

Still not equal

A study of
differences in
male and female
TAFE graduates'
earnings in
Australia

APPENDIX

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Appendix 1

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Occupational analysis – Summary

This section of the report examines the occupational characteristics of all TAFE graduates surveyed in the 1997 GDS, not just those employed in the six focus industries. Separate comments on the occupational characteristics of the six focus industries are contained in the sections dealing with each of those industries. By covering the occupational outcomes for all surveyed TAFE graduates in this section the findings in relation to the six focus industries can be seen to be generally consistent with the outcomes for the population as a whole. It also permits an examination of some of the broader issues impacting on female TAFE graduates' employment, including their greater propensity to work part-time.

Women's employment outcomes were inferior to men's on a number of indicators, not just in having lower wage and salary outcomes. In terms of occupation, different profiles existed and women were concentrated in lower skilled occupations. They also were less likely to work full-time, and those that did tended to work fewer hours. Male respondents far outnumbered their female peers in working "40 plus hour" weeks.

The majority of respondents changed occupations during or after their course, from lower skilled occupations to the higher skilled. However, for women there was a different pattern than for men. Women tended to move into clerical jobs, whilst men moved away from the clerical field.

On an occupation by occupation basis the qualification profiles between males and females were closer than the pattern of field of study. Most occupations, with the exception of clerks, saw qualifications correlate at 0.85 or greater. However, the field of study varied greatly, seeing correlations as low as 0.08 for tradespersons and as high as 0.99 for clerks.

Occupational data contained in the 1997 GDS questions 17, 32 and 43 pertain to occupation before, during and after the course of study. Information obtained for this analysis covers:

- occupation of employment by labour force status at May 30 1997 (after course);
- occupation before course by occupation at May 30 (after course);
- level of qualification by field of study by occupation; and
- full-time (≥ 35 hours per week) hours of worked by occupation.

OCCUPATION OF EMPLOYMENT BY LABOUR FORCE STATUS

Women graduate respondents were not only less likely to be employed than male graduates (65.8% compared to 77.7%) but a far smaller proportion were in full-time employment (34.8% compared to 63.4%). Just over half of employed women respondents were in full-time jobs compared to 85% of employed male graduates. In other words whilst it is necessary, for the purposes of this study, to examine only full-time graduates for income differential purposes, this masks the relatively poorer employment outcomes for women overall.

The full-time employment outcomes by occupation can be seen in the table and graph following:

Figure 1: Current occupation of graduates by labour force status and gender

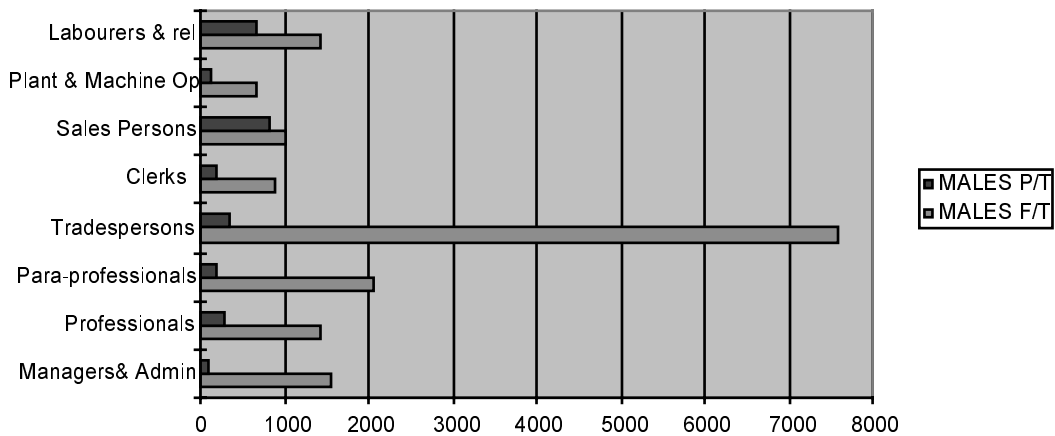
Current occupation	Males	Females
	F/T	F/T
Managers & Admin	1564	980
Professionals	1416	1259
Para-professionals	2055	1634
Tradespersons	7584	1280
Clerks	890	3341
Sales Persons	1004	2446
Plant & Machine Op	657	156
Labourers & rel	1442	690
Total	16612	11786

Source: NCVET 1997 GDS

Employed male respondents predominantly worked full-time, with 85.9% reporting this. A staggering four out of ten employed male respondents worked in full-time trades jobs. In the management and administrative, para-professional and trades occupations, over 90% of male graduates reported full-time status.

The following chart displays the distribution of work among male respondents by occupation and labour force status, and shows the predominance of full-time trades occupations.

Figure 2: Males – occupation by labour force status



Source: NCVET 1997 GDS

Women respondents in comparison are less likely to work full-time with a relatively low 56.6% of working respondents working full-time. Over half of employed female respondents worked in the clerical and sales occupations (54.5%). Less than 40% of sales and personal service workers and labourers work full-time. In fact nearly two in ten of all employed female respondents worked in part-time sales occupations.

The following chart shows the importance of the clerical and sales occupations to women graduates.

Figure 3: Females – occupation by labour force status



Source: NCVET 1997 GDS

Table 1 in the occupational analysis tables at the end of this section shows the statistical break-up of employed respondents by occupation, labour force status and gender.

The remainder of this section pertains to Graduate Destination Survey respondents who are working full-time.

FULL-TIME HOURS WORKED

The labour force status and earning power of men is further enhanced when the number of full-time hours worked is examined. Male respondents were more likely to work longer full-time hours per week than their female colleagues, as can be seen in the following chart.

Figure 4: Hours worked, full-time workers by sex



Source: NCVET 1997 GDS

Whilst a higher proportion of female graduates than male graduates worked 35 to 39 hours per week (45.2% compared to 28.4%), a similar proportion worked 40 - 44 hours (40.8% of females and 42.8% of males), and far fewer worked over 45 hours (14.0% compared to 28.8%).

Whilst it is not known if respondents were paid for longer hours worked it is possible that this is likely to be a significant reason for income differences between men and women.

The following table illustrates this different distribution:

Figure 5: Distribution of working hours by sex

	35-39 H	40-44 H	45+H
Males	4711	7113	4788
	28.4%	42.8%	28.8%
Females	5330	4809	1647
	45.2%	40.8%	14.0%

The occupation managers and administrators saw the greatest incidence of long hours. Some 61.5% of males and 37.1% of women reported working in excess of 45 hours a week. A high proportion of males also work these long hours in sales and personal service and para-professional occupations (34.9% and 32.3% respectively).

At the other end of the scale, a majority of female full-time workers worked between 35 and 39 hours per week in clerical, para-professional and plant and machine operating occupations (54.1%, 50.9% and 50.6% respectively).

Table 2 at the end of this section provides details of hours worked by gender by occupation.

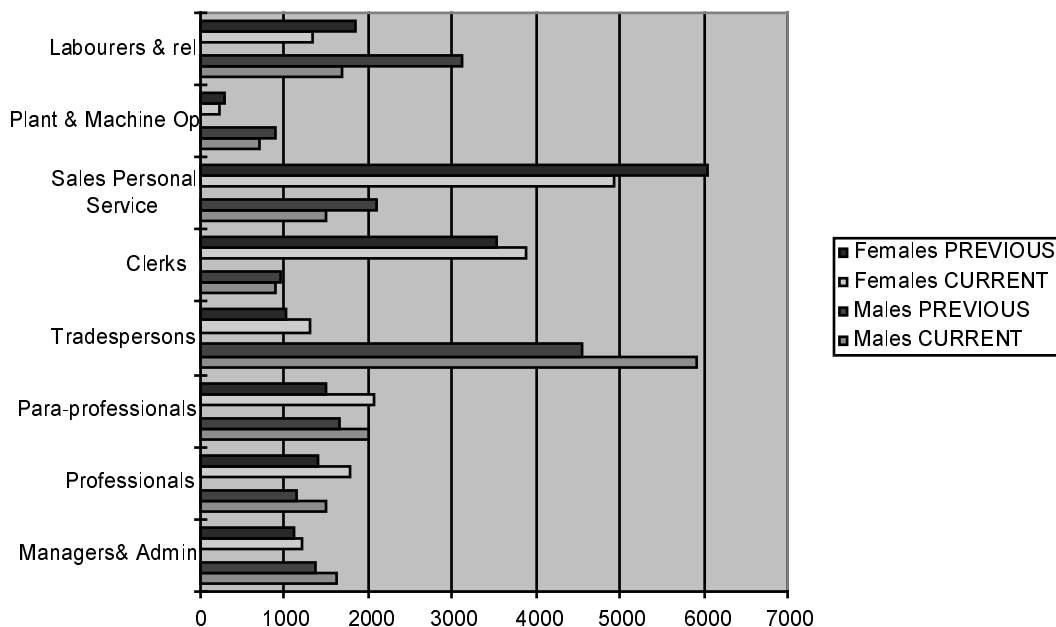
OCCUPATION BEFORE AND AFTER COURSE

Some 30% of respondents had changed occupation by the time of the survey. There was no significant difference between male and female graduates reporting new occupations (31.4% compared to 31.9%).

For both male and female graduates, the change in occupation seems to be towards the managerial/administrative, professional, para-professional and trade occupations away from the sales, plant and machine operator and labouring occupations. However, whilst male graduates moved away from the clerical field, women were moving into this occupation.

The graph below shows the extent and direction of change of occupation after a course of study.

Figure 6: Occupation before and after VET, by gender



Source: NCVER 1997 GDS

For male graduates, the large movements, in absolute terms, were from labourers and sales and personal service workers to trades occupations (1134 and 513 respondents respectively, or 7.2% and 3.2% of male respondents).

Women’s main occupational destinations were clerical and para-professional occupations, from sales and personal service occupations. Some 903 female respondents (5.4%) moved from sales and personal service occupations into clerical occupations. Previous sales and personal service workers and clerical workers changed to para-professional jobs with 382 and 233 making the transition (2.3% and 1.4% respectively). It should also be noted that 253 female respondents reported changing to trades occupations from sales and personal service occupations. *(This could be explained by a coding of apprentice hairdressers as sales workers and beauticians.)*

Table 3 provides details of the occupational movements before and after study.

LEVEL OF QUALIFICATION AND FIELD OF STUDY

Overall the occupational qualification profiles between male and female graduates follow similar patterns. The qualifications profile of male and female graduates occupation have been examined in some detail and most have correlations above 0.85. The exception to this observation, however, is clerks, where the correlation was a lower 0.72.

Males were concentrated more at the Trade/AQF III, Advanced Certificate/Post-trade/Other/AQF IV levels, whereas women were more likely to study for Certificate n.e.c. or AQF levels I or II.

Data on the qualification profiles are contained in table 4.

Field of study however, is another case. Males and females have different patterns of study. Whilst in some occupations a high correlation between the fields of study of male and female students is achieved (clerks, for example, have a correlation of 0.99) in several occupations the correlation is below 0.50 (para-professionals 0.45, plant and machinery operators 0.45, labourers and related workers 0.17, and tradespersons 0.08).

The predominant field of study for both males and females was Business, administration, and economics. Males also were concentrated in the Engineering, and surveying field, whilst women chose the Services, hospitality, and transportation and Health, and community services fields.

Data on the field of study profiles are contained in table 5.

Managers and Administrators

- sample size: 1726 males 1340 females

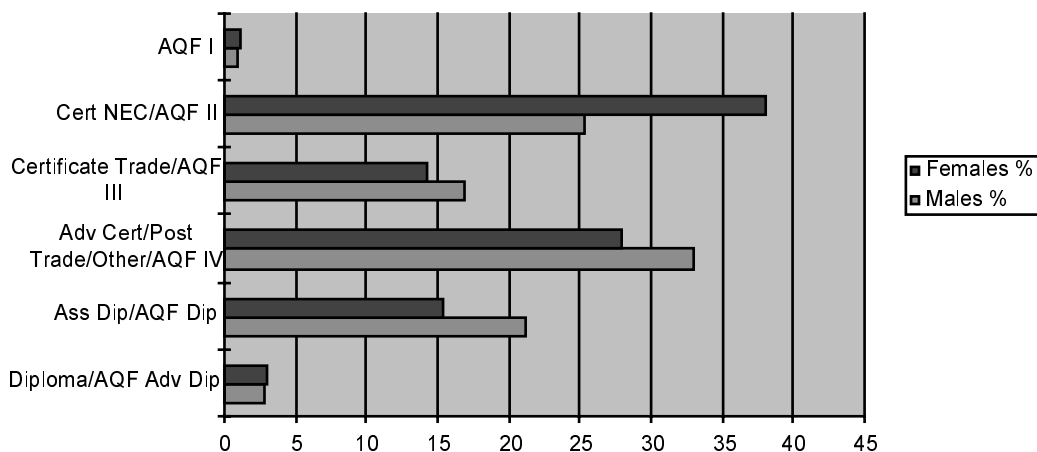
Male graduates in this occupation outnumber female graduates working full-time by 30%. Whilst this is so for both AQF and non-AQF awards, the difference was greater for the latter. Higher proportions of males are in the trades, post-trades and associate diploma groups.

Males, tended to have a higher qualification profile than their female counterparts. They dominate the numbers in the Associate Diploma, Advanced Certificate/Post-Trade/Other and Trade qualifications. Females, however, dominate the Certificate - not elsewhere classified category.

It is worth noting, that whilst numbers are small in the Trade category, male graduates outnumber females by a ratio of six to one.

The following graph provides details and illustrate the qualifications profiles for male and female respondents:

Figure 7: Qualifications by gender – managers and administrators



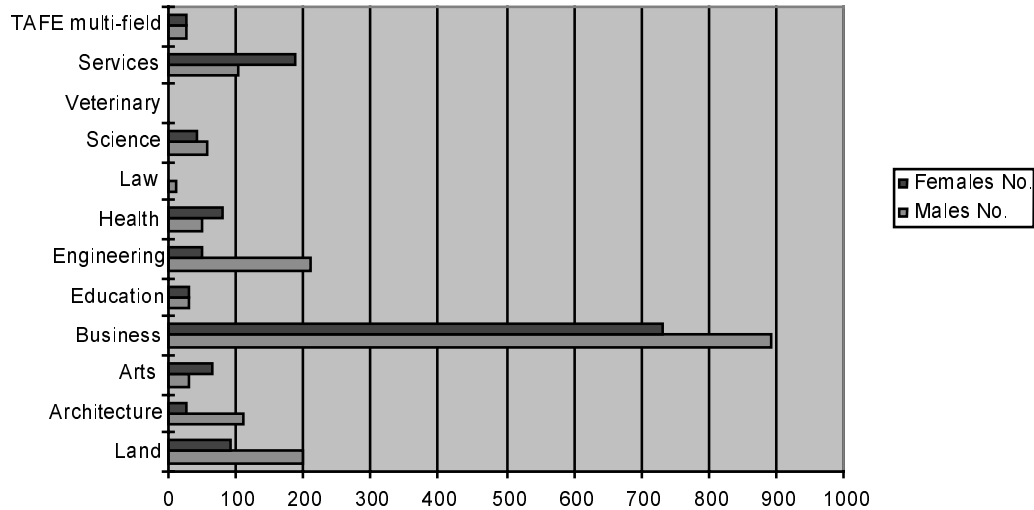
Source: NCVET 1997 GDS

The field of study undertaken by those male and female respondents working as managers and administrators, was not significantly different. The distribution had a correlation of 0.96.

The majority of respondents in this occupation studied in the Business, administration and economics field of study. This was the situation for both genders (51.8% males and 54.6% females). Male graduates, however, tended to have studied in the Engineering and surveying field of study (12.3%), whilst females tended to have Services, hospitality and transportation

backgrounds (14.0% studying in these fields). The graph below, containing numbers in the different fields of study clearly shows this pattern:

Figure 8: Field of study by gender – managers & administrators



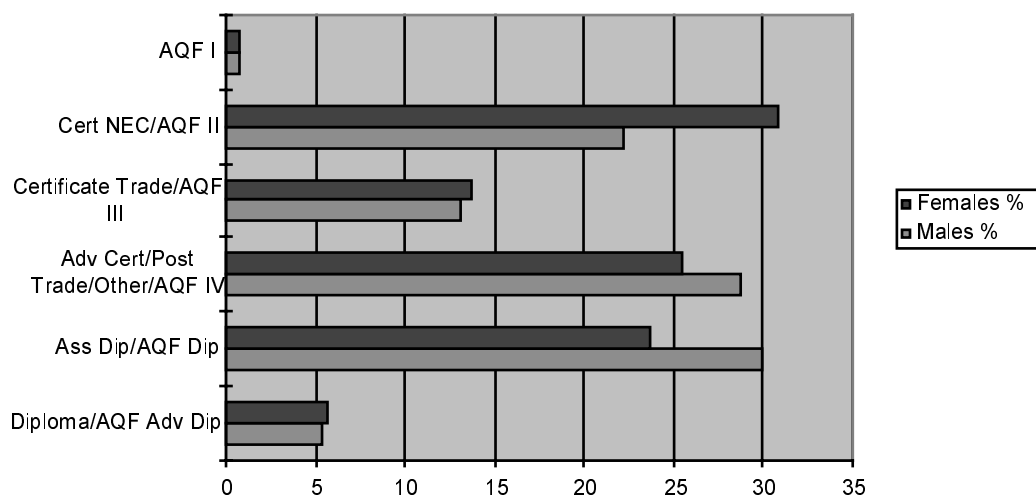
Source: NCVET 1997 GDS

Professionals

- sample size: 1776 males 2135 females

Respondents in professional occupations were weighted towards women graduates who outnumbered their male counterparts by 25%. Whilst outnumbering males in both non-AQF and AQF awards, an imbalance was most prevalent in the new AQF award structure, and in particular in the Certificate n.e.c. qualification level. Males, however, tended to have a higher qualification profile than their female counterparts. The chart below shows the distribution of professionals by qualification level by gender.

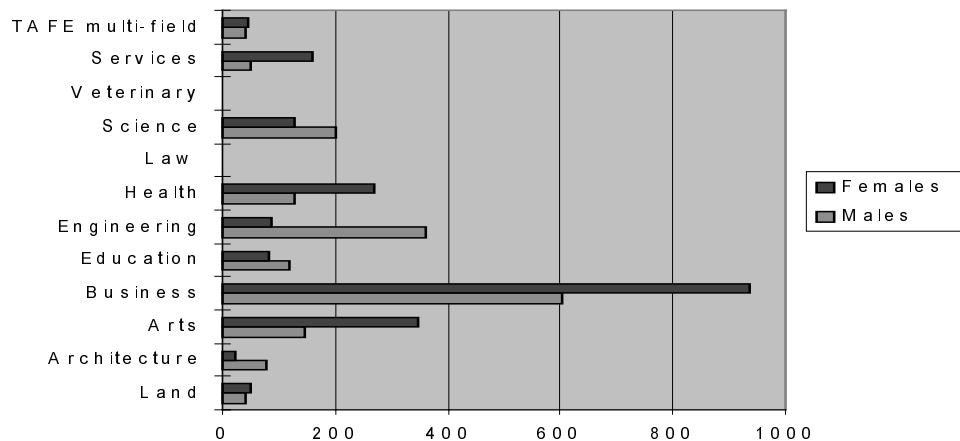
Figure 9: Qualification by gender – professionals



Source: NCVET 1997 GDS

The field of study profiles are gender-specific for this occupation. Common to both men and women was the large proportion of graduates in Business, administration and economics field of study (34.0% and 43.7% respectively). Male respondents were also concentrated in the Engineering and surveying and Science fields (20.4%), whilst women tended to study Arts, humanities and social sciences and Health and community services (16.3% and 12.7% respectively). The following graph illustrates the field of study distribution for male and female respondents:

Figure 10: Field of study by gender – professionals



Source: NCVET 1997 GDS

Para-professionals

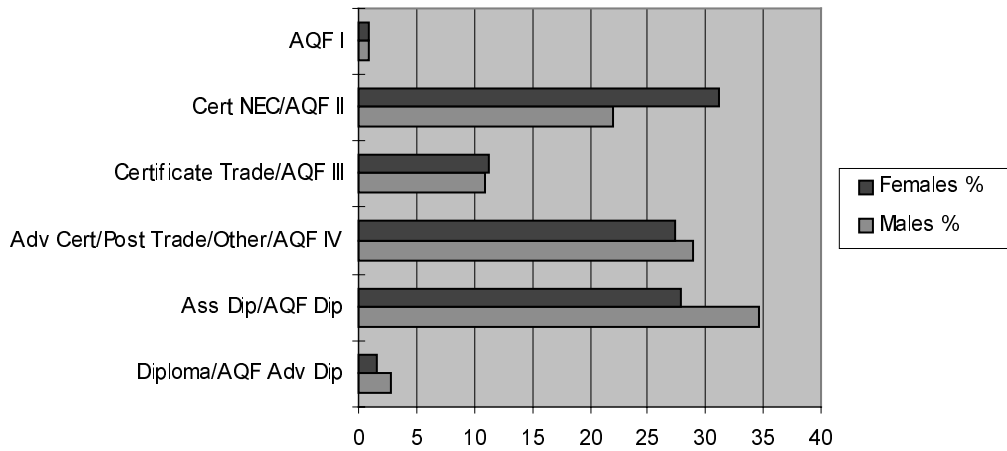
- sample size: 2318 males 2659 females

Similar numbers of male and female respondents were in the para-professional occupations. However, males outnumbered females marginally in non-AQF awards (1612:1436), whilst females are considerably more prevalent in the new AQF award structure (1226:706).

Males tended to have a higher qualification profile than their female counterparts.

The chart below shows the gender distribution of para-professionals by qualification level:

Figure 11: Qualifications by gender – para-professionals



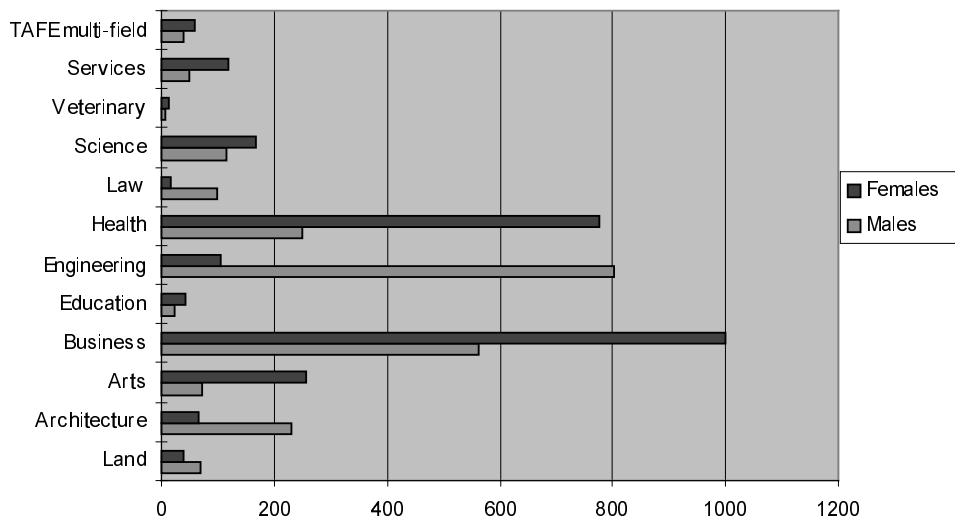
Source: NCVET 1997 GDS

The distribution of male and female respondents by field of study was disparate, the correlation being a low 0.45.

