)
Number employed at place of work						
Less than 20	**25.7 (1.0)**	**18.9 (1.5)**	26.8 (4.2)	36.6 (2.9)	27.4 (3.2)	24.8 (4.1)
20-99	**31.1 (1.4)**	**31.4 (2.4)**	**27.7 (3.5)**	31.1 (3.0)	27.8 (3.3)	39.3 (6.6)
100-499	**25.9 (1.3)**	28.9 (2.4)	**28.6 (5.0)**	17.8 (2.3)	**28.4 (2.9)**	24.1 (5.2)
500 or more	**17.3 (1.1)**	20.8 (1.8)	16.9 (3.6)	**14.5 (3.3)**	**16.5 (2.2)**	11.9 (3.1)
Union member	28.7 (1.5)	**19.5 (1.6)**	22.1 (3.7)	**36.3 (3.5)**	**38.2 (3.0)**	38.6 (5.7)
Differences in the jobs held						
Working as manager	**16.7 (1.0)**	**32.3 (1.7)**	**36.7 (3.6)**	-	-	-
Differences in hours worked						
Usual hours worked in main job						
35-40	**48.8 (1.3)**	**42.7 (2.7)**	**49.8 (4.0)**	**55.0 (2.9)**	**53.1 (3.3)**	**50.9 (5.9)**
41-45	**19.2 (1.0)**	**21.0 (1.8)**	18.1 (2.4)	16.7 (1.9)	**19.7 (2.6)**	**18.5 (4.2)**
46-50	**16.4 (1.0)**	**20.6 (2.2)**	**15.8 (2.9)**	**15.0 (2.0)**	**11.3 (1.7)**	11.5 (3.6)
51-55	**5.7 (0.6)**	**5.7 (0.8)**	**6.6 (1.8)**	**4.7 (1.4)**	**6.9 (1.5)**	4.4 (1.9)
56-60	**9.9 (1.0)**	**10.0 (1.4)**	**9.7 (2.2)**	8.7 (1.7)	**9.1 (1.7)**	14.8 (6.9)

Source: Melbourne Institute of Applied Economics and Social Research, HILDA, Wave 9.

Note: Standard errors are in parentheses, and were calculated using the delete-a-group jackknife method. Total number of observations is 2138.

Table D.9: Characteristics of other female adult non-casual non-managerial employees, HILDA survey, Wave 9 (percentage of group unless otherwise stated)

Characteristics	Female adult non-casual non-managerial other employees					
	Skill level classification					
	Overall	1	2	3	4	5
Productivity characteristics						
Born in main English speaking country	**86.0 (1.4)**	86.2 (1.8)	88.2 (3.0)	88.8 (3.1)	**82.9 (3.0)**	89.7 (3.7)
Age						
21-24	10.0 (0.8)	8.6 (1.5)	**4.7 (2.0)**	11.6 (3.9)	**12.7 (1.7)**	12.8 (3.4)
25-34	26.6 (1.2)	31.4 (2.7)	29.3 (3.7)	28.6 (3.8)	20.6 (2.4)	20.0 (4.5)
35-44	24.6 (1.1)	25.8 (2.0)	26.0 (3.8)	**17.6 (3.9)**	24.8 (2.1)	23.3 (5.7)
45-54	**25.9 (1.0)**	24.3 (2.0)	24.5 (3.7)	23.7 (5.0)	30.5 (2.0)	21.7 (4.1)
55 and up	12.9 (1.0)	**10.0 (1.2)**	15.5 (3.3)	18.5 (4.2)	**11.4 (1.5)**	22.3 (6.4)
Time in paid work (years)	**19.4 (0.3)**	**18.3 (0.5)**	20.5 (0.9)	21.0 (1.5)	**19.8 (0.5)**	20.0 (1.8)
Tenure in currrent occupation (years)	**9.7 (0.3)**	11.5 (0.5)	**7.8 (0.8)**	**9.6 (1.0)**	8.4 (0.4)	8.0 (0.8)
Tenure with current employer (years)	7.7 (0.2)	8.6 (0.4)	7.0 (0.7)	**5.9 (0.7)**	7.3 (0.4)	7.1 (0.7)
Married or defacto	63.8 (1.4)	**66.7 (2.1)**	70.0 (4.3)	60.0 (6.2)	61.5 (3.3)	54.6 (6.0)
Have at least one resident/non-resident child under 15 yrs	**29.5 (1.0)**	**29.4 (1.8)**	32.8 (4.2)	**23.1 (4.3)**	30.0 (2.5)	30.5 (5.3)
Education						
Bachelor degree or higher	**41.0 (2.2)**	**75.3 (2.4)**	**32.4 (4.2)**	11.8 (3.7)	**13.4 (1.8)**	8.7 (3.1)
Certificate III/IV/advanced diploma or diploma	**28.6 (1.8)**	15.7 (1.9)	40.3 (4.3)	**41.0 (5.4)**	39.5 (3.2)	29.4 (6.9)
Certificate I/II/year 12 or below	30.5 (1.6)	9.0 (1.3)	28.3 (4.0)	**47.2 (4.9)**	47.1 (2.8)	61.9 (6.8)
Lives in major city of Australia	73.2 (1.4)	**74.3 (2.1)**	70.4 (4.5)	70.2 (4.0)	**73.7 (2.3)**	71.5 (4.3)
Has long term health condition, disability or impairment	11.7 (1.2)	9.3 (0.9)	**13.2 (3.0)**	11.8 (3.4)	11.2 (2.0)	**22.1 (6.8)**
Index of relative socio-economic advantage/disadvantage below 5th decile	39.9 (2.2)	30.0 (1.8)	40.1 (4.8)	38.3 (5.5)	47.9 (3.5)	61.1 (6.5)
Employer and sector characteristics						
Industry						
Mining	**0.7 (0.2)**	0.9 (0.4)	0.8 (0.6)	**0.8 (0.6)**	**0.6 (0.3)**	-
Manufacturing	**5.1 (0.8)**	**1.0 (0.3)**	**6.6 (2.3)**	**5.7 (2.0)**	**7.0 (2.2)**	15.2 (5.3)

