

# Gender-based Occupational Segregation: A National Data Profile

Final Report

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# Glossary

ABS	Australian Bureau of Statistics
ANZSCO	Australian and New Zealand Standard Classification of Occupations
ANZSIC	Australian and New Zealand Standard Industrial Classification
Census	Census of Population and Housing
ECEC	Early Childhood Education and Care
EEH	Survey of Employee Earnings and Hours
ERO	Equal Remuneration Order
FWC	Fair Work Commission
NRAS	National Registration and Accreditation Scheme
nec	Not elsewhere classified
nfd	Not further defined
OECD	Organisation for Economic Cooperation and Development
OSHC	Out of School Hours Care
SPRC	Social Policy Research Centre
UNSW	University of New South Wales
WGEA	Workplace Gender Equality Agency

# 1 Executive Summary

Despite significant government, business and community effort to promote workplace gender equality, Australia's working women continue to earn less than men (ABS, 2023). Gendered earnings inequalities arise from a range of factors, however, the segregation of women and men into different occupations and industries is a key driver. Many jobs where large numbers of women are concentrated disproportionately feature among the lowest paid, underpinning earnings and wealth gaps that accumulate across the life course. Segregation also constrains economic performance, contributing to skill shortages which affect the provision of essential health, welfare and educational services.

This report examines current patterns of segregation in Australia. Specifically, it identifies priority occupations and industries affected by high levels of feminisation, where undervaluation and pay equity issues are most likely to occur. It does so using a data-driven approach, analysing detailed information about occupations and industries which are highly feminised, based on the Australian Bureau of Statistics (ABS) 2021 Census of Population and Housing (Census) and the 2021 Survey of Employee Earnings and Hours (EEH). The analysis provides unprecedented granularity. It identifies highly feminised occupational units within segregated industry classes and provides information about their workforce characteristics. Insofar as data allow, it also provides an indication of pay levels and pay setting arrangements which characterise highly feminised occupations.

Conventionally, segregation has been defined using a 60% threshold, with an occupation or industry considered feminised where women comprise over 60% of the workforce. Using 2021 Census data, we found 144 detailed occupational classifications of any size which were over 60% female, and together employed nearly 4.7 million workers (see Appendix A, Table A. 3 to Table A. 5). However, the report focuses on a subset of 29 priority occupations which met three criteria, in that they were:

- large (containing over 10,000 people);
- very highly feminised (over 80% female); and
- located within feminised industry classes (over 60% female).

Together, these large, highly feminised occupations in feminised industries employ over 1.1 million workers, constituting over 9% of the workforce.

In 11 of the 29 highly feminised categories, women comprise over 90% of the workforce:

- Midwives in Hospitals<sup>1</sup> (98.9% female);
- Early Childhood (Pre-Primary School) Teachers in Preschools (97.6% female);
- Dental Assistants in Dental Services (97.5% female);

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<sup>1</sup> Except psychiatric hospitals.



- Child Carers<sup>2</sup> in Preschool Education (97.2% female);
- Beauty Therapists in Hairdressing and Beauty Services (97.2% female);
- Veterinary Nurses in Veterinary Services (96.4% female);
- Child Carers in Child Care Services (96.0% female);
- Receptionists in General Practice Medical Services (95.9% female);
- Registered Nurses in General Practice Medical Services (95.6% female);
- Education Aides in Primary Education (92.9% female); and
- Receptionists in Hospitals (92.9% female).

In a further 18 categories, women comprise between 80% and 90% of the workforce:

- Enrolled and Mothercraft Nurses in Hospitals (89.9% female);
- General Clerks in Hospitals (89.8% female);
- Registered Nurses in Aged Care Residential Services (88.3% female);
- Education Aides in Combined Primary and Secondary Education (88.0% female);
- Registered Nurses in Hospitals (87.9%);
- Pharmacy Sales Assistants in Pharmaceutical, Cosmetic and Toiletry Goods Retailing (87.6% female);
- Nursing Support and Personal Care Workers in Aged Care Residential Services (87.2% female);
- Nurse Managers in Hospitals (86.6% female);
- Aged and Disabled Carers in Aged Care Residential Services (86.5% female);
- Sales Assistants (General) in Clothing Retailing (85.5% female);
- Primary School Teachers in Primary Education (85.4% female);
- Medical Technicians in Pathology and Diagnostic Imaging Services (85.3% female);
- Primary School Teachers in Combined Primary and Secondary Education (84.0%);
- Hairdressers in Hairdressing and Beauty Services (83.5%);
- Conveyancers and Legal Executives in Legal Services (83.4%);
- Education Aides in Secondary Education (82.1%);
- Retail Managers in Clothing Retailing (80.9% female); and
- Psychologists in Other Allied Health Services (80.6% female).

In these large, highly feminised occupations located in feminised industries, workforce characteristics differ in important ways from those in the wider workforce. All are affected by skill shortages (see Appendix E). In 26 of the 29 occupations, the proportion of workers employed part-time is above average, the exceptions being Retail Managers (Clothing); Primary School Teachers (Combined Primary and Secondary) and Nurse Managers (Hospitals) (see Appendix Figure D. 2). For most highly feminised occupations, the proportions of employees with unpaid child care

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<sup>2</sup> The term 'educator' is preferred as it recognises role requirements of promoting children's learning as per the National Quality Framework for early education and care (ECEC). However, the term 'child carer' is used in the ANZSCO classification (ABS, 2022b) so is used throughout the report.

responsibilities are above the total workforce average, the exceptions being in the feminised occupations with younger age profiles, including Veterinary Nurses, Dental Assistants and Sales Assistants in Clothing and Pharmaceutical Retail (Figure D. 5).

Several highly feminised occupations are in industry classes within the broad industry division of Health Care and Social Assistance, including the subdivision of Hospitals. Several are also in the division of Education and Training, including the subdivision of Primary and Secondary Education. These have high rates of public sector employment and pay is primarily set by collective agreements. However, pay setting information, available from the EEH for occupations at the industry subdivision level only, show some areas of highly feminised private sector employment have high reliance on awards. This includes Pharmacy Sales Assistants (where 82.2% are estimated to have pay set by an Award only) and Beauty Therapists (69.7% are estimated to have pay set by an Award only).

The EEH also indicates that in at least 15<sup>3</sup> of the 29 highly feminised categories, median hourly pay rates are low compared to the rates paid across the workforce (see Figure D. 6). Median hourly pay was lowest for Pharmacy Sales Assistants (\$23.30, 87.6% female). It was also low among Hairdressers (\$27 per hour, 83.5% female); Clothing Sales Assistants (\$27.20 per hour, 85.5% female); Child Carers in Child Care Services (\$28 per hour, 96% female); and Dental Assistants (\$28 per hour, 97.5% female). Median hourly rates were highest for Nurse Managers in Hospitals (\$64 per hour, 86.6% female) and Primary School Teachers (\$54.70 per hour, 84-85.4% female).

Data from the EEH, along with supplementary information from the Fair Work Commission, suggest there are 13 modern awards used to set pay in the 29 large, highly feminised occupations that were identified within feminised industries. Listed according to the size of the occupations to which they primarily relate<sup>4</sup>, these are:

- Nurses Award 2020 (Midwives, Registered Nurses, Enrolled and Mothercraft Nurses, Nurse Managers);
- Educational Services (Teachers) Award 2020 (Early Childhood (Pre-Primary School) Teachers; Primary School Teachers);
- Children's Services Award 2010 (Child Carers);
- Health Professionals and Support Services Award 2020 (Dental Assistants, Receptionists in Hospitals and General Practice, Medical Technicians, Psychologists);
- Educational Services (Schools) General Staff Award 2020 (Education Aides);
- Hair and Beauty Industry Award 2020 (Hairdressers and Beauty Therapists);
- General Retail Industry Award 2020 (Clothing Retail Sales Assistants and Retail Managers);
- Aged Care Award 2010 (Nursing Support and Personal Care Workers; Aged and Disabled Carers);

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<sup>3</sup> Median hourly pay rates were unavailable for Veterinary Nurses and Psychologists.

<sup>4</sup> While the awards are listed according to the approximate size of the occupation/s, in our list of 29, to which they relate, this does not necessarily reflect the volume of workers actually covered. For a full list, see Section 5.2.

- Social, Community, Home Care and Disability Services Industry Award 2010 (Aged and Disabled Carers);
- Pharmacy Industry Award 2020 (Pharmacy Sales Assistants);
- Legal Services Award 2020 (Conveyancers and Legal Executives);
- Animal Care and Veterinary Services Award 2020 (Veterinary Nurses); and
- Aboriginal and Torres Strait Islander Health Workers and Practitioners and Aboriginal Community Controlled Health Award 2020 (Dental Assistants)

Neither the proportion of employees covered by modern awards, nor the distribution of employees across award classifications, could be reliably determined from available data.

Overall, the information drawn from the Census and EEH provide detailed insight into the characteristics of the priority occupations identified, which consist of 29 highly feminised occupations in feminised industries. Findings confirm high rates of part-time work and several feminised occupations with low median earnings relative to all employees. For some occupations, other national data collections provide supplementary information about these feminised occupations and industries. For example, information about the characteristics of midwives and nurses is collected via the National Registration and Accreditation Scheme (NRAS) and reported as part of the National Health Workforce Dataset (Department of Health and Aged Care, 2022). Information about Child Carers and Early Childhood Teachers is collected via the Early Childhood Education and Care National Workforce Census (Social Research Centre, 2022), although these do not provide detailed information about pay and pay setting arrangements. Indeed, there appears a dearth of statistical and qualitative information relating to several of the lower skilled priority occupations, including Beauty Therapists, Dental Assistants, and Veterinary Nurses. Limited information may also constrain understandings of other feminised occupational groups, for example Education Aides, Medical Receptionists, and Pharmacy Sales Workers. More robust and fit-for-purpose data collections are needed for ongoing monitoring of highly feminised occupations and industries, to generate better understandings of the drivers and impacts of segregation, and ways to address it.

## 2 Introduction

### 2.1 Aims

The Fair Work Commission (FWC) commissioned researchers from the Social Policy Research Centre (SPRC) at the University of New South Wales (UNSW) to:

1. Identify occupations and industries affected by gender segregation, including segregation within industries by occupation.
2. Provide supporting evidence of those occupations and industries identified as being affected by gender-based segregation, based on a review of available data and literature; and
3. Identify the modern awards applicable to the industries and occupations affected by gender-based segregation.

To do this, we took a data-driven approach, analysing information collected by the ABS, along with scholarly and policy literature. While segregation can also be problematic for male-dominated jobs, our focus is on feminisation because of the association between segregation and low pay in female-dominated industries and occupations (Senate Standing Committee on Finance and Public Administration, 2017; KPMG, 2022; Grimshaw and Rubery, 2007). The analysis was designed to identify levels of feminisation across different occupations within feminised industries, to contribute more fine-grained evidence about segregation than previously available, and to identify priority occupations and industries which may be affected by gender pay equity issues.

### 2.2 Background

Gender segregation, and gender pay gaps, are enduring features of Australia's labour market. ABS Labour Force Survey and earlier Census analysis shows little change in levels of segregation over three decades (Lind and Colquhoun, 2021). Despite evolving pay equity principles<sup>5</sup>, the gender pay gap has proved difficult to shift. In November 2022, average weekly ordinary time earnings for full-time working women were 87% those of men, and when overtime earnings and part-time work are included, women's earnings amount to only 72% those of men (ABS, 2023).

Although the gender pay gap results from a range of complex factors, segregation is an important driver; differences in wage levels generally increase as the ratio of men to women in an industry increases (KPMG, 2022). The Fair Work Commission has explicitly recognised the way occupational segregation has contributed to gender-based undervaluation, and the ways gendered assumptions have shaped assessment of work value by Australian industrial tribunals (Fair Work Commission, 2022). *The Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022* enhances the Fair Work Commission's responsibility to promote gender equality, including to

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<sup>5</sup> In 1972, the 1969 federal principle of 'equal pay for equal work' was expanded to 'equal pay for work of equal value', and later expanded to 'equal remuneration for work of equal or comparable value'. The Fair Work Act opened opportunities for the Fair Work Commission to increase wages across specific sectors and obliged the FWC to consider equal remuneration in annual minimum wage determinations (Charlesworth and Macdonald, 2015).

ensure equal remuneration for work of equal or comparable value; eliminate gender-based undervaluation of work; and provide workplace conditions that facilitate women's full economic participation. Among other changes, the Secure Jobs, Better Pay Act 2022 expanded the FWC's powers to vary award minima for reasons of work value and to make and Equal Remuneration Orders (ERO) without comparison to similar, male-dominated work, or evidence of discrimination. It also enabled the FWC to do so on their own initiative, or in determining an application for an ERO.

These developments underpin the need for comprehensive, detailed, evidence-based understandings of feminised industries and occupations which may be affected by work value and pay equity issues. The Decision in the Annual Wage Review 2022-23 (Fair Work Commission, 2023) further outlined the need for an evidence-based process to identify the occupations and industries in which gender-based occupational segregation is prevalent, and to understand the characteristics of these industries including levels of award-reliance among employees working in areas of high segregation.

## 2.3 Structure of this report

The report's key contribution is to use a data-driven approach to show which occupations and industries are most affected by gender segregation, and to explore their characteristics. First however, the report provides background about segregation as a social problem and constraint on economic performance (Section 3), including as a driver of the gender pay gap (Section 3.1). Measurement issues are outlined in Section 3.2 before setting out the analytic approach undertaken in order to identify segregated occupations within industries, including the use of the Census and EEH, and data limitations (Section 4).