Whilst two fields of study accounted for nearly 60% of male respondents (Engineering and surveying 34.6% and Business, administration and economics 24.3%) the two most prevalent fields for women accounted for nearly 70% (Business, administration and economics 37.5% and Health and community services 29.2%).

The differences in the profiles are illustrated below, where it can be seen that men dominate Law and legal studies, Engineering and surveying, and Architecture and building fields of study whilst women stand out in Health and community services, Business, administration and economics, and Arts, humanities and social sciences.

Figure 12: Field of study by gender – para-professionals



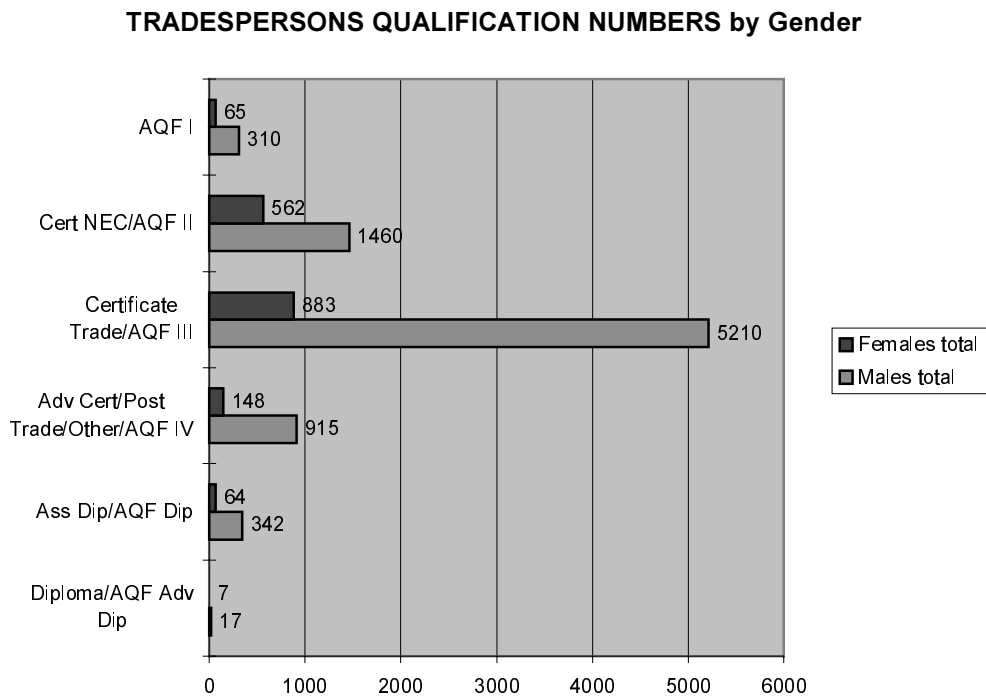
Source: NCVET 1997 GDS

Tradespersons

- sample size: 8254 males 1218 females

Males dominated this occupational group by a staggering 7:1. Most respondents in the trades were undertaking trades or AQF III certificates as can be seen in the following chart.

Figure 13: Qualifications by gender – tradespersons



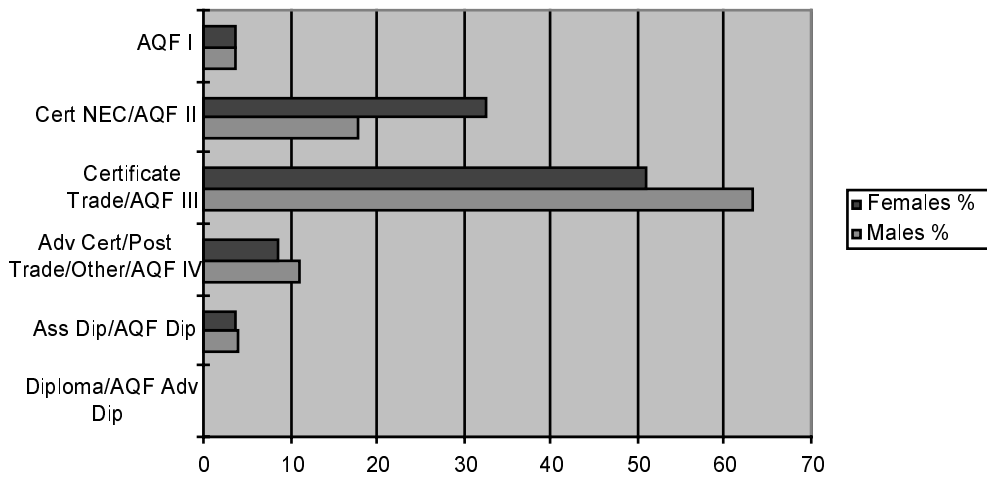
Source: NCVET 1997 GDS

Trade certificates, advanced and post-trade certificates make up most of these numbers as opposed to the newer AQF qualifications. For example, of the 5210 male Certificate Trade/AQF Certificate respondents 4951 (95%) were non-AQF qualifications.

Male respondents again had a higher qualification profile. They undertook more post-trade training which is consistent with reasons given for undertaking study, where they were more likely to nominate vocational reasons such as requiring training for their existing job or seeking promotion.

The profile can be seen in the following chart:

Figure 14: Qualifications by gender, % distribution, tradespersons

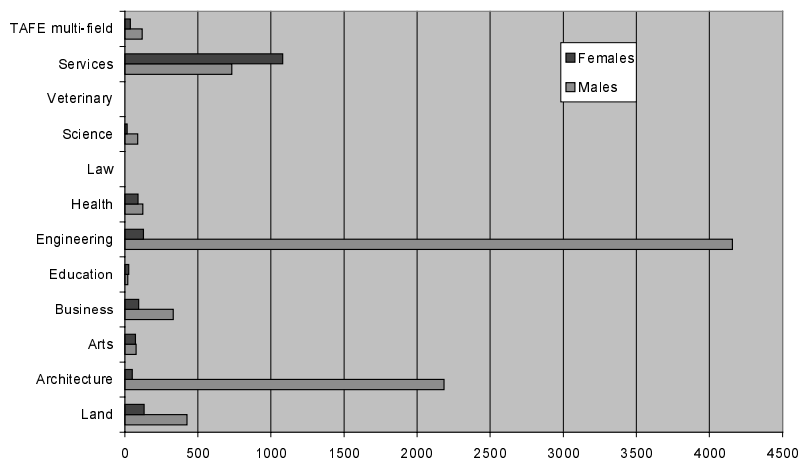


Source: NCVER 1997 GDS

The disparity between male and females in trades occupations is even clearer when looking at the field of study being undertaken. Males were both concentrated in and dominated the traditional trades areas, i.e. Engineering and surveying and Architecture and building. Females, on the other hand, were concentrated in the Services, hospitality and transportation fields.

The following chart illustrates this dramatic difference.

Figure 15: Field of study by gender, tradespersons



Source: NCVER 1997 GDS

Clerks

- sample size: 1105 males 5290 females

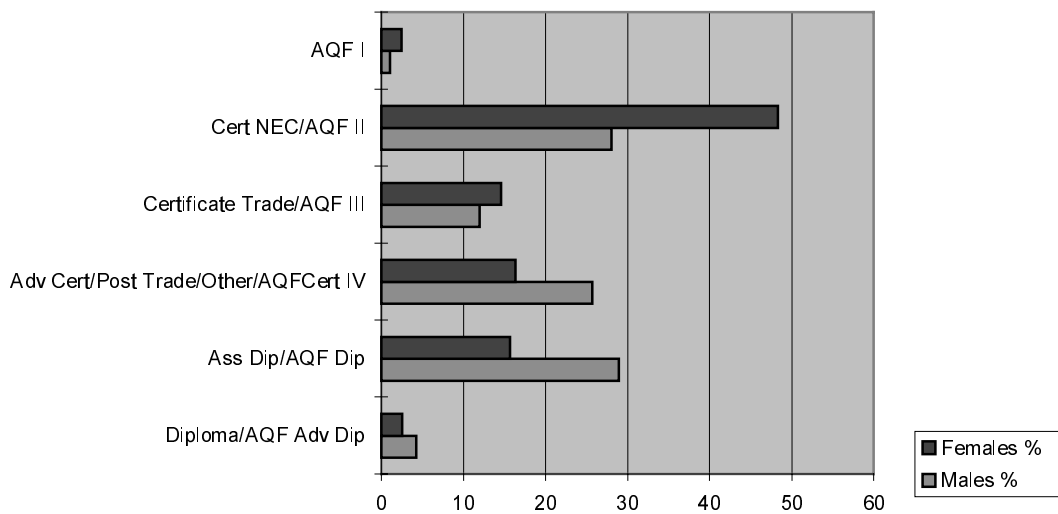
Of the TAFE graduates in the survey, the majority working full-time as clerks were women, outnumbering their males counterparts 5:1.

In this occupational category the division between the traditional non-AQF awards and the new AQF structure was more equally divided, especially among female graduates.

The qualification profiles between genders were substantially different, with nearly half of women graduates at the Certificate NEC or AQF II level (48.6%), whilst male graduates were more evenly spread at the Associate Diploma/AQF Diploma, Trade/Other Certificate/AQF IV and Certificate NEC or AQF II levels (29.0%, 25.7% and 28.5% respectively). The introduction and success take up of clerical traineeships, is apparent from this data.

The following chart illustrates these observations.

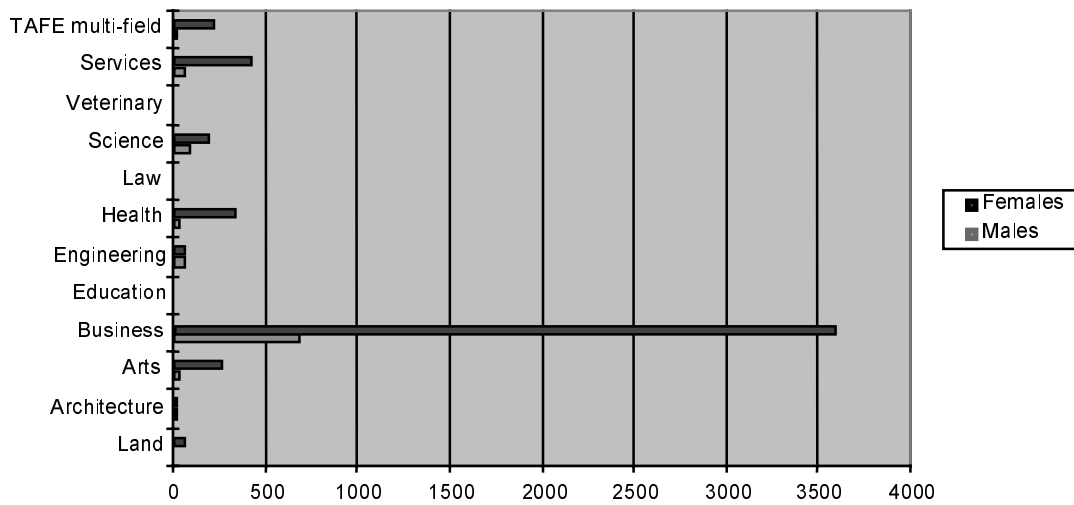
Figure 16: Qualifications by gender – clerks



Source: NCVET 1997 GDS

Field of study data also show the importance of clerical traineeships with the huge numbers of young women in business, administration and economics. The pattern of study in terms of field of study was similar for both sexes in percentage distribution, despite the large majority of females in this occupation. The following chart illustrates the overwhelmingly large numbers of women in this occupation having undertaken studies in this field of study.

Figure 17: Field of study by gender – clerks



Source: NCVET 1997 GDS

Sales persons and personal service workers

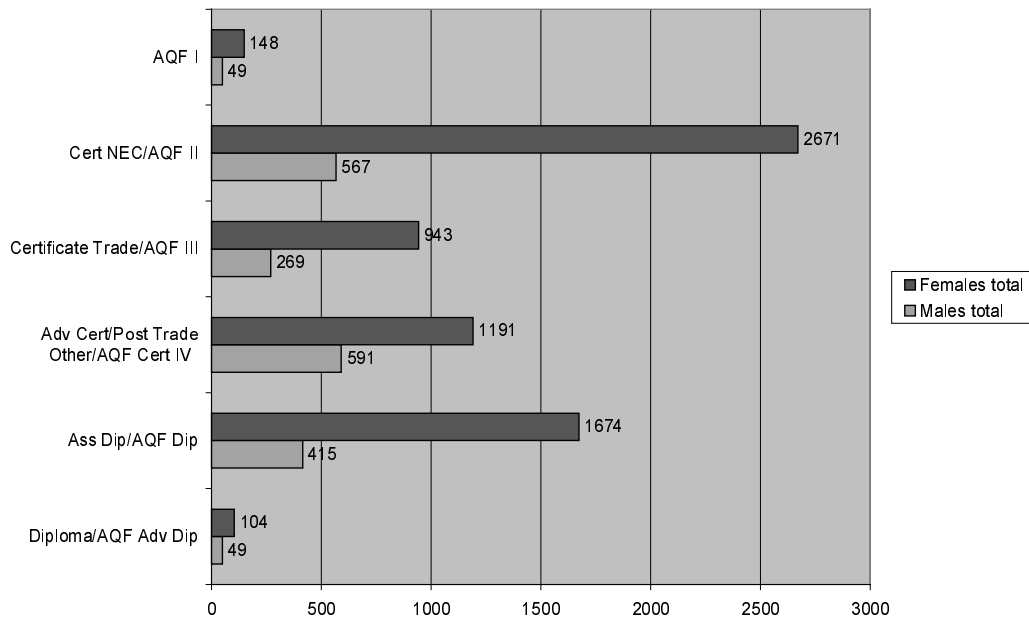
- sample size: 1940 males 6731 females

Again the TAFE graduates in the survey, working full-time as sales and personal service workers were mainly women (male to female ratio of 1:3.5).

Non-AQF awards were in the majority in this group of respondents, with similar proportions of both males and females gaining these qualifications (60% and 56% respectively).

The women respondents tended to have either Certificate NEC/AQF II level or Associate Diploma/AQF Diploma equivalent qualifications (39.7% and 24.9% respectively) whilst men were, as in clerical workers, more evenly distributed among a broader range of qualification classifications (Associate Diploma/AQF Diploma, 21.4%, Trade/Other Certificate/AQF IV 34.5% and Certificate NEC or AQF II 29.2%). These attributes are illustrated by the following chart showing the numbers of males and females by qualification.

Figure 18: Qualifications by gender – sales & personal service workers

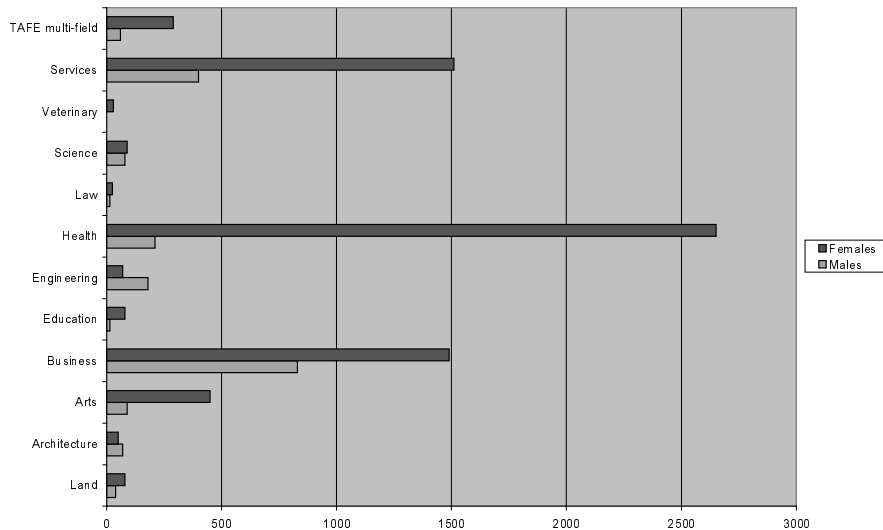


Source: NCVET 1997 GDS

The field of study chosen by the respondents differs significantly in this occupation. The correlation achieved being only 0.61. Males were more likely to have studied in the Business, administration and economics field (43.0%), whilst women had studied in the Health and community services area (39.5%).

The following chart shows the numbers of respondents by field of study.

Figure 19: Field of study by gender – sales & service workers



Source: NCVET 1997 GDS

Plant and machine operators and drivers

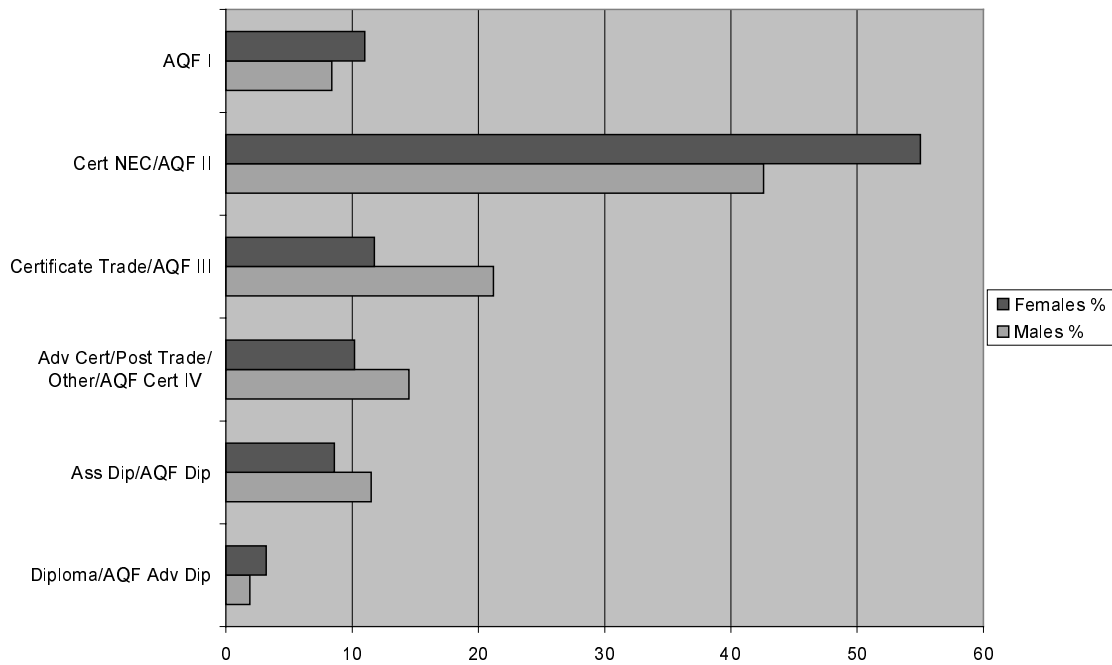
- sample size: 822 males 280 females

This relatively small destination occupation is largely a male domain, with males outnumbering their female counterparts 3:1.

The most prevalent qualification in this occupational group is Certificate NEC/AQF II with 42% of males and 55% of females reporting these. Just over 20% of males and 10% of females in this occupation report trade or AQF III qualifications.

The distribution of respondents is shown in the following chart.

Figure 20: Qualifications by gender – plant & machinery operators & drivers

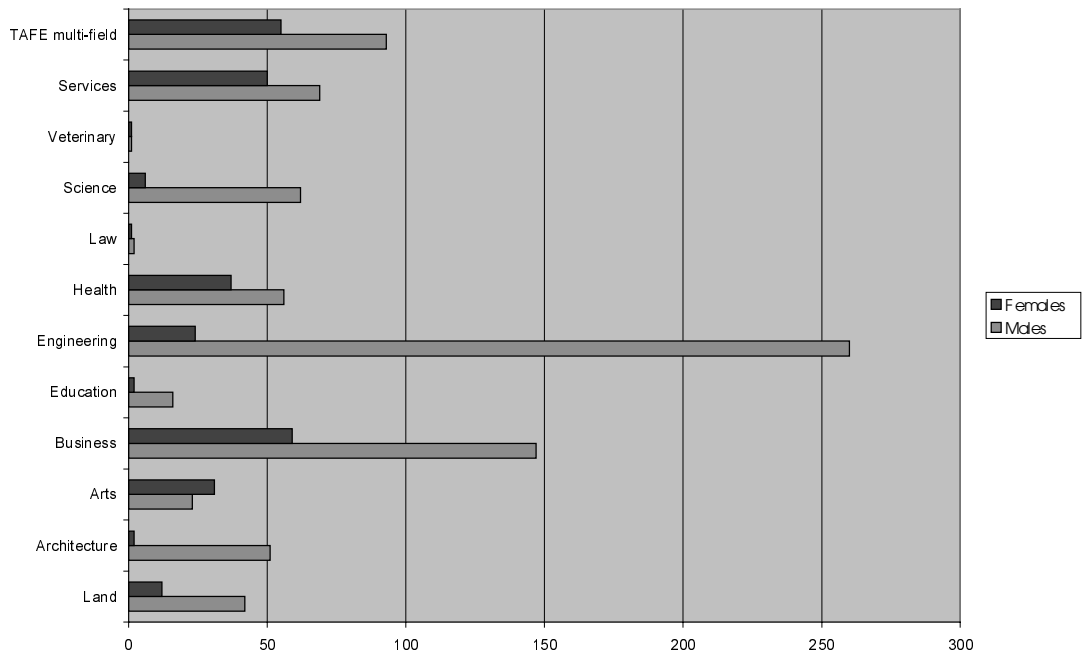


Source: NCVET 1997 GDS

Whilst male respondents tended to have had studied in the Engineering and surveying, and Business, administration and economics fields of study (31.6% and 17.9% respectively), females respondents were more evenly spread among Business, administration and economics, TAFE Multi-field, Services, hospitality and transportation and Health and community services (21.1%, 19.6%, 17.9%, and 13.2% respectively).

This distribution is depicted in the following chart.

Figure 21: Field of study by gender – plant & machinery operators & drivers



Source: NCVET 1997 GDS

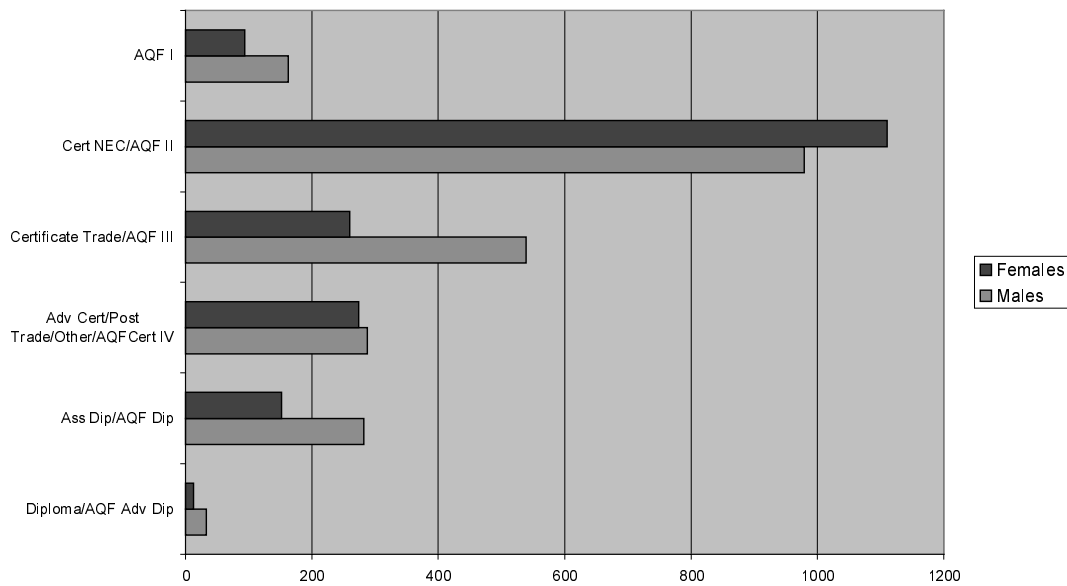
Labourers and related workers

- sample size: 2284 males 1903 females

Numbers in this occupation were distributed fairly evenly.