Electricity, gas, water and waste services	**0.7 (0.2)**	**0.3 (0.2)**	**1.5 (0.9)**	-	**1.1 (0.5)**	0.5 (0.5)
Construction	2.0 (0.5)	0.3 (0.3)	7.8 (3.0)	**3.6 (1.5)**	**2.6 (0.8)**	-
Wholesale trade	**2.3 (0.6)**	1.2 (0.5)	0.6 (0.5)	5.9 (2.0)	**3.3 (1.2)**	2.3 (1.9)
Retail trade	5.3 (0.8)	0.7 (0.3)	**1.3 (0.1)**	5.5 (2.3)	3.5 (1.0)	**34.9 (5.1)**
Accommodation and food services	1.8 (0.4)	0.3 (0.3)	-	2.2 (0.9)	3.3 (1.2)	5.3 (2.4)
Transport, postal and warehousing	**2.1 (0.6)**	**0.1 (0.1)**	**0.6 (0.4)**	-	**4.8 (1.8)**	**5.6 (2.1)**
Information, media and telecommunications	2.7 (0.6)	**1.9 (0.4)**	1.2 (0.9)	10.3 (4.9)	2.8 (1.1)	1.1 (0.9)
Financial and insurance services	5.4 (0.7)	**2.6 (0.6)**	2.5 (1.1)	**10.1 (3.5)**	**11.0 (1.2)**	-
Rental, hiring and real estate services	1.3 (0.3)	0.8 (0.5)	0.4 (0.4)	**9.4 (2.8)**	0.1 (0.1)	1.0 (0.7)
Professional, scientific and technical services	**7.5 (0.9)**	**10.2 (1.6)**	**7.1 (2.8)**	**9.6 (3.0)**	**5.5 (1.2)**	0.4 (0.4)
Administrative and support services	2.7 (0.8)	1.1 (0.4)	1.5 (0.9)	0.5 (0.5)	2.9 (0.9)	12.7 (6.9)
Public administration and safety	**8.8 (0.6)**	**7.9 (1.1)**	**10.2 (2.1)**	12.7 (2.7)	9.6 (1.3)	4.7 (2.7)
Education and training	**22.3 (1.4)**	**40.2 (2.2)**	**9.4 (3.0)**	**10.0 (3.2)**	**11.2 (1.7)**	2.9 (1.6)
Health care and social assistance	**25.2 (1.2)**	**27.6 (1.6)**	**45.0 (4.2)**	6.5 (2.7)	**25.0 (2.7)**	9.0 (3.4)
Arts and recreation services	1.0 (0.4)	0.6 (0.3)	0.9 (0.7)	0.9 (0.9)	1.8 (1.3)	0.9 (0.5)
Other services	**1.5 (0.3)**	1.0 (0.4)	0.4 (0.5)	5.6 (2.6)	1.1 (0.5)	2.4 (1.9)
Industry not classified	1.8 (0.4)	1.4 (0.5)	2.4 (1.1)	0.5 (0.5)	2.6 (1.0)	1.0 (0.6)
Number employed at place of work						
Less than 20	**22.1 (1.3)**	**14.1 (1.3)**	**29.6 (4.0)**	37.4 (4.3)	28.2 (3.3)	17.4 (4.1)
20-99	**34.3 (1.6)**	**38.4 (2.2)**	**36.7 (4.0)**	25.3 (5.4)	32.4 (3.1)	27.6 (5.5)
100-499	**23.0 (1.6)**	**23.0 (1.8)**	**14.4 (2.6)**	17.2 (3.4)	**20.6 (3.0)**	**42.3 (6.3)**
500 or more	**20.7 (1.3)**	**24.4 (1.8)**	19.3 (3.2)	20.2 (4.1)	18.7 (2.3)	12.8 (3.8)
Union member	33.4 (1.4)	**43.0 (2.2)**	28.7 (4.0)	**21.3 (4.0)**	**24.6 (2.4)**	34.5 (5.5)
Differences in the jobs held						
Full-time employment	**69.7 (1.6)**	**75.3 (1.7)**	**70.5 (3.6)**	**82.5 (4.0)**	**63.7 (2.9)**	**51.4 (6.8)**

Source: Melbourne Institute of Applied Economics and Social Research, HILDA, Wave 9.