Section 5 provides the list of the 29 most feminised, large occupations located within feminised industries. Then, the characteristics of these 29 occupations are profiled. These are discussed according to the eight industry subdivisions in which they are located:

- Hospitals (Section 6);
- Medical and Other Health Care (Section 7);
- Residential Care (Section 8);
- Social Assistance Services (Section 9);
- Preschool and School Education (Section 10);
- Professional, Scientific and Technical Services (Section 11);
- Other Store-based Retailing (Section 12); and
- Personal and Other Services (Section 13).

Supplementary figures, which summarise key characteristics across the 29 occupations, are in Appendix D. Section 14 provides further detail, drawn from a range of sources, about the occupations identified as most feminised: Midwives (Section 14.1); Early Childhood (Pre-Primary School) Teachers (Section 14.2); Dental Assistants (Section 14.3); Child Carers (Section 14.4); Beauty Therapists (Section 14.5) and Veterinary Nurses (Section 14.6). Section 15 draws some conclusions, including in relation to data limitations and further research needs.

### 3 The problem of segregation

Women's increased workforce participation and educational attainment constitute major cultural and economic shifts of the last half century. Yet while there have been many opportunities and advances, women's paid employment in Australia has continued to be concentrated in a relatively narrow range of jobs and industries, and in the part-time labour market. Some highly feminised jobs have been observed to become increasingly segregated since the 1980s, including child carers, receptionists and primary school teachers (CEDA, 2023). Borland (2022) notes that in 1986-87, 37% of all hours worked by women took place in female dominated jobs, but this rose to 44% in 2021-22. Lind and Colquhoun found that in 2019, one in three women (32%) worked in occupations which had become more feminised since 1989, and almost half (46%) worked in industries that had become more feminised over the period. Gender segregation has thus persisted over the decades in which significant legal, policy and institutional reforms have sought to promote gender equality at work, including via anti-discrimination legislation, a national regime of workplace gender equality reporting, a national paid parental leave scheme, comprehensive equal pay principles, an equal remuneration order for social and community service workers, subsidised child care, expanded rights to flexible working conditions, and a growing body of knowledge about effective organisational strategies to promote gender equality (Senate Standing Committee on Finance and Public Administration, 2017; Lind and Colquhoun, 2021).

Usually, patterns of segregation are described as vertical, whereby men dominate higher-level, higher status and higher-paid occupations; or horizontal, whereby women and men work in different industries (Senate Standing Committee on Finance and Public Administration, 2017; Anker, 1998). Vertical segregation, often likened to 'glass ceilings', prevent women progressing to senior roles, while horizontal segregation may be likened to 'walls' which separate men and women from working together (Senate Standing Committee on Finance and Public Administration, 2017). These forms of segregation co-exist, such that women are concentrated in a narrow range of occupations within feminised industries. Further, segregation may also be evident temporally, whereby men and women are concentrated in full and part-time work, and it may also be evident among and within workplaces, as well as industries and occupations (Burchell et al, 2014).

Vertical and horizontal segregation have similar effects. Both deter and exclude women and men from jobs to which they may be suited; perpetuate gender stereotypes; narrow education, training and career pathways; and results in labour underutilisation, reduced productivity and skills shortages (Anker, 1998: 7-8; Chief Executive Women, 2022). Further, in heterosexual households, segregated labour markets reduce incentives for men and women to fairly share domestic roles and care. Men's access to better paid jobs reinforces traditional male breadwinner models (Burchell et al., 2014), and incentivises women to scale back hours and maintain focus on childrearing and unpaid domestic work, reinforcing constructions of women as carers and nurturers (Bartnik et al, 2022). Features of highly feminised occupations, such as high levels of underemployment, can deplete women's wellbeing and capacity to make a living (Kameråde and Richardson, 2017). While segregation is also problematic for narrowing men's as well as women's opportunities, feminisation is a particular concern because of its impact on women's earnings and the gender pay gap (Burchell et al., 2014).



### 3.1 A driver of the gender pay gap

Gender pay gaps may arise from a range of sources, including human capital differences; levels of representation and bargaining power; unequal access to promotion; and direct pay discrimination, whereby women are paid less for the same level of efficiency or skill set in the same job, for example through different starting salaries and access to increments or bonuses (Senate Standing Committee on Finance and Public Administration, 2017:38; KPMG 2022). While establishing precise drivers of the gender pay gap is beyond the scope of this report, we note that much research has focused on segregation as a driver, showing the ways gendered pay disparities and other labour market inequalities arise from concentrations of women in industries and occupations which draw skills traditionally associated with women's domestic and caring roles (Grimshaw and Rubery, 2007; Macdonald and Charlesworth, 2021; Charlesworth and Smith, 2018; Senate Standing Committee on Finance and Public Administration 2017; Cortis and Meagher, 2012; Pocock and Alexander, 1999). Indeed, both occupational and industrial segregation have been recognised as key drivers of gender pay inequalities, with estimates suggesting segregation accounts for 24% of the hourly gender pay gap (KPMG, 2022). Further, occupational and industrial segregation intersect, such that gendered hierarchical role disparities may be particularly pronounced in highly feminised fields.

Problems are international. Analysis of European countries found wage penalties emerge where occupations are more than 60% feminised, although effects were stronger in Britain than Germany or Switzerland, likely due to its more deregulated wage structure (Murphy and Oesch, 2015). Analysis of the US Current Population Survey showed that in 2019, overall earnings for men and women were lowest in occupations which were female dominated (over 60% female) (Bartnik et al, 2022). Women have potential to earn more in male dominated occupations; indeed, women's earnings in female dominated occupations were 82% those of women in occupations that were male dominated. In addition, there were also larger gender pay gaps *within* feminised occupations, where women's average weekly wages were around 74% those of men, compared with 84% in male dominated occupations (Bartnik et al, 2022).

To understand the dynamics between segregation and low pay, Grimshaw and Rubery (2007, p.141-142) focus on the undervaluation of women's work, and point to the 'Five V's', of visibility, valuation, vocation, value-adding and variance, which result in women's work being poorly recognised, misunderstood and underpaid (see Table 3.1). In driving undervaluation, segregation enables employers to access higher quality labour at a given wage, however, this comes at a cost for women, as working in a highly feminised occupation depresses women's employment earnings, with financial impacts accumulating over the lifecycle (Grimshaw and Rubery, 2007).

**Table 3.1**      **How segregation drives undervaluation**

<b>Visibility</b>	Skills used in female jobs not identified, obscured in undifferentiated grading structures and national classifications.
<b>Valuation</b>	Skill defined in terms of masculine norms, with pay and grading structures based on technical skills, strength, responsibility, not 'soft' skills relating to communication and care
<b>Vocation</b>	Women's skills treated as natural, derived from women's essence as mothers and carers. Work assumed to be done for intrinsic reward, not pay.
<b>Value-adding</b>	Women's jobs concentrated in labour intensive occupations (such as care) where scope for productivity improvement and profit are limited.
<b>Variance</b>	Jobs don't conform to male norms of full-time work; part-time work regarded as less skilled and less productive.

Adapted from Grimshaw and Rubery (2007)

## 3.2 Defining and measuring segregation

Segregation is not straightforward to measure. Scholarly literature focuses on three main measurement issues:

- definitions and thresholds (Section 3.2.1);
- aggregation and the use of indices (Section 3.2.2); and
- categorisation and classification systems (Section 3.2.3).

### 3.2.1 Definitions and thresholds

There is no single definition or threshold to determine what constitutes a segregated industry or occupation. Most often, segregation is determined using a 50-50 standard, to reflect approximately even shares of men and women in the population. In some cases, however, a job may be considered segregated where representation differs from men's and women's share of overall employment (Reskin, 1993). In following this approach, Watts (2003: 631) states that segregation is evident "when women and men are differently distributed across occupations than is consistent with their overall shares of employment". Less commonly, segregation may be defined in terms of the number of hours performed by men and women, rather than on a headcount basis (Borland, 2022).

There are multiple thresholds used to describe levels of segregation and while these are considered somewhat arbitrary (Reskin, 1993), the convention has been to use a 40/60 threshold. Under this approach, where men or women constitute less than 40% of an occupation or industry, they are considered under-represented, while over 60% constitutes over-representation, and a mixed industry consists of 40-60% of either gender. Measurement of segregation in Australia has tended to follow this approach. The Workplace Gender Equality Agency (WGEA) for example considers a female dominated industry or occupation to consist of 60% or more women, a male dominated industry or occupation contains 40% or fewer women, with a mixed representation being 41-59% women (WGEA, 2019). Sometimes, scholars have used a 30/70 split (e.g. Preston and Whitehouse, 2004; Borland, 2022), or less commonly, a 33/66 threshold (e.g. Torre, 2018). While these definitions narrow focus to areas of higher segregation (i.e. those with levels of



feminisation above a higher threshold), the wide range identified as 'mixed' can capture classifications which are quite unbalanced.

Our analysis shows that there are many occupations which are much more highly segregated than suggested by a 60%, or other commonly used threshold. As we explain in Section 4, we used a ranked approach to identify high levels of feminisation within industries and occupations. Then, given the large number of occupations in feminised industries which were over 80% female, we chose this as a threshold, and focused on large occupations (over 10,000 workers). While this enabled a focus on priority occupations, this is not to imply that segregation is not problematic below the 80% threshold, in smaller occupations, or in occupations located in male-dominated industries.

### 3.2.2 Aggregation and indices

Another set of measurement issues relates to aggregation and the use of indices. Studies of segregation have underlined the importance of analysing employment at an appropriate level of specificity, as analysis undertaken for large aggregations of occupations or industries will obscure the level of segregation. As Reskin (1993) pointed out, the amount of segregation that is visible depends on the level of aggregation of the units being examined. Too much aggregation (or using large categories such as those defined in the Australian and New Zealand Standard Industrial Classification (ANZSIC) and the Australian and New Zealand Standard Classification of Occupations (ANZSCO) at the 1- or 2-digit level) will not accurately identify segregation, as there may be male and female dominated occupations present within the larger category (Burchell et al., 2014). While more aggregated categories may miss segregation that occurs within categories, too much disaggregation will provide a complex level of detail which makes it difficult to observe broader trends (Reskin, 1993; Burchell et al., 2014).

Relatedly, the use of indices has also been controversial in segregation research. Some studies have used indices to represent the extent to which different groups are unevenly distributed, especially to examine changes in levels of segregation across countries or over time (e.g. Jones, 1983; Watts, 2003; Burchell et al., 2014; Lind and Colquhoun, 2021). Examples include Duncan and Duncan's (1955) 'Index of Dissimilarity', which captures the percentage of women or men who would need to change occupations for the distribution of men and women across occupations to be equal to their overall share of employment. Similarly, the Karmel and MacLachlan (KM) Index provides a single measure of segregation ranging from 0 (complete equality) to 1 (complete dissimilarity) (Watts, 1992; Watts, 2003). As indices are usually calculated at a high level to capture aggregate trends, they tend to obscure where segregation occurs and who it affects, reducing detail and recognition of the complexity of variation across detailed areas of labour market (Preston and Whitehouse, 2004; Lind and Colquhoun, 2021). Consistent with our intention to identify areas of feminisation at a granular level, we do not use indices, instead examining the proportion of women and men using detailed occupation and industry categories available in Census data, as outlined in Section 4.

### 3.2.3 Categorisation and classification systems

The ability to understand segregation in a context-specific way depends on the level and nature of the granularity offered by available classification systems. As outlined above, higher levels of

gender segregation will be visible when industries and occupations are broken down using highly detailed classification structures, which will more closely reflect real differences between jobs (Lind and Colquhoun, 2021). In Australia, the Australian and New Zealand Standard Industrial Classification (ANZSIC) is used to categorise industries, and the Australian and New Zealand Standard Classification of Occupations (ANZSCO) provides a structure for categorising occupations.<sup>6</sup> These classification systems have been developed for a range of reasons. ANZSIC for example is assigned to an individual business entity based on its predominant activities, and used for a range of administrative, taxation and regulatory purposes, while ANZSCO is designed to organise occupational data, with classification definitions based on skill levels and specialisation.

Some scholars have pointed out that the way classification systems are structured can embody gender bias. Male dominated areas of employment, for example, tend to consist of more detailed classifications, whereas feminised areas of employment have tended to be treated without the same level of disaggregation. Grimshaw and Rubery (2007:21) observe, for example, that “occupational classification schemes incorporate much more finely defined categories for men’s work than for women’s work”. Likely, this reflects men’s and women’s bargaining power and the historical legacy of higher attentiveness to analyse male jobs, the accumulation of which has limited detailed differentiation and analysis of feminised occupations and industries (Burchell et al., 2014; Grimshaw and Rubery, 2007).

In Australia, some ANZSIC classifications appear to reflect differing levels of detail for men’s and women’s work. For example, extensive categorisations are provided for Mining, including eight 4-digit categories capturing different types of Metal Ore Mining while in Agriculture, there are five separate 4-digit categories capturing types of cattle farming<sup>7</sup>. By contrast, in Health Care and Social Assistance, there is just one 4-digit code for Other Social Assistance Services (8790), a category which captures non-residential social support services provided to a wide range of people with highly diverse needs and circumstances, including disability services, domestic violence services, food assistance, adoption services, non-residential aged care, self-help groups, family relationship services, and youth services. Similarly, the female dominated ANZSCO classification for Aged and Disabled Carers (4231) is not disaggregated, containing only one 6-digit code (423111, Aged and Disabled Carer). By contrast, the male dominated Community and Personal Service Worker occupation of Security Officers and Guards (4422) contains 8 subcategories at the 6-digit level<sup>8</sup>.

Notwithstanding their potential to embody gender bias, these classification systems offer a helpful tool. Although they may enable much more granular analysis of male than female dominated occupations, using the ANZSIC and ANZSCO classifications together provide unprecedented detail about Australia’s highly feminised jobs.