The qualification profile is more diverse for male graduates than females who were heavily concentrated in the Certificate NEC category as in the following chart.

Figure 22: Qualifications by gender – labourers and related



Source: NCVET 1997 GDS

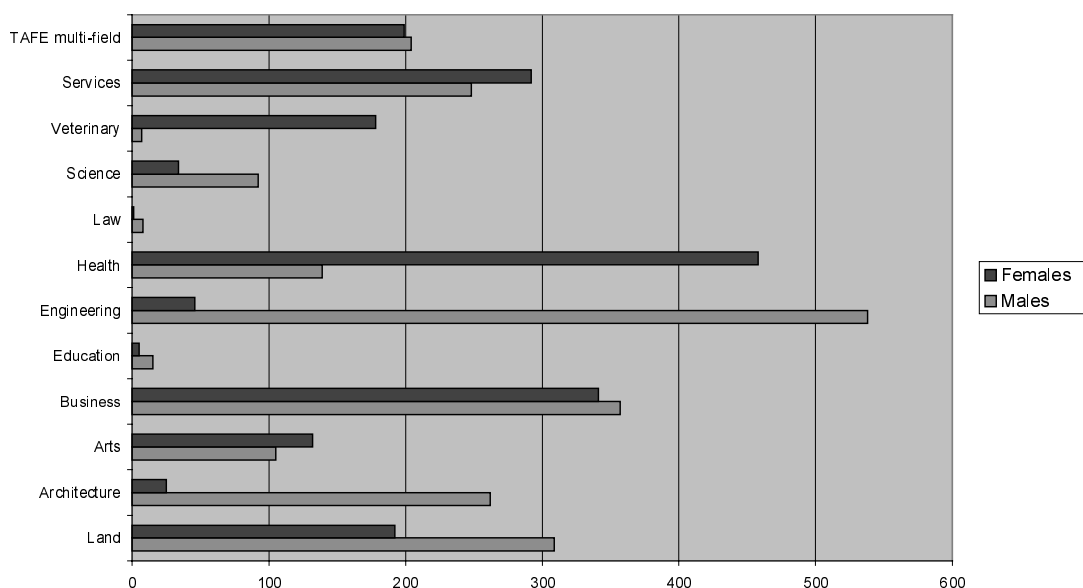
Both male and female respondents were spread among the different fields of study. This was in an almost random way, as reflected in the low correlation of 0.17, suggesting that those working in this occupation group are in transition to other occupations.

Male graduates were reported in Engineering and surveying (23.6%), Business, administration and economics (15.6%), Land, marine resources and animal husbandry (13.5%), Architecture and building (11.5%) and Services, hospitality and transportation (10.9%).

On the other hand, females were reported in Health and community services (24.1%), Business, administration and economics (17.9%), Services, hospitality and transportation (15.3%), Land, marine resources and animal husbandry (13.5%), TAFE Multi-field (10.5%) and Architecture and building (10.1%).

This complex distribution is shown in the chart below.

Figure 23: Field of study by gender – labourers and related



Source: NCVET 1997 GDS

OCCUPATIONAL ANALYSIS TABLES

Table 1

CURRENT OCCUPATION OF GRADUATES

Labour Force Status & Gender

OCCUPATION	Males			Females			Males		Females	
	F/T	P/T	Total	F/T	P/T	Total	% f/t	% p/t	% f/t	% p/t
Managers & Admin	1564	101	1665	980	273	1253	93.9	6.1	78.2	21.8
Professionals	1416	291	1707	1259	766	2025	83.0	17.0	62.2	37.8
Para-professionals	2055	184	2239	1634	911	2545	91.8	8.2	64.2	35.8
Tradespersons	7584	352	7936	1280	355	1635	95.6	4.4	78.3	21.7
Clerks	890	177	1067	3341	1713	5054	83.4	16.6	66.1	33.9
Sales Persons	1004	828	1832	2446	3836	6282	54.8	45.2	38.9	61.1
Plant & Machine Operators	657	117	774	156	105	261	84.9	15.1	59.8	40.2
Labourers & rel	1442	681	2123	690	1061	1751	67.9	32.1	39.4	60.6
Total	16612	2731	19343	11786	9020	20806	85.9	14.1	56.6	43.4

Table 2

HOURS WORKED BY SEX BY OCCUPATION FOR FULL-TIME WORKERS –
Number by hours of work category
OCCUPATION

	Males				Females			
	35-39 H	40-44 H	45+ H	Total	35-39 H	40-44 H	45+ H	Total
Managers & Admin	149	452	963	1564	223	393	364	980
Professionals	409	549	458	1416	445	555	259	1259
Para-professionals	680	832	543	2055	832	641	161	1634
Tradespersons	2155	3648	1781	7584	529	547	204	1280
Clerks	388	361	141	890	1807	1262	272	3341
Sales Persons	267	387	350	1004	1101	1052	293	2446
Plant & Machine Operators	196	271	190	657	79	60	17	156
Labourers & rel	467	613	362	1442	314	299	77	690
Total	4711	7113	4788	16612	5330	4809	1647	11786

Source: NCVET 1997 GDS

Table 3

OCCUPATIONAL CHANGE – COMPARISON OF OCCUPATION BEFORE AND AFTER COURSE

MALES CURRENT OCCUPATION	Managers & Administra- tors	Professionals	Para-pro- fessionals	Trades persons	Clerks	Sales Personal Service	Plant-Machine operators	Labourers - Related	TOTAL
PREVIOUS OCCUPATION									
Managers& Admin	1118	38	33	63	19	61	9	25	1366
Professionals	54	964	36	33	22	22	6	14	1151
Para- professionals	52	77	1386	52	17	27	11	29	1651
Tradespersons	106	108	182	3896	35	81	39	112	4559
Clerks	58	82	52	44	603	62	13	28	942
Sales Personal Service	89	92	106	513	94	1049	29	116	2088
Plant & Machine Op	19	29	35	176	20	43	509	64	895
Labourers & rel	111	95	168	1134	79	156	74	1295	3112
Total	1607	1485	1998	5911	889	1501	690	1683	15764

Table 3 Cont.

FEMALES									
CURRENT OCCUPATION	Managers & Administrators	Professionals	Para-professionals	Tradespersons	Clerks	Sales Personal Service	Plant-Machine operators	Labourers - Related	TOTAL
PREVIOUS OCCUPATION									
Managers & Admin	805	60	48	16	88	82	3	22	1124
Professionals	51	1112	55	16	75	65	5	10	1389
Para-professionals	45	84	1167	12	105	75	2	19	1509
Tradespersons	11	25	33	807	46	67	3	20	1012
Clerks	132	260	233	57	2456	331	9	67	3545
Sales Personal Service	136	203	382	253	903	3924	30	199	6030
Plant & Machine Op	6	7	20	7	34	41	136	26	277
Labourers & rel	21	42	115	126	170	356	19	987	1836
Total	1207	1793	2053	1294	3877	4941	207	1350	16722

Table 4

QUALIFICATIONS PROFILE		Full-time employed TAFE graduates 1997 GDS							
Managers & Administrators									
Qualification	Males				%	Females			
	non – AQF	AQF	total			non – AQF	AQF	total	
Diploma/AQF Adv Dip	16	32	48	3	7	33	40	3	
Ass Dip/AQF Dip	255	110	365	21	125	82	207	15	
Adv Cert/Post	294	276	570	33	173	201	374	28	
Trade/Other/AQF IV									
Certificate Trade/AQF III	103	187	290	17	14	178	192	14	
Cert NEC/AQF II	330	108	438	25	402	109	511	38	
AQF I	0	15	15	1	0	16	16	1	
TOTAL	998	728	1726	100	721	619	1340	100	
QUALIFICATIONS PROFILE									
Professionals									
Qualification	Males				%	Females			
	non – AQF	AQF	total			non – AQF	AQF	total	
Diploma/AQF Adv Dip	37	58	95	5	42	80	122	6	
Ass Dip/AQF Dip	424	107	531	30	343	162	505	24	
Adv Cert/Post-	213	298	511	29	262	281	543	25	
Trade/Other/AQF IV									
Certificate Trade/AQF III	62	170	232	13	6	286	292	14	
Cert NEC/AQF II	284	111	395	22	505	152	657	31	
AQF I	0	12	12	1	0	16	16	1	
TOTAL	1020	756	1776	100	1158	977	2135	100	
QUALIFICATIONS PROFILE									
Para-professionals									
Qualification	Males				%	Females			
	non – AQF	AQF	total			non – AQF	AQF	total	
Diploma/AQF Adv Dip	29	36	65	3	15	26	41	2	
Ass Dip/AQF Dip	659	142	801	35	505	236	741	28	
Adv Cert/Post-	408	264	672	29	337	390	727	27	
Trade/Other/AQF IV									
Certificate Trade/AQF III	117	135	252	11	11	289	300	11	
Cert NEC/AQF II	399	110	509	22	568	261	829	31	
AQF I	0	19	19	1	0	21	21	1	
TOTAL	1612	706	2318	100	1436	1223	2659	100	

Table 4 Cont.

QUALIFICATIONS PROFILE								
Tradespersons								
Qualification	Males			%	Females			%
	non – AQF	AQF	total		non – AQF	AQF	total	
Diploma/AQF Adv Dip	11	6	17	0	6	1	7	0
Ass Dip/AQF Dip	316	26	342	4	49	15	64	4
Adv Cert/Post-Trade/Other/AQF IV	737	178	915	11	110	38	148	9
Certificate Trade/AQF III	4951	259	5210	63	666	217	883	51
Cert NEC/AQF II	1102	358	1460	18	387	175	562	33
AQF I	0	310	310	4	0	65	65	4
TOTAL	7117	1137	8254	100	1218	511	1729	100
QUALIFICATIONS PROFILE								
Clerks								
Qualification	Males			%	Females			%
	non – AQF	AQF	total		non – AQF	AQF	total	
Diploma/AQF Adv Dip	6	41	47	4	16	117	133	3
Ass Dip/AQF Dip	249	71	320	29	675	155	830	16
Adv Cert/Post-Trade/Other/AQF IV	122	162	284	26	404	462	866	16
Certificate Trade/AQF III	18	114	132	12	14	758	772	15
Cert NEC/AQF II	208	102	310	28	1714	844	2558	48
AQF I	0	12	12	1	0	131	131	2
TOTAL	603	502	1105	100	2823	2467	5290	100
QUALIFICATIONS PROFILE								
Sales & Service Workers								
Qualification	Males			%	Females			%
	non – AQF	AQF	total		non – AQF	AQF	total	
Diploma/AQF Adv Dip	14	35	49	3	51	53	104	2
Ass Dip/AQF Dip	297	118	415	21	963	711	1674	25
Adv Cert/Post-Trade/Other/AQF IV	383	208	591	30	775	416	1191	18
Certificate Trade/AQF III	69	200	269	14	41	902	943	14
Cert NEC/AQF II	392	175	567	29	1949	722	2671	40
AQF I	0	49	49	3	0	148	148	2
TOTAL	1155	785	1940	100	3779	2952	6731	100

Table 4 Cont.

QUALIFICATIONS PROFILE									
Plant & machine operators									
Qualification	Males				%	Females			%
	non – AQF	AQF	total	non – AQF		AQF	total		
Diploma/AQF Adv Dip	4	11	15	2	5	4	9	3	
Ass Dip/AQF Dip	78	16	94	11	19	5	24	9	
Adv Cert/Post-Trade/Other/AQF IV	67	53	120	15	15	14	29	10	
Certificate Trade/AQF III	97	77	174	21	4	29	33	12	
Cert NEC/AQF II	229	122	351	43	100	54	154	55	
AQF I	0	68	68	8	0	31	31	11	
TOTAL	475	347	822	100	143	137	280	100	
QUALIFICATIONS PROFILE									
Labourers & related workers									
Qualification	Males				%	Females			%
	non – AQF	AQF	total	non – AQF		AQF	total		
Diploma/AQF Adv Dip	11	22	33	1	4	9	13	1	
Ass Dip/AQF Dip	217	65	282	12	102	50	152	8	
Adv Cert/Post-Trade/Other/AQF IV	158	130	288	13	167	107	274	14	
Certificate Trade/AQF III	359	180	539	24	25	235	260	14	
Cert NEC/AQF II	636	343	979	43	790	320	1110	58	
AQF I	0	163	163	7	0	94	94	5	
TOTAL	1381	903	2284	100	1088	815	1903	100	

Table 5

FIELD OF STUDY PROFILE – Managers and administrators				
Field of Study	Males	%	Females	%
Land	198	11.47	92	6.87
Architecture	110	6.37	27	2.01
Arts	32	1.85	66	4.93
Business	894	51.80	731	54.55
Education	30	1.74	29	2.16
Engineering	212	12.28	51	3.81
Health	49	2.84	80	5.97
Law	12	0.70	3	0.22
Science	58	3.36	41	3.06
Veterinary	2	0.12	5	0.37
Services	104	6.03	188	14.03
TAFE multi-field	25	1.45	27	2.01
TOTAL	1726	100.00	1340	100.00

FIELD OF STUDY PROFILE – Professionals				
Field of Study	Males	%	Females	%
Land	43	2.42	51	2.39
Architecture	76	4.28	22	1.03
Arts	148	8.33	348	16.30
Business	604	34.01	934	43.75
Education	118	6.64	83	3.89
Engineering	363	20.44	85	3.98
Health	128	7.21	270	12.65
Law	3	0.17	3	0.14
Science	201	11.32	127	5.95
Veterinary	2	0.11	4	0.19
Services	49	2.76	162	7.59
TAFE multi-field	41	2.31	46	2.15
TOTAL	1776	100.00	2135	100.00

FIELD OF STUDY PROFILE – Para-professionals				
Field of Study	Males	%	Females	%
Land	70	3.02	41	1.54
Architecture	230	9.92	66	2.48
Arts	72	3.11	256	9.63
Business	563	24.29	998	37.53
Education	24	1.04	44	1.65
Engineering	803	34.64	105	3.95
Health	250	10.79	775	29.15
Law	99	4.27	17	0.64
Science	114	4.92	167	6.28
Veterinary	5	0.22	14	0.53
Services	50	2.16	118	4.44
TAFE multi-field	38	1.64	58	2.18
TOTAL	2318	100.00	2659	100.00

Table 5 Cont.

FIELDS OF STUDY PROFILE – Tradespersons				
Field of Study	Males	%	Females	%
Land	425	5.15	132	7.63
Architecture	2183	26.45	51	2.95
Arts	77	0.93	74	4.28
Business	331	4.01	95	5.49
Education	20	0.24	27	1.56
Engineering	4156	50.35	127	7.35
Health	122	1.48	90	5.21
Law	2	0.02	0	0.00
Science	87	1.05	15	0.87
Veterinary	0	0.00	1	0.06
Services	732	8.87	1080	62.46
TAFE multi-field	119	1.44	37	2.14
TOTAL	8254	100.00	1729	100.00

FIELD OF STUDY PROFILE – Clerks				
Field of Study	Males	%	Females	%
Land	16	1.45	66	1.25
Architecture	24	2.17	22	0.42
Arts	46	4.16	279	5.27
Business	693	62.71	3591	67.88
Education	3	0.27	17	0.32
Engineering	77	6.97	78	1.47
Health	42	3.80	343	6.48
Law	10	0.90	19	0.36
Science	104	9.41	207	3.91
Veterinary	1	0.09	14	0.26
Services	65	5.88	428	8.09
TAFE multi-field	24	2.17	226	4.27
TOTAL	1105	100.00	5290	100.00

FIELD OF STUDY PROFILE – Sales & Service Workers				
Field of Study	Males	%	Females	%
Land	34	1.75	76	1.13
Architecture	61	3.14	42	0.62
Arts	90	4.64	451	6.70
Business	835	43.04	1486	22.08
Education	5	0.26	70	1.04
Engineering	175	9.02	64	0.95
Health	211	10.88	2657	39.47
Law	3	0.15	7	0.10
Science	70	3.61	78	1.16
Veterinary	0	0.00	15	0.22
Services	399	20.57	1507	22.39
TAFE multi-field	57	2.94	278	4.13
TOTAL	1940	100.00	6731	100.00

Table 5 Cont.

FIELD OF STUDY PROFILE – Plant & machine operators				
Field of Study	Males	%	Females	%
Land	42	5.11	12	4.29
Architecture	51	6.20	2	0.71
Arts	23	2.80	31	11.07
Business	147	17.88	59	21.07
Education	16	1.95	2	0.71
Engineering	260	31.63	24	8.57
Health	56	6.81	37	13.21
Law	2	0.24	1	0.36
Science	62	7.54	6	2.14
Veterinary	1	0.12	1	0.36
Services	69	8.39	50	17.86
TAFE multi-field	93	11.31	55	19.64
TOTAL	822	100.00	280	100.00

FIELD OF STUDY PROFILE – Labourers & related workers				
Field of Study	Males	%	Females	%
Land	309	13.53	192	10.09
Architecture	262	11.47	25	1.31
Arts	105	4.60	132	6.94
Business	357	15.63	341	17.92
Education	15	0.66	5	0.26
Engineering	538	23.56	46	2.42
Health	139	6.09	458	24.07
Law	8	0.35	1	0.05
Science	92	4.03	34	1.79
Veterinary	7	0.31	178	9.35
Services	248	10.86	292	15.34
TAFE multi-field	204	8.93	199	10.46
TOTAL	2284	100.00	1903	100.00

Appendix 2

Average weekly earnings from 1997 GDS, Industry x occupation

-- Description of Subpopulations --

Summaries of Q49GWK Q49 Gross weekly earnings at 30 May 1997

By levels of Q2 Q2 Sex

CURR_IND Actual industry of employment at 30 May

CURR_OCC Actual occupation

Value Label	Mean	Std Dev	Cases	Value Label	Mean	Std Dev	Cases
Population	\$557.90	\$267.10	24588				
1 Male	\$597.48	\$293.76	14422	2 Female	\$501.76	\$211.57	10166
1 Agriculture, Forestry, Fishing & Hunting	\$499.83	\$315.41	489	1 Agriculture, Forestry, Fishing & Hunting	\$519.26	\$551.78	179
1 Managers & Administr	\$511.70	\$335.23	164	1 Managers & Administr	\$681.40	\$933.39	53
2 Professionals	\$617.60	\$146.08	10	2 Professionals	\$466.33	\$177.60	6
3 Para-Professionals	\$663.58	\$299.33	26	3 Para-Professionals	\$584.87	\$200.31	15
4 Tradespersons	\$545.22	\$313.82	54	4 Tradespersons	\$443.13	\$152.41	8
5 Clerks	\$533.80	\$147.01	5	5 Clerks	\$450.60	\$122.58	30
				6 Salespersons & Perso	\$185.00	\$190.92	2
7 Plant & Machine Oper	\$760.07	\$390.65	15	7 Plant & Machine Oper	\$577.67	\$177.89	3
8 Labourers & Related	\$435.16	\$285.66	215	8 Labourers & Related	\$420.92	\$285.67	62
2 Mining	\$982.96	\$430.56	278	2 Mining	\$664.10	\$269.70	58
1 Managers & Administr	\$1,233.93	\$498.42	15	1 Managers & Administr	\$724.00	\$98.61	3
2 Professionals	\$1,039.57	\$340.15	35	2 Professionals	\$663.18	\$205.60	11
3 Para-Professionals	\$1,106.70	\$514.11	46	3 Para-Professionals	\$697.57	\$153.49	14
4 Tradespersons	\$843.86	\$362.50	118	4 Tradespersons	\$638.00	\$21.21	2
5 Clerks	\$714.50	\$394.57	6	5 Clerks	\$587.17	\$267.35	24
				6 Salespersons & Perso	\$815.00	\$282.84	2
7 Plant & Machine Oper	\$1,165.15	\$398.24	34	7 Plant & Machine Oper	\$1,850.00	.	1
8 Labourers & Related	\$999.25	\$468.38	24	8 Labourers & Related	\$437.00	.	1
3 Manufacturing	\$599.63	\$269.27	3339	3 Manufacturing	\$534.24	\$199.29	982
1 Managers & Administr	\$862.93	\$285.71	226	1 Managers & Administr	\$739.74	\$256.58	85
2 Professionals	\$768.43	\$269.01	227	2 Professionals	\$655.40	\$214.09	126
3 Para-Professionals	\$700.53	\$223.54	292	3 Para-Professionals	\$577.27	\$173.75	125
4 Tradespersons	\$538.45	\$258.93	1823	4 Tradespersons	\$473.23	\$164.74	109