Note: Standard errors are in parentheses, and were calculated using the delete-a-group jackknife method. Total number of observations is 1778.

Table D.10: Characteristics of other male adult non-casual non-managerial employees, HILDA survey, Wave 9 (percentage of group unless otherwise stated)

Characteristics	Male adult non-casual non-managerial other employees					
	Skill level classification					
	Overall	1	2	3	4	5
Productivity characteristics						
Born in main English speaking country	**89.2 (1.1)**	87.4 (2.1)	90.9 (2.7)	90.5 (3.4)	**92.2 (2.1)**	85.9 (3.8)
Age						
21-24	9.6 (0.9)	6.3 (1.4)	16.2 (8.3)	11.9 (1.8)	**8.5 (1.6)**	10.9 (2.8)
25-34	28.1 (1.0)	33.2 (2.2)	22.5 (4.2)	29.7 (2.4)	20.6 (2.1)	28.3 (5.9)
35-44	25.2 (1.1)	24.2 (1.9)	21.4 (5.0)	**26.0 (2.4)**	25.4 (2.3)	28.8 (4.4)
45-54	**23.2 (1.0)**	23.7 (2.0)	25.5 (3.9)	20.3 (1.9)	27.4 (2.6)	17.5 (3.9)
55 and up	14.0 (1.3)	12.6 (1.7)	14.3 (4.5)	12.2 (3.4)	**18.1 (2.7)**	**14.5 (3.3)**
Time in paid work (years)	**21.8 (0.4)**	**20.4 (0.6)**	21.0 (2.3)	21.5 (0.8)	**24.8 (0.7)**	21.0 (1.5)
Tenure in currrent occupation (years)	**10.7 (0.3)**	11.0 (0.6)	10.2 (1.6)	**12.9 (0.8)**	9.1 (0.6)	8.9 (0.5)
Tenure with current employer (years)	7.9 (0.2)	8.4 (0.5)	8.0 (1.0)	**7.5 (0.5)**	7.3 (0.5)	8.2 (0.6)
Married or defacto	66.0 (1.4)	71.3 (2.6)	65.1 (7.6)	65.2 (3.3)	64.7 (2.7)	55.7 (5.4)
Have at least one resident/non-resident child under 15 yrs	**34.4 (1.2)**	33.6 (2.4)	32.3 (4.8)	**37.2 (2.5)**	34.0 (2.5)	33.0 (4.8)
Education						
Bachelor degree or higher	**28.5 (2.0)**	**70.5 (2.2)**	23.5 (5.2)	**4.8 (1.0)**	**7.5 (1.4)**	6.1 (2.4)
Certificate III/IV/advanced diploma or diploma	**40.9 (1.5)**	18.6 (1.8)	47.6 (5.7)	**66.0 (3.8)**	43.9 (3.1)	38.8 (5.5)
Certificate I/II/year 12 or below	30.6 (1.9)	10.9 (1.7)	29.0 (8.0)	**29.2 (3.8)**	48.6 (3.2)	55.1 (5.5)
Lives in major city of Australia	72.6 (1.9)	**82.3 (2.0)**	72.9 (5.2)	68.0 (2.8)	**67.5 (3.2)**	64.9 (4.3)
Has long term health condition, disability or impairment	10.5 (0.9)	10.9 (2.1)	**6.1 (2.1)**	11.6 (2.1)	12.0 (1.8)	**7.1 (2.1)**
Index of relative socio-economic advantage/disadvantage below 5th decile	40.5 (2.1)	27.5 (2.6)	35.1 (5.6)	43.0 (3.8)	51.1 (3.3)	54.6 (5.3)
Employer and sector characteristics						
Industry						
Mining	**3.8 (0.6)**	1.3 (0.4)	2.9 (1.4)	**4.7 (1.0)**	**8.3 (1.9)**	1.2 (0.7)
Manufacturing	**12.9 (1.1)**	**5.2 (1.3)**	12.8 (3.6)	**21.8 (3.4)**	**13.4 (2.0)**	14.5 (4.3)