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<sup>6</sup> For details of ANZSIC see <https://www.abs.gov.au/statistics/classifications/australian-and-new-zealand-standard-industrial-classification-anzsic/latest-release> For details of ANZSCO see <https://www.abs.gov.au/statistics/classifications/anzsco-australian-and-new-zealand-standard-classification-occupations/latest-release>

<sup>7</sup> For beef cattle farming see ANZSIC codes 0142-0145 and 0160. For metal ore mining see codes 0801 to 0809.

<sup>8</sup> For Protective Service Workers, see ANZSCO codes 442211-442217, and 442299.

## 4 Method

To identify the most feminised occupations within feminised industries, we adopted a data-driven approach, ranking categories based on ABS data.

### 4.1 Using the 2021 Census to identify segregation

As pointed out in Section 3, identifying segregation requires choices, including about definitions, thresholds, classification levels and data sources. Employment data from the ABS Census was used as this is the most comprehensive population-based data source. While not the only source of employment data available from the ABS, the Census captures industry and occupation information related to the primary job or occupation held by employed people in the week prior to Census night, for employed people aged 15 years or over. Information about industry in the 2021 Census is coded to ANZSIC 2006 (Revision 2.0) (ABS, 2006). The allocated code is based on the employers' business name, industry or business, main goods produced and/or services provided. The numbering system for ANZSIC is hierarchical, with the industry division denoted by an alpha character (referred to as the 1-digit level). Thereafter embedded within each division are sub-divisions (2-digit level); groups (3-digit level); and classes (4-digit), denoted by numeric codes (ABS, 2006). The highest level of detail is industry class (4-digit).

Information about occupation in the 2021 Census is coded to ANZSCO 2013 (Version 1.3) (ABS, 2013). This has five hierarchical levels denoted by numeric codes: major group (1-digit); sub-major group (2-digit); minor group (3-digit); unit group (4-digit) and occupation (6-digit) (ABS, 2013). The 2021 Census provides occupation data to the 6-digit level but not all 4-digit categories are broken into 6-digit categories. For the purposes of identifying highly feminised occupations in more detail than previous studies have allowed, the 4-digit level, when combined with 4-digit ANZSIC code, proved sufficient. ANZSCO also assigns one of five skill levels to each occupation, which refers to the level of skill typically required to competently perform the occupation's tasks (ABS, 2022c).<sup>9</sup>

#### 4.1.1 Identifying feminised industry classes

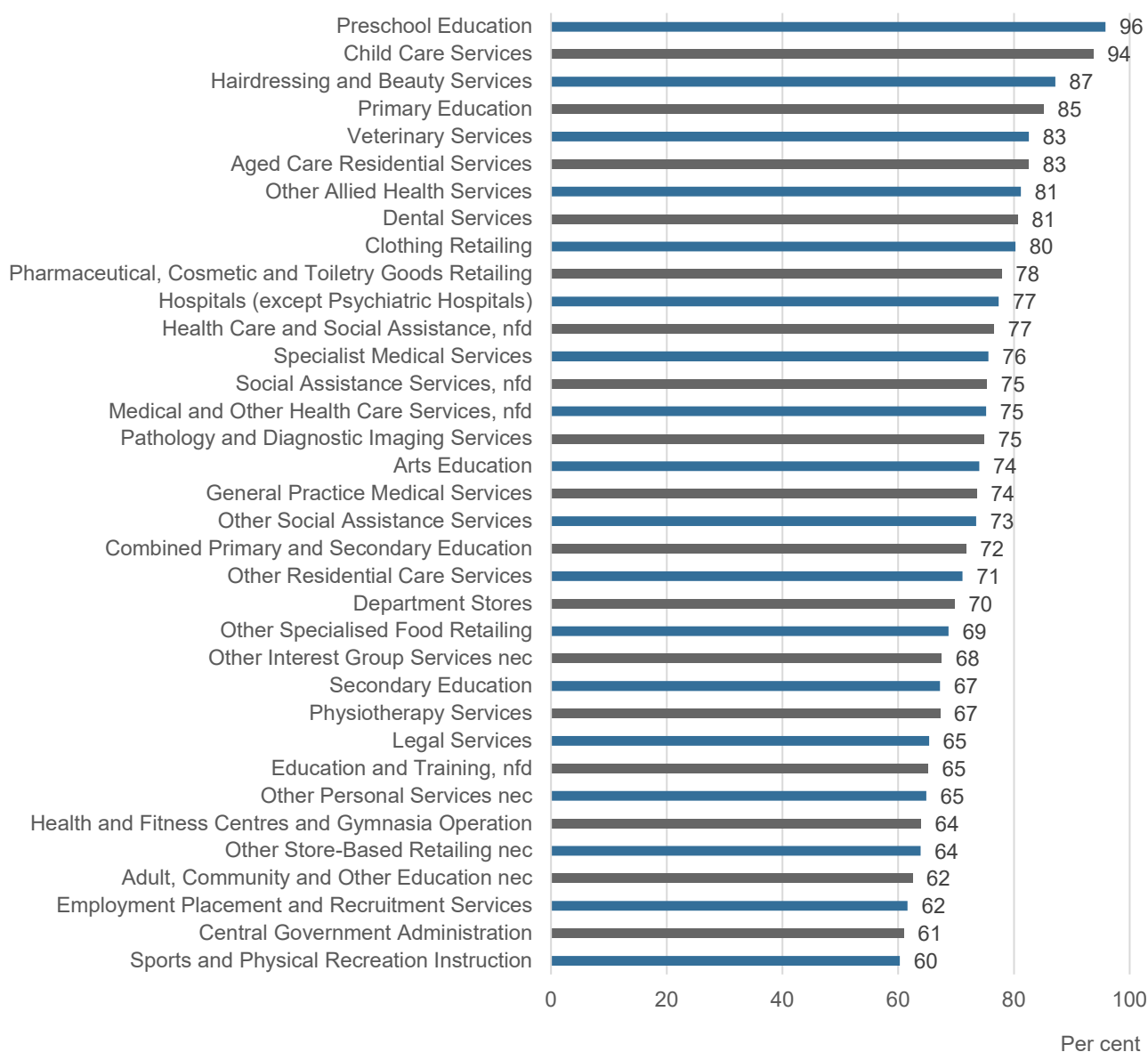
To use the 2021 Census to identify segregated occupations within industries in a transparent and comprehensive manner, a systematic approach was employed. First, we identified feminised industries at the division (1-digit) and sub-division (2-digit) ANZSIC levels, then cross-checked these by identifying feminised industries, as defined at the class (4-digit) ANZSIC level. The 4-digit level allowed for the identification of finer-grained industry classes than usually examined in gender segregation analysis, and sought to make visible patterns of segregation which may not be visible in overly aggregated analysis or economy-wide indices (Preston and Whitehouse, 2004).

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<sup>9</sup> Within the ANZSCO classifications, skill levels are defined as a function of the range and complexity of the tasks with respect to the level of formal education and training; previous related work experience; and the amount of on-the-job training (ABS, 2022d). Skill levels are generally defined as commensurate to: Skill level 1: Bachelor Degree or higher, or at least five years of relevant experience; Skill level 2: Associate Degree, Advanced Diploma or Diploma, or at least three years of relevant experience; Skill level 3: Certificate IV or Certificate III plus two years of on-the-job training, or at least three years of relevant experience; Skill level 4: Certificate II or III, or at least one year of relevant experience; Skill level 5: Certificate I or compulsory secondary education.

The classification of feminised industries at the class (4-digit) level was determined first by a ranking based on the proportion of females above 60%, followed by the size of the female workforce above 10,000. Along with the level of detail enabled by a 4-digit industry focus, the inclusion of a volume cut-off differs slightly from previous approaches (e.g. WGEA, 2019). The size of the female workforce was necessary to ensure the subsequent analysis focused on industry classes employing significant numbers of women to assist the Fair Work Commission with identifying priority areas. Including a volume threshold also ensured sufficient population sizes to enable the more detailed analysis of demographic and employee characteristics and pay setting methods in Sections 6 to 13.

**Figure 4.1 Proportion of women in feminised industry classes (4-digit)**



Source: 2021 Census of Population and Housing - counting persons, 15 years and over; person records, accessed via Table Builder.

This stage of analysis produced 35 industry classes (4-digit) which were comprised of over 60% women, and contained over 10,000 women (Figure 4.1 with listed details in Table A. 1, Appendix A). The industry classes are located within 8 industry divisions (1-digit): Health Care and Social

Assistance; Education and Training; Retail Trade; Other Services; Professional Scientific and Technical Services; Arts and Recreation Services; Administrative and Support Services; and Public Administration and Safety.

Importantly, the disaggregation by industry class (4-digit) allows for the identification of finer-grained categories within industries that do not present as gender segregated at the aggregated 1-digit division level. In Figure A. 1, Appendix A, three industry major divisions (Arts and Recreation Services; Public Administration and Safety; and Professional Scientific and Technical Services) comprised of less than 50% women have sub-divisions which rank in the list of feminised industries in Figure 4.1 (Health and Fitness Centres and Gymnasia Operations; Central Government Administration and Legal Services). Three primary industry major divisions (Accommodation and Food Services; Rental, Hiring and Real Estate Services; and Financial and Insurance Services) exhibit negligible levels of gender segregation at the higher (1-digit) level, with females constituting slightly more than 50% of the industry workforce (Figure A. 1), and do not contain feminised 4-digit industry classes.

#### 4.1.2 Identifying highly feminised occupations within feminised industry classes

Examining occupations at the aggregated major group (1-digit) and sub-major group (2-digit) ANZSCO levels (Figure A. 2 and Table A. 2, Appendix A) provide some indication of levels of feminisation in occupations. At the major ANZSCO levels, Clerical and Administrative Workers and Community and Personal Service Workers occupations are predominantly female (above 70%) while Sales Workers and Professionals have female proportions between 50 and 60%. Appendix Table A. 3 to Table A. 5 provide a list of feminised 4-digit occupations (with no volume threshold applied). However, information about occupation only obscures any variation which may occur in levels of occupational feminisation across different industries, for example differences in feminisation of Teachers in Primary and Secondary Schools.

The 35 gender segregated 4-digit industry classes (described in Section 4.1.1) formed the basis for identifying feminised occupations. Specifically, we sought to identify which (if any) highly feminised occupations were located within each of the 35 feminised industry classes. As for industry, a systematic approach was adopted to rank occupations at the 4-digit ANZSCO level according to their feminisation. After identifying the 35 segregated industry classes we then identified which large occupations (defined at the 4-digit level, and consisting of 10,000 workers or more) within each industry class exhibited high levels of feminisation. This involved producing ranked lists of occupations within each feminised industry class, which were consolidated to form a final ranking of highly feminised occupations within feminised industries. The results, which list highly feminised occupations within gender segregated industries are presented in Section 5. The list consists of 29 highly feminised occupations in which women constitute 80% or more of the workforce and which are large, containing 10,000 or more workers. These are found across 14 feminised industry classes in 8 industry subdivisions, and across the five ANZSCO skill classifications.

#### 4.1.3 Sensitivity Testing

As a form of sensitivity testing and to ensure the transparency of the process, the list of 29 highly feminised occupations in feminised industries were firstly compared against the ranking of 4-digit

ANZSCO codes prior to filtering for feminised industry classes and volume (Table A. 3 to Table A. 5). This showed some overlap between the occupations at the top of each list: Midwives, Early Childhood Teachers and Dental Assistants topped both (see Table 5.1 and Table A. 3). However, several feminised occupations such as Personal Assistants, Secretaries, Bookkeepers and Office Managers did not feature in our final list of 29 priority occupations because these occupations are spread across industry classes, and so have smaller volumes, falling below 10,000 people in any single feminised industry class.

Secondly, the list of 29 highly feminised occupations in feminised industries (Table 5.1) was compared with those at the top of a longer ranked listing consisting of 283 feminised occupations across the 35 feminised industry classes (Appendix B, Table B. 1 to Table B. 5). These occupations did not have the volume threshold of 10,000 people applied, but instead, used a lower volume threshold of 1000 women or more. This makes visible the smaller occupations in the feminised industries, which were excluded from the final list, after filtering to apply the volume threshold. Notably, the list in Table B. 1 includes several smaller volume occupations with very high levels of feminisation (over 90%). Some are similar to those in the 29 occupations in Table 5.1 but did not meet the numerical threshold, for example Early Childhood Teachers in Child Care Services are, like their counterparts in Preschools, highly feminised, however are smaller in number (under 10,000 people). There are also several smaller groups of receptionists in this list that are spread across a range of industry classes.

## 4.2 Understanding the characteristics of highly feminised occupations

Having identified the 29 occupations which were large and exhibited very high levels of feminisation, the next stage of the project was to profile workers in these occupations, as a basis for understanding the workforce and any factors that may contribute to undervaluation and gender pay equity issues. This part of the analysis, reported in Sections 6 to 13, did not disaggregate information for men and women, because women constituted at least 80% of each of the 29 categories, and because the objective was to profile the occupation rather than compare men and women within it. To understand the characteristics of those in each category, demographic and household information was extracted from the ABS Census, including their age, highest educational qualification, country of birth and household type. As well, general labour market information on employment status was obtained, including whether their main job was in the public or private sector and the number of weekly hours worked. To gain some understanding of unpaid care roles held by workers, information was also extracted about whether or not people in each occupation provided unpaid child care and whether they provided unpaid care to family members or others because of a disability, a long-term health condition or problems related to old age.