Value Label	Mean	Std Dev	Cases	Value Label	Mean	Std Dev	Cases
5 Clerks	\$627.01	\$202.35	94	5 Clerks	\$473.83	\$152.25	302
6 Salespersons & Perso	\$683.52	\$164.37	62	6 Salespersons & Perso	\$571.97	\$194.37	32
7 Plant & Machine Oper	\$609.67	\$251.82	261	7 Plant & Machine Oper	\$469.15	\$181.85	87
8 Labourers & Related	\$525.81	\$201.11	354	8 Labourers & Related	\$458.68	\$124.40	116
4 Electricity, Gas & W	\$707.56	\$233.87	294	4 Electricity, Gas & W	\$624.70	\$167.75	60
1 Managers & Administr	\$933.32	\$112.61	22	1 Managers & Administr	\$760.00	\$144.22	3
2 Professionals	\$813.95	\$217.59	40	2 Professionals	\$748.07	\$190.49	14
3 Para-Professionals	\$756.71	\$147.60	58	3 Para-Professionals	\$574.63	\$126.80	16
4 Tradespersons	\$582.38	\$197.82	128	4 Tradespersons	\$535.00	\$153.66	3
5 Clerks	\$714.61	\$185.64	18	5 Clerks	\$580.91	\$141.08	22
6 Salespersons & Perso	\$880.50	\$113.84	2	6 Salespersons & Perso	\$400.00		1
7 Plant & Machine Oper	\$906.85	\$345.16	20				
8 Labourers & Related	\$622.83	\$210.22	6	8 Labourers & Related	\$750.00		1
5 Construction	\$547.09	\$277.64	2270	5 Construction	\$485.09	\$181.15	141
1 Managers & Administr	\$849.76	\$418.26	88	1 Managers & Administr	\$512.50	\$129.81	8
2 Professionals	\$718.50	\$274.75	26	2 Professionals	\$608.23	\$135.44	13
3 Para-Professionals	\$753.30	\$318.12	149	3 Para-Professionals	\$498.19	\$173.77	27
4 Tradespersons	\$514.10	\$249.57	1852	4 Tradespersons	\$495.45	\$287.39	22
5 Clerks	\$510.46	\$194.80	13	5 Clerks	\$446.32	\$132.72	69
6 Salespersons & Perso	\$1,083.56	\$512.60	9	6 Salespersons & Perso	\$315.00		1
7 Plant & Machine Oper	\$584.47	\$187.74	17				
8 Labourers & Related	\$497.87	\$193.70	116	8 Labourers & Related	\$928.00		1
6 Wholesale Trade	\$601.97	\$268.09	568	6 Wholesale Trade	\$528.52	\$196.32	333
1 Managers & Administr	\$849.39	\$346.74	102	1 Managers & Administr	\$720.82	\$282.75	39
2 Professionals	\$726.29	\$209.11	34	2 Professionals	\$674.11	\$198.38	35
3 Para-Professionals	\$633.62	\$221.53	45	3 Para-Professionals	\$530.90	\$132.03	30
4 Tradespersons	\$480.11	\$198.52	149	4 Tradespersons	\$477.44	\$74.94	9
5 Clerks	\$536.54	\$181.65	52	5 Clerks	\$458.95	\$138.80	153
6 Salespersons & Perso	\$603.57	\$206.20	93	6 Salespersons & Perso	\$562.28	\$177.07	43
7 Plant & Machine Oper	\$529.12	\$211.88	17	7 Plant & Machine Oper	\$304.00		1
8 Labourers & Related	\$493.54	\$187.19	76	8 Labourers & Related	\$407.17	\$103.93	23
7 Retail Trade	\$443.27	\$204.99	1886	7 Retail Trade	\$438.36	\$204.96	903
1 Managers & Administr	\$624.70	\$335.48	145	1 Managers & Administr	\$529.60	\$250.21	139
2 Professionals	\$741.15	\$496.07	26	2 Professionals	\$646.10	\$360.60	40
3 Para-Professionals	\$582.19	\$419.70	43	3 Para-Professionals	\$580.21	\$417.12	42
4 Tradespersons	\$409.16	\$148.59	1290	4 Tradespersons	\$379.78	\$127.72	97
5 Clerks	\$542.84	\$157.46	38	5 Clerks	\$433.04	\$135.94	181
6 Salespersons & Perso	\$455.98	\$164.24	207	6 Salespersons & Perso	\$388.75	\$137.71	355
7 Plant & Machine Oper	\$439.83	\$148.89	6	7 Plant & Machine Oper	\$430.09	\$115.98	11
8 Labourers & Related	\$424.80	\$187.00	131	8 Labourers & Related	\$369.95	\$71.07	38
8 Accommodation, Cafes	\$448.43	\$181.35	555	8 Accommodation, Cafes	\$428.12	\$144.96	650
1 Managers & Administr	\$608.14	\$235.65	50	1 Managers & Administr	\$552.47	\$189.32	60
2 Professionals	\$502.81	\$211.29	16	2 Professionals	\$585.25	\$102.74	24
3 Para-Professionals	\$603.20	\$115.94	10	3 Para-Professionals	\$492.70	\$113.89	20
4 Tradespersons	\$405.55	\$170.80	329	4 Tradespersons	\$377.41	\$137.14	223
5 Clerks	\$539.20	\$178.30	15	5 Clerks	\$440.75	\$123.88	83
6 Salespersons & Perso	\$470.64	\$119.21	84	6 Salespersons & Perso	\$418.24	\$122.95	188

Value Label	Mean	Std Dev	Cases	Value Label	Mean	Std Dev	Cases
7 Plant & Machine Oper	\$528.60	\$141.62	5	8 Labourers & Related	\$420.31	\$104.83	52
8 Labourers & Related	\$450.04	\$154.29	46	9 Transport & Storage	\$492.95	\$217.89	379
9 Transport & Storage	\$685.66	\$303.65	476	1 Managers & Administr	\$617.83	\$216.64	12
1 Managers & Administr	\$891.72	\$185.29	43	2 Professionals	\$684.41	\$166.06	22
2 Professionals	\$856.10	\$309.82	30	3 Para-Professionals	\$554.25	\$166.35	28
3 Para-Professionals	\$875.41	\$360.24	61	4 Tradespersons	\$451.00	\$240.46	4
4 Tradespersons	\$573.28	\$252.68	166	5 Clerks	\$514.90	\$261.26	124
5 Clerks	\$662.25	\$227.64	44	6 Salespersons & Perso	\$430.62	\$160.54	181
6 Salespersons & Perso	\$540.49	\$209.86	45	7 Plant & Machine Oper	\$502.33	\$215.56	3
7 Plant & Machine Oper	\$755.29	\$369.73	52	8 Labourers & Related	\$747.40	\$390.62	5
8 Labourers & Related	\$601.34	\$220.18	35	10 Communication Servic	\$616.30	\$217.60	114
10 Communication Servic	\$787.12	\$252.03	251	1 Managers & Administr	\$817.00	\$442.73	10
1 Managers & Administr	\$979.10	\$268.27	31	2 Professionals	\$762.14	\$176.74	14
2 Professionals	\$883.26	\$238.93	35	3 Para-Professionals	\$642.89	\$178.69	19
3 Para-Professionals	\$810.09	\$188.60	79	4 Tradespersons	\$740.00	\$14.14	2
4 Tradespersons	\$723.39	\$287.18	41	5 Clerks	\$542.49	\$155.35	57
5 Clerks	\$654.27	\$218.49	49	6 Salespersons & Perso	\$595.44	\$128.57	9
6 Salespersons & Perso	\$684.17	\$207.96	6	7 Plant & Machine Oper	\$500.00	\$70.71	2
7 Plant & Machine Oper	\$746.40	\$217.84	5	8 Labourers & Related	\$442.00		1
8 Labourers & Related	\$549.80	\$170.63	5	11 Finance & Insurance	\$567.63	\$243.67	540
11 Finance & Insurance	\$755.62	\$333.66	319	1 Managers & Administr	\$917.74	\$420.60	54
1 Managers & Administr	\$1,018.00	\$385.70	76	2 Professionals	\$733.69	\$196.91	58
2 Professionals	\$870.37	\$400.01	41	3 Para-Professionals	\$526.98	\$200.62	47
3 Para-Professionals	\$721.43	\$177.64	21	4 Tradespersons	\$684.50	\$21.92	2
4 Tradespersons	\$504.67	\$222.32	3	5 Clerks	\$495.37	\$149.16	309
5 Clerks	\$619.87	\$208.98	141	6 Salespersons & Perso	\$501.48	\$147.14	69
6 Salespersons & Perso	\$650.72	\$236.31	36	8 Labourers & Related	\$600.00		1
8 Labourers & Related	\$500.00		1	12 Property & Business	\$516.13	\$222.03	1354
12 Property & Business	\$679.95	\$402.32	1191	1 Managers & Administr	\$715.76	\$241.51	115
1 Managers & Administr	\$978.55	\$515.45	121	2 Professionals	\$646.25	\$263.50	234
2 Professionals	\$761.55	\$409.84	265	3 Para-Professionals	\$516.15	\$161.96	196
3 Para-Professionals	\$610.38	\$268.51	209	4 Tradespersons	\$503.63	\$232.65	19
4 Tradespersons	\$496.20	\$254.83	224	5 Clerks	\$429.09	\$161.11	643
5 Clerks	\$551.06	\$186.62	82	6 Salespersons & Perso	\$545.59	\$205.78	113
6 Salespersons & Perso	\$802.57	\$526.45	187	7 Plant & Machine Oper	\$432.00	\$67.88	2
7 Plant & Machine Oper	\$570.71	\$239.16	14	8 Labourers & Related	\$504.75	\$302.31	32
8 Labourers & Related	\$535.16	\$225.29	89	13 Government Administr	\$588.71	\$168.89	736
13 Government Administr	\$670.07	\$204.37	944	1 Managers & Administr	\$757.86	\$171.31	44
1 Managers & Administr	\$908.81	\$196.48	78	2 Professionals	\$694.60	\$172.13	117
2 Professionals	\$752.12	\$178.64	126	3 Para-Professionals	\$597.08	\$167.40	201
3 Para-Professionals	\$718.34	\$172.72	288	4 Tradespersons	\$431.10	\$113.48	20
4 Tradespersons	\$545.98	\$178.92	184	5 Clerks	\$537.29	\$132.00	317
5 Clerks	\$621.97	\$175.60	145	6 Salespersons & Perso	\$526.28	\$159.47	25
6 Salespersons & Perso	\$667.81	\$148.46	16	7 Plant & Machine Oper	\$569.00	\$277.73	3
7 Plant & Machine Oper	\$555.15	\$172.24	40	8 Labourers & Related	\$539.67	\$115.42	9
8 Labourers & Related	\$544.30	\$143.15	67				

Value Label	Mean	Std Dev	Cases	Value Label	Mean	Std Dev	Cases
14 Education	\$696.90	\$226.97	372	14 Education	\$594.82	\$205.82	556
2 Professionals	\$772.70	\$162.60	214	1 Managers & Administr	\$768.53	\$226.21	30
3 Para-Professionals	\$608.70	\$174.61	44	2 Professionals	\$729.85	\$192.48	193
4 Tradespersons	\$475.81	\$175.45	37	3 Para-Professionals	\$544.37	\$172.87	123
5 Clerks	\$548.53	\$163.43	30	4 Tradespersons	\$379.56	\$135.23	9
6 Salespersons & Perso	\$938.00	.	1	5 Clerks	\$486.91	\$130.47	178
7 Plant & Machine Oper	\$481.00	.	1	6 Salespersons & Perso	\$438.11	\$86.66	19
8 Labourers & Related	\$476.81	\$51.70	21	8 Labourers & Related	\$359.25	\$138.81	4
15 Health & Community S	\$602.58	\$216.20	419	15 Health & Community S	\$481.54	\$164.18	2183
1 Managers & Administr	\$774.47	\$239.28	30	1 Managers & Administr	\$732.62	\$214.03	76
2 Professionals	\$690.57	\$243.09	47	2 Professionals	\$598.89	\$204.99	142
3 Para-Professionals	\$681.22	\$219.49	136	3 Para-Professionals	\$552.60	\$176.78	408
4 Tradespersons	\$501.47	\$167.65	51	4 Tradespersons	\$458.89	\$102.77	61
5 Clerks	\$521.55	\$120.62	29	5 Clerks	\$440.36	\$131.18	247
6 Salespersons & Perso	\$538.29	\$158.55	62	6 Salespersons & Perso	\$442.87	\$130.94	1021
7 Plant & Machine Oper	\$518.23	\$145.14	13	7 Plant & Machine Oper	\$466.20	\$56.95	10
8 Labourers & Related	\$457.51	\$128.94	51	8 Labourers & Related	\$419.42	\$111.94	218
16 Cultural & Recreatio	\$530.58	\$204.19	261	16 Cultural & Recreatio	\$501.57	\$170.85	253
1 Managers & Administr	\$633.45	\$240.81	20	1 Managers & Administr	\$581.85	\$182.12	20
2 Professionals	\$639.90	\$292.45	31	2 Professionals	\$591.90	\$220.38	40
3 Para-Professionals	\$534.08	\$144.99	37	3 Para-Professionals	\$528.41	\$158.52	51
4 Tradespersons	\$467.10	\$151.67	112	4 Tradespersons	\$476.33	\$97.85	18
5 Clerks	\$550.00	\$140.24	14	5 Clerks	\$453.49	\$109.50	78
6 Salespersons & Perso	\$605.76	\$271.24	25	6 Salespersons & Perso	\$453.08	\$172.74	26
7 Plant & Machine Oper	\$548.50	\$38.89	2	7 Plant & Machine Oper	\$400.00	.	1
8 Labourers & Related	\$497.90	\$183.03	20	8 Labourers & Related	\$447.84	\$227.66	19
17 Personal & Other Ser	\$711.22	\$277.16	510	17 Personal & Other Ser	\$381.50	\$152.56	745
1 Managers & Administr	\$871.64	\$264.82	33	1 Managers & Administr	\$673.50	\$216.83	14
2 Professionals	\$654.18	\$301.70	28	2 Professionals	\$598.31	\$168.08	13
3 Para-Professionals	\$822.87	\$246.34	252	3 Para-Professionals	\$629.78	\$186.53	68
4 Tradespersons	\$449.01	\$213.52	89	4 Tradespersons	\$325.19	\$85.93	506
5 Clerks	\$567.50	\$184.41	16	5 Clerks	\$460.24	\$131.60	71
6 Salespersons & Perso	\$321.00	.	1	6 Salespersons & Perso	\$334.17	\$101.28	54
7 Plant & Machine Oper	\$700.48	\$172.13	65	7 Plant & Machine Oper	\$513.42	\$115.29	12
8 Labourers & Related	\$514.77	\$205.42	26	8 Labourers & Related	\$393.71	\$72.13	7
2 Female	\$501.76	\$211.57	10166				
1 Agriculture, Forestr	\$519.26	\$551.78	179				
1 Managers & Administr	\$681.40	\$933.39	53				
2 Professionals	\$466.33	\$177.60	6				
3 Para-Professionals	\$584.87	\$200.31	15				
4 Tradespersons	\$443.13	\$152.41	8				
5 Clerks	\$450.60	\$122.58	30				
6 Salespersons & Perso	\$185.00	\$190.92	2				
7 Plant & Machine Oper	\$577.67	\$177.89	3				
8 Labourers & Related	\$420.92	\$285.67	62				
2 Mining	\$664.10	\$269.70	58				
1 Managers & Administr	\$724.00	\$98.61	3				

Value Label	Mean	Std Dev	Cases
2 Professionals	\$663.18	\$205.60	11
3 Para-Professionals	\$697.57	\$153.49	14
4 Tradespersons	\$638.00	\$21.21	2
5 Clerks	\$587.17	\$267.35	24
6 Salespersons & Perso	\$815.00	\$282.84	2
7 Plant & Machine Oper	\$1,850.00 .		1
8 Labourers & Related	\$437.00 .		1
3 Manufacturing	\$534.24	\$199.29	982
1 Managers & Administr	\$739.74	\$256.58	85
2 Professionals	\$655.40	\$214.09	126
3 Para-Professionals	\$577.27	\$173.75	125
4 Tradespersons	\$473.23	\$164.74	109
5 Clerks	\$473.83	\$152.25	302
6 Salespersons & Perso	\$571.97	\$194.37	32
7 Plant & Machine Oper	\$469.15	\$181.85	87
8 Labourers & Related	\$458.68	\$124.40	116
4 Electricity, Gas & W	\$624.70	\$167.75	60
1 Managers & Administr	\$760.00	\$144.22	3
2 Professionals	\$748.07	\$190.49	14
3 Para-Professionals	\$574.63	\$126.80	16
4 Tradespersons	\$535.00	\$153.66	3
5 Clerks	\$580.91	\$141.08	22
6 Salespersons & Perso	\$400.00 .		1
8 Labourers & Related	\$750.00 .		1
5 Construction	\$485.09	\$181.15	141
1 Managers & Administr	\$512.50	\$129.81	8
2 Professionals	\$608.23	\$135.44	13
3 Para-Professionals	\$498.19	\$173.77	27
4 Tradespersons	\$495.45	\$287.39	22
5 Clerks	\$446.32	\$132.72	69
6 Salespersons & Perso	\$315.00 .		1
8 Labourers & Related	\$928.00 .		1
6 Wholesale Trade	\$528.52	\$196.32	333
1 Managers & Administr	\$720.82	\$282.75	39
2 Professionals	\$674.11	\$198.38	35
3 Para-Professionals	\$530.90	\$132.03	30
4 Tradespersons	\$477.44	\$74.94	9
5 Clerks	\$458.95	\$138.80	153
6 Salespersons & Perso	\$562.28	\$177.07	43
7 Plant & Machine Oper	\$304.00 .		1
8 Labourers & Related	\$407.17	\$103.93	23
7 Retail Trade	\$438.36	\$204.96	903
1 Managers & Administr	\$529.60	\$250.21	139
2 Professionals	\$646.10	\$360.60	40
3 Para-Professionals	\$580.21	\$417.12	42
4 Tradespersons	\$379.78	\$127.72	97
5 Clerks	\$433.04	\$135.94	181

Value Label	Mean	Std Dev	Cases
6 Salespersons & Perso	\$388.75	\$137.71	355
7 Plant & Machine Oper	\$430.09	\$115.98	11
8 Labourers & Related	\$369.95	\$71.07	38
8 Accommodation, Cafes	\$428.12	\$144.96	650
1 Managers & Administr	\$552.47	\$189.32	60
2 Professionals	\$585.25	\$102.74	24
3 Para-Professionals	\$492.70	\$113.89	20
4 Tradespersons	\$377.41	\$137.14	223
5 Clerks	\$440.75	\$123.88	83
6 Salespersons & Perso	\$418.24	\$122.95	188
8 Labourers & Related	\$420.31	\$104.83	52
9 Transport & Storage	\$492.95	\$217.89	379
1 Managers & Administr	\$617.83	\$216.64	12
2 Professionals	\$684.41	\$166.06	22
3 Para-Professionals	\$554.25	\$166.35	28
4 Tradespersons	\$451.00	\$240.46	4
5 Clerks	\$514.90	\$261.26	124
6 Salespersons & Perso	\$430.62	\$160.54	181
7 Plant & Machine Oper	\$502.33	\$215.56	3
8 Labourers & Related	\$747.40	\$390.62	5
10 Communication Servic	\$616.30	\$217.60	114
1 Managers & Administr	\$817.00	\$442.73	10
2 Professionals	\$762.14	\$176.74	14
3 Para-Professionals	\$642.89	\$178.69	19
4 Tradespersons	\$740.00	\$14.14	2
5 Clerks	\$542.49	\$155.35	57
6 Salespersons & Perso	\$595.44	\$128.57	9
7 Plant & Machine Oper	\$500.00	\$70.71	2
8 Labourers & Related	\$442.00		1
11 Finance & Insurance	\$567.63	\$243.67	540
1 Managers & Administr	\$917.74	\$420.60	54
2 Professionals	\$733.69	\$196.91	58
3 Para-Professionals	\$526.98	\$200.62	47
4 Tradespersons	\$684.50	\$21.92	2
5 Clerks	\$495.37	\$149.16	309
6 Salespersons & Perso	\$501.48	\$147.14	69
8 Labourers & Related	\$600.00		1
12 Property & Business	\$516.13	\$222.03	1354
1 Managers & Administr	\$715.76	\$241.51	115
2 Professionals	\$646.25	\$263.50	234
3 Para-Professionals	\$516.15	\$161.96	196
4 Tradespersons	\$503.63	\$232.65	19
5 Clerks	\$429.09	\$161.11	643
6 Salespersons & Perso	\$545.59	\$205.78	113
7 Plant & Machine Oper	\$432.00	\$67.88	2
8 Labourers & Related	\$504.75	\$302.31	32

Value Label	Mean	Std Dev	Cases
13 Government Administr	\$588.71	\$168.89	736
1 Managers & Administr	\$757.86	\$171.31	44
2 Professionals	\$694.60	\$172.13	117
3 Para-Professionals	\$597.08	\$167.40	201
4 Tradespersons	\$431.10	\$113.48	20
5 Clerks	\$537.29	\$132.00	317
6 Salespersons & Perso	\$526.28	\$159.47	25
7 Plant & Machine Oper	\$569.00	\$277.73	3
8 Labourers & Related	\$539.67	\$115.42	9
14 Education	\$594.82	\$205.82	556
1 Managers & Administr	\$768.53	\$226.21	30
2 Professionals	\$729.85	\$192.48	193
3 Para-Professionals	\$544.37	\$172.87	123
4 Tradespersons	\$379.56	\$135.23	9
5 Clerks	\$486.91	\$130.47	178
6 Salespersons & Perso	\$438.11	\$86.66	19
8 Labourers & Related	\$359.25	\$138.81	4
15 Health & Community S	\$481.54	\$164.18	2183
1 Managers & Administr	\$732.62	\$214.03	76
2 Professionals	\$598.89	\$204.99	142
3 Para-Professionals	\$552.60	\$176.78	408
4 Tradespersons	\$458.89	\$102.77	61
5 Clerks	\$440.36	\$131.18	247
6 Salespersons & Perso	\$442.87	\$130.94	1021
7 Plant & Machine Oper	\$466.20	\$56.95	10
8 Labourers & Related	\$419.42	\$111.94	218
16 Cultural & Recreatio	\$501.57	\$170.85	253
1 Managers & Administr	\$581.85	\$182.12	20
2 Professionals	\$591.90	\$220.38	40
3 Para-Professionals	\$528.41	\$158.52	51
4 Tradespersons	\$476.33	\$97.85	18
5 Clerks	\$453.49	\$109.50	78
6 Salespersons & Perso	\$453.08	\$172.74	26
7 Plant & Machine Oper	\$400.00		1
8 Labourers & Related	\$447.84	\$227.66	19
17 Personal & Other Ser	\$381.50	\$152.56	745
1 Managers & Administr	\$673.50	\$216.83	14
2 Professionals	\$598.31	\$168.08	13
3 Para-Professionals	\$629.78	\$186.53	68
4 Tradespersons	\$325.19	\$85.93	506
5 Clerks	\$460.24	\$131.60	71
6 Salespersons & Perso	\$334.17	\$101.28	54
7 Plant & Machine Oper	\$513.42	\$115.29	12
8 Labourers & Related	\$393.71	\$72.13	7

s = 28728

s = 4140 or 14.4 Pct

Appendix 3

A technical note on differences in full-time hours worked

Data provided in the Differences in hours worked section of this report show an estimate of the effect of different hours worked on the returns to male and female TAFE graduates. It includes graphs that represent the notional hours (weighted to account for overtime) as a proxy for wage differences. The tables on income refer to data on persons working full time, i.e. 35 hours or more a week. This means that they also include data for workers who work in excess of 35 hours and who may therefore earn overtime pay. An estimate of this effect on the relative earnings gap between males and females with VET qualifications has been attempted in tables 2–7 "Hours Worked by Industry: Estimate of Gender Earnings Gap Due to Hours Worked".

The table uses the relative numbers undertaking work within the hours worked cohorts 35-39, 40-44 and 45 plus and assumes that the persons working those hours work at the mid-point of the first two cohorts i.e., 37 and 42 and at 48 hours for the 45 plus cohort. The number of males and females in each cohort was then multiplied by the median number of hours to produce a total hours worked figure for each hours cohort.

The multiplicand was inflated by an "overtime factor". This varied with the hours worked. For example, for the 40 to 44 hours group the factor was 2.5 hours estimated by allowing that the extra 5 hours worked by this group ($42-37=5$) would be paid at a higher rate. It was assumed to be 50% higher. The 48 hour group was assumed to receive a still higher rate to allow for factors such as double time and weekend loadings.