Electricity, gas, water and waste services	**3.5 (0.9)**	1.8 (1.1)	7.0 (2.6)	2.7 (1.0)	**3.8 (1.1)**	7.1 (6.3)
Construction	**9.9 (1.1)**	**3.0 (0.7)**	12.5 (3.6)	**16.1 (2.4)**	**9.1 (1.7)**	15.9 (3.4)
Wholesale trade	**4.3 (0.5)**	2.1 (0.7)	0.6 (0.6)	5.4 (1.4)	**8.6 (1.6)**	2.1 (0.9)
Retail trade	4.9 (0.7)	1.2 (0.5)	0.4 (0.4)	3.9 (1.1)	2.8 (1.0)	**23.5 (4.5)**
Accommodation and food services	1.8 (0.4)	-	0.7 (0.7)	2.3 (0.7)	3.1 (1.2)	3.9 (1.5)
Transport, postal and warehousing	**7.6 (0.8)**	**3.2 (1.2)**	2.5 (1.4)	2.8 (0.9)	**18.4 (2.1)**	12.7 (3.6)
Information, media and telecommunications	2.4 (0.4)	**4.3 (1.0)**	2.1 (1.0)	**1.8 (0.9)**	**0.7 (0.4)**	2.1 (1.4)
Financial and insurance services	4.8 (0.8)	**9.4 (1.7)**	1.3 (1.0)	**0.3 (0.3)**	**6.8 (1.5)**	-
Rental, hiring and real estate services	1.2 (0.3)	1.1 (0.4)	1.3 (1.3)	**1.9 (0.7)**	0.8 (0.4)	0.2 (0.2)
Professional, scientific and technical services	9.3 (1.0)	**22.4 (2.1)**	22.0 (8.6)	**0.6 (0.5)**	**0.5 (0.3)**	0.2 (0.2)
Administrative and support services	**1.7 (0.3)**	1.6 (0.7)	0.5 (0.5)	1.7 (0.7)	**1.0 (0.5)**	**4.1 (1.7)**
Public administration and safety	**11.7 (1.0)**	**12.9 (2.1)**	**22.9 (4.7)**	14.1 (1.7)	8.6 (1.6)	2.8 (1.5)
Education and training	**6.7 (0.7)**	**17.6 (1.9)**	**2.8 (1.2)**	**0.5 (0.3)**	**2.3 (0.8)**	0.9 (0.7)
Health care and social assistance	**5.8 (0.8)**	**9.0 (1.6)**	**5.9 (2.2)**	**2.7 (1.4)**	**5.5 (1.2)**	**3.3 (1.7)**
Arts and recreation services	1.5 (0.3)	0.8 (0.3)	0.6 (0.5)	1.9 (0.7)	1.9 (0.7)	2.2 (1.2)
Other services	**4.1 (0.6)**	1.3 (0.4)	0.6 (0.6)	**11.5 (2.1)**	3.0 (1.5)	**0.9 (0.7)**
Industry not classified	2.2 (0.5)	2.0 (0.6)	0.8 (0.8)	3.3 (1.6)	1.5 (1.0)	2.4 (1.3)
Number employed at place of work						
Less than 20	**25.4 (1.1)**	17.0 (1.9)	**18.0 (4.8)**	36.9 (2.9)	28.7 (3.1)	23.0 (3.9)
20-99	**30.9 (1.5)**	**30.7 (2.6)**	27.5 (4.7)	**31.2 (2.9)**	27.6 (3.1)	38.3 (6.8)
100-499	**26.5 (1.3)**	**31.9 (2.9)**	**33.4 (7.3)**	17.7 (2.2)	**27.8 (2.8)**	**24.2 (5.0)**
500 or more	**17.2 (1.2)**	**20.5 (1.9)**	21.1 (5.0)	14.2 (3.2)	16.0 (2.2)	14.6 (3.6)
Union member	33.2 (1.7)	**24.9 (2.2)**	32.0 (5.5)	**35.9 (3.4)**	**39.3 (2.9)**	39.5 (5.9)
Differences in the jobs held						
Full-time employment	**95.0 (0.7)**	**94.3 (1.3)**	**98.5 (0.8)**	**98.0 (0.8)**	**94.2 (1.2)**	**90.0 (2.9)**

Source: Melbourne Institute of Applied Economics and Social Research, HILDA, Wave 9.

Note: Standard errors are in parentheses, and were calculated using the delete-a-group jackknife method. Total number of observations is 1840.

Table D.11: Characteristics of other female adult employees, HILDA survey, Wave 9 (percentage of group unless otherwise stated)