While the Census is comprehensive in its coverage and allows for the finer grained cross-classifications at the ANZSIC 4-digit industry class and ANZSCO 4-digit occupation unit group level, it does not capture detailed information about employment conditions and earnings. To understand these in more detail and supplement the Census analysis, additional ABS data was drawn from the EEH. The EEH is a biennial survey that collects detailed information from a representative sample of 8,100 employing businesses on their 52,000 employees, capturing employer sector characteristics and employee job characteristics (ABS, 2022a). The 2021 survey was conducted with respect to a May reference pay period. The EEH provided information about



the type of employment, pay settings (including how pay is set and at what rates of pay), modern award coverage, earnings, and weekly hours of work paid for. The earnings and weekly hours of work paid for were used to estimate hourly rates of pay. Data was weighted to be representative of the Australian employer and employee population in scope for the survey.<sup>10</sup>

There are some caveats however in relation to analysis of the EEH data. First, industry classifications are only available at the 2-digit ANZSIC sub-division level and not industry classes. As such, they do not concisely map to the 29 priority occupations, identified using more detailed Census data. Second, information on award type and coverage, and detailed earnings are not available via the public data release or the Table Builder product. This data is only available via approved access to de-identified unit record data through DataLab, the ABS's secure virtual facility.<sup>11</sup> Release of data for public use via this facility must satisfy various rules that uphold the confidentiality of employee and employer survey participants. Consequently, in the tables in Sections 6 to 13, some cells have been suppressed to conform with confidentiality rules. Moreover, some of the estimates are statistically unreliable given the small sizes attached to the industry by occupation classification.

In instances that information about modern awards was limited in the EEH, information was supplemented with information from the Fair Work Commission. We drew on the FWC's mapping of modern awards to industries (Preston et al., 2012). To update this information, current awards were identified and their coverage information checked, prior to inclusion. Data was accessed via ABS TableBuilder for the Census and some EEH microdata while Datalab was used to identify which Awards applied to each occupational category. Definitions of variables used from the Census and EEH are in Appendix C.

While there are some limitations (see Section 4.4), overall, the results help to enhance understanding of the characteristics which are common in highly feminised industries and occupations.

### 4.3 Literature and data review for highly feminised occupations

Following the Census and EEH analysis, additional information was sourced to help understand the seven occupations which had levels of feminisation of 96% or over. To understand the nature of these occupations and their histories, we drew on scholarly literature, publicly available data, and available policy material focused on conditions in those occupations. The priority occupations were identified in the Census ranking (see Table 5.1), and consist of:

- Midwives in Hospitals,

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<sup>10</sup> The EEH does not collect information on a range of employers including: Australian defence forces; enterprises primarily engaged in agriculture, forestry or fishing; private households employing staff; or foreign embassies. A range of employees are also excluded including: employees who did not receive pay in the reference period; self-employed contractors; non-salaried directors; commission based employment; employees paid outside Australia (ABS, 2021a).

<sup>11</sup> Microdata from Datalab was used to obtain information relating to Federal modern awards, total weekly cash earnings and per hour rates of pay.

- Early Childhood (Pre-Primary) Teachers in Preschools,
- Dental Assistants in Dental Services,
- Child Carers in both Preschools and in Child Care Services (treated together),
- Veterinary Nurses in Veterinary Services, and
- Beauty Therapists in Hairdressing and Beauty Therapy.

The aim was to generate richer, more detailed understandings of the gendered features of these segregated occupations, and the factors that affect them, which may relate to their undervaluation, including their history and current status, such as whether recruitment and retention difficulties and skill shortages are evident.

Results from this phase, presented in Section 14, complement the data analysis by providing additional documentary evidence about characteristics, skill requirements and historical issues relating to each occupation. To do this, we sourced information via internet and database searches for the specific occupation in industries in Australia and overseas. Little information distinguished between occupations in different industry settings and as such, the occupation as a whole was considered. The amount and quality of information differs for each occupation. For example, while detailed registry information is available for Midwives, and detailed Census information for Child Carers, there is more limited workforce data, policy information and academic scholarship relating to work and pay among Beauty Therapists, Veterinary Nurses, and Dental Assistants.

## 4.4 Limitations

Any process for identifying segregation will have strengths and limitations. While the report provides a detailed, granular understanding of feminised occupations and industries, it does not identify all parts of the labour market affected by segregation. Specifically, the focus here is on identifying highly feminised occupations within feminised industries. As such, we did not identify pockets of feminisation which exist outside of feminised industries, although further research to identify and understand these will help address segregation and promote gender equality. In addition, while the high number of occupations exhibiting very high levels of feminisation led to a focus on those which were over 80% female, this is not to say that gender segregation is not evident at lower levels, including in those occupations and industries listed in Table A. 3 to Table A. 5, and Appendix B.

Further, as mentioned in Section 4.1.3, our use of a numerical threshold for inclusion drew our focus toward larger occupations within feminised industries. We note the many smaller highly feminised occupations, and occupations which are fragmented across industries, but together would be considered large. This is particularly apparent for receptionists, personal assistants, clerical workers and secretaries which are highly feminised and large in volume, however, their location within a large number of industries caused these large groups to be excluded from our priority list, where they numbered below 10,000 in any industry class. This is apparent from the information in Table A. 3 to Table A. 5, which lists all feminised occupations without limiting by industry, and in the list of feminised occupations in feminised industries provided in Appendix B, which does not apply a volume threshold.

In addition, there are some data limitations as we rely on the classifications, definitions and language contained in existing datasets. The knowledge arising from our analysis of both Census



and EEH data is an artefact of ANZSCO and ANZSIC classifications. While helpful for our task of identifying highly feminised occupations and industries, these are imperfect categories. Importantly, ANZSIC is a characteristic assigned to employers and reflects their predominant activity or industry the employer is 'mainly engaged' in, while ANZSCO reflects the employees' job. Employers (and their employees) are allocated a single ANZSIC code even where they consist of multiple units or operate across multiple industries, so may not precisely reflect employees' specific contexts. Further, ANZSCO reflects the skill typically required to competently perform the tasks of a particular occupation (ABS, 2022d), but there is much diversity within occupations. While occupation information at the 6-digit level is available in Census microdata in 2021 for the first time, not all occupations are broken down to this level, including notably, for several highly feminised occupations, including some large groups which include different roles and tasks, such as aged and disabled carers (as noted in Section 3.2.3). Additionally, we follow the language used in ANZSCO and ANZSIC codes but recognise these may not reflect preferred terminology. For example, we use 'Child Carer' for consistency with ANZSCO. However, we recognise the term 'educator' is more commonly used and more accurate, as it acknowledges role requirements in promoting children's learning, as specified under the National Quality Framework.

Further, the information contained within each dataset has some limitations. In particular, the Census provides income in ranges and aggregates labour and non-labour income from all jobs. As this measure of income is not necessarily related to the primary job it may not align with occupation and industry information and as such, income data from the Census was not used. As survey data, the EEH cannot provide reliable information for small populations, which meant it was not possible to identify award coverage for some highly feminised occupations. Moreover, the EEH in most cases only maps to a single Federal modern award code to reflect the award that determines the main component of an employee's pay and as determined by the employer, so cannot provide information about the full range of industrial instruments, limiting capacity to accurately estimate coverage within industry divisions (Preston et al., 2012:ii; Yuen and Tomlinson, 2023). Due to gaps in the information available via the EEH, we drew on information from the Fair Work Commission about award coverage as a proxy. This information came from the FWC's 2012-13 mapping exercise, which sought to comprehensively map each modern award to detailed ANZSIC codes (Preston et al., 2012), but not to our unique combinations of occupations in industries.

Another limitation relates to our sole focus on gender. We recognise that in addition to gender, a range of other inequalities, including those of location and cultural background, may overlay and structure gendered hierarchies in occupations and industries. While other characteristics such as age, country of birth and education are identified in our analysis of workforce characteristics in the 29 highly feminised occupations, we do not engage with the full range of intersectionalities which shape labour market access, experiences and outcomes for different groups. Finally, we analyse data for men and women as distinctive categories. Measuring gender in binary categories may not reflect the experiences and identities of all, however, this reflects the categories for which labour market information is currently available.

A final set of limitations relate to the timing of the data used. ABS Census data was collected in August 2021, when most states and territories were under restrictions due to the COVID-19 pandemic. This may affect people's engagement in the labour market, working hours and attendance at their usual place of work. Indeed, more people were absent or away from work in the week before Census night, resulting in high rates of people working 0 hours. Hospitality and travel

attendants were most affected (ABS, 2022b). The EEH survey which was initially planned for May 2020 was postponed to May 2021 due to labour market disruptions from the onset of the first wave of the COVID-19 pandemic in 2020. While just a few months prior to the Census, the May 2021 survey reference period fell prior to the 'delta' variant outbreak, at a time with no Australia-wide lockdowns (ABS, 2021b).

Notwithstanding these limitations, the analysis provides unprecedented detail about segregation across Australia's workforce, and the characteristics of the most highly feminised areas of employment. It provides a basis for identifying priority occupations and industries which may be affected by undervaluation and work value issues, and a basis for evidence-based responses.

# 5 Findings: Australia's most feminised occupations

## 5.1 Occupations which are over 80% female

Table 5.1 lists Australia's most highly feminised large occupations which are located within feminised industries. As described in Section 4.1, the list was produced using Census data for 4-digit ANZSCO occupational units which:

- were comprised of at least 80% women;
- had workforce size of at least 10,000 people; and
- fell within 4-digit ANZSIC industry classes which were over 60% female.

In Table 5.1, the list is ranked by level of feminisation. Together, there are approximately 987,000 women and 119,500 men employed in the 29 occupational categories—approximately 9% of the employed population on Census night.<sup>12</sup> Each of the 29 occupations are explored in more detail, alongside others in the same industry sub-division, in Sections 6 to 13, with a summary of key characteristics in Appendix D.

Hospital midwives are Australia's most highly segregated occupation (98.9% female, with only 186 men).<sup>13</sup> Early Childhood Teachers in Preschools are also overwhelming female (97.6%, only 320 men), shortly followed by Dental Assistants in Dental Services (97.5% female, only 580 men). Child Carers in two industry classes are also highly feminised, slightly more so in the industry class of Preschools (97.2%) than in Child Care Services (96.0%). Beauty Therapists (97.2%) and Veterinary Nurses (96.4%) are also highly feminised, along with Receptionists (95.9%) and Registered Nurses (95.6%) in General Practice Medical Services. These are each explored further in Section 14.

Table 5.1 also identifies that certain occupations are highly feminised across different industry classes. In addition to Child Carers in Preschool Education and in Child Care Services, Receptionists are highly feminised across the Health Care and Social Assistance Services industry classes of Hospitals and General Practice Medical Services. So too, Registered Nurses are in General Practice Medical Services (95.6%), Aged Care Residential Services (88.3%) and Hospitals (88.0%). Education Aides and Primary School Teachers feature as feminised occupation groups across different Education and Training industry classes.

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<sup>12</sup> This provides a conservative estimate of the numbers of women and men working in highly feminised occupations, as it counts only those in large categories and in feminised industries. There are 144 separate 4-digit ANZSCO categories which are over 60% female, and together employ 4.7 million workers (roughly a third of the workforce), see Table A. 3 to Table A. 5.

<sup>13</sup> Note however that when smaller categories are included, Café and Restaurant Managers in Primary Education (such as Managers of School Canteens) are 99.1% female, while Receptionists in Primary Education are 98.9% female, (see Appendix Table B. 1).

Table 5.1 shows that the 29 feminised occupations fall across the five ANZSCO skill levels. Overall, the listings make visible high levels of feminisation in large, professional occupations such as nursing and teaching. Nine of the occupations are classified at the highest skill level, including Registered Nurses and Nurse Managers, Teachers, and Psychologists. Only one occupation (Sales Assistants) is classified at Skill Level 5, however 10 of the 29 highly feminised occupations are classified at Skill Level 4, indicative of relatively low skill levels and specialisation, as per the ANZSCO classification.

**Table 5.1 Occupations which are over 80% female (in feminised industries)**

Industry Class	ANZSIC code	Occupation Unit Group	ANZSCO code	ANZSCO Skill level	Female (%)	Male (%)	Female (vol)	Male (vol)	Total (vol)
Hospitals (except Psychiatric Hospitals)	8401	Midwives	2541	1	98.9	1.1	16,831	186	17,017
Preschool Education	8010	Early Childhood (Pre-primary School) Teachers	2411	1	97.6	2.4	12,796	320	13,116
Dental Services	8531	Dental Assistants	4232	4	97.5	2.5	22,820	580	23,400
Preschool Education	8010	Child Carers	4211	3, 4	97.2	2.8	48,053	1,393	49,446
Hairdressing and Beauty Services	9511	Beauty Therapists	4511	3	97.2	2.8	27,379	803	28,182
Veterinary Services	6970	Veterinary Nurses	3613	3	96.4	3.6	11,654	440	12,094
Child Care Services	8710	Child Carers	4211	3, 4	96.0	4.0	80,709	3,365	84,074
General Practice Medical Services	8511	Receptionists	5421	4	95.9	4.1	26,595	1,128	27,723
General Practice Medical Services	8511	Registered Nurses	2544	1	95.6	4.4	11,630	537	12,167
Primary Education	8021	Education Aides	4221	3, 4	92.9	7.1	45,989	3,531	49,520
Hospitals (except Psychiatric Hospitals)	8401	Receptionists	5421	4	92.4	7.6	16,936	1,402	18,338
Hospitals (except Psychiatric Hospitals)	8401	Enrolled and Mothercraft Nurses	4114	2	89.9	10.1	20,789	2,340	23,129
Hospitals (except Psychiatric Hospitals)	8401	General Clerks	5311	4	89.8	10.2	16,895	1,909	18,804
Aged Care Residential Services	8601	Registered Nurses	2544	1	88.3	11.7	30,356	4,037	34,393
Combined Primary and Secondary Education	8023	Education Aides	4221	3, 4	88.0	12.0	12,981	1,773	14,754
Hospitals (except Psychiatric Hospitals)	8401	Registered Nurses	2544	1	87.9	12.1	155,254	21,343	176,597
Pharmaceutical, Cosmetic and Toiletry Goods Retail	4271	Pharmacy Sales Assistants	6214	4	87.6	12.4	29,277	4,143	33,420
Aged Care Residential Services	8601	Nursing Support and Personal Care Workers	4233	4	87.2	12.8	51,782	7,585	59,367
Hospitals (except Psychiatric Hospitals)	8401	Nurse Managers	2543	1	86.6	13.4	13,260	2,052	15,312
Aged Care Residential Services	8601	Aged and Disabled Carers	4231	4	86.5	13.5	53,744	8,378	62,122
Clothing Retailing	4251	Sales Assistants (General)	6211	5	85.5	14.5	40,108	6,798	46,906
Primary Education	8021	Primary School Teachers	2412	1	85.4	14.6	115,988	19,863	135,851
Pathology and Diagnostic Imaging Services	8520	Medical Technicians	3112	2, 3	85.3	14.7	11,713	2,025	13,738
Combined Primary and Secondary Education	8023	Primary School Teachers	2412	1	84.0	16.0	16,203	3,085	19,288
Hairdressing and Beauty Services	9511	Hairdressers	3911	3	83.5	16.5	43,051	8,479	51,530
Legal Services	6931	Conveyancers and Legal Executives	5991	2	83.4	16.6	10,724	2,129	12,853
Secondary Education	8022	Education Aides	4221	3, 4	82.1	17.9	17,115	3,731	20,846
Clothing Retailing	4251	Retail Managers	1421	2	80.9	19.1	14,374	3,384	17,758
Other Allied Health Services	8539	Psychologists	2723	1	80.6	19.4	11,446	2,759	14,205

Note: Cells in this table have been randomly adjusted to avoid the release of confidential data.