The result of this was totalled and then divided by the total number of males or females working full time to produce a notional hours worked per week reduced to comparable ordinary time hours. Different assumptions about overtime rates would cause the outcome to differ but not enough to greatly change the result.

The result invariably showed that males worked more hours than females, even though all persons in the study were classified as "full-time" workers. The results, as they stand, represent a rough (but not unreasonable) guess of the effects of different hours worked by full-time male and female workers. In summary these were:

Table 1: Effect of full time hours worked on earnings

Industry	Average Hours Worked		Percentage Difference in Potential Earnings
	Males	Females	
Manufacturing	45.0	42.7	5.4%
Retail Trade	43.9	42.8	2.7%
Accommodation, Cafes & Restaurants	45.6	43.3	5.3%
Finance and Insurance	46.0	42.7	7.6%
Health & Community Services	42.7	41.9	2.0%
Personal & Other Services	45.3	42.2	7.3%

Source: NCVET 1997 GDS

The data show that in each industry examined, without exception, males work 45 hours and over at a higher proportionate level than females. The difference was most pronounced in Manufacturing, Finance and Insurance and Personal and Other Services. There were lesser differentials in Retail and Health and Community Services.

Table 2: Hours worked by industry: Estimate of gender earnings gap due to hours worked

Manufacturing

Hours Worked		Male	Female	Total	Hrs avge	Over- time Factor	Hours Worked		Est of Earnings Gap Due to Hours Worked
							Males	Females	
							' 000s		
35 to 39	Count	1099	477	1576					
	Row Pct	69.7%	30.3%	100.0%					
	Col Pct	28.8%	41.7%	31.8%	37	0	40.7	17.6	
40 to 44	Count	1583	496	2079					
	Row Pct	76.1%	23.9%	100.0%					
	Col Pct	41.5%	43.4%	41.9%	42	2.5	70.4	22.1	
45 plus	Count	1131	170	1301					
	Row Pct	86.9%	13.1%	100.0%					
	Col Pct	29.7%	14.9%	26.3%	48	5.5	60.5	9.1	
Total	Column	3813	1143	4956			171.6	48.8	
	Row Pct	76.9%	23.1%	100%	Average Hours		45.0	42.7	5.4%

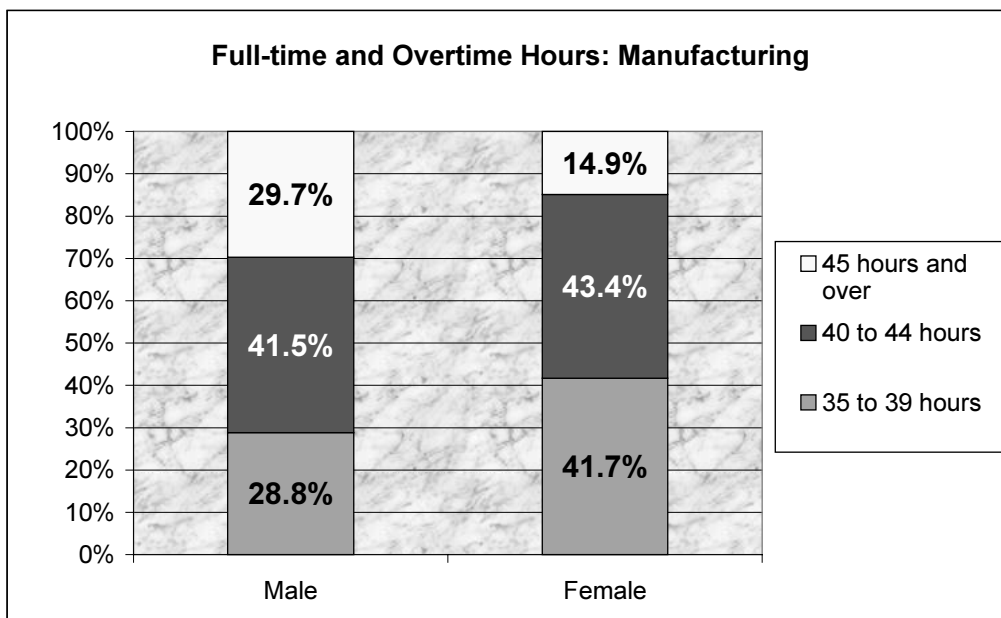


Table 3: Hours worked by industry: Estimate of gender earnings gap due to hours worked

Retail Trade

Hours Worked		Male	Female	Total	Hrs avge	Over- time Factor	Hours Worked		Est of Earnings Gap Due to Hours Worked
							Males	Females	
							' 000s		
35 to 39	Row Pct	60.9%	39.1%	100.0%					
	Col Pct	34.7%	45.2%	38.1%	37	0	27.6	17.8	
40 to 44	Row Pct	70.5%	29.5%	100.0%					
	Col Pct	43.1%	36.5%	40.9%	42	2.5	41.3	17.3	
45 plus	Row Pct	71.1%	28.9%	100.0%					
	Col Pct	22.2%	18.3%	20.9%	48	5.5	25.6	10.4	
Total	Column	2155	1063	3218			94.6	45.5	
	Row Pct	67.0%	33.0%	100%	Average Hours		43.9	42.8	2.7%

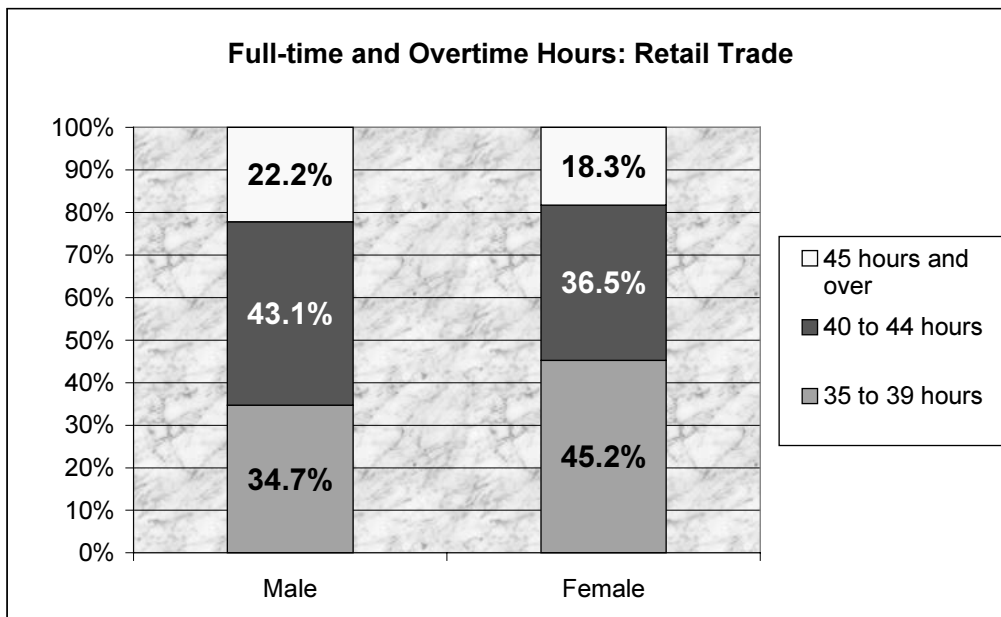


Table 4: Hours worked by industry: Estimate of gender earnings gap due to hours worked

Accommodation Cafés & Restaurants

Hours Worked		Male	Female	Total	Hrs avge	Over- time Factor	Hours Worked		Est of Earnings Gap Due to Hours Worked
							Males	Females	
							' 000s		
35 to 39	Row Pct	160	295	455					
	Col Pct	35.2%	64.8%	100.0%	37	0	5.9	10.9	
40 to 44	Row Pct	251	292	543					
	Col Pct	46.2%	53.8%	100.0%	42	2.5	11.2	13.0	
45 plus	Row Pct	209	149	358					
	Col Pct	58.4%	41.6%	100.0%	48	5.5	11.2	8.0	
Total	Column	620	736	1356			28.3	31.9	
	Row Pct	45.7%	54.3%	100%	Average Hours		45.6	43.3	5.3%

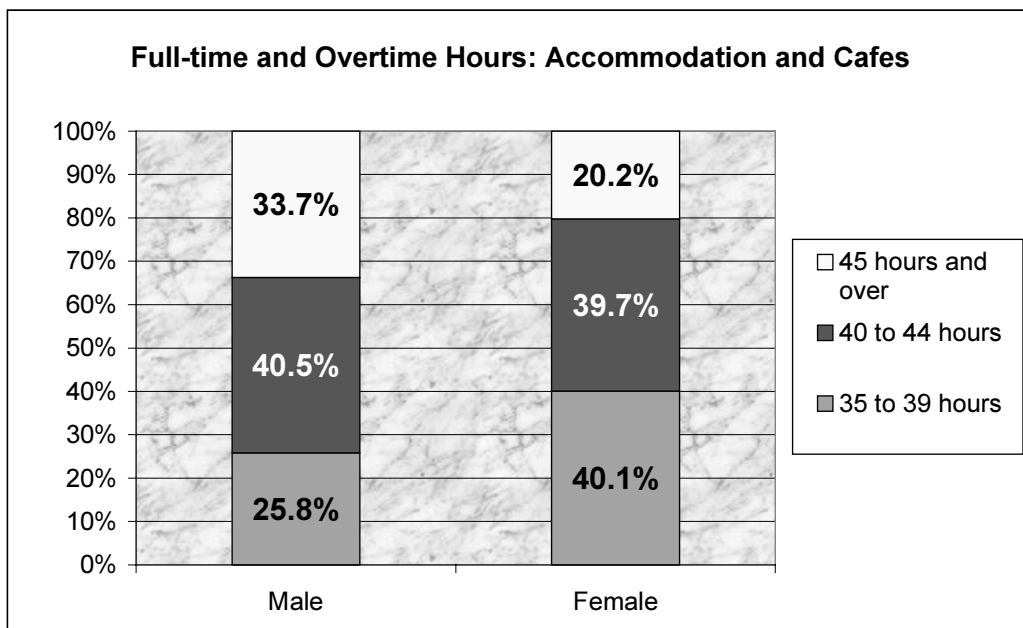


Table 5: Hours worked by industry: Estimate of gender earnings gap due to hours worked

Finance and Insurance

Hours Worked		Male	Female	Total	Hrs avge	Over- time Factor	Hours Worked		Est of Earnings Gap Due to Hours Worked
							Males	Females	
							' 000s		
35 to 39	Row Pct	22.8%	77.2%	100.0%					
	Col Pct	19.8%	39.5%	32.2%	37	0	2.7	9.0	
40 to 44	Row Pct	37.2%	62.8%	100.0%					
	Col Pct	47.3%	47.0%	47.1%	42	2.5	7.7	12.9	
45 plus	Row Pct	59.1%	40.9%	100.0%					
	Col Pct	33.0%	13.5%	20.7%	48	5.5	6.4	4.4	
Total	Column	364	617	981			16.7	26.4	
	Row Pct	37.1%	62.9%	100%	Average Hours		46.0	42.7	7.6%

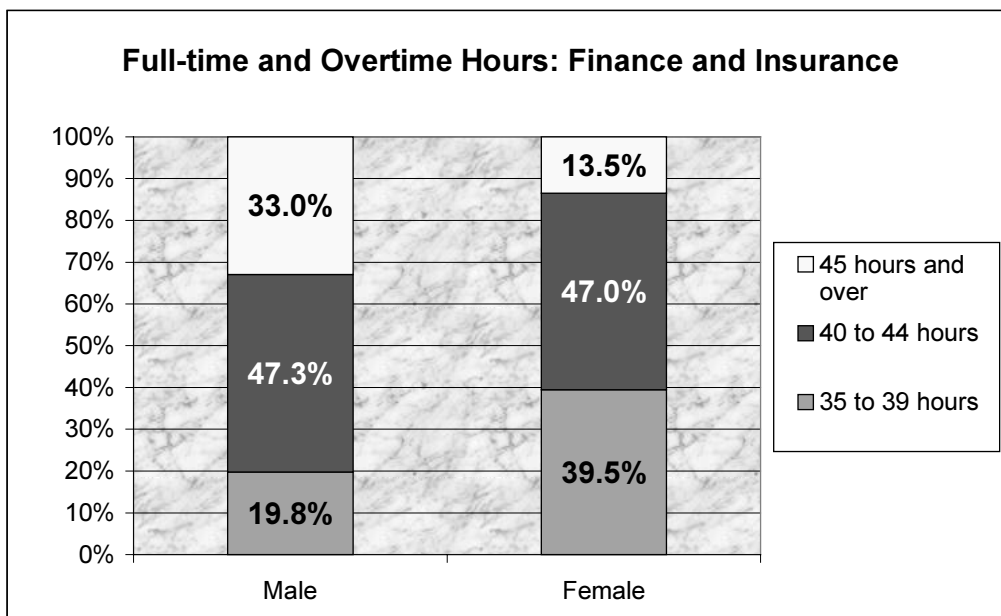


Table 6: Hours worked by industry: Estimate of gender earnings gap due to hours worked

Health & Community Services

Hours Worked		Male	Female	Total	Hrs avge	Over- time Factor	Hours Worked		Est of Earnings Gap Due to Hours Worked
							Males	Females	
							' 000s		
35 to 39	Row Pct	14.2%	85.8%	100.0%					
	Col Pct	39.3%	46.1%	45.0%	37	0	7.1	42.6	
40 to 44	Row Pct	17.2%	82.8%	100.0%					
	Col Pct	47.9%	44.9%	45.4%	42	2.5	10.4	49.8	
45 plus	Row Pct	21.6%	78.4%	100.0%					
	Col Pct	12.8%	9.0%	9.6%	48	5.5	3.3	12.0	
Total	Column	486	2495	2981			20.8	104.4	
	Row Pct	16.3%	83.7%	100%	Average Hours		42.7	41.9	2.0%

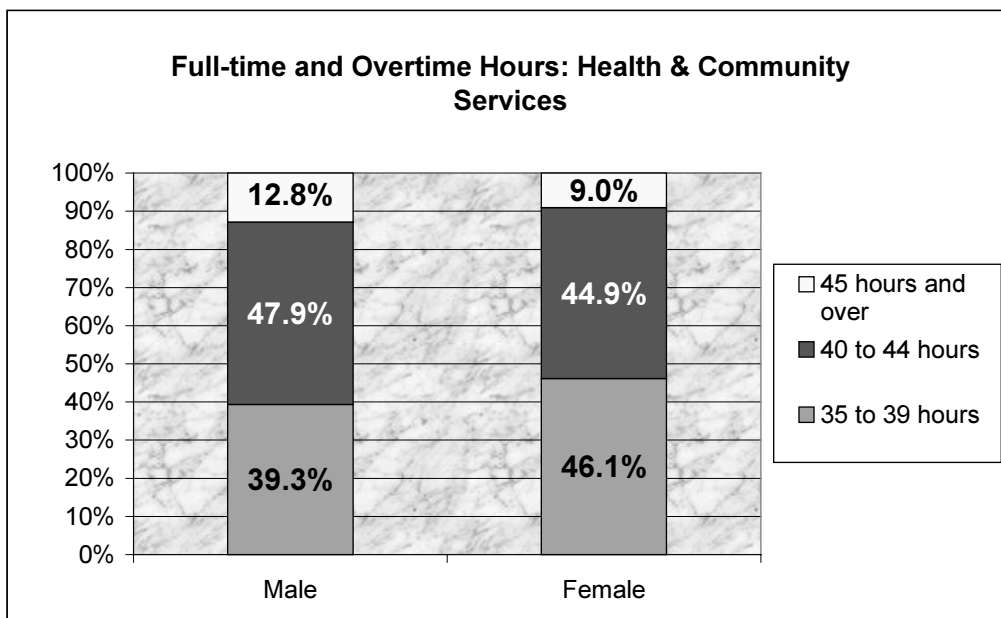


Table 7: Hours worked by industry: Estimate of gender earnings gap due to hours worked

Personal & Other Services

Hours Worked		Male	Female	Total	Hrs avge	Over- time Factor	Hours Worked		Est of Earnings Gap Due to Hours Worked
							Males	Female s	
							' 000s		
35 to 39	Row Pct	27.2%	72.8%	100.0%					
	Col Pct	25.6%	46.3%	38.0%	37	0	5.5	14.7	
40 to 44	Row Pct	42.5%	57.5%	100.0%					
	Col Pct	44.0%	40.3%	41.8%	42	2.5	11.4	15.4	
45 plus	Row Pct	60.6%	39.4%	100.0%					
	Col Pct	30.4%	13.4%	20.3%	48	5.5	9.5	6.2	
Total	Column	582	859	1441			26.4	36.3	
	Row Pct	40.4%	59.6%	100%	Average Hours		45.3	42.2	7.3%

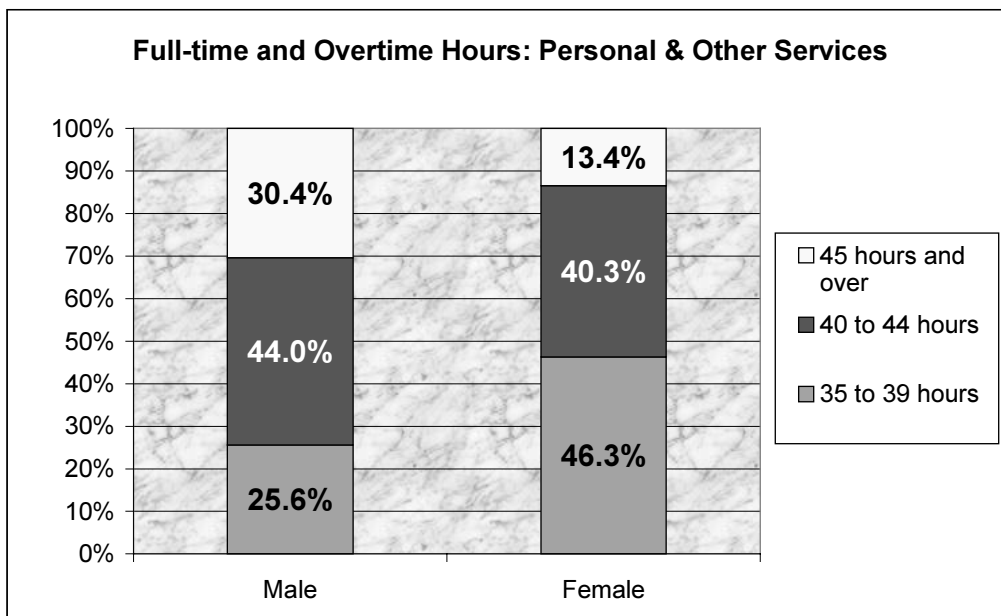
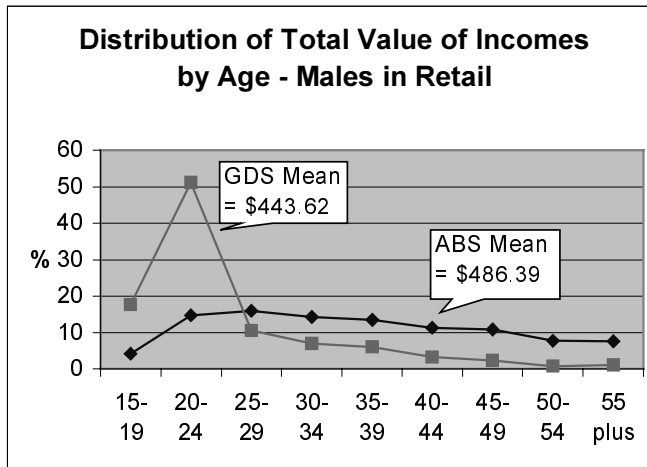


Table 8: Distribution of the Total Value of Incomes by Age - Males in Retail

Age group	ABS					GDS				
	Mean Income	Cases	Distribution of cases %	Value of all Income	Distribution of value %	Mean AWE	Cases	Distribution of cases %	Value of all AWE	Distribution of value %
15-19	\$248.00	25248	8.2	\$6,261,504.00	4.2	\$320.40	460	24.5	\$147,384.00	17.7
20-24	\$422.00	52002	16.9	\$21,944,844.00	14.7	\$439.15	970	51.8	\$425,976.00	51.2
25-29	\$502.00	47168	15.4	\$23,678,336.00	15.9	\$553.88	157	8.4	\$86,959.00	10.5
30-34	\$536.00	39626	12.9	\$21,239,536.00	14.2	\$599.74	96	5.1	\$57,575.00	6.9
35-39	\$547.00	36789	12.0	\$20,123,583.00	13.5	\$601.83	83	4.4	\$49,952.00	6.0
40-44	\$542.00	31048	10.1	\$16,828,016.00	11.3	\$615.66	44	2.3	\$27,089.00	3.3
45-49	\$541.00	29931	9.8	\$16,192,671.00	10.8	\$563.31	36	1.9	\$20,279.00	2.4
50-54	\$526.00	22117	7.2	\$11,633,542.00	7.8	\$518.69	13	0.7	\$6,743.00	0.8
55 plus	\$495.00	22963	7.5	\$11,366,685.00	7.6	\$626.40	15	0.8	\$9,396.00	1.1
	\$486.39	306892	100.0	\$149,268,717.00	100	\$443.62	1874	100.0	\$831,353.00	100.0



Appendix 4

1996 ABS Census data: Full-time employed by level of attainment by sex, Australia

For Australia, Full-time workers (35+ hours), Persons aged 15 years and over		Higher than Associate Diploma	Associate Diploma	Skilled vocational qualification	Basic vocational qualification	Subtotal of ass dip, skilled & basic vocational	Level of attain not stated/ not adeq desc	Subtotal with post-school qualifications	No post-school qualification or qualification out of scope of ABSCQ	Total	
Retail											
Male	Managers & Administrators	17%	13%	4%	10%	5%	7%	7%	7%	20706	7%
	Professionals	26%	12%	1%	5%	2%	4%	5%	2%	10864	4%
	Associate Professionals	26%	28%	12%	24%	14%	19%	16%	22%	59048	19%
	Tradespersons & Related Workers	5%	14%	65%	16%	60%	33%	49%	19%	102474	33%
	Advanced Clerical & Service Wkrs	1%	1%	0%	0%	0%	0%	0%	0%	1076	0%
	Int Clerical, Sales, Service Wkrs	9%	12%	7%	13%	8%	10%	8%	13%	32678	11%
	Int Production & Transport Wkrs	3%	4%	3%	9%	4%	7%	4%	12%	24613	8%
	Elem Clerical, Sales, Service Wkrs	11%	13%	4%	17%	5%	12%	7%	18%	38710	13%
	Labourers & Related Workers	2%	2%	1%	4%	2%	4%	2%	7%	13906	5%
	Inadequately described	0%	1%	0%	0%	0%	1%	0%	0%	1489	0%
	Not stated	0%	0%	0%	0%	0%	1%	0%	0%	1322	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	306886	100%
Female	Managers & Administrators	10%	6%	4%	6%	5%	5%	7%	4%	8355	5%
	Professionals	23%	8%	2%	3%	4%	3%	10%	2%	6875	4%
	Associate Professionals	26%	25%	21%	22%	22%	23%	24%	22%	40228	22%
	Tradespersons & Related Workers	2%	3%	19%	4%	9%	4%	5%	3%	6243	3%
	Advanced Clerical & Service Wkrs	4%	8%	5%	9%	7%	8%	6%	5%	9385	5%
	Int Clerical, Sales, Service Wkrs	12%	20%	13%	20%	17%	16%	15%	15%	27857	15%
	Int Production & Transport Wkrs	1%	2%	3%	2%	2%	3%	2%	4%	6131	3%
	Elem Clerical, Sales, Service Wkrs	21%	26%	30%	31%	30%	34%	28%	41%	68002	37%
	Labourers & Related Workers	1%	2%	3%	2%	2%	3%	2%	5%	7226	4%
	Inadequately described	0%	0%	0%	0%	0%	0%	0%	0%	782	0%
	Not stated	0%	0%	0%	0%	0%	1%	0%	0%	766	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	181850	100%