Characteristics	Female adult other employees					
	Skill level classification					
	Overall	1	2	3	4	5
Productivity characteristics						
Born in main English speaking country	86.5 (1.3)	85.7 (2.0)	89.6 (2.4)	88.6 (2.7)	**85.0 (2.5)**	88.7 (3.3)
Age						
21-24	10.3 (0.6)	7.8 (1.2)	**8.0 (2.0)**	9.8 (3.3)	**13.9 (1.4)**	13.9 (2.6)
25-34	26.3 (1.1)	29.4 (2.1)	29.1 (3.1)	28.2 (3.4)	21.0 (2.1)	23.1 (3.5)
35-44	24.8 (0.9)	26.4 (1.8)	27.2 (3.0)	**17.3 (3.1)**	24.6 (1.8)	22.4 (4.5)
45-54	**25.0 (0.8)**	24.1 (1.5)	21.6 (2.7)	26.4 (3.8)	28.2 (1.6)	22.2 (3.5)
55 and up	**13.5 (0.8)**	12.3 (1.4)	14.2 (2.6)	18.3 (3.8)	**12.3 (1.5)**	18.3 (4.7)
Time in paid work (years)	**19.2 (0.3)**	**19.3 (0.5)**	**19.4 (0.8)**	21.1 (1.3)	**19.0 (0.4)**	17.7 (1.5)
Tenure in currrent occupation (years)	**9.2 (0.3)**	11.0 (0.5)	**7.3 (0.6)**	**9.5 (1.0)**	**8.0 (0.3)**	6.9 (0.7)
Tenure with current employer (years)	7.3 (0.2)	8.6 (0.4)	**6.6 (0.5)**	6.0 (0.8)	6.6 (0.3)	**6.0 (0.6)**
Married or defacto	**62.8 (1.2)**	**65.1 (1.9)**	69.1 (3.5)	63.0 (5.3)	59.3 (2.8)	55.4 (4.4)
Have at least one resident/non-resident child under 15 yrs	**30.0 (0.8)**	**28.7 (1.5)**	33.8 (3.0)	**26.8 (4.4)**	30.6 (2.2)	30.7 (3.8)
Education						
Bachelor degree or higher	**38.8 (1.9)**	**71.4 (2.2)**	27.2 (3.3)	**12.3 (3.0)**	**13.0 (1.4)**	8.4 (2.4)
Certificate III/IV/advanced diploma or diploma	**28.5 (1.4)**	**16.8 (1.9)**	**37.5 (3.6)**	**38.9 (4.5)**	39.4 (2.8)	29.2 (5.3)
Certificate I/II/year 12 or below	32.8 (1.4)	11.8 (1.4)	35.3 (3.4)	**48.8 (4.5)**	47.6 (2.6)	62.4 (5.2)
Lives in major city of Australia	72.9 (1.3)	**74.7 (1.6)**	70.0 (3.6)	72.9 (3.5)	**73.1 (2.2)**	68.2 (3.9)
Has long term health condition, disability or impairment	13.0 (1.3)	9.6 (1.0)	**13.5 (2.5)**	17.8 (4.5)	13.7 (2.0)	**21.4 (5.4)**
Index of relative socio-economic advantage/disadvantage below 5th decile	40.4 (2.0)	30.1 (2.0)	39.6 (3.7)	39.9 (5.2)	48.7 (2.6)	62.0 (5.2)
Employer and sector characteristics						
Industry						
Mining	**0.6 (0.2)**	**0.7 (0.3)**	0.6 (0.4)	**1.1 (0.6)**	**0.7 (0.3)**	0.2 (0.2)
Manufacturing	**5.3 (0.7)**	**2.1 (0.8)**	5.5 (1.6)	**5.1 (1.6)**	**7.0 (1.9)**	14.0 (3.8)