Source: 2021 Census of Population and Housing - counting persons, 15 years and over; person records, accessed via Table Builder.

Source: ABS (2022c) for skill levels attached to each ANZSCO 4-digit code.

## 5.2 Modern awards covering Australia's most feminised occupations

Table 5.2 shows the modern awards covering Australia's most feminised occupations (listed by ANZSIC code). These were identified using EEH data where possible (at the 4-digit ANZSCO and 2-digit ANZSIC level), and via proxy information from the Fair Work Commission, drawing on documents which map modern awards with 4-digit industry codes (but do not account for occupation)<sup>14</sup>. Several, such as those in hospitals and schools, have high levels of public sector employment and are primarily covered by collective agreements. As such, no award could be identified via the EEH, while in other cases sample sizes did not enable reliable information about pay setting.<sup>15</sup>

The relevant modern awards identified (from either source) include:

- Nurses Award 2020
- Educational Services (Teachers) Award 2020
- Children's Services Award 2010
- Health Professionals and Support Services Award 2020
- Educational Services (Schools) General Staff Award 2020
- Hair and Beauty Industry Award 2020
- General Retail Industry Award 2020
- Aged Care Award 2010
- Social, Community, Home Care and Disability Services Industry Award 2010
- Pharmacy Industry Award 2020
- Legal Services Award 2020
- Animal Care and Veterinary Services Award 2020
- Aboriginal and Torres Strait Islander Health Workers and Practitioners and Aboriginal Community Controlled Health Award 2020.

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<sup>14</sup> <https://www.fwc.gov.au/hearings-decisions/major-cases/annual-wage-reviews/annual-wage-reviews-archive/annual-wage-review-0>

<sup>15</sup> The EEH maps 121 Federal modern awards to ANZSIC code, excluding modern enterprise awards; State Reference Public Sector awards; state jurisdiction awards; and non-releasable award name.

**Table 5.2 Modern awards covering highly feminised industries and occupations**

Industry Class	ANZSIC code	Occupation Unit Group	ANZSCO code	Female (%)	Total (vol)	Award identified via EEH	Award identified using information from Fair Work Commission
Clothing Retailing	4251	Sales Assistants (General)	6211	85.5	46,906	General Retail Award 2020	Educational Services (Schools) General Staff Award 2020 (for School Uniform Shops)
Clothing Retailing	4251	Retail Managers	1421	80.9	17,758	General Retail Award 2020	Educational Services (Schools) General Staff Award 2020 (for School Uniform Shops)
Pharmaceutical, Cosmetic and Toiletry Goods Retailing	4271	Pharmacy Sales Assistants	6214	87.6	33,420	Pharmacy Industry Award 2020	
Legal Services	6931	Conveyancers and Legal Executives	5991	83.4	12,853		Legal Services Award 2020
Veterinary Services	6970	Veterinary Nurses	3613	96.4	12,094		Animal Care and Veterinary Services Award 2020
Preschool Education	8010	Early Childhood (Pre-primary School) Teachers	2411	97.6	13,116		Educational Services (Teachers) Award 2020
Preschool Education	8010	Child Carers	4211	97.2	49,446	Children's Services Award 2010	Educational Services (Schools) General Staff Award 2020
Primary Education	8021	Education Aides	4221	92.9	49,520	Educational Services (Schools) General Staff Award 2020	
Primary Education	8021	Primary School Teachers	2412	85.4	135,851		Educational Services (Teachers) Award 2020
Secondary Education	8022	Education Aides	4221	82.1	20,846	Educational Services (Schools) General Staff Award 2020	
Combined Primary and Secondary Education	8023	Education Aides	4221	88	14,754	Educational Services (Schools) General Staff Award 2020)	
Combined Primary and Secondary Education	8023	Primary School Teachers	2412	84	19,288		Educational Services (Teachers) Award 2020
Hospitals (except Psychiatric Hospitals)	8401	Midwives	2541	98.9	17,017		Nurses Award 2020
Hospitals (except Psychiatric Hospitals)	8401	Receptionists	5421	92.4	18,338		Health Professionals and Support Services Award 2020
Hospitals (except Psychiatric Hospitals)	8401	Enrolled and Mothercraft Nurses	4114	89.9	23,129		Nurses Award 2020
Hospitals (except Psychiatric Hospitals)	8401	General Clerks	5311	89.8	18,804		Health Professionals and Support Services Award 2020
Hospitals (except Psychiatric Hospitals)	8401	Registered Nurses	2544	87.9	176,597		Nurses Award 2020
Hospitals (except Psychiatric Hospitals)	8401	Nurse Managers	2543	86.6	15,312		Nurses Award 2020
General Practice Medical Services	8511	Receptionists	5421	95.9	27,723	Health Professionals and Support Services Award 2020	
General Practice Medical Services	8511	Registered Nurses	2544	95.6	12,167		Nurses Award 2020
Pathology and Diagnostic Imaging Services	8520	Medical Technicians	3112	85.3	13,738		Health Professionals and Support Services Award 2020
Dental Services	8531	Dental Assistants	4232	97.5	23,400	Health Professionals and Support Services Award 2020	Aboriginal and Torres Strait Islander Health Workers and Practitioners and Aboriginal Community Controlled Health Services Award 2020 (for dental services which are Aboriginal Community Controlled)
Other Allied Health Services	8539	Psychologists	2723	80.6	14,205		Health Professionals and Support Services Award 2020
Aged Care Residential Services	8601	Registered Nurses	2544	88.3	34,393		Nurses Award 2020
Aged Care Residential Services	8601	Nursing Support and Personal Care Workers	4233	87.2	59,367		Aged Care Award 2010
Aged Care Residential Services	8601	Aged and Disabled Carers	4231	86.5	62,122	Social, Community, Home Care and Disability Services Industry Award 2010 Aged Care Award 2010	
Child Care Services	8710	Child Carers	4211	96	84,074	Children's Services Award 2010	
Hairdressing and Beauty Services	9511	Beauty Therapists	4511	97.2	28,182	Hair and Beauty Industry Award 2020	
Hairdressing and Beauty Services	9511	Hairdressers	3911	83.5	51,530	Hair and Beauty Industry Award 2020	

Noe: Mapping documents for 4-digit ANZSIC codes were obtained from: <https://www.fwc.gov.au/hearings-decisions/major-cases/annual-wage-reviews/annual-wage-reviews-archive/annual-wage-review-0#C>. Information was updated for current award.

## 6 Feminised occupations in Hospitals

The industry subdivision of Hospitals contains the industry class of Hospitals (except Psychiatric Hospitals) (8401) which is feminised (77.4% women). Within it, there are six different occupations which are very highly feminised, being over 80% female:

- Midwives (98.9% female, employing 17,017 people)
  - Midwives provide care and advice to women during pregnancy, labour and childbirth, and postnatal care for women and babies in a range of settings such as the home, community, hospitals, clinics and health units.
- Registered Nurses (87.9% female, employing 176,600 people)
  - Registered nurses work in hospitals, aged care and other health and community settings to provide nursing care, including planning, implementing and evaluating care; providing treatment, medication and health promotion interventions; monitoring patient responses. They work with other health professionals and teams to coordinate care and supervise the work of enrolled nurses and other health care workers,
- Nurse Managers (86.6% female, employing 15,312 people)
  - Nurse Managers manage units in hospitals, aged care and community health care facilities. They supervise nursing staff and other resources and monitor quality.
- Enrolled and Mothercraft Nurses (89.9% female, employing 23,129 people)
  - Enrolled and Mothercraft Nurses provide nursing care to patients and assist in the provision of care to newborns, under the supervision of a Registered Nurse or Midwife.
- Receptionists (92.4% female, employing 18,338 people)
  - Receptionists greet patients and others, and respond to personal, telephone and written inquiries and requests.
- General Clerks (89.9% female, employing 18,804 people)
  - General Clerks perform a range of clerical and administrative tasks and communications, including providing information to clients, issuing equipment, preparing routine reports, sending information, and filing information.

### 6.1 Workforce characteristics

Key characteristics for these six highly feminised hospital occupations are in Table 6.1. They are not homogenous, being spread across skill levels. The six occupations include those where relatively low proportions of employees have at least a Bachelor degree level qualification, such as Enrolled and Mothercraft Nurses, Receptionists and General Clerks, and skilled professions of Registered Nurses, Nurse Managers and Midwives, in which over 90% of staff have degree level qualifications. A key feature is the high proportion which are public sector employees. This figure ranged from 64% to 79% across the six categories, compared to 16% in the wider workforce.



Very high proportions of staff in feminised hospital occupations have unpaid care responsibilities. Almost half of Midwives (47.2%) had unpaid child care responsibilities compared with 33.5% of the total workforce. Other than Nurse Managers, all had high proportions of staff working part-time. The proportion of Enrolled and Mothercraft Nurses (13.6%), Hospital Receptionists (12.1%) and General Clerks (12.1%) who were living in lone parent households was above the workforce average (9.2%). Around 30% of Registered Nurses come from a non-English speaking country, in contrast to the nearly 16% of professional Nurse Managers who come from other English-speaking countries.

**Table 6.1 Characteristics of highly feminised Hospital occupations**

ANZSIC 4-digit	Hospitals (except Psychiatric Hospitals) 8401						
	Total Workforce	Registered Nurses	Enrolled and Mothercraft Nurses	Receptionists	General Clerks	Midwives	Nurse Managers
ANZSCO 4-digit		2544	4114	5421	5311	2541	2543
<b>Age (%)</b>							
24 and under	14.3	7.5	9.6	12.2	9.3	6.8	0.5
25 - 44	45.1	54.2	39.9	32.4	36.6	52.3	41.7
45 - 64	35.7	35.0	46.0	48.3	49.0	41.0	53.6
65 and over	4.9	3.3	4.6	7.2	5.2	-	4.2
<b>Total (size)</b>	<b>12,049,417</b>	<b>176,601</b>	<b>23,129</b>	<b>18,337</b>	<b>18,804</b>	<b>16,273</b>	<b>15,312</b>
<b>Employment status (%)</b>							
Employed, full-time	58.9	44.6	35.3	43.5	52.1	32.6	69.1
Employed, part-time	32.9	45.6	54.6	49.8	41.2	55.1	23.3
Employed, away from work	8.2	9.7	10.2	6.6	6.7	12.3	7.6
<b>Total (size)</b>	<b>12,049,411</b>	<b>176,600</b>	<b>23,134</b>	<b>18,331</b>	<b>18,799</b>	<b>17,023</b>	<b>15,318</b>
<b>Highest education qualification (%)</b>							
Bachelor degree or above	37.0	90.6	9.2	16.6	19.4	96.0	91.1
Advanced diploma and Diploma	11.6	7.9	74.3	15.2	16.3	3.0	7.9
Certificate III & IV	20.4	0.6	13.4	20.8	22.5	0.2	0.3
Below Certificate III	31.0	0.9	3.0	47.5	41.8	0.9	0.6
<b>Total (size)</b>	<b>11,527,095</b>	<b>172,791</b>	<b>22,411</b>	<b>17,094</b>	<b>17,544</b>	<b>16,852</b>	<b>15,052</b>
<b>Unpaid child care (%)</b>							
Did not provide child care	66.5	58.5	60.7	68.5	65.4	52.8	57.0
Did provide child care	33.5	41.5	39.3	31.5	34.6	47.2	43.0
<b>Total (size)</b>	<b>11,968,956</b>	<b>176,102</b>	<b>23,048</b>	<b>18,283</b>	<b>18,730</b>	<b>16,965</b>	<b>15,301</b>
<b>Unpaid care assistance (%)</b>							
Did not provide assistance	88.2	85.8	81.6	83.7	83.6	83.0	82.2
Did provide assistance	11.8	14.2	18.4	16.3	16.4	17.0	17.8
<b>Total (size)</b>	<b>11,944,867</b>	<b>175,721</b>	<b>23,000</b>	<b>18,251</b>	<b>18,690</b>	<b>16,958</b>	<b>15,272</b>
<b>Country of birth (%)</b>							
Australia	67.5	59.7	77.2	76.6	76.1	76.9	70.7
Main English-speaking country	9.9	11.0	9.1	10.9	9.8	13.7	15.6
Other Non-English-speaking country	22.6	29.3	13.7	12.5	14.1	9.5	13.8
<b>Total (size)</b>	<b>11,980,411</b>	<b>175,894</b>	<b>23,037</b>	<b>18,264</b>	<b>18,731</b>	<b>16,979</b>	<b>15,272</b>
<b>Sector of employment (%)</b>							
Public	16.0	71.4	64.0	64.6	79.0	68.4	72.0
Private	84.0	28.6	36.0	35.4	21.0	31.6	28.0
<b>Total (size)</b>	<b>11,892,422</b>	<b>176,604</b>	<b>23,132</b>	<b>18,340</b>	<b>18,793</b>	<b>17,023</b>	<b>15,313</b>
<b>Weekly hours worked (%)</b>							
0 hours	6.6	9.2	9.4	6.1	6.2	11.9	7.4
1 to 19	14.2	8.0	9.9	13.8	9.9	11.8	2.5
20 to 34	19.3	38.0	45.1	36.3	31.5	43.6	20.8
35 to 44	41.7	38.3	30.0	39.3	47.3	27.4	52.2
45 and over	18.2	6.6	5.6	4.5	5.1	5.3	17.1
<b>Total (size)</b>	<b>11,845,041</b>	<b>175,525</b>	<b>22,937</b>	<b>18,232</b>	<b>18,694</b>	<b>16,939</b>	<b>15,276</b>
<b>Household type (%)</b>							
Single person	9.8	11.2	12.5	12.4	11.1	9.5	12.3
Couple only, no children	23.3	23.0	24.9	24.9	23.4	22.2	23.2
Couple only, with children	47.0	47.7	40.1	41.7	44.8	50.2	49.2
Lone parent	9.2	8.4	13.6	12.1	12.1	9.3	9.0
Other	10.6	9.6	8.9	8.9	8.6	8.7	6.3
<b>Total (size)</b>	<b>11,876,548</b>	<b>174,926</b>	<b>22,904</b>	<b>18,187</b>	<b>18,709</b>	<b>16,888</b>	<b>15,204</b>

Note: Cells in this table have been randomly adjusted to avoid the release of confidential data.