		Higher than Associate Diploma	Associate Diploma	Skilled vocational qualification	Basic vocational qualification	Subtotal of ass dip, skilled & basic vocational	Level of attain not stated/not adeq desc	Subtotal with post-school qualifications	No post-school qualification or qualification out of scope of ABSCQ		Total
Accommodation, Cafés and Restaurants											
Male	Managers & Administrators	13%	9%	3%	5%	4%	5%	6%	4%	4517	5%
	Professionals	14%	6%	1%	3%	2%	2%	4%	1%	2408	3%
	Associate Professionals	42%	40%	57%	39%	54%	42%	50%	36%	38979	42%
	Tradespersons & Related Workers	4%	8%	20%	14%	18%	13%	14%	17%	14521	16%
	Advanced Clerical & Service Wkrs	0%	1%	0%	0%	0%	0%	0%	0%	246	0%
	Int Clerical,Sales,Service Wkrs	17%	24%	8%	24%	11%	19%	13%	20%	15765	17%
	Int Production & Transport Wkrs	1%	2%	2%	2%	2%	3%	2%	3%	2382	3%
	Elem Clerical,Sales,Service Wkrs	3%	5%	2%	5%	3%	4%	3%	5%	3900	4%
	Labourers & Related Workers	5%	5%	5%	7%	5%	10%	6%	12%	8261	9%
	Inadequately described	0%	1%	1%	1%	1%	1%	1%	1%	777	1%
Not stated	0%	0%	0%	0%	0%	1%	0%	0%	353	0%	
Total		100%	100%	100%	100%	100%	100%	100%	100%	92109	100%
Female	Managers & Administrators	8%	5%	2%	4%	3%	3%	5%	3%	2423	4%
	Professionals	14%	4%	1%	3%	2%	2%	6%	1%	2027	3%
	Associate Professionals	31%	26%	55%	26%	38%	30%	34%	27%	19778	29%
	Tradespersons & Related Workers	2%	3%	13%	4%	8%	6%	6%	8%	4986	7%
	Advanced Clerical & Service Wkrs	3%	4%	1%	8%	4%	6%	4%	4%	2485	4%
	Int Clerical,Sales,Service Wkrs	30%	45%	19%	40%	32%	33%	32%	34%	22282	33%
	Int Production & Transport Wkrs	0%	0%	0%	1%	0%	0%	0%	1%	435	1%
	Elem Clerical,Sales,Service Wkrs	5%	7%	3%	7%	5%	6%	5%	7%	4465	7%
	Labourers & Related Workers	5%	5%	6%	7%	6%	12%	7%	14%	7806	12%
	Inadequately described	1%	0%	1%	0%	1%	1%	1%	1%	418	1%
Not stated	0%	0%	0%	0%	0%	1%	0%	0%	238	0%	
Total		100%	100%	100%	100%	100%	100%	100%	100%	67343	100%

		Higher than Associate Diploma	Associate Diploma	Skilled vocational qualification	Basic vocational qualification	Subtotal of ass dip, skilled & basic vocational	Level attain not stated/not adeq.desc	Subtotal with post-school qualifications	No post school qualification or qualification out of scope of ABSCQ	Total	
Manufacturing											
Male	Occupation										
	Managers & Administrators	31%	21%	10%	18%	11%	11%	15%	9%	70669	12%
	Professionals	38%	22%	4%	10%	6%	7%	12%	4%	47757	8%
	Associate Professionals	7%	17%	5%	10%	7%	5%	7%	3%	29150	5%
	Tradespersons & Related Workers	6%	18%	59%	19%	53%	31%	42%	22%	188451	32%
	Advanced Clerical & Service Wkrs	0%	1%	0%	0%	0%	0%	0%	0%	1300	0%
	Int Clerical,Sales,Service Wkrs	5%	7%	4%	9%	4%	5%	5%	7%	32847	6%
	Int Production & Transport Wkrs	6%	7%	10%	20%	11%	22%	11%	29%	116287	20%
	Elem Clerical,Sales,Service Wkrs	1%	1%	1%	1%	1%	1%	1%	1%	6247	1%
	Labourers & Related Workers	4%	4%	5%	10%	6%	15%	6%	22%	82453	14%
	Inadequately described	1%	1%	2%	2%	2%	2%	2%	2%	10742	2%
	Not stated	0%	0%	0%	0%	0%	1%	0%	0%	2317	0%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	588220	100%
Female	Managers & Administrators	15%	9%	7%	8%	8%	6%	10%	5%	11674	7%
	Professionals	40%	21%	8%	9%	13%	7%	22%	4%	17241	10%
	Associate Professionals	9%	13%	8%	11%	11%	7%	9%	6%	11856	7%
	Tradespersons & Related Workers	3%	5%	26%	4%	11%	6%	7%	6%	10661	6%
	Advanced Clerical & Service Wkrs	5%	11%	5%	21%	13%	14%	11%	9%	15925	9%
	Int Clerical,Sales,Service Wkrs	11%	22%	10%	27%	20%	19%	16%	19%	31731	18%
	Int Production & Transport Wkrs	6%	8%	17%	7%	11%	18%	11%	23%	32832	19%
	Elem Clerical,Sales,Service Wkrs	2%	2%	3%	3%	3%	3%	2%	3%	5418	3%
	Labourers & Related Workers	7%	7%	14%	8%	10%	19%	11%	24%	34511	20%
	Inadequately described	0%	1%	1%	1%	1%	1%	1%	1%	1574	1%
	Not stated	0%	0%	0%	0%	0%	1%	0%	0%	671	0%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	174094	100%

		Higher than Associate Diploma	Associate Diploma	Skilled vocational qualification	Basic vocational qualification	Subtotal of ass dip, skilled & basic vocational	Level attain not stated/not adeq desc	Subtotal with post-school qualifications	No post-school qualification or qualification out of scope of ABSCQ		Total
Finance and Insurance											
Male	Managers & Administrators	21%	15%	11%	16%	14%	16%	19%	10%	16017	15%
	Professionals	30%	17%	7%	11%	12%	11%	23%	7%	17005	16%
	Associate Professionals	29%	33%	24%	36%	31%	33%	30%	32%	33317	31%
	Tradespersons & Related Workers	0%	1%	17%	1%	6%	2%	2%	1%	1545	1%
	Advanced Clerical & Service Wkrs	7%	13%	21%	17%	17%	17%	11%	15%	13873	13%
	Int Clerical,Sales,Service Wkrs	10%	20%	12%	17%	16%	17%	13%	31%	23002	21%
	Int Production & Transport Wkrs	0%	0%	3%	0%	1%	1%	0%	1%	792	1%
	Elem Clerical,Sales,Service Wkrs	0%	1%	3%	1%	2%	1%	1%	2%	1342	1%
	Labourers & Related Workers	0%	0%	1%	0%	1%	1%	0%	1%	448	0%
	Inadequately described	1%	0%	1%	1%	1%	1%	1%	1%	683	1%
	Not stated	0%	0%	0%	0%	0%	1%	0%	0%	248	0%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	108272
Female	Managers & Administrators	13%	6%	5%	5%	5%	4%	9%	3%	5981	5%
	Professionals	30%	14%	5%	6%	9%	6%	19%	4%	10835	10%
	Associate Professionals	17%	15%	18%	14%	15%	14%	16%	13%	15069	14%
	Tradespersons & Related Workers	0%	0%	1%	0%	0%	0%	0%	0%	171	0%
	Advanced Clerical & Service Wkrs	12%	20%	18%	29%	24%	25%	19%	18%	19637	18%
	Int Clerical,Sales,Service Wkrs	26%	42%	49%	43%	43%	48%	36%	59%	54099	50%
	Int Production & Transport Wkrs	0%	0%	0%	0%	0%	0%	0%	0%	196	0%
	Elem Clerical,Sales,Service Wkrs	1%	1%	2%	1%	1%	2%	1%	2%	1706	2%
	Labourers & Related Workers	0%	0%	0%	0%	0%	0%	0%	0%	190	0%
	Inadequately described	1%	1%	1%	0%	1%	1%	1%	1%	681	1%
	Not stated	0%	0%	0%	0%	0%	1%	0%	0%	246	0%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	108811

		Higher than Associate Diploma	Associate diploma	Skilled vocational qualification	Basic vocational qualification	Subtotal of ass dip, skilled & basic vocational	Level attain not stated/not adeq desc	Subtotal with post-school qualifications	No post-school qualification or qualification out of scope of ABSCQ	Total	
Health and Community Services											
Male	Managers & Administrators	8%	9%	5%	7%	6%	5%	7%	6%	7451	7%
	Professionals	81%	25%	8%	20%	14%	37%	60%	11%	52941	48%
	Associate Professionals	7%	49%	24%	43%	34%	18%	15%	14%	16125	14%
	Tradespersons & Related Workers	1%	4%	33%	5%	21%	8%	6%	7%	7428	7%
	Advanced Clerical & Service Wkrs	0%	1%	0%	1%	0%	0%	0%	1%	379	0%
	Int Clerical,Sales,Service Wkrs	3%	8%	14%	15%	13%	15%	6%	28%	13300	12%
	Int Production & Transport Wkrs	0%	1%	4%	4%	3%	4%	1%	9%	3547	3%
	Elem Clerical,Sales,Service Wkrs	0%	1%	2%	2%	2%	3%	1%	5%	2122	2%
	Labourers & Related Workers	0%	1%	8%	3%	5%	7%	2%	18%	6943	6%
	Inadequately described	0%	1%	2%	1%	1%	1%	1%	2%	972	1%
	Not stated	0%	0%	0%	0%	0%	1%	0%	0%	241	0%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	111449	100%
Female	Managers & Administrators	6%	8%	4%	2%	4%	3%	6%	2%	11387	4%
	Professionals	79%	26%	8%	20%	20%	31%	59%	9%	109444	43%
	Associate Professionals	6%	23%	15%	34%	27%	12%	12%	10%	28906	11%
	Tradespersons & Related Workers	0%	1%	8%	1%	2%	2%	1%	3%	3511	1%
	Advanced Clerical & Service Wkrs	1%	3%	2%	6%	4%	6%	2%	5%	7965	3%
	Int Clerical,Sales,Service Wkrs	7%	38%	56%	35%	39%	40%	19%	53%	77296	30%
	Int Production & Transport Wkrs	0%	0%	1%	0%	0%	0%	0%	1%	812	0%
	Elem Clerical,Sales,Service Wkrs	0%	1%	2%	1%	1%	2%	1%	4%	4554	2%
	Labourers & Related Workers	0%	1%	4%	1%	1%	4%	1%	12%	11806	5%
	Inadequately described	0%	0%	1%	0%	0%	0%	0%	1%	967	0%
	Not stated	0%	0%	0%	0%	0%	1%	0%	0%	500	0%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	257148	100%

		Higher than Associate Diploma	Associate diploma	Skilled vocational qualification	Basic vocational qualification	Subtotal of ass dip, skilled & basic vocational	Level attain not stated/not adeq desc	Subtotal with post-school qualifications	No post-school qualification or qualification out of scope of ABSCQ		Total
Personal and Other Services											
Male	Managers & Administrators	14%	11%	4%	8%	6%	6%	9%	5%	6993	7%
	Professionals	53%	16%	5%	14%	9%	14%	24%	7%	16092	16%
	Associate Professionals	22%	53%	24%	46%	35%	42%	32%	40%	35329	35%
	Tradespersons & Related Workers	3%	8%	32%	11%	30%	17%	19%	13%	16163	16%
	Advanced Clerical & Service Wkrs	1%	1%	0%	1%	1%	1%	1%	1%	628	1%
	Int Clerical,Sales,Service Wkrs	4%	7%	7%	8%	8%	7%	7%	9%	7907	8%
	Int Production & Transport Wkrs	1%	1%	5%	4%	5%	5%	4%	10%	6688	7%
	Elem Clerical,Sales,Service Wkrs	1%	2%	2%	3%	3%	3%	2%	6%	4010	4%
	Labourers & Related Workers	1%	1%	4%	3%	4%	4%	3%	8%	5107	5%
	Inadequately described	0%	0%	1%	1%	1%	1%	1%	1%	726	1%
	Not stated	0%	0%	0%	0%	0%	1%	0%	0%	238	0%
	Total	100%	100%	84%	100%	100%	100%	100%	100%	99881	100%
Female	Professionals	43%	19%	1%	9%	5%	8%	16%	6%	7228	11%
	Associate Professionals	21%	29%	5%	24%	12%	16%	15%	18%	10929	17%
	Tradespersons & Related Workers	1%	4%	82%	9%	59%	17%	36%	17%	17908	27%
	Advanced Clerical & Service Wkrs	4%	8%	0%	16%	4%	10%	5%	8%	4464	7%
	Int Clerical,Sales,Service Wkrs	14%	31%	9%	29%	15%	33%	18%	26%	14266	22%
	Int Production & Transport Wkrs	1%	2%	0%	2%	1%	3%	1%	4%	1749	3%
	Elem Clerical,Sales,Service Wkrs	3%	3%	1%	5%	2%	8%	3%	14%	5488	8%
	Labourers & Related Workers	0%	1%	0%	1%	0%	1%	1%	2%	930	1%
	Inadequately described	0%	1%	0%	1%	0%	0%	0%	1%	320	0%
	Not stated	0%	0%	0%	0%	0%	1%	0%	0%	194	0%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	65970	100%

Appendix 5

Level of qualification by field of study by sex by industry of employment

Table 1: Level of qualification by field of study by sex by industry of employment, males, Australia

Manufacturing Count

Q21 Level of qualification	Field of study (from mailing list)												Total
	Land and Marine Resources, Animal Husbandry	Architecture, Building	Arts, Humanities and Social Sciences	Business, Administration, Economics	Education	Engineering, Surveying	Health, Community Services	Law, Legal Studies	Science	Veterinary Science, Animal Care	Services, Hospitality, Transportation	TAFE Multi-field Education	
Diploma			4			20							24
Ass. Diploma	1	23	7	85		261	12	3	29		1		422
Adv. Cert. - Post Trade		1				117					2		120
Adv. Cert. - Other	4	21	5	88	1	203	12		10		6		350
Cert. - Trade	4	371	5			1074	4				54		1512
Cert. - not elsewhere classified	32	45	15	152		430	24	1	12		29	67	807
AQF-Cert. I	3	18	1	4		44	6				15	58	149
AQF-Cert. II	18	24	13	37		29	28			1	14	14	178
AQF-Cert. III	2	24	22	85	25	23	12		31		16	5	245
AQF-Cert. IV	2	3	1	193	8	15	2		18		1	4	247
AQF-Diploma		3	7	41		14	1		5				71
AQF-Adv. Diploma				19		4							23
Total	66	533	80	704	34	2234	101	4	105	1	138	148	4148

Table 1 cont.

Retail Trade

Count

Q21 Level of qualification	Field of study (from mailing list)												Total
	Land and Marine Resources, Animal Husbandry	Architecture, Building	Arts, Humanities and Social Sciences	Business, Administration, Economics	Education	Engineering, Surveying	Health, Community Services	Law, Legal Studies	Science	Veterinary Science, Animal Care	Services, Hospitality, Transportation	TAFE Multi-field Education	
Diploma			6	1		2					1		10
Ass. Diploma	4	23	7	138		68	7	5	17		6		275
Adv. Cert. - Post Trade		1				16					3		20
Adv. Cert. - Other	8	10	19	56		44	9		7		7		160
Cert. - Trade	12	33	2			1047					189		1283
Cert. - not elsewhere classified	18	17	13	121		166	11		5		80	34	465
AQF-Cert. I	4	6		14		94			1		22	18	159
AQF-Cert. II	17	16	15	41		37	14		5	1	47	8	201
AQF-Cert. III	3	6	12	52	3	1	8		54		29	7	175
AQF-Cert. IV		4	7	93	2	7	5		29		5	6	158
AQF-Diploma		4	8	53		5	3	2	5		3		83
AQF-Adv. Diploma				32		1	1						34
Total	66	120	89	601	5	1488	58	7	123	1	392	73	3023

Table 1 cont.

Accommodation, Cafés & Restaurants

Count

Q21 Level of qualification	Field of study (from mailing list)												Total
	Land and Marine Resources, Animal Husbandry	Architecture, Building	Arts, Humanities and Social Sciences	Business, Administration, Economics	Education	Engineering, Surveying	Health, Community Services	Law, Legal Studies	Science	Veterinary Science, Animal Care	Services, Hospitality, Transportation	TAFE Multi-field Education	
Diploma			2								13		15
Ass. Diploma	1	6	5	35		15	5	1	3	1	48	1	121
Adv. Cert. - Post Trade						3					13		16
Adv. Cert. - Other	2	2	8	16		4	3		1		18		54
Cert. - Trade	7	5				11					165		188
Cert. - not elsewhere classified	8	2	6	23		12	7		2		189	13	262
AQF-Cert. I	2	1	1	2		2	1				5	21	35
AQF-Cert. II	4	2	4	12		5	16		6		157	2	208
AQF-Cert. III	2	1	10	6	1		4		12		11	4	51
AQF-Cert. IV			3	23	2	3	4		9		50	4	98
AQF-Diploma			2	12			1		1		45		61
AQF-Adv. Diploma				11		1					1		13
Total	26	19	41	140	3	56	41	1	34	1	715	45	1122

Table 1 cont.

Finance & Insurance

Count

Q21 Level of qualification	Field of study (from mailing list)												Total
	Land and Marine Resources, Animal Husbandry	Architecture, Building	Arts, Humanities and Social Sciences	Business, Administration, Economics	Education	Engineering, Surveying	Health, Community Services	Law, Legal Studies	Science	Veterinary Science, Animal Care	Services, Hospitality, Transportation	TAFE Multi-field Education	
Diploma		1											1
Ass. Diploma		2		102		12	1		7				124
Adv. Cert. - Post Trade						1							1
Adv. Cert. - Other	2	3	2	41			1		6		2		57
Cert. - Trade		1				3							4
Cert. - not elsewhere classified	1		2	27		5	1	2	3		7	3	51
AQF-Cert. I				3								1	4
AQF-Cert. II			1	19		1	2		2	1	4		30
AQF-Cert. III		1	1	22	2		1		10		2	1	40
AQF-Cert. IV			1	39					10				50
AQF-Diploma		1		44					2				47
AQF-Adv. Diploma				14									14
Total	3	9	7	311	2	22	6	2	40	1	15	5	423

Table 1 cont.

Health & Community Services

Count

Q21 Level of qualification	Field of study (from mailing list)												Total
	Land and Marine Resources, Animal Husbandry	Architecture, Building	Arts, Humanities and Social Sciences	Business, Administration, Economics	Education	Engineering, Surveying	Health, Community Services	Law, Legal Studies	Science	Veterinary Science, Animal Care	Services, Hospitality, Transportation	TAFE Multi-field Education	
Diploma						10					1		11
Ass. Diploma		2	3	9	1	11	70	1	11		3		111
Adv. Cert. - Post Trade						4							4
Adv. Cert. - Other			4	14	18	2	84		2		3		127
Cert. - Trade	2	6				11	14				2		35
Cert. - not elsewhere classified	3	2	13	35	3	6	86	1	3	4	15	11	179
AQF-Cert. I						2	1					6	9
AQF-Cert. II	3	1	2	25		1	19				12	6	69
AQF-Cert. III		1	8	9	2		49		8		4		81
AQF-Cert. IV			4	43	3		31		5			1	87
AQF-Diploma			5	6		1	17		1	1	1		32
AQF-Adv. Diploma				6			1						7
Total	8	16	49	151	6	38	382	2	30	5	41	24	752

Table 1 cont.

Personal & Other Services

Count

Q21 Level of qualification	Field of study (from mailing list)												Total
	Land and Marine Resources, Animal Husbandry	Architecture, Building	Arts, Humanities and Social Sciences	Business, Administration, Economics	Education	Engineering, Surveying	Health, Community Services	Law, Legal Studies	Science	Veterinary Science, Animal Care	Services, Hospitality, Transportation	TAFE Multi-field Education	
Diploma			2										2
Ass. Diploma	4	3	3	14		23	9	21			3	2	82
Adv. Cert. - Post Trade						3							3
Adv. Cert. - Other	14	6	6	31	1	12	3	2	2		3		80
Cert. - Trade	17	5	1			16					29		68
Cert. - not elsewhere classified	30	6	6	38		18	2	16	1		5	9	131
AQF-Cert. I	2		1	2		4					2	3	14
AQF-Cert. II	6	1	10	11		3	5		20		3	1	60
AQF-Cert. III	3	2	8	6	3		1		7		10	1	41
AQF-Cert. IV	1	1	5	71	6	2	4		2			23	115
AQF-Diploma			7	29		1	3	54	3		2		99
AQF-Adv. Diploma				16									16
Total	77	24	49	218	10	82	27	93	35	0	57	39	711

Table 1 cont.

Males Total
Count

Q21 Level of qualification	Field of study (from mailing list)												Total
	Land and Marine Resources, Animal Husbandry	Architecture, Building	Arts, Humanities and Social Sciences	Business, Administration, Economics	Education	Engineering, Surveying	Health, Community Services	Law, Legal Studies	Science	Veterinary Science, Animal Care	Services, Hospitality, Transportation	TAFE Multi-field Education	
Diploma	2	7	28	4		52	10		4		21		128
Ass. Diploma	73	332	67	742	2	839	163	35	130	5	95	3	2486
Adv. Cert. - Post Trade			5			228					21		254
Adv. Cert. - Other	105	320	90	758	6	563	146	2	54		81		2125
Cert. - Trade	276	1685	8			3286	18				489		5762
Cert. - not elsewhere classified	388	232	109	805	1	1063	204	33	84	6	419	233	3577
AQF-Cert. I	27	74	9	32		223	16		3		47	213	644
AQF-Cert. II	171	177	73	253		136	230		37	6	298	56	1437
AQF-Cert. III	81	118	106	345	90	37	103		271		118	49	1318
AQF-Cert. IV	11	26	46	967	132	54	59	1	156		63	50	1565
AQF-Diploma	2	19	55	306		57	41	64	51	1	56		652
AQF-Adv. Diploma			3	204		24	4	2			4		241
Total	1136	2995	594	4416	231	6562	994	137	790	18	1712	604	20189

Table 1 cont.