Electricity, gas, water and waste services	**0.6 (0.2)**	**0.5 (0.2)**	**1.0 (0.6)**	-	**0.9 (0.4)**	0.4 (0.4)
Construction	**2.0 (0.4)**	**0.6 (0.3)**	6.7 (2.3)	**3.3 (1.2)**	**2.7 (0.7)**	-
Wholesale trade	**2.8 (0.5)**	2.5 (0.8)	**0.5 (0.3)**	4.9 (1.6)	**3.7 (1.2)**	2.2 (1.4)
Retail trade	6.7 (0.7)	1.0 (0.4)	11.6 (2.3)	6.6 (2.2)	3.0 (0.8)	**35.9 (3.9)**
Accommodation and food services	3.0 (0.4)	0.3 (0.3)	4.7 (1.8)	3.4 (1.1)	4.7 (1.0)	7.3 (2.8)
Transport, postal and warehousing	**2.0 (0.4)**	**0.4 (0.2)**	**0.4 (0.3)**	2.7 (1.9)	**4.2 (1.4)**	**4.0 (1.5)**
Information, media and telecommunications	2.5 (0.5)	**2.1 (0.4)**	**0.8 (0.6)**	8.1 (3.9)	**3.0 (0.9)**	0.8 (0.7)
Financial and insurance services	5.3 (0.6)	**4.0 (0.8)**	2.7 (1.1)	**9.4 (3.1)**	**9.0 (1.0)**	-
Rental, hiring and real estate services	1.5 (0.3)	0.8 (0.4)	0.4 (0.3)	**9.5 (2.4)**	0.5 (0.3)	**1.9 (0.9)**
Professional, scientific and technical services	**7.1 (0.8)**	**9.0 (1.3)**	**7.0 (2.1)**	**8.3 (2.4)**	**6.5 (1.1)**	0.3 (0.3)
Administrative and support services	3.0 (0.6)	1.5 (0.4)	2.1 (1.0)	0.8 (0.6)	3.0 (0.9)	11.5 (5.1)
Public administration and safety	**8.5 (0.6)**	**9.4 (1.1)**	**8.6 (1.4)**	13.1 (2.8)	7.6 (1.0)	3.4 (1.9)
Education and training	**21.1 (1.3)**	**36.9 (2.1)**	**7.8 (2.2)**	**9.3 (2.7)**	**12.6 (2.0)**	3.3 (1.6)
Health care and social assistance	**23.0 (1.0)**	**25.1 (1.4)**	**35.1 (3.8)**	6.2 (2.2)	**24.3 (1.8)**	**9.8 (2.9)**
Arts and recreation services	1.3 (0.4)	0.7 (0.3)	**1.2 (0.6)**	1.4 (1.0)	2.4 (1.0)	1.0 (0.5)
Other services	**1.7 (0.3)**	1.0 (0.3)	1.5 (0.9)	**5.2 (2.1)**	**1.8 (0.5)**	1.9 (1.4)
Industry not classified	1.9 (0.4)	**1.4 (0.5)**	1.7 (0.8)	1.7 (1.4)	2.4 (1.1)	2.1 (1.4)
Number employed at place of work						
Less than 20	27.1 (1.4)	**17.4 (1.6)**	**37.8 (3.5)**	44.6 (4.2)	32.3 (2.8)	27.9 (4.4)
20-99	32.3 (1.5)	**35.5 (1.9)**	34.4 (3.4)	**21.4 (4.2)**	31.6 (2.6)	**27.7 (4.4)**
100-499	**21.0 (1.3)**	**22.3 (1.6)**	**13.3 (2.1)**	15.7 (2.9)	**19.0 (2.6)**	**32.0 (5.1)**
500 or more	**19.7 (1.2)**	**24.9 (1.7)**	14.4 (2.5)	18.4 (3.5)	17.2 (2.0)	12.3 (3.5)
Union member	28.1 (1.0)	**37.0 (1.7)**	22.8 (2.9)	**17.6 (3.3)**	**20.8 (1.8)**	26.2 (4.3)
Differences in the jobs held						
Working as manager	**8.9 (0.8)**	**15.4 (1.5)**	**21.4 (2.9)**	-	-	-
Employed as casual	**16.9 (1.0)**	10.2 (1.3)	**12.2 (2.3)**	**21.7 (4.0)**	**23.2 (2.2)**	28.3 (4.8)
Full-time employment	**63.5 (1.3)**	**72.6 (1.5)**	**67.6 (2.6)**	**70.0 (4.7)**	**54.8 (2.9)**	**40.8 (4.9)**

Source: Melbourne Institute of Applied Economics and Social Research, HILDA, Wave 9.

Note: Standard errors are in parentheses, and were calculated using the delete-a-group jackknife method. Total number of observations is 2350.

Table D.12: Characteristics of other male adult employees, HILDA survey, Wave 9 (percentage of group unless otherwise stated)

Characteristics	Male adult other employees					
	Skill level classification					
	Overall	1	2	3	4	5
Productivity characteristics						
Born in main English speaking country	87.9 (1.0)	84.5 (1.8)	89.9 (2.6)	91.0 (3.0)	**91.2 (2.0)**	86.9 (3.0)
Age						
21-24	9.7 (0.7)	**5.5 (0.9)**	12.3 (4.8)	11.8 (1.6)	11.1 (1.9)	15.0 (2.8)
25-34	27.6 (0.8)	30.3 (1.6)	23.7 (3.2)	30.4 (2.2)	22.1 (2.1)	26.1 (4.4)
35-44	25.4 (1.0)	26.3 (1.7)	25.7 (3.5)	**24.9 (2.1)**	23.5 (2.3)	26.5 (3.3)
45-54	**22.3 (0.9)**	23.1 (1.3)	24.4 (3.5)	**19.8 (1.8)**	25.1 (2.2)	16.2 (3.2)
55 and up	15.2 (0.9)	14.8 (1.3)	13.9 (3.3)	13.0 (2.9)	**18.2 (2.3)**	16.3 (2.8)
Time in paid work (years)	**21.9 (0.3)**	**21.5 (0.4)**	21.5 (1.2)	21.5 (0.7)	**24.0 (0.6)**	**20.6 (1.3)**
Tenure in currrent occupation (years)	**10.4 (0.2)**	10.8 (0.4)	**9.4 (1.0)**	**12.8 (0.7)**	8.7 (0.5)	**8.1 (0.5)**
Tenure with current employer (years)	7.5 (0.2)	8.2 (0.3)	7.8 (0.7)	7.1 (0.6)	6.6 (0.5)	**7.3 (0.6)**
Married or defacto	**67.2 (1.2)**	**73.8 (1.9)**	68.1 (4.3)	64.5 (3.0)	64.0 (2.5)	54.8 (4.1)
Have at least one resident/non-resident child under 15 yrs	**35.4 (1.0)**	**37.8 (2.1)**	33.2 (3.1)	**36.7 (2.4)**	33.0 (2.3)	31.2 (3.5)
Education						
Bachelor degree or higher	**30.4 (1.8)**	**64.4 (2.0)**	23.2 (3.2)	**4.8 (0.9)**	**9.3 (1.5)**	5.7 (1.9)
Certificate III/IV/advanced diploma or diploma	**39.3 (1.3)**	**23.4 (1.8)**	44.9 (4.1)	**65.1 (3.3)**	41.7 (2.9)	35.8 (4.7)
Certificate I/II/year 12 or below	30.4 (1.6)	12.2 (1.4)	31.9 (5.1)	**30.1 (3.3)**	49.0 (2.9)	58.5 (4.9)
Lives in major city of Australia	73.2 (1.5)	**82.5 (1.4)**	70.5 (4.0)	**66.4 (2.5)**	68.2 (3.0)	65.4 (3.5)
Has long term health condition, disability or impairment	**10.6 (0.8)**	9.5 (1.5)	**8.0 (1.8)**	**11.6 (1.9)**	13.6 (2.0)	**9.1 (2.1)**
Index of relative socio-economic advantage/disadvantage below/ equal to 5th decile	39.2 (2.0)	26.4 (2.2)	38.1 (4.2)	43.5 (3.6)	50.8 (3.0)	54.8 (5.3)
Employer and sector characteristics						
Industry						
Mining	**3.4 (0.5)**	**1.9 (0.5)**	2.3 (0.9)	**4.3 (0.9)**	**7.0 (1.6)**	1.3 (0.6)
Manufacturing	**12.9 (1.0)**	**8.7 (1.3)**	8.6 (2.2)	**21.5 (3.2)**	**13.4 (1.9)**	13.7 (3.4)