Note: Total workforce refers to all persons who are employed full-time, part-time or away from work.

Source: 2021 Census of Population and Housing - counting persons, 15 years and over; person records, accessed via Table Builder.

## 6.2 Pay and pay setting

Information about employment for highly feminised hospital occupations, including pay and pay setting comes from the EEH (Table 6.2). Some estimates have high standard errors and should be interpreted cautiously. Mean and median total weekly cash earnings and hourly wages appear relatively high for Registered Nurses, Midwives, and Nurse Managers while for Hospital Receptionists and General Clerks, earnings figures are low relative to all employees. Low proportions of employees in these occupations are casual. Consistent with high rates of public sector employment, collective agreements are the dominant pay setting instruments. Small sample sizes meant no federal modern awards could be identified. However, both the Nurses Award 2020 and Health Professional and Support Services Award 2020 likely provide some coverage, based on their coverage information and Fair Work Commission mapping (Preston et al., 2012).

**Table 6.2 Pay and pay setting in highly feminised Hospital occupations**

ANZSIC 2-digit	Hospitals (84)						
	All Employees	Registered Nurses 2544	Enrolled and Mothercraft Nurses 4114	Receptionists 5421	General Clerks 5311	Midwives 2541	Nurse Managers 2543
<b>ANZSCO 4-digit</b>							
<b>Type of employee (%)</b>							
Permanent	69.8	82.1	82.8	91.8	73.0	68.0	100.0
Fixed term	5.0	7.5	6.4 *	3.0 **	12.0 *	22.4 *	-
Casual	21.1	10.4	10.9 *	5.2 **	15.0 *	9.7 *	-
Not applicable (OMIE)	4.1	-	-	-	-	-	-
<b>Total (size)</b>	<b>11,578,622</b>	<b>206,057</b>	<b>35,198</b>	<b>13,427</b>	<b>30,377</b>	<b>10,887</b>	<b>13,233</b>
<b>Rate of pay (%)</b>							
Adult rate	94.1	100.0	100.0	100.0	100.0	100.0	100.0
Junior rate	3.8	-	-	-	-	-	-
Apprentice or trainee rate	1.9	-	-	-	-	-	-
Disability rate	0.2	-	-	-	-	-	-
<b>Total (size)</b>	<b>11,578,622</b>	<b>205,339</b>	<b>33,708</b>	<b>12,755</b>	<b>29,126</b>	<b>9,818</b>	<b>14,347</b>
<b>Method of setting pay (%)</b>							
Award only	23.0	-	-	-	-	-	-
Collective agreement	35.1	100.0	100.0	100.0	100.0	100.0	100.0
Other	41.9	-	-	-	-	-	-
<b>Total (size)</b>	<b>11,578,622</b>	<b>157,801</b>	<b>25,665</b>	<b>8,084</b>	<b>21,085</b>	<b>5,958</b>	<b>9,685</b>
<b>Award type (%)<sup>a</sup></b>							
Federal modern award	89.2	-	-	Suppressed for confidentiality			
Other awards	-	-	-	-	-	-	-
<b>Modern Award<sup>a</sup></b>							
Award name	n/a			Suppressed for confidentiality			
<b>Earnings (ranges) (%)</b>							
\$1000 and under	37.7	18.2	31.5	57.9	34.8	21.0 *	5.2
\$1000 - \$1500	26.3	24.6	50.9	42.1 *	57.5	34.8 *	-
\$1500 and over	36.1	57.2	17.6 *	-	7.7 *	44.2	94.8
<b>Total (size)</b>	<b>11,578,622</b>	<b>207,259</b>	<b>32,525</b>	<b>12,900</b>	<b>28,896</b>	<b>10,325</b>	<b>14,216</b>
<b>Earnings (total weekly cash earnings) (\$)<sup>a</sup></b>							
10th Percentile	359.6	691.0	565.5	383.0	544.0	748.0	1630.5
20th Percentile	620.0	1072.0	783.0	591.5	761.0	975.5	1886.5
25th Percentile (1st quartile)	750.0	1148.0	874.5	631.0	858.5	1105.0	1966.5
30th Percentile	853.5	1215.5	947.5	709.5	933.5	1220.0	2129.0
40th Percentile	1038.0	1418.5	1023.5	932.0	1072.0	1297.0	2276.0
50th Percentile (median) (2nd quartile)	1209.0	1625.5	1082.0	989.0	1124.0	1419.0	2294.5
60th Percentile	1402.0	1781.5	1143.0	1069.0	1183.0	1627.5	2367.5
70th Percentile	1656.4	1937.0	1308.5	1155.5	1251.5	1741.5	2565.5
75th Percentile (3rd quartile)	1814.5	2043.0	1394.5	1188.0	1282.5	1854.0	2676.5
80th Percentile	2006.0	2192.5	1485.5	1188.0	1329.5	1869.5	2736.5
90th Percentile	2527.0	2403.5	1794.5	1311.5	1450.0	2300.0	3068.5
<b>Earnings (total weekly cash earnings)<sup>a</sup></b>							
Mean (\$)	1394.1	1588.4	1140.2	916.9	1065.8	1470.0	2338.8
<b>Paid hours (total weekly hours paid for)</b>							
Mean (hours)	37.5	29.6	27.6	28.3	31.1	29.2	35.8
<b>Per hour rate of pay<sup>a</sup></b>							
Mean (\$)	42.6	54.1	41.7	32.3	34.4	52.4	65.7
Median (\$)	35.7	54.0	40.1	31.3	33.5	50.1	64.0

Note: Cells and continuous variables in this table have been randomly adjusted to avoid the release of confidential data.

Note: Total employees refers to persons who worked for a private or public sector employer and received some form of payment for the reference period.

Note: \* Estimate has a relative standard error (RSE) of 25% to 50% - use with caution. \*\* Estimate has a RSE greater > 50% - too unreliable for general use.

Source: 2021 Employee Earnings and Hours; employee and employer records, accessed via Table Builder and Datalab. Datalab estimates are marked by a <sup>a</sup>.

## 7 Feminised occupations in Medical and Other Health Care Services

In the industry subdivision of Medical and Other Health Care Services, three quarters of employees are women. Five highly feminised occupations in four industry classes were identified:

- Dental Assistants in Dental Services (97.5% female, employing 22,820 people)
  - Dental Assistants work with Dental Practitioners, Hygienists and Therapists. They receive and prepare patients for dental examinations and procedures, arrange instruments and medication, prepare materials and process X-rays, use devices, prevent infection, advise patients on dental health and perform clerical tasks.
- Receptionists in General Practice Medical Services (95.6% female, employing 27,723 people)
  - Receptionists greet patients and others, and respond to personal, telephone and written inquiries and requests.
- Registered Nurses in General Practice Medical Services (95.6% female, 12,167 people)
  - Registered nurses provide nursing care, including planning, implementing and evaluating care; providing treatment, medication and health promotion interventions; and monitoring patient responses. They work with other health professionals and teams to coordinate care and to supervise the work of enrolled nurses and other health care workers.
- Psychologists in Other Allied Health Services (80.6% female, employing 14,205 people)
  - Psychologists investigate, assess and provide treatment and counselling to promote social, educational and occupational development, including by identifying and monitoring disorders; developing, administering and assessing interventions; consulting other professionals; and developing and conducting tests and analyses.
- Medical Technicians in Pathology and Diagnostic Imaging Services (85.3% female, 13,738 people)
  - Medical Technicians set up, maintain and operate equipment; and perform or assist with diagnostic tests, including as Medical Laboratory Technicians and Pathology Collectors / Phlebotomists.

### 7.1 Workforce characteristics

Characteristics for these five occupations can be found in Table 7.1. The young age profile of Dental Assistants is notable: 29.2% were aged 24 years and under compared with 14.3% across the total workforce. Only 20.8% of Dental Assistants were aged 45 years or older compared with 40.6% across the workforce. Part-time work was common in each of the five highly feminised occupations within Medical and Other Health Care Services. While across the workforce, a third of people worked part-time (32.9%), this was much higher in each of the five occupations, ranging from 47% among

Medical Technicians in Pathology and Diagnostic Imaging, to 70.6% among General Practice Receptionists. Apart from Medical Technicians, over 95% of the remaining four occupations were employed in the private sector. In each occupation most workers were born in Australia, however this was lower for Medical Technicians (58.4%). For this group, 33.3% were born outside either Australia or the other mainly English-speaking countries, above the workforce average of 22.6%.

**Table 7.1 Characteristics of highly feminised Medical and Other Health Care occupations**

ANZSIC 4-digit	Dental Services (8531)		General Practice Medical Services (8511)		Other Allied Health Services (8539)		Pathology and Diagnostic Imaging Services (8520)	
	Total Workforce	Dental Assistants	Receptionists	Registered Nurses	Psychologists	Medical Technicians		
ANZSCO 4-digit		4232	5421	2544	2723			3112
<b>Age (%)</b>								
24 and under	14.3	29.2	22.1	6.8	3.2			12.9
25 - 44	45.1	49.9	30.2	43.0	44.7			43.9
45 - 64	35.7	19.7	40.6	43.7	39.7			39.0
65 and over	4.9	1.1	7.0	6.6	12.4			4.2
<b>Total (size)</b>	<b>12,049,417</b>	<b>23,398</b>	<b>27,721</b>	<b>12,169</b>	<b>14,203</b>			<b>13,734</b>
<b>Employment status (%)</b>								
Employed, full-time	58.9	31.7	24.5	37.5	42.6			47.7
Employed, part-time	32.9	56.8	70.6	56.8	53.4			47.0
Employed, away from work	8.2	11.5	4.9	5.6	3.9			5.3
<b>Total (size)</b>	<b>12,049,411</b>	<b>23,398</b>	<b>27,728</b>	<b>12,174</b>	<b>14,207</b>			<b>13,743</b>
<b>Highest education qualification (%)</b>								
Bachelor degree or above	37.0	17.3	17.1	83.1	97.3			33.5
Advanced diploma and Diploma	11.6	11.4	13.2	14.1	1.8			18.0
Certificate III & IV	20.4	41.2	18.8	1.7	0.2			31.8
Below Certificate III	31.0	30.1	51.0	1.1	0.7			16.8
<b>Total (size)</b>	<b>11,527,095</b>	<b>21,223</b>	<b>25,874</b>	<b>11,885</b>	<b>14,069</b>			<b>12,979</b>
<b>Unpaid child care (%)</b>								
Did not provide child care	66.5	66.6	68.6	59.9	58.7			65.8
Did provide child care	33.5	33.4	31.4	40.1	41.3			34.2
<b>Total (size)</b>	<b>11,968,956</b>	<b>23,325</b>	<b>27,642</b>	<b>12,132</b>	<b>14,169</b>			<b>13,694</b>
<b>Unpaid care assistance (%)</b>								
Did not provide assistance	88.2	89.8	84.4	82.0	82.3			86.4
Did provide assistance	11.8	10.2	15.6	18.0	17.7			13.6
<b>Total (size)</b>	<b>11,944,867</b>	<b>23,266</b>	<b>27,605</b>	<b>12,117</b>	<b>14,151</b>			<b>13,664</b>
<b>Country of birth (%)</b>								
Australia	67.5	66.0	73.3	62.8	71.2			58.4
Main English-speaking country	9.9	6.5	9.6	12.7	15.0			8.3
Other Non-English-speaking country	22.6	27.5	17.1	24.5	13.8			33.3
<b>Total (size)</b>	<b>11,980,411</b>	<b>23,278</b>	<b>27,607</b>	<b>12,100</b>	<b>14,159</b>			<b>13,664</b>
<b>Sector of employment (%)</b>								
Public	16.0	4.3	0.3	0.8	0.0			18.5
Private	84.0	95.7	99.7	99.2	100.0			81.5
<b>Total (size)</b>	<b>11,892,422</b>	<b>23,397</b>	<b>27,719</b>	<b>12,168</b>	<b>14,199</b>			<b>13,736</b>
<b>Weekly hours worked (%)</b>								
0 hours	6.6	10.5	4.2	5.1	3.4			4.7
1 to 19	14.2	24.7	27.5	16.4	20.8			11.7
20 to 34	19.3	32.6	43.6	40.7	32.9			35.7
35 to 44	41.7	29.6	21.9	31.8	30.0			39.5
45 and over	18.2	2.5	2.8	6.0	12.9			8.5
<b>Total (size)</b>	<b>11,845,041</b>	<b>23,162</b>	<b>27,533</b>	<b>12,110</b>	<b>14,133</b>			<b>13,651</b>
<b>Household type (%)</b>								
Single person	9.8	5.9	8.1	9.6	13.4			9.9
Couple only, no children	23.3	22.8	23.7	27.2	27.3			22.9
Couple only, with children	47.0	46.9	45.8	43.5	43.0			43.6
Lone parent	9.2	12.6	12.3	10.2	8.8			13.0
Other	10.6	11.9	10.1	9.5	7.4			10.7
<b>Total (size)</b>	<b>11,876,548</b>	<b>23,222</b>	<b>27,512</b>	<b>12,034</b>	<b>14,107</b>			<b>13,664</b>

Note: Cells in this table have been randomly adjusted to avoid the release of confidential data.