Level of qualification by field of study by sex by industry of employment, females, Australia, 1997

Manufacturing
Count

Q21 Level of qualification	Field of study (from mailing list)												Total
	Land and Marine Resources, Animal Husbandry	Architecture, Building	Arts, Humanities and Social Sciences	Business, Administration, Economics	Education	Engineering, Surveying	Health, Community Services	Law, Legal Studies	Science	Veterinary Science, Animal Care	Services, Hospitality, Transportation	TAFE Multi-field Education	
Diploma			8				1		1				10
Ass. Diploma	1	4	25	86	2	29	5		12		15		179
Adv. Cert. - Post Trade						3					8		11
Adv. Cert. - Other	4	1	4	54	2	14	8		2	1	12		102
Cert. - Trade	1	9	2			49	4				9		74
Cert. - not elsewhere classified	8	8	27	238		50	34	1	8	1	99	36	510
AQF-Cert. I		3		11	1	1	4				8	52	80
AQF-Cert. II	7	1	15	112		4	16			5	17	20	197
AQF-Cert. III	9	1	16	107	6	11	6		34	1	6	13	210
AQF-Cert. IV			9	113	4	7	1		5		5	1	145
AQF-Diploma			8	26		6	2		2				44
AQF-Adv. Diploma			1	35									36
Total	30	27	115	782	15	174	81	1	64	8	179	122	1598

Table 1 cont.

Retail Trade
Count

Q21 Level of qualification	Field of study (from mailing list)												Total
	Land and Marine Resources, Animal Husbandry	Architecture, Building	Arts, Humanities and Social Sciences	Business, Administration, Economics	Education	Engineering, Surveying	Health, Community Services	Law, Legal Studies	Science	Veterinary Science, Animal Care	Services, Hospitality, Transportation	TAFE Multi-field Education	
Diploma		2	22						4		2		30
Ass. Diploma	5	7	45	168		12	39	2	11		51		340
Adv. Cert. - Post Trade											7		7
Adv. Cert. - Other	18	16	23	80		1	31		2	1	62		234
Cert. - Trade	3	2	17			16					16		54
Cert. - not elsewhere classified	63	3	58	392		25	128		9	3	316	64	1061
AQF-Cert. I	4	2	5	48		9	3		1		31	34	137
AQF-Cert. II	30	3	20	212		3	24		2	1	119	50	464
AQF-Cert. III	4	1	21	157	4	2	52		36	4	54	13	348
AQF-Cert. IV		2	23	104	2	6	11		5		38	4	195
AQF-Diploma		12	27	67		3	27		1		19		156
AQF-Adv. Diploma			1	32		1	2						36
Total	127	50	262	1260	6	78	317	2	71	9	715	165	3062

Table 1 cont.

Accommodation, Cafes & Restaurants Count

Q21 Level of qualification	Field of study (from mailing list)												Total
	Land and Marine Resources, Animal Husbandry	Architecture, Building	Arts, Humanities and Social Sciences	Business, Administration, Economics	Education	Engineering, Surveying	Health, Community Services	Law, Legal Studies	Science	Veterinary Science, Animal Care	Services, Hospitality, Transportation	TAFE Multi-field Education	
Diploma		1	7								15		23
Ass. Diploma	2	1	18	43	1	3	12	2	2		105		189
Adv. Cert. - Post Trade						1					34		35
Adv. Cert. - Other	9		11	26			21		1	1	55		124
Cert. - Trade	1	1									135		137
Cert. - not elsewhere classified	5	1	25	98		7	57			4	303	28	528
AQF-Cert. I			5	14		1	1				7	18	46
AQF-Cert. II	2		13	53		1	28		2	1	218	28	346
AQF-Cert. III	5		19	59			30		8	1	30	8	160
AQF-Cert. IV			22	39		1	8		3		100	1	174
AQF-Diploma		1	10	17		2	15	1	1		91		138
AQF-Adv. Diploma			1	23			3						27
Total	24	5	131	372	1	16	175	3	17	7	1093	83	1927

Table 1 cont.

Finance & Insurance

Count

Q21 Level of qualification	Field of study (from mailing list)												Total
	Land and Marine Resources, Animal Husbandry	Architecture, Building	Arts, Humanities and Social Sciences	Business, Administration, Economics	Education	Engineering, Surveying	Health, Community Services	Law, Legal Studies	Science	Veterinary Science, Animal Care	Services, Hospitality, Transportation	TAFE Multi-field Education	
Diploma		1	1										2
Ass. Diploma			5	102		1	3	2	4		8		125
Adv. Cert. - Post Trade											1		1
Adv. Cert. - Other	1	2	2	52	4	1	4		1		19		86
Cert. - Trade											1		1
Cert. - not elsewhere classified	2		7	154		4	12		3	1	24	9	216
AQF-Cert. I				11								3	14
AQF-Cert. II	2		4	91			18				2	3	120
AQF-Cert. III			5	70	1		3		13		2	4	98
AQF-Cert. IV			1	101	2				2		1		107
AQF-Diploma		1	5	48							1		55
AQF-Adv. Diploma				29				1					30
Total	5	4	30	658	7	6	40	3	23	1	59	19	855

Table 1 cont.

Health & Community Services

Count

Q21 Level of qualification	Field of study (from mailing list)												Total
	Land and Marine Resources, Animal Husbandry	Architecture, Building	Arts, Humanities and Social Sciences	Business, Administration, Economics	Education	Engineering, Surveying	Health, Community Services	Law, Legal Studies	Science	Veterinary Science, Animal Care	Services, Hospitality, Transportation	TAFE Multi-field Education	
Diploma			7	1			11		2				21
Ass. Diploma	1	4	43	67	66	3	539	2	35	1	6		767
Adv. Cert. - Post Trade													0
Adv. Cert. - Other	2	2	61	61	1	1	490		4	48	21		691
Cert. - Trade	2	4					7				11		24
Cert. - not elsewhere classified	62	3	129	288	1	38	738	1	20	103	111	90	1584
AQF-Cert. I	2		1	16		1	2				5	39	66
AQF-Cert. II	5	1	24	170		1	147		3	3	36	49	439
AQF-Cert. III	7	6	15	82	23	1	486		27	7	11	21	686
AQF-Cert. IV			38	133	16	3	265		3	2	4	6	470
AQF-Diploma		3	45	28		4	559		4	1	4		648
AQF-Adv. Diploma				17			8						25
Total	81	23	363	863	107	52	3252	3	98	165	209	205	5421

Table 1 cont.

Personal & Other Services
Count

Q21 Level of qualification	Field of study (from mailing list)												Total
	Land and Marine Resources, Animal Husbandry	Architecture, Building	Arts, Humanities and Social Sciences	Business, Administration, Economics	Education	Engineering, Surveying	Health, Community Services	Law, Legal Studies	Science	Veterinary Science, Animal Care	Services, Hospitality, Transportation	TAFE Multi-field Education	
Diploma			10										10
Ass. Diploma		1	9	15	1	4	14	6					50
Adv. Cert. - Post Trade													0
Adv. Cert. - Other	6	3	8	16			17		1	2	2		55
Cert. - Trade	4	2	2			1					396		405
Cert. - not elsewhere classified	12		11	68		11	26	6	1	2	68	12	217
AQF-Cert. I	1	1		7							23	4	36
AQF-Cert. II	2		11	30			4		5	1	56	7	116
AQF-Cert. III	3		2	29	26	1	19		3		138	1	222
AQF-Cert. IV		1	4	40	3		2				5	5	60
AQF-Diploma		1	12	6			14		1		7		41
AQF-Adv. Diploma				6									6
Total	28	9	69	217	30	17	96	12	11	5	695	29	1218

Table 1 cont.

Females Total
Count

Q21 Level of qualification	Field of study (from mailing list)												Total
	Land and Marine Resources, Animal Husbandry	Architecture, Building	Arts, Humanities and Social Sciences	Business, Administration, Economics	Education	Engineering, Surveying	Health, Community Services	Law, Legal Studies	Science	Veterinary Science, Animal Care	Services, Hospitality, Transportation	TAFE Multi-field Education	
Diploma		9	86	2		2	13		9		26		147
Ass. Diploma	38	67	373	982	78	94	689	24	133	4	292		2774
Adv. Cert. - Post Trade						5					62		67
Adv. Cert. - Other	99	54	160	727	14	24	686		36	62	306		2168
Cert. - Trade	33	35	23			95	12				586		784
Cert. - Not elsewhere classified	288	34	383	2306	5	243	1223	19	90	124	1327	355	6397
AQF-Cert. I	16	9	13	175	1	12	13		1		77	209	526
AQF-Cert. II	101	6	150	1247		17	328		25	15	515	236	2640
AQF-Cert. III	84	9	130	1087	95	34	722		290	22	320	90	2883
AQF-Cert. IV	3	4	147	1055	86	24	320		69	2	172	31	1913
AQF-Diploma	2	32	166	330		26	682	4	24	2	137		1405
AQF-Adv. Diploma			9	294		2	14	4					323
Total	664	259	1640	8205	279	578	4702	51	677	231	3820	921	22027
	Agriculture	Architecture	Arts	Business	Education	Engineering	Health & Community	Legal Studies	Science	Vet Science	Services & Hospitality	TAFE Education	
Females	664	259	1640	8205	279	578	4702	51	677	231	3820	921	22027
Males	1136	2995	594	4416	231	6562	994	137	790	18	1712	604	20189

Table 2: Level of qualification by field of study by sex by industry of employment, females Australia

Females as a Percentage of Total

Manufacturing

Count

Q21 Level of qualification	Field of study (from mailing list)												Total
	Land and Marine Resources, Animal Husbandry	Architecture, Building	Arts, Humanities and Social Sciences	Business, Administration, Economics	Education	Engineering, Surveying	Health, Community Services	Law, Legal Studies	Science	Veterinary Science, Animal Care	Services, Hospitality, Transportation	TAFE Multi-field Education	
Diploma			66.7%										83.3%
Ass. Diploma	50.0%	14.8%	78.1%	50.3%		10.0%	29.4%		29.3%		93.8%		30.0%
Adv. Cert. - Post Trade						2.5%					80.0%		8.5%
Adv. Cert. - Other	50.0%	4.5%	44.4%	38.0%	66.7%	6.5%	40.0%		16.7%		66.7%		22.6%
Cert. - Trade	20.0%	2.4%	28.6%			4.4%	50.0%				14.3%		4.7%
Cert. - not elsewhere classified	20.0%	15.1%	64.3%	61.0%		10.4%	58.6%	50.0%	40.0%		77.3%	35.0%	38.8%
AQF-Cert. I		14.3%		73.3%		2.2%	40.0%				34.8%	47.3%	35.7%
AQF-Cert. II	28.0%	4.0%	53.6%	75.2%		12.1%	36.4%			83.3%	54.8%	58.8%	52.5%
AQF-Cert. III	81.8%	4.0%	42.1%	55.7%	19.4%	32.4%	33.3%		52.3%		27.3%	72.2%	46.3%
AQF-Cert. IV			90.0%	36.9%	33.3%	31.8%	33.3%		21.7%		83.3%	20.0%	37.5%
AQF-Diploma			53.3%	38.8%		30.0%	66.7%		28.6%				39.3%
AQF-Adv. Diploma				64.8%									66.7%
TOTAL	33.0%	4.9%	59.6%	52.6%	32.6%	7.3%	44.8%	50.0%	38.1%	88.9%	56.5%	45.2%	28.0%

Table 2 cont.

Retail Trade
Count

Q21 Level of qualification	Field of study (from mailing list)												Total
	Land and Marine Resources, Animal Husbandry	Architecture, Building	Arts, Humanities and Social Sciences	Business, Administration, Economics	Education	Engineering, Surveying	Health, Community Services	Law, Legal Studies	Science	Veterinary Science, Animal Care	Services, Hospitality, Transportation	TAFE Multi-field Education	
Diploma			78.6%								66.7%		85.7%
Ass. Diploma	55.6%	23.3%	86.5%	54.9%		15.0%	84.8%	28.6%	39.3%		89.5%		55.3%
Adv. Cert. - Post Trade											70.0%		70.0%
Adv. Cert. - Other	69.2%	61.5%	54.8%	58.8%		2.2%	77.5%		22.2%		89.9%		59.4%
Cert. - Trade	20.0%	5.7%	89.5%			1.5%					7.8%		4.0%
Cert. - not elsewhere classified	77.8%	15.0%	81.7%	76.4%		13.1%	92.1%		64.3%		79.8%	65.3%	69.5%
AQF-Cert. I	50.0%	25.0%		77.4%		8.7%			50.0%		58.5%	65.4%	47.6%
AQF-Cert. II	63.8%	15.8%	57.1%	83.8%		7.5%	63.2%		28.6%	50.0%	71.7%	86.2%	69.8%
AQF-Cert. III	57.1%	14.3%	63.6%	75.1%	57.1%	66.7%	86.7%		40.0%		65.1%	65.0%	66.5%
AQF-Cert. IV		33.3%	76.7%	52.8%	50.0%	46.2%	68.8%		14.7%		88.4%	40.0%	55.2%
AQF-Diploma		75.0%	77.1%	55.8%		37.5%	90.0%		16.7%		86.4%		65.3%
AQF-Adv. Diploma				50.0%		50.0%	66.7%						52.2%
TOTAL	65.8%	29.9%	75.9%	67.7%	54.5%	5.0%	85.2%	22.2%	36.6%	90.0%	64.6%	69.3%	50.6%

Table 2 cont.

Accommodation, Cafés & Restaurants

Count

Q21 Level of qualification	Field of study (from mailing list)												Total
	Land and Marine Resources, Animal Husbandry	Architecture, Building	Arts, Humanities and Social Sciences	Business, Administration, Economics	Education	Engineering, Surveying	Health, Community Services	Law, Legal Studies	Science	Veterinary Science, Animal Care	Services, Hospitality, Transportation	TAFE Multi-field Education	
Diploma			77.8%								53.6%		60.5%
Ass. Diploma	66.7%	14.3%	78.3%	55.1%		16.7%	70.6%	66.7%	40.0%		68.6%		61.4%
Adv. Cert. - Post Trade						25.0%					72.3%		68.6%
Adv. Cert. - Other	81.8%		57.9%	61.9%			87.5%		50.0%		75.3%		70.5%
Cert. - Trade	12.5%	16.7%									45.0%		42.2%
Cert. - not elsewhere classified	38.5%	33.3%	80.6%	81.0%		36.8%	89.1%				61.6%	68.3%	67.0%
AQF-Cert. I			83.3%	87.5%		33.3%	50.0%				58.3%	46.2%	59.0%
AQF-Cert. II	33.3%		76.5%	81.5%		16.7%	63.6%		25.0%		58.1%	93.3%	62.7%
AQF-Cert. III	71.4%		65.5%	90.8%			88.2%		40.0%		73.2%	66.7%	76.2%
AQF-Cert. IV			88.0%	62.9%		25.0%	66.7%		25.0%		66.7%	20.0%	64.0%
AQF-Diploma			83.3%	58.6%			93.8%		50.0%		66.9%		70.1%
AQF-Adv. Diploma				67.6%									77.1%
TOTAL	50.0%	31.3%	76.6%	72.7%	25.0%	22.2%	82.2%	100.0%	34.7%	87.5%	60.5%	65.4%	63.6%

Table 2 cont.

Finance & Insurance

Count

Q21 Level of qualification	Field of study (from mailing list)												Total
	Land and Marine Resources, Animal Husbandry	Architecture, Building	Arts, Humanities and Social Sciences	Business, Administration, Economics	Education	Engineering, Surveying	Health, Community Services	Law, Legal Studies	Science	Veterinary Science, Animal Care	Services, Hospitality, Transportation	TAFE Multi-field Education	
Diploma													
Ass. Diploma				50.0%		7.7%	75.0%		36.4%				53.4%
Adv. Cert. - Post Trade													
Adv. Cert. - Other	33.3%	40.0%	50.0%	55.9%			80.0%		14.3%		90.5%		62.3%
Cert. - Trade													
Cert. - not elsewhere classified	66.7%		77.8%	85.1%		44.4%	92.3%		50.0%		77.4%	75.0%	81.8%
AQF-Cert. I				78.6%								75.0%	77.8%
AQF-Cert. II			80.0%	82.7%			90.0%				33.3%		83.9%
AQF-Cert. III			83.3%	76.1%	33.3%		75.0%		56.5%		50.0%	80.0%	71.5%
AQF-Cert. IV			50.0%	72.1%					16.7%				69.5%
AQF-Diploma				52.2%									59.8%
AQF-Adv. Diploma				67.4%									69.8%
TOTAL	62.5%	50.0%	115.4%	67.9%	233.3%	27.3%	87.0%		39.0%		95.2%	90.5%	69.9%

Table 2 cont.

Health & Community Services

Count

Q21 Level of qualification	Field of study (from mailing list)												Total
	Land and Marine Resources, Animal Husbandry	Architecture, Building	Arts, Humanities and Social Sciences	Business, Administration, Economics	Education	Engineering, Surveying	Health, Community Services	Law, Legal Studies	Science	Veterinary Science, Animal Care	Services, Hospitality, Transportation	TAFE Multi-field Education	
Diploma						52.4%							70.0%
Ass. Diploma		66.7%	93.5%	88.2%	98.5%	21.4%	88.5%	66.7%	76.1%		66.7%		87.4%
Adv. Cert. - Post Trade													
Adv. Cert. - Other			33.3%	81.3%	77.2%	33.3%	85.4%		66.7%		87.5%		84.5%
Cert. - Trade	50.0%	40.0%					33.3%				84.6%		50.0%
Cert. - not elsewhere classified	95.4%	60.0%	90.8%	89.2%		86.4%	89.6%	50.0%	87.0%	96.3%	88.1%	89.1%	89.8%
AQF-Cert. I						33.3%	66.7%					86.7%	88.0%
AQF-Cert. II	62.5%	50.0%	92.3%	87.2%		50.0%	88.6%				75.0%	89.1%	86.9%
AQF-Cert. III		85.7%	65.2%	90.1%	92.0%		90.8%		77.1%		73.3%		89.6%
AQF-Cert. IV			90.5%	75.6%	84.2%		89.5%		37.5%			85.7%	84.8%
AQF-Diploma			90.0%	82.4%		80.0%	97.0%		80.0%	50.0%	80.0%		95.7%
AQF-Adv. Diploma				73.9%			88.9%						78.1%
TOTAL	91.0%	63.9%	88.1%	85.1%	94.7%	73.2%	89.5%	60.0%	79.7%	97.1%	83.6%	89.5%	88.2%

Table 2 cont.

Personal & Other Services

Count

Q21 Level of qualification	Field of study (from mailing list)												Total
	Land and Marine Resources, Animal Husbandry	Architecture, Building	Arts, Humanities and Social Sciences	Business, Administration, Economics	Education	Engineering, Surveying	Health, Community Services	Law, Legal Studies	Science	Veterinary Science, Animal Care	Services, Hospitality, Transportation	TAFE Multi-field Education	
Diploma			83.3%										83.3%
Ass. Diploma		25.0%	75.0%	51.7%		14.8%	60.9%	22.2%					37.9%
Adv. Cert. - Post Trade													
Adv. Cert. - Other	30.0%	33.3%	57.1%	34.0%			85.0%		33.3%		40.0%		40.7%
Cert. - Trade	19.0%	28.6%	66.7%			5.9%					93.2%		85.6%
Cert. - not elsewhere classified	28.6%		64.7%	64.2%		37.9%	92.9%	27.3%	50.0%		93.2%	57.1%	62.4%
AQF-Cert. I	33.3%			77.8%							92.0%	57.1%	72.0%
AQF-Cert. II	25.0%		52.4%	73.2%			44.4%		20.0%		94.9%	87.5%	65.9%
AQF-Cert. III	50.0%		20.0%	82.9%	89.7%		95.0%		30.0%		93.2%	50.0%	84.4%
AQF-Cert. IV		50.0%	44.4%	36.0%	33.3%		33.3%					17.9%	34.3%
AQF-Diploma			63.2%	17.1%			82.4%		25.0%		77.8%		47.7%
AQF-Adv. Diploma				27.3%									27.3%
TOTAL	26.7%	27.3%	58.5%	49.9%	75.0%	17.2%	78.0%	23.5%	23.9%		92.4%	42.6%	65.0%

Table 2 cont.

Total
Count

Q21 Level of qualification	Field of study (from mailing list)												Total
	Land and Marine Resources, Animal Husbandry	Architecture, Building	Arts, Humanities and Social Sciences	Business, Administration, Economics	Education	Engineering, Surveying	Health, Community Services	Law, Legal Studies	Science	Veterinary Science, Animal Care	Services, Hospitality, Transportation	TAFE Multi-field Education	
Diploma		56.3%	75.4%	33.3%		3.7%	56.5%		69.2%		55.3%		53.5%
Ass. Diploma	34.2%	16.8%	84.8%	57.0%	97.5%	10.1%	80.9%	40.7%	50.6%	44.4%	75.5%		52.7%
Adv. Cert. - Post Trade						2.1%					74.7%		20.9%
Adv. Cert. - Other	48.5%	14.4%	64.0%	49.0%	70.0%	4.1%	82.5%		40.0%		79.1%		50.5%
Cert. - Trade	10.7%	2.0%	74.2%			2.8%	40.0%				54.5%		12.0%
Cert. - not elsewhere classified	42.6%	12.8%	77.8%	74.1%	83.3%	18.6%	85.7%	36.5%	51.7%	95.4%	76.0%	60.4%	64.1%
AQF-Cert. I	37.2%	10.8%	59.1%	84.5%		5.1%	44.8%		25.0%		62.1%	49.5%	45.0%
AQF-Cert. II	37.1%	3.3%	67.3%	83.1%		11.1%	58.8%		40.3%	71.4%	63.3%	80.8%	64.8%
AQF-Cert. III	50.9%	7.1%	55.1%	75.9%	51.4%	47.9%	87.5%		51.7%		73.1%	64.7%	68.6%
AQF-Cert. IV	21.4%	13.3%	76.2%	52.2%	39.4%	30.8%	84.4%		30.7%		73.2%	38.3%	55.0%
AQF-Diploma	50.0%	62.7%	75.1%	51.9%		31.3%	94.3%	5.9%	32.0%	66.7%	71.0%		68.3%
AQF-Adv. Diploma			75.0%	59.0%		7.7%	77.8%	66.7%					57.3%
TOTAL	36.9%	8.0%	73.4%	65.0%	54.7%	8.1%	82.5%	27.1%	46.1%	92.8%	69.1%	60.4%	52.2%

Table 2 cont.