Electricity, gas, water and waste services	**2.9 (0.8)**	2.0 (1.2)	4.2 (1.6)	2.3 (0.9)	**3.5 (0.9)**	5.4 (4.9)
Construction	**10.1 (0.8)**	**4.2 (0.8)**	8.2 (2.3)	**19.1 (2.1)**	**9.1 (1.6)**	16.7 (2.7)
Wholesale trade	**4.3 (0.5)**	3.7 (0.6)	1.6 (0.9)	4.9 (1.3)	**7.6 (1.4)**	1.6 (0.7)
Retail trade	5.9 (0.6)	1.6 (0.5)	12.9 (2.4)	**3.6 (0.9)**	3.6 (1.0)	**22.0 (3.5)**
Accommodation and food services	2.9 (0.4)	0.1 (0.1)	7.7 (1.7)	3.4 (1.0)	4.9 (1.4)	**4.2 (1.4)**
Transport, postal and warehousing	**7.2 (0.7)**	**3.5 (0.8)**	2.5 (1.1)	2.6 (0.8)	**17.8 (2.0)**	**13.7 (3.6)**
Information, media and telecommunications	3.0 (0.5)	**5.3 (1.0)**	**2.6 (0.8)**	**1.5 (0.7)**	**0.8 (0.4)**	2.3 (1.2)
Financial and insurance services	4.7 (0.6)	**8.3 (1.1)**	3.3 (1.2)	**0.3 (0.2)**	**5.9 (1.3)**	-
Rental, hiring and real estate services	1.0 (0.2)	0.9 (0.3)	1.0 (0.8)	**2.1 (0.7)**	0.6 (0.3)	0.2 (0.2)
Professional, scientific and technical services	8.7 (0.9)	**18.5 (1.7)**	14.2 (5.3)	**0.6 (0.4)**	**0.8 (0.3)**	0.2 (0.2)
Administrative and support services	**2.1 (0.4)**	1.8 (0.6)	1.1 (0.6)	1.5 (0.6)	1.5 (0.7)	**5.6 (1.9)**
Public administration and safety	**10.9 (0.8)**	**12.9 (1.6)**	14.6 (3.1)	13.4 (1.5)	7.5 (1.4)	3.2 (1.3)
Education and training	**6.7 (0.6)**	**15.1 (1.3)**	**1.9 (0.7)**	**0.8 (0.4)**	**2.4 (0.8)**	**1.1 (0.6)**
Health care and social assistance	**5.4 (0.6)**	**7.3 (1.0)**	**6.3 (1.7)**	**2.5 (1.2)**	**5.4 (1.0)**	**2.8 (1.3)**
Arts and recreation services	2.0 (0.4)	1.0 (0.3)	3.5 (1.5)	1.7 (0.6)	3.4 (0.9)	2.4 (1.0)
Other services	**3.6 (0.5)**	0.8 (0.3)	2.1 (1.1)	**11.0 (1.8)**	2.9 (1.2)	1.6 (0.9)
Industry not classified	2.4 (0.4)	**2.5 (0.5)**	1.5 (1.1)	2.9 (1.4)	2.0 (0.9)	2.1 (1.0)
Number employed at place of work						
Less than 20	28.4 (0.9)	**21.0 (1.5)**	**26.2 (3.9)**	40.6 (2.8)	31.4 (2.9)	27.2 (3.7)
20-99	30.8 (1.2)	**30.9 (2.2)**	28.3 (3.6)	**30.1 (2.7)**	28.2 (2.3)	37.7 (6.0)
100-499	**24.7 (1.1)**	**28.3 (2.3)**	**28.9 (4.5)**	16.3 (2.0)	**26.7 (2.5)**	**21.6 (3.8)**
500 or more	**16.2 (1.1)**	**19.9 (1.6)**	16.6 (3.3)	13.0 (2.9)	13.8 (1.9)	13.5 (2.9)
Union member	27.1 (1.3)	**19.6 (1.5)**	21.2 (3.4)	**33.4 (3.2)**	**34.4 (2.7)**	33.1 (4.4)
Differences in the jobs held						
Working as manager	**14.9 (0.9)**	**30.1 (1.7)**	**35.9 (3.4)**	-	-	-
Employed as casual	**12.1 (0.8)**	8.3 (1.0)	**5.7 (1.4)**	**12.3 (1.6)**	**15.6 (2.0)**	23.1 (3.4)
Full-time employment	**91.0 (0.7)**	**92.5 (1.0)**	**96.4 (1.0)**	**95.0 (1.2)**	**86.7 (1.8)**	**82.4 (2.7)**