Note: Total workforce refers to all persons who are employed full-time, part-time or away from work.

Source: 2021 Census of Population and Housing - counting persons, 15 years and over; person records, accessed via Table Builder.

## 7.2 Pay and pay setting

Casual employment was relatively high among Dental Assistants (35.9%), Medical Receptionists (39.2%) and Registered Nurses (33.8%). Some pay information was unavailable for Psychologists. Mean and median hourly rates of pay were relatively low for Dental Assistants and Medical Receptionists. Half of Dental Assistants received under \$28 per hour and half of Medical Receptionists earned less than \$28.50 per hour. Half of Medical Technicians earned under \$28.20 per hour, compared to \$35.70 for all employees.

Given high relative standard errors, pay setting information should be interpreted with caution. However, the data indicates that Medical Technicians, 42.1% were paid under an award and 57.9% through collective agreement. While other pay setting methods were dominant, two modern awards were identified for feminised occupation in the division of Medical and Other Health Care Services: the Health Professionals and Support Services Award 2020 (covering Dental Assistants and Receptionists) and the Nurses Award 2020. Fair Work Commission mapping indicates Dental Assistants may also be covered by the Aboriginal and Torres Strait Islander Health Workers and Practitioners and Aboriginal Community Controlled Health Services Award 2020.

**Table 7.2 Pay and pay setting in highly feminised Medical and Other Health Care occupations**

ANZSIC 2-digit	Medical and Other Health Care Services (85)					
	All Employees	Dental Assistants	Receptionists	Registered Nurses	Psychologists	Medical Technicians
ANZSCO 4-digit		4232	5421	2544	2723	3112
<b>Type of employee (%)</b>						
Permanent	69.8	64.1 *	60.8	66.2 *	100.0 **	89.7
Fixed term	5.0	-	-	-	-	-
Casual	21.1	35.9 *	39.2	33.8 *	-	10.3 **
Not applicable (OMIE)	4.1	-	-	-	-	-
<b>Total (size)</b>	<b>11,578,622</b>	<b>34,435</b>	<b>67,630</b>	<b>31,000</b>	<b>1,615</b>	<b>14,962</b>
<b>Rate of pay (%)</b>						
Adult rate	94.1	100.0	94.9	100.0	100.0 **	100.0
Junior rate	3.8	-	5.1 **	-	-	-
Apprentice or trainee rate	1.9	-	-	-	-	-
Disability rate	0.2	-	-	-	-	-
<b>Total (size)</b>	<b>11,578,622</b>	<b>31,135</b>	<b>70,641</b>	<b>30,334</b>	<b>1,751</b>	<b>15,719</b>
<b>Method of setting pay (%)</b>						
Award only	23.0	33.5 *	43.0	39.6 *	-	42.1
Collective agreement	35.1	-	2.4 *	11.0 *	-	57.9
Other	41.9	66.5 *	54.5	49.3 *	100.0 **	-
<b>Total (size)</b>	<b>11,578,622</b>	<b>34,158</b>	<b>68,427</b>	<b>32,110</b>	<b>2,685</b>	<b>14,477</b>
<b>Award type (%)<sup>a</sup></b>						
Federal modern award	89.2	92.6	97.3	66.3	Suppressed for confidentiality	
Other awards	-	-	-	-	-	-
<b>Modern Award<sup>a</sup></b>						
Award name	n/a	Health Professionals and Support Services Award 2020	Health Professionals and Support Services Award 2020	Nurses Award 2020	Suppressed for confidentiality	Suppressed for confidentiality
<b>Earnings (ranges) (%)</b>						
\$1000 and under	37.7	73.7 *	81.1	52.0 *	-	60.5
\$1000 - \$1500	26.3	26.3 *	18.9 *	21.6 *	-	29.5
\$1500 and over	36.1	-	-	26.4 *	100.0 *	10.0 *
<b>Total (size)</b>	<b>11,578,622</b>	<b>33,958</b>	<b>64,261</b>	<b>31,923</b>	<b>4,007</b>	<b>15,757</b>
<b>Earnings (total weekly cash earnings) (\$)<sup>a</sup></b>						
10th Percentile	620.0	324.5	230.0	255.0		444.5
20th Percentile	750.0	481.0	373.5	456.0		597.5
25th Percentile (1st quartile)	853.5	540.0	390.0	532.5		672.5
30th Percentile	1038.0	602.5	472.0	630.0		703.5
40th Percentile	1209.0	721.0	533.5	765.0	Suppressed for confidentiality	820.0
50th Percentile (median) (2nd quartile)	1402.0	783.5	648.0	981.5	Suppressed for confidentiality	935.0
60th Percentile	1656.4	837.0	760.0	1152.0		1010.5
70th Percentile	1814.5	914.0	926.0	1432.5		1071.0
75th Percentile (3rd quartile)	2006.0	991.0	970.7	1539.0		1079.5
80th Percentile	2527.0	1050.0	1052.0	1608.0		1158.5
90th Percentile	2403.5	1102.5	1200.0	1675.0		1521.5
<b>Earnings (total weekly cash earnings)<sup>a</sup></b>						
Mean (\$)	1394.1	756.0	730.2	1237.7	Suppressed for confidentiality	935.1
<b>Paid hours (total weekly hours paid for)</b>						
Mean (hours)	37.5	27.2	22.4	24.8	36.3	30.0
<b>Per hour rate of pay<sup>a</sup></b>						
Mean (\$)	42.6	27.8	29.8	42.0	Suppressed for confidentiality	40.0
Median (\$)	35.7	28.0	28.5	38.8	Suppressed for confidentiality	28.2

Note: Cells and continuous variables in this table have been randomly adjusted to avoid the release of confidential data.

Note: Total employees refers to persons who worked for a private or public sector employer and received some form of payment for the reference period.

Note: The % of 'Federal modern award' is calculated with respect to those whose Method of setting pay is 'Award only'. Data on 'Other awards' is not releasable via Datalab for confidentiality purposes.

Note: \* Estimate has a relative standard error (RSE) of 25% to 50% - use with caution. \*\* Estimate has a RSE greater > 50% - too unreliable for general use.

Source: 2021 Employee Earnings and Hours; employee and employer records, accessed via Table Builder and Datalab. Datalab estimates are marked by a <sup>a</sup>.

## 8 Feminised occupations in Residential Care Services

Three highly feminised care occupations were found within the Residential Care Services subdivision, all in the ANZSIC class of Aged Care Residential Services:

- Aged and Disabled Carers (86.5% female, employing 62,122 people)
  - Aged and Disabled Carers provide general household assistance and support for aged and disabled people in their own homes, including assistance with daily activities, hygiene, dressing and mobility; food preparation and eating; and social activities, errands and emotional support.<sup>16</sup>
- Nursing Support and Personal Care Workers (87.2% female, employing 59,367 people)
  - Nursing Support and Personal Care Workers provide assistance, support and direct care, including assisting with personal care, mobility, and communication; care planning and following therapy plans, monitoring and reporting changes in conditions, giving basic treatment and medication, and supporting therapists.
- Registered Nurses (88.3% female, employing 34,393 people)
  - Registered nurses work in Aged Care Residential Services<sup>17</sup> to provide nursing care, including planning, implementing and evaluating care; providing treatment, medication and health promotion; and monitoring patients. They work with other health professionals and teams and supervise the enrolled nurses and other health workers.

### 8.1 Workforce characteristics

In each of the three highly feminised occupations in Aged Care Residential Services, less than half of workers were born in Australia. Proportions born outside either Australia or other mainly English-speaking countries were high: 58.2% for Registered Nurses in Aged Care Residential, 55.1% for Nursing Support and Personal Care Workers, and 43.2% for Aged and Disabled Carers. Among Aged and Disabled Carers and Nursing Support and Personal Care Workers, higher than average proportions lived in lone parent families: 14.5% of Aged and Disabled Carers and 12.7% of Nursing Support and Personal Care Workers, compared with 9.2% across the total workforce.

Low proportions were employed in the public sector: 3% of Registered Nurses, and fewer Nursing Support and Personal Care Workers and Aged and Disabled Carers. Aged and Disabled Carers and Nursing Support and Personal Care Workers had high rates of part-time work (65.2% and 60.3%

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<sup>16</sup> The ANZSCO description of 4231 Aged and Disabled Carers indicates this group provide care and support in the homes of aged and disabled persons. However, the category identified here is for the occupation located within aged care residential services. Note that the ANZSIC industry category is assigned based on a business entity's predominant activity. Those coded as Aged Care Residential Care Services may also provide care in people's homes, or other services.

<sup>17</sup> Note that from 1 July 2023 approved residential aged care providers have been required to have at least one Registered Nurse on site and on duty at all times, see <https://www.health.gov.au/our-work/care-minutes-registered-nurses-aged-care/24-7-rns>.

respectively), around double the rate of the overall workforce (32.9%). The proportion of Registered Nurses with a Bachelor degree or above was 68.9%, lower than Registered Nurses in either Hospitals (90.6%) or in General Practice (83.1%). In Residential Aged Care, Certificate III and IV were held by 42.6% of Aged and Disabled Carers and 43.1% of Nursing Support and Personal Care Workers.

**Table 8.1 Characteristics of highly feminised Residential Care Service occupations**

ANZSIC 4-digit	Aged Care Residential Services (8601)			
	Total Workforce	Aged and Disabled Carers	Nursing Support and Personal Care Workers	Registered Nurses
ANZSCO 4-digit		4231	4233	2544
<b>Age (%)</b>				
24 and under	14.3	9.7	12.4	5.8
25 - 44	45.1	38.9	46.0	52.7
45 - 64	35.7	46.2	37.7	35.5
65 and over	4.9	5.3	3.9	6.0
<b>Total (size)</b>	<b>12,049,417</b>	<b>62,119</b>	<b>59,362</b>	<b>34,385</b>
<b>Employment status (%)</b>				
Employed, full-time	58.9	27.6	32.5	45.3
Employed, part-time	32.9	65.2	60.3	47.3
Employed, away from work	8.2	7.2	7.2	7.4
<b>Total (size)</b>	<b>12,049,411</b>	<b>62,115</b>	<b>59,365</b>	<b>34,389</b>
<b>Highest education qualification (%)</b>				
Bachelor degree or above	37.0	20.5	24.6	68.9
Advanced diploma and Diploma	11.6	13.8	15.1	11.8
Certificate III & IV	20.4	42.6	43.1	12.9
Below Certificate III	31.0	23.0	17.3	6.4
<b>Total (size)</b>	<b>11,527,095</b>	<b>56,960</b>	<b>54,963</b>	<b>32,760</b>
<b>Unpaid child care (%)</b>				
Did not provide child care	66.5	66.4	66.2	62.1
Did provide child care	33.5	33.6	33.8	37.9
<b>Total (size)</b>	<b>11,968,956</b>	<b>61,760</b>	<b>59,092</b>	<b>34,220</b>
<b>Unpaid care assistance (%)</b>				
Did not provide assistance	88.2	84.2	87.3	86.9
Did provide assistance	11.8	15.8	12.7	13.1
<b>Total (size)</b>	<b>11,944,867</b>	<b>61,593</b>	<b>58,936</b>	<b>34,147</b>
<b>Country of birth (%)</b>				
Australia	67.5	49.3	39.0	35.6
Main English-speaking country	9.9	7.5	5.9	6.2
Other Non-English-speaking country	22.6	43.2	55.1	58.2
<b>Total (size)</b>	<b>11,980,411</b>	<b>61,516</b>	<b>58,951</b>	<b>34,062</b>
<b>Sector of employment (%)</b>				
Public	16.0	2.3	2.2	3.0
Private	84.0	97.7	97.8	97.0
<b>Total (size)</b>	<b>11,892,422</b>	<b>62,124</b>	<b>59,363</b>	<b>34,390</b>
<b>Weekly hours worked (%)</b>				
0 hours	6.6	5.7	6.0	6.1
1 to 19	14.2	20.3	14.6	9.5
20 to 34	19.3	46.0	46.5	38.4
35 to 44	41.7	22.1	25.7	37.7
45 and over	18.2	6.0	7.2	8.2
<b>Total (size)</b>	<b>11,845,041</b>	<b>61,094</b>	<b>58,609</b>	<b>33,936</b>
<b>Household type (%)</b>				
Single person	9.8	10.0	8.9	9.7
Couple only, no children	23.3	24.5	25.2	25.6
Couple only, with children	47.0	39.1	40.1	42.8
Lone parent	9.2	14.5	12.7	9.9
Other	10.6	11.9	13.2	12.1
<b>Total (size)</b>	<b>11,876,548</b>	<b>61,714</b>	<b>58,854</b>	<b>34,050</b>

Note: Cells in this table have been randomly adjusted to avoid the release of confidential data.