Retail Trade
Count

Q21 Level of qualification	Field of study (from mailing list)											
	Land and Marine Resources, Animal Husbandry	Architecture, Building	Arts, Humanities and Social Sciences	Business, Administration, Economics	Education	Engineering, Surveying	Health, Community Services	Law, Legal Studies	Science	Veterinary Science, Animal Care	Services, Hospitality, Transportation	TAFE Multi-field Education
Diploma			21.4%								33.3%	
Ass. Diploma	44.4%	76.7%	13.5%	45.1%		85.0%	15.2%	71.4%	60.7%		10.5%	
Adv. Cert. - Post Trade											30.0%	
Adv. Cert. - Other	30.8%	38.5%	45.2%	41.2%		97.8%	22.5%		77.8%		10.1%	
Cert. - Trade	80.0%	94.3%	10.5%			98.5%					92.2%	
Cert. - not elsewhere classified	22.2%	85.0%	18.3%	23.6%		86.9%	7.9%		35.7%		20.2%	34.7%
AQF-Cert. I	50.0%	75.0%		22.6%		91.3%			50.0%		41.5%	34.6%
AQF-Cert. II	36.2%	84.2%	42.9%	16.2%		92.5%	36.8%		71.4%	50.0%	28.3%	13.8%
AQF-Cert. III	42.9%	85.7%	36.4%	24.9%	42.9%	33.3%	13.3%		60.0%		34.9%	35.0%
AQF-Cert. IV		66.7%	23.3%	47.2%	50.0%	53.8%	31.3%		85.3%		11.6%	60.0%
AQF-Diploma		25.0%	22.9%	44.2%		62.5%	10.0%		83.3%		13.6%	
AQF-Adv. Diploma				50.0%		50.0%	33.3%					

Table 2 cont.

Health & Community Services

Count

Q21 Level of qualification	Field of study (from mailing list)											
	Land and Marine Resources, Animal Husbandry	Architecture, Building	Arts, Humanities and Social Sciences	Business, Administration, Economics	Education	Engineering, Surveying	Health, Community Services	Law, Legal Studies	Science	Veterinary Science, Animal Care	Services, Hospitality, Transportation	TAFE Multi-field Education
Diploma							47.6%					
Ass. Diploma		33.3%	6.5%	11.8%	1.5%	78.6%	11.5%	33.3%	23.9%		33.3%	
Adv. Cert. - Post Trade												
Adv. Cert. - Other			66.7%	18.7%	22.8%	66.7%	14.6%		33.3%		12.5%	
Cert. - Trade	50.0%	60.0%					66.7%				15.4%	
Cert. - not elsewhere classified	4.6%	40.0%	9.2%	10.8%		13.6%	10.4%	50.0%	13.0%	3.7%	11.9%	10.9%
AQF-Cert. I						66.7%	33.3%					13.3%
AQF-Cert. II	37.5%	50.0%	7.7%	12.8%		50.0%	11.4%				25.0%	10.9%
AQF-Cert. III		14.3%	34.8%	9.9%	8.0%		9.2%		22.9%		26.7%	
AQF-Cert. IV			9.5%	24.4%	15.8%		10.5%		62.5%			14.3%
AQF-Diploma			10.0%	17.6%		20.0%	3.0%		20.0%	50.0%	20.0%	
AQF-Adv. Diploma				26.1%			11.1%					

Table 2 cont.

**Total
Count**

Q21 Level of qualification	Field of study (from mailing list) Males as a Percentage of Total											
	Land and Marine Resources, Animal Husbandry	Architecture, Building	Arts, Humanities and Social Sciences	Business, Administration, Economics	Education	Engineering, Surveying	Health, Community Services	Law, Legal Studies	Science	Veterinary Science, Animal Care	Services, Hospitality, Transportation	TAFE Multi-field Education
Diploma		43.8%	24.6%	66.7%		96.3%	43.5%		30.8%		44.7%	
Ass. Diploma	65.8%	83.2%	15.2%	43.0%	2.5%	89.9%	19.1%	59.3%	49.4%	55.6%	24.5%	
Adv. Cert. - Post Trade						97.9%					25.3%	
Adv. Cert. - Other	51.5%	85.6%	36.0%	51.0%	30.0%	95.9%	17.5%		60.0%		20.9%	
Cert. - Trade	89.3%	98.0%	25.8%			97.2%	60.0%				45.5%	
Cert. - not elsewhere classified	57.4%	87.2%	22.2%	25.9%	16.7%	81.4%	14.3%	63.5%	48.3%	4.6%	24.0%	39.6%
AQF-Cert. I	62.8%	89.2%	40.9%	15.5%		94.9%	55.2%		75.0%		37.9%	50.5%
AQF-Cert. II	62.9%	96.7%	32.7%	16.9%		88.9%	41.2%		59.7%	28.6%	36.7%	19.2%
AQF-Cert. III	49.1%	92.9%	44.9%	24.1%	48.6%	52.1%	12.5%		48.3%		26.9%	35.3%
AQF-Cert. IV	78.6%	86.7%	23.8%	47.8%	60.6%	69.2%	15.6%		69.3%		26.8%	61.7%
AQF-Diploma	50.0%	37.3%	24.9%	48.1%		68.7%	5.7%	94.1%	68.0%	33.3%	29.0%	
AQF-Adv. Diploma			25.0%	41.0%		92.3%	22.2%	33.3%				

Table 3: Level of qualification by field of study by industry, total persons

**Manufacturing
Count**

Q21 Level of qualification	Field of study (from mailing list)												Total
	Land and Marine Resources, Animal Husbandry	Architecture, Building	Arts, Humanities and Social Sciences	Business, Administration, Economics	Education	Engineering, Surveying	Health, Community Services	Law, Legal Studies	Science	Veterinary Science, Animal Care	Services, Hospitality, Transportation	TAFE Multi-field Education	
Diploma			12										12
Ass. Diploma	2	27	32	171		290	17		41		16		596
Adv. Cert. - Post Trade						120					10		130
Adv. Cert. - Other	8	22	9	142	3	217	20		12		18		451
Cert. - Trade	5	380	7			1123	8				63		1586
Cert. - Not elsewhere classified	40	53	42	390		480	58	2	20		128	103	1316
AQF-Cert. I		21		15		45	10				23	110	224
AQF-Cert. II	25	25	28	149		33	44			6	31	34	375
AQF-Cert. III	11	25	38	192	31	34	18		65		22	18	454
AQF-Cert. IV			10	306	12	22	3		23		6	5	387
AQF-Diploma			15	67		20	3		7				112
AQF-Adv. Diploma				54									54
TOTAL	91	553	193	1486	46	2384	181	2	168	9	317	270	5700

Table 3 cont.

Retail Trade

Count

Q21 Level of qualification	Field of study (from mailing list)												Total
	Land and Marine Resources, Animal Husbandry	Architecture, Building	Arts, Humanities and Social Sciences	Business, Administration, Economics	Education	Engineering, Surveying	Health, Community Services	Law, Legal Studies	Science	Veterinary Science, Animal Care	Services, Hospitality, Transportation	TAFE Multi-field Education	
Diploma			28					4		3			35
Ass. Diploma	9	30	52	306		80	46	7	28		57		615
Adv. Cert. - Post Trade										10			10
Adv. Cert. - Other	26	26	42	136		45	40		9	1	69		394
Cert. - Trade	15	35	19			1063					205		1337
Cert. - Not elsewhere classified	81	20	71	513		191	139		14	3	396	98	1526
AQF-Cert. I	8	8		62		103			2		53	52	288
AQF-Cert. II	47	19	35	253		40	38		7	2	166	58	665
AQF-Cert. III	7	7	33	209	7	3	60		90	4	83	20	523
AQF-Cert. IV		6	30	197	4	13	16		34		43	10	353
AQF-Diploma		16	35	120		8	30	2	6		22		239
AQF-Adv. Diploma				64		2	3						69
TOTAL	193	167	345	1860	11	1548	372	9	194	10	1107	238	6054
		170	351	1861		1566	375						

Table 3 cont.

Accommodation, Cafés & Restaurants

Count

Q21 Level of qualification	Field of study (from mailing list)												Total
	Land and Marine Resources, Animal Husbandry	Architecture, Building	Arts, Humanities and Social Sciences	Business, Administration, Economics	Education	Engineering, Surveying	Health, Community Services	Law, Legal Studies	Science	Veterinary Science, Animal Care	Services, Hospitality, Transportation	TAFE Multi-field Education	
Diploma			9		1						28		38
Ass. Diploma	3	7	23	78		18	17	3	5	1	153		308
Adv. Cert. - Post Trade						4					47		51
Adv. Cert. - Other	11		19	42		4	24		2	1	73		176
Cert. - Trade	8	6				11					300		325
Cert. - Not elsewhere classified	13	3	31	121		19	64			4	492	41	788
AQF-Cert. I			6	16		3	2				12	39	78
AQF-Cert. II	6		17	65		6	44		8	1	375	30	552
AQF-Cert. III	7		29	65	1		34		20	1	41	12	210
AQF-Cert. IV			25	62	2	4	12		12		150	5	272
AQF-Diploma			12	29		2	16		2		136		197
AQF-Adv. Diploma				34		1							35
TOTAL	48	16	171	512	4	72	213	3	49	8	1807	127	3030
	50	24	172		4		216		51		1808	128	3049

Table 3 cont.

Finance & Insurance

Count

Q21 Level of qualification	Field of study (from mailing list)												Total
	Land and Marine Resources, Animal Husbandry	Architecture, Building	Arts, Humanities and Social Sciences	Business, Administration, Economics	Education	Engineering, Surveying	Health, Community Services	Law, Legal Studies	Science	Veterinary Science, Animal Care	Services, Hospitality, Transportation	TAFE Multi-field Education	
Diploma		1											1
Ass. Diploma		2		204		13	4		11				234
Adv. Cert. - Post Trade													0
Adv. Cert. - Other	3	5	4	93			5		7		21		138
Cert. - Trade													0
Cert. - Not elsewhere classified	3		9	181		9	13		6		31	12	264
AQF-Cert. I				14								4	18
AQF-Cert. II	2		5	110			20				6		143
AQF-Cert. III			6	92	3		4		23		4	5	137
AQF-Cert. IV			2	140					12				154
AQF-Diploma				92									92
AQF-Adv. Diploma				43									43
TOTAL	8	8	26	969	3	22	46	0	59	0	62	21	1224

Table 3 cont.

Health & Community Services

Count

Q21 Level of qualification	Field of study (from mailing list)												Total
	Land and Marine Resources, Animal Husbandry	Architecture, Building	Arts, Humanities and Social Sciences	Business, Administration, Economics	Education	Engineering, Surveying	Health, Community Services	Law, Legal Studies	Science	Veterinary Science, Animal Care	Services, Hospitality, Transportation	TAFE Multi-field Education	
Diploma			7	1			21				1		30
Ass. Diploma	1	6	46	76	67	14	609	3	46	1	9		878
Adv. Cert. - Post Trade													0
Adv. Cert. - Other	2	6	75	79	1	3	574		6	48	24		818
Cert. - Trade	4	10					21				13		48
Cert. - Not elsewhere classified	65	5	142	323	1	44	824	2	23	107	126	101	1763
AQF-Cert. I	2		1	16		3	3				5	45	75
AQF-Cert. II	8	2	26	195		2	166			3	48	55	505
AQF-Cert. III	7	7	23	91	25		535		35	7	15	21	766
AQF-Cert. IV			42	176	19		296		8	2	4	7	554
AQF-Diploma			50	34		5	576		5	2	5		677
AQF-Adv. Diploma				23			9						32
TOTAL	89	36	412	1014	113	71	3634	5	123	170	250	229	6146

Table 3 cont.

Personal & Other Services

Count

Q21 Level of qualification	Field of study (from mailing list)												Total
	Land and Marine Resources, Animal Husbandry	Architecture, Building	Arts, Humanities and Social Sciences	Business, Administration, Economics	Education	Engineering, Surveying	Health, Community Services	Law, Legal Studies	Science	Veterinary Science, Animal Care	Services, Hospitality, Transportation	TAFE Multi-field Education	
Diploma			12										12
Ass. Diploma	4	4	12	29	1	27	23	27			3	2	132
Adv. Cert. - Post Trade						3							3
Adv. Cert. - Other	20	9	14	47	1	12	20	2	3	2	5		135
Cert. - Trade	21	7	3			17					425		473
Cert. - Not elsewhere classified	42	6	17	106		29	28	22	2	2	73	21	348
AQF-Cert. I	3	1	1	9		4					25	7	50
AQF-Cert. II	8	1	21	41		3	9		25	1	59	8	176
AQF-Cert. III	6	2	10	35	29	1	20		10		148	2	263
AQF-Cert. IV	1	2	9	111	9	2	6		2		5	28	175
AQF-Diploma		1	19	35		1	17		4		9		86
AQF-Adv. Diploma				22									22
TOTAL	105	33	118	435	40	99	123	51	46	5	752	68	1875

Table 3 cont.

Total
Count

Q21 Level of qualification	Field of study (from mailing list)												Total
	Land and Marine Resources, Animal Husbandry	Architecture, Building	Arts, Humanities and Social Sciences	Business, Administration, Economics	Education	Engineering, Surveying	Health, Community Services	Law, Legal Studies	Science	Veterinary Science, Animal Care	Services, Hospitality, Transportation	TAFE Multi-field Education	
Diploma	2	16	114	6		54	23		13		47		275
Ass. Diploma	111	399	440	1724	80	933	852	59	263	9	387	3	5260
Adv. Cert. - Post Trade		5				233					83		321
Adv. Cert. - Other	204	374	250	1485	20	587	832	2	90	62	387		4293
Cert. - Trade	309	1720	31			3381	30				1075		6546
Cert. - Not elsewhere classified	676	266	492	3111	6	1306	1427	52	174	130	1746	588	9974
AQF-Cert. I	43	83	22	207	1	235	29		4		124	422	1170
AQF-Cert. II	272	183	223	1500		153	558		62	21	813	292	4077
AQF-Cert. III	165	127	236	1432	185	71	825		561	22	438	139	4201
AQF-Cert. IV	14	30	193	2022	218	78	379	1	225	2	235	81	3478
AQF-Diploma	4	51	221	636		83	723	68	75	3	193		2057
AQF-Adv. Diploma			12	498		26	18	6			4		564
Total	1800	3254	2234	12621	510	7140	5696	188	1467	249	5532	1525	42216

Appendix 6

Focus Group Discussion Guide Stage 2: Graduate Earnings Project

Introduction

- ❖ Introduce self/ participants
- ❖ Explain context of discussion (without giving details of research findings)
- ❖ Outline ground rules -Set tone of discussion- open and informal
- ❖ Briefly state role of moderator- to ask about your ideas/ thoughts / opinions, there are no right or wrong answers
- ❖ Whatever you have to say is in a sense what we want to hear, everyone's comment is valid and of interest
- ❖ So if there is disagreement across the room on a point that is quite OK- we are not hear to reach agreement, likewise if the group all agrees on an issue that is fine as well
- ❖ The session will be taped for later analysis- (emphasis confidentiality- the discussion will be summarised and used as part of research report with no names attached to individual comments etc)
- ❖ At some point have participants go around and introduce themselves (first names) and say who is/ is not currently a student and what course/ subject they are studying. Has everyone studied at TAFE and or other places of study?
- ❖ Offer tea/ coffee refreshments, then start discussion

ISSUE 1: SOURCES OF INFORMATION ABOUT TAFE

Lead in question:

Thinking about choosing courses/ fields of study where do you think prospective students of TAFE go to get information about TAFE?

Who do they get information from?

(Allow group to brainstorm)

Discussion questions- Sources of information

- 1) Now thinking for a minute can you say who or what helped **you** decide on your course of study?
- 2) Where did you go to get information?
- 3) Who did you talk to?
- 4) What other sources did you use?
- 5) Thinking now about the information you gained at that time about TAFE, would you say it had been accurate/ useful to you?
- 6) Would you say some people or sources were more reliable than others were? Which ones?
- 7) What would you say is the best source of information-
Official sources (e.g. handbook, course info officer, counsellor) or
Word of mouth (friends, other student's etc)? Why?
- 8) If you had to say who was the most influential person in advising you on your choice of course, who would that be?

Written Exercise 1 (Sources of Information)

Present participants with list of Information Sources and say (or something like)

Please read the list through and number from 1 to 3 the main sources of information that you used, with 1 being the major source, 2 being the second major source and so on.

- ❖ TAFE handbook.....
- ❖ School careers advisor/ counsellor
- ❖ TAFE teacher.....
- ❖ TAFE counsellor.....
- ❖ TAFE course information office.....
- ❖ Parents/family advice.....
- ❖ Friends
- ❖ Employer.....
- ❖ Work colleagues
- ❖ Other sources please write here
-

Discussion questions- Type of information

Some or all of you may have looked for certain information, or had certain questions you wanted answered when you were deciding on your course. I want you to think back to that time now and what those questions or concerns were.

- 1) If there was one piece of information / advice that has turned out to be most important can you say what that was? Who or what was the source?
- 2) Why was this advice important?
- 3) In hindsight was there information you were not given but which could have been useful about studying at TAFE?
- 4) Does anyone feel they got bad advice?
- 5) Having considered this issue now, what do you think TAFE could do, if anything, to improve its information/ advice to prospective students?

Written Exercise 2 (Type of information):

Now thinking back to the type of information or advice you were looking for, please read through the list and number the three main areas you wanted to information about. Again please number from 1 to 3 where 1 was the most important to you and so on. You may have had only 1, in that case, just choose that one.

- ❖ Career directions
- ❖ Subject or field of study
- ❖ Level of qualification (E.g. Certificate/ Associate Diploma)
- ❖ Job prospects following course.....
- ❖ Potential earnings following course.....
- ❖ Time table/ schedule
- ❖ Quality of the course.....
- ❖ Quality of teaching.....
- ❖ Balancing study and work commitments.....
- ❖ Balancing study and family commitments
- ❖ Child care.....

ISSUE 2: REASON FOR CHOICE OF STUDY

Discussion questions

What do students think about when choosing a course at TAFE?

(Allow group to brainstorm)

- 1) What factors were important when choosing your course of study?
- 2) Did anyone change his or her mind about what course to do between deciding to do a course and starting the course?
- 3) Can you say what changed your mind?

Written Exercise 3

Spend a few minutes reading through the list and then give a number from 1 to 3 for the 3 most important reasons for choosing your course of study (1 being of most important reason, 2 is second most important and so on)

- ❖ Subject/ field of study
- ❖ It's what parents want
- ❖ Friends doing the same course.....
- ❖ Good chance of getting a job in this field.....
- ❖ A job with good pay.....
- ❖ Change of career
- ❖ Hobby/ personal interest
- ❖ To start up a business.....
- ❖ To get a promotion.....
- ❖ Extra skills for current job
- ❖ A job with good working conditions
- ❖ To gain entry to another course
- ❖ It suits lifestyle.....
- ❖ Other reason/s please write here

Table: Relative Full Time Wages by Industry and Gender

Industry	Male TAFE Graduates	Female TAFE Graduates
Manufacturing	\$599	\$534
Retail Trade	\$443	\$438
Accommd'n, Caf�'s & Restaurants	\$448	\$428
Finance & Insurance	\$755	\$567
Health & Community Services	\$602	\$481
Personal & Other Services	\$711	\$381

Discussion questions

Looking at the table above, what does it show us?

Draw group's attention to differences in male and female earnings. May need to give examples of common jobs in each industry.

- 1) Why do you think males earn more across each industry compared to females?
- 2) Are potential earnings a factor for students when considering a course of study at TAFE?
- 3) Why/ Why not?
- 4) If students were told how much they would earn in the jobs related to their do you think this would affect their choice of course?

Written Exercise 4

The following is a list of possible reasons why women are paid less than men following graduation from TAFE. Please tick those statements that you agree with.

TAFE female graduates working full time earn less pay than male TAFE graduates because they-

- ❖ Are less qualified than men
- ❖ Work less overtime than men
- ❖ Get less help from their employer to do further training
- ❖ Work in lower paid jobs such as clerical/ sales/ service.....
- ❖ Work in lower skilled jobs.....
- ❖ Do less important work than men
- ❖ Work in traditionally low paid industries
- ❖ Don't get the promotional opportunities that men do.....
- ❖ Take time out to have children
- ❖ Are less likely to do work in a trade
- ❖ They study a narrower range of fields
- ❖ Are discriminated against in the workplace.....
- ❖ Other reason, please write here.....
-

Bring discussion to an end, ask participants if they have any final comments, opinions, thoughts about what we have talked about.

Ask everyone to fill out following before leaving.

Don't forget to hand out the incentive \$\$\$!!!

**Finally, please answer the following questions about yourself.
You do not need to write your name.**

1) Sex-
(Please ✓(tick) whichever applies to you)

- Male
- Female

2) Age range
(Please ✓(tick) whichever applies to you)

- 18-24 years.....
- 25-34 years.....
- 35-44 years.....
- 45-54 years.....
- 55 + years.....

3) What level of course are you studying/did you study at TAFE?
(Please ✓(tick) whichever applies to you)

- Traineeship.....
- Trade course (Apprenticeship).....
- Other Certificate course
- Advanced Certificate
- Diploma
- Advanced Diploma
- Other- please write here.....
.....

4) What subject area did you study or are you studying at TAFE?

Please write here (for example: business, electrical trade, sales)

.....
.....

5) Are you currently-
(Please ✓ (tick) whichever applies to you)

Employed full time

Employed part time.....

Unemployed, seeking work

Unemployed not seeking work

6) If employed, what industry are you working in?

Please write here

.....

**THANK YOU VERY MUCH FOR PARTICIPATING IN THIS
GROUP DISCUSSION**

Written Exercise 1 (Sources of Information)

Now thinking for a minute about who or what helped **you** decide on your course of study, I want you to consider this list.

Please read the list through and number from **1 to 3** the main sources of information that you used , with 1 being the major source, 2 being the second major source and so on.

- ❖ TAFE handbook.....
- ❖ School careers advisor/ counsellor
- ❖ TAFE teacher.....
- ❖ TAFE counsellor.....
- ❖ TAFE course information office.....
- ❖ Parents/family advice.....
- ❖ Friends
- ❖ Employer.....
- ❖ Work colleagues
- ❖ Other sources please write here
-

Written Exercise 2 (Type of information):

Thinking back to the type of information or advice you were looking for, please read through the list and number the three main areas you wanted to get information about. Please number from **1 to 3** where 1 was the most important to you and so on. You may have had only 1, in that case, just choose that one.

- ❖ Career directions.....
- ❖ Subject or field of study
- ❖ Level of qualification (E.g. Certificate/ Associate Diploma).....
- ❖ Job prospects following course.....
- ❖ Potential earnings following course.....
- ❖ Time table/ schedule
- ❖ Quality of the course.....
- ❖ Quality of teaching.....
- ❖ Balancing study and work commitments.....
- ❖ Balancing study and family commitments
- ❖ Child care.....

Written Exercise 3 (Reasons for choosing course)

Please read through the list and then give a number from **1 to 3** for the most important reasons for choosing your course of study (1 being of most important reason, 2 is second most important and so on)

- ❖ Subject/ field of study
- ❖ It's what parents wanted
- ❖ Friends doing the same course.....
- ❖ Good chance of getting a job in this field.....
- ❖ A job with good pay.....
- ❖ Change of career
- ❖ Hobby/ personal interest
- ❖ To start up a business.....
- ❖ To get a promotion.....
- ❖ Extra skills for current job
- ❖ A job with good working conditions
- ❖ To gain entry to another course
- ❖ It suits lifestyle.....
- ❖ Other reason/s please write here
-

Full Time weekly wages of new graduates in selected industries

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 - ❖ Take time out to have children
 - ❖ Are less likely to do work in a trade
 - ❖ They study a narrower range of fields
 - ❖ Are discriminated against in the workplace.....
 - ❖ Other reason, please write here.....
-



The National Centre for Vocational Education Research is Australia's primary research and development organisation in the field of vocational education and training.

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