Source: Melbourne Institute of Applied Economics and Social Research, HILDA, Wave 9.

Note: Standard errors are in parentheses, and were calculated using the delete-a-group jackknife method. Total number of observations is 2559.

Appendix E Effects of flat dollar and percentage increases in award rates of pay for adult non-casual non-managerial employees

Table E.1: Estimated change in percentage points of ratio of female AHOTCE to male AHOTCE for adult award-reliant non-casual non-managerial employees from various increases in earnings for award-reliant employees

Skill level	Increase in earnings for award-reliant employees			
	1 per cent increase	$0.20 increase	4 per cent increase	$0.79 increase
All	0.00	-0.07	0.00	-0.28
Skill level 1	0.00	-0.05	0.00	-0.20
Skill level 2	0.00	0.04	0.00	0.14
Skill level 3	0.00	0.01	0.00	0.02
Skill level 4	0.00	0.00	0.00	-0.02
Skill level 5	0.00	0.00	0.00	-0.01

Source: ABS, *Microdata: Employee Earnings and Hours, Expanded CURF, Australia*, Catalogue No. 6306.0.55.001, May 2010.

Table E.2: Estimated change in percentage points of overall ratio of female AHOTCE to male AHOTCE for adult non-casual non-managerial employees from various increases in earnings for award-reliant employees

Skill level	Increase in earnings for award-reliant employees			
	1 per cent increase	$0.20 increase	4 per cent increase	$0.79 increase
All	0.03	0.03	0.12	0.10
Skill level 1	0.02	0.01	0.07	0.04
Skill level 2	0.04	0.03	0.15	0.13
Skill level 3	0.01	0.01	0.05	0.06
Skill level 4	0.06	0.06	0.23	0.23
Skill level 5	0.07	0.08	0.30	0.34

Source: ABS, *Microdata: Employee Earnings and Hours, Expanded CURF, Australia*, Catalogue No. 6306.0.55.001, May 2010.

Table E.3: Estimated change in percentage points of AHOTCE of female award-reliant employees to AHOTCE of other female employees for adult non-casual non-managerial employees from various increases in earnings for award-reliant employees

Skill level	Increase in earnings for award-reliant employees			
	1 per cent increase	$0.20 increase	4 per cent increase	$0.79 increase
All	0.67	0.65	2.69	2.62
Skill level 1	0.78	0.50	3.11	2.00
Skill level 2	0.77	0.67	3.07	2.68
Skill level 3	0.65	0.69	2.60	2.78
Skill level 4	0.80	0.80	3.19	3.19
Skill level 5	0.81	0.92	3.26	3.68

Source: ABS, *Microdata: Employee Earnings and Hours, Expanded CURF, Australia*, Catalogue No. 6306.0.55.001, May 2010.

Table E.4: Estimated change in percentage points of AHOTCE of male award-reliant employees to AHOTCE of other male employees for adult non-casual non-managerial employees from various increases in earnings for award-reliant employees

Skill level	Increase in earnings for award-reliant employees			
	1 per cent increase	$0.20 increase	4 per cent increase	$0.79 increase
All	0.55	0.58	2.21	2.30
Skill level 1	0.60	0.42	2.42	1.67
Skill level 2	0.63	0.52	2.51	2.10
Skill level 3	0.60	0.64	2.40	2.55
Skill level 4	0.68	0.68	2.73	2.74
Skill level 5	0.72	0.82	2.89	3.28

Source: ABS, *Microdata: Employee Earnings and Hours, Expanded CURF, Australia*, Catalogue No. 6306.0.55.001, May 2010.