Note: Total workforce refers to all persons who are employed full-time, part-time or away from work.

Source: 2021 Census of Population and Housing - counting persons, 15 years and over; person records, accessed via Table Builder.



## 8.2 Pay and pay setting

EEH data (Table 8.2) indicates that collective agreements are dominant pay setting methods for feminised occupations in Aged Care Residential Services (with approximately 80% coverage for each occupation). However, two modern awards were identified for Aged and Disabled Carers: the Social, Community, Home Care and Disability Services Industry Award 2010 and the Aged Care Award 2010. The Fair Work Commission mapping information (Preston et al., 2012) indicates the Nurses Award 2020 may also provide some coverage in this industry subdivision.

Based on EEH data, mean and median earnings appear lower than the workforce average. On each of the earnings measures, Aged and Disabled Carers and Nursing Support and Personal Care Workers are lower paid. Relatively high proportions earned less than \$1000 per week (63.8% of Aged and Disabled Carers and 65.6% of Nursing Support and Personal Care Workers). In these two occupations, earners at the 90<sup>th</sup> percentile earned below the median earnings (50<sup>th</sup> percentile) for all employees.

**Table 8.2 Pay and pay setting characteristics for highly feminised Residential Care Service occupations**

ANZSIC 2-digit	Residential Care Services (86)			
	All Employees	Aged and Disabled Carers	Nursing Support and Personal Care Workers	Registered Nurses
ANZSCO 4-digit		4231	4233	2544
<b>Type of employee (%)</b>				
Permanent	69.8	81.9	77.6	79.5
Fixed term	5.0	1.5 **	-	-
Casual	21.1	16.6	22.4	20.5
Not applicable (OMIE)	4.1	-	-	-
<b>Total (size)</b>	<b>11,578,622</b>	<b>70,248</b>	<b>66,217</b>	<b>25,049</b>
<b>Rate of pay (%)</b>				
Adult rate	94.1	Suppressed for confidentiality		
Junior rate	3.8	Suppressed for confidentiality		
Apprentice or trainee rate	1.9	Suppressed for confidentiality		
Disability rate	0.2	Suppressed for confidentiality		
<b>Total (size)</b>	<b>11,578,622</b>	Suppressed for confidentiality		
<b>Method of setting pay (%)</b>				
Award only	23.0	19.2 *	7.8 *	7.0 **
Collective agreement	35.1	79.2	80.1	82.9
Other	41.9	1.6 **	12.2 **	10.0 **
<b>Total (size)</b>	<b>11,578,622</b>	<b>70,745</b>	<b>65,249</b>	<b>26,695</b>
<b>Award type (%)<sup>h</sup></b>				
Federal modern award	89.2	95.2	Suppressed for confidentiality	Suppressed for confidentiality
Other awards	-	-	-	-
<b>Modern Award<sup>h</sup></b>				
Award name	n/a	Social, Community, Home Care and Disability Services Industry Award 2010 Aged Care Award 2010	Suppressed for confidentiality	Suppressed for confidentiality
<b>Earnings (ranges) (%)</b>				
\$1000 and under	37.7	63.8	65.6	38.2
\$1000 - \$1500	26.3	30.0	33.8	23.9
\$1500 and over	36.1	6.2 *	0.6 **	38.0
<b>Total (size)</b>	<b>11,578,622</b>	<b>69,854</b>	<b>64,707</b>	<b>24,955</b>
<b>Earnings (total weekly cash earnings) (\$)<sup>h</sup></b>				
10th Percentile	620.0	342.0	385.5	286.5
20th Percentile	750.0	547.5	480.5	695.0
25th Percentile (1st quartile)	853.5	619.0	557.5	777.5
30th Percentile	1038.0	671.0	618.5	849.0
40th Percentile	1209.0	770.0	752.0	1081.0
50th Percentile (median) (2nd quartile)	1402.0	875.0	828.0	1353.0
60th Percentile	1656.4	948.0	956.0	1496.0
70th Percentile	1814.5	1064.0	1041.5	1600.0
75th Percentile (3rd quartile)	2006.0	1126.0	1071.5	1713.0
80th Percentile	2527.0	1198.5	1127.0	1727.0
90th Percentile	2403.5	1345.0	1273.0	1962.5
<b>Earnings (total weekly cash earnings)<sup>h</sup></b>				
Mean (\$)	1394.1	881.4	826.2	1237.7
<b>Paid hours (total weekly hours paid for)</b>				
Mean (hours)	37.5	26.7	25.8	24.9
<b>Per hour rate of pay<sup>h</sup></b>				
Mean (\$)	42.6	33.2	32.3	53.6
Median (\$)	35.7	31.5	32.0	50.1

Note: Cells and continuous variables in this table have been randomly adjusted to avoid the release of confidential data.  
 Note: Total employees refers to persons who worked for a private or public sector employer and received some form of payment for the reference period.  
 Note: The % of 'Federal modern award' is calculated with respect to those whose Method of setting pay is 'Award only'. Data on 'Other awards' is not releasable via Datalab for confidentiality purposes.  
 Note: \* Estimate has a relative standard error (RSE) of 25% to 50% - use with caution. \*\* Estimate has a RSE greater > 50% - too unreliable for general use.  
 Source: 2021 Employee Earnings and Hours; employee and employer records, accessed via Table Builder and Datalab. Datalab estimates are marked by a \*.

## 9 Feminised occupations in Social Assistance Services

Overall, Social Assistance Services is highly feminised. However, within this industry subdivision, only one occupation was identified as large and having very high levels of feminisation, according to our criteria. This was:

- Child Carers in the industry class of Child Care Services (96% female, 84,074 people).
  - Child Carers in Child Care Services<sup>18</sup> provide education and care for young children, including in centre-based care, family day care, out of school hours care or as nannies. They prepare materials and equipment for children's education and recreational activities; manage behaviour and guide children's social development; prepare, conduct and supervise activities; and supervise hygiene and daily routines.

Information for Child Carers can be disaggregated into four 6-digit occupations of child care worker, family day care worker, nanny, and out of school hours care worker (See Section 14.4).

### 9.1 Workforce characteristics

Child Carers in Child Care Services are young, relative to the wider workforce. A quarter (24.8%) are aged 24 years or under. Almost half were working part-time (48.3%). In this occupation, the proportion qualified below Certificate III level is lower than for the total workforce (16.6% compared with 31%) but higher than among Child Carers working in pre-schools, where fewer have low or no post-school qualifications (10.3%). In Child Care Services, the proportion with a Bachelor level degree qualification or higher was 29.3%, which is lower than among Child Carers in Preschool Education (35.8%).

A third of Child Carers (34.1%) were born outside either Australia or other mainly English-speaking countries. The proportion in lone parent family households was high, at 13%, and the proportion in single person households was relatively low (5.3%).

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<sup>18</sup> Child Carers in Preschools are counted in a separate industry and discussed in Section 10.

**Table 9.1 Characteristics of highly feminised Social Assistance Service occupations**

ANZSIC 4-digit	Child Care Services (8710)	
	Total Workforce	Child Carers
ANZSCO 4-digit		4211
<b>Age (%)</b>		
24 and under	14.3	24.8
25 - 44	45.1	49.3
45 - 64	35.7	24.4
65 and over	4.9	1.5
<b>Total (size)</b>	<b>12,049,417</b>	<b>84,074</b>
<b>Employment status (%)</b>		
Employed, full-time	58.9	43.3
Employed, part-time	32.9	48.3
Employed, away from work	8.2	8.4
<b>Total (size)</b>	<b>12,049,411</b>	<b>84,078</b>
<b>Highest education qualification (%)</b>		
Bachelor degree or above	37.0	29.3
Advanced diploma and Diploma	11.6	29.9
Certificate III & IV	20.4	24.3
Below Certificate III	31.0	16.6
<b>Total (size)</b>	<b>11,527,095</b>	<b>80,287</b>
<b>Unpaid child care (%)</b>		
Did not provide child care	66.5	60.5
Did provide child care	33.5	39.5
<b>Total (size)</b>	<b>11,968,956</b>	<b>83,747</b>
<b>Unpaid care assistance (%)</b>		
Did not provide assistance	88.2	89.8
Did provide assistance	11.8	10.2
<b>Total (size)</b>	<b>11,944,867</b>	<b>83,564</b>
<b>Country of birth (%)</b>		
Australia	67.5	59.9
Main English-speaking country	9.9	6.1
Other Non-English-speaking country	22.6	34.1
<b>Total (size)</b>	<b>11,980,411</b>	<b>83,712</b>
<b>Sector of employment (%)</b>		
Public	16.0	0.3
Private	84.0	99.7
<b>Total (size)</b>	<b>11,892,422</b>	<b>84,076</b>
<b>Weekly hours worked (%)</b>		
0 hours	6.6	7.4
1 to 19	14.2	17.6
20 to 34	19.3	31.2
35 to 44	41.7	38.7
45 and over	18.2	5.1
<b>Total (size)</b>	<b>11,845,041</b>	<b>83,142</b>
<b>Household type (%)</b>		
Single person	9.8	5.3
Couple only, no children	23.3	16.5
Couple only, with children	47.0	53.8
Lone parent	9.2	13.5
Other	10.6	10.9
<b>Total (size)</b>	<b>11,876,548</b>	<b>83,651</b>

Note: Cells in this table have been randomly adjusted to avoid the release of confidential data.

Note: Total workforce refers to all persons who are employed full-time, part-time or away from work.

Source: 2021 Census of Population and Housing - counting persons, 15 years and over; person records, accessed via Table Builder.

## 9.2 Pay and pay setting

Data from the EEH (Table 9.2) indicates that 75.2% had their pay set by an award. The Children's Services Award 2010 was identified as the primary modern award, covering 90.7% of those who had their pay set by an award.

Half of Child Care workers were found to earn under \$28 per hour. Total earnings reflect low hours of work and low hourly earnings. The distribution of total weekly cash earnings indicates that while the lowest 20% of all employees earned \$750 per week or lower, the lowest 20% of Child Care workers earned under \$534 per week. The 90th percentile of Child Care workers earned \$1198 per week, indicating they are concentrated approximately in the bottom third of the earnings distribution, as this figure falls between that of the 30th and 40th percentile threshold for all employees.

**Table 9.2 Pay and pay setting in highly feminised Social Assistance Service occupations**

ANZSIC 2-digit	Social Assistance Services (87)	
	All Employees	Child Carers
ANZSCO 4-digit	4211	
<b>Type of employee (%)</b>		
Permanent	69.8	75.1
Fixed term	5.0	1.1 **
Casual	21.1	23.8 *
Not applicable (OMIE)	4.1	-
<b>Total (size)</b>	<b>11,578,622</b>	<b>121,791</b>
<b>Rate of pay (%)</b>		
Adult rate	94.1	96.3
Junior rate	3.8	0.6 **
Apprentice or trainee rate	1.9	3.1 *
Disability rate	0.2	-
<b>Total (size)</b>	<b>11,578,622</b>	<b>123,112</b>
<b>Method of setting pay (%)</b>		
Award only	23.0	75.2 *
Collective agreement	35.1	20.2
Other	41.9	4.6 *
<b>Total (size)</b>	<b>11,578,622</b>	<b>122,140</b>
<b>Award type (%)<sup>a</sup></b>		
Federal modern award	89.2	90.7
Other awards	-	-
<b>Modern Award<sup>a</sup></b>		
Award name	n/a	Children Services Award 2010
<b>Earnings (ranges) (%)</b>		
\$1000 and under	37.7	All suppressed
\$1000 - \$1500	26.3	for
\$1500 and over	36.1	confidentiality
<b>Total (size)</b>	<b>11,578,622</b>	
<b>Earnings (total weekly cash earnings) (\$)<sup>a</sup></b>		
10th Percentile	620.0	365.0
20th Percentile	750.0	534.0
25th Percentile (1st quartile)	853.5	585.0
30th Percentile	1038.0	669.0
40th Percentile	1209.0	756.5
50th Percentile (median) (2nd quartile)	1402.0	865.5
60th Percentile	1656.4	924.0
70th Percentile	1814.5	983.5
75th Percentile (3rd quartile)	2006.0	1023.5
80th Percentile	2527.0	1065.0
90th Percentile	2403.5	1198.0
<b>Earnings (total weekly cash earnings)<sup>a</sup></b>		
Mean (\$)	1394.1	810.0
<b>Paid hours (total weekly hours paid for)</b>		
Mean (hours)	37.5	29.4
<b>Per hour rate of pay<sup>a</sup></b>		
Mean (\$)	42.6	28.2
Median (\$)	35.7	28.0

Note: Cells and continuous variables in this table have been randomly adjusted to avoid the release of confidential data.

Note: Total employees refers to persons who worked for a private or public sector employer and received some form of payment for the reference period.

Note: The % of 'Federal modern award' is calculated with respect to those whose Method of setting pay is 'Award only'. Data on 'Other awards' is not releasable via Datalab for confidentiality purposes.

Note: \* Estimate has a relative standard error (RSE) of 25% to 50% - use with caution. \*\* Estimate has a RSE greater > 50% - too unreliable for general use.

Source: 2021 Employee Earnings and Hours; employee and employer records, accessed via Table Builder and Datalab. Datalab estimates are marked by a <sup>a</sup>.

# 10 Feminised occupations in Preschool and School Education

In Preschool and School Education, 78.2% of employees are female. However, within the industry subdivision there are seven highly feminised occupations, spread across four industry classes:

- Child Carers in the class of Preschool Education (97.2% female, employing 49,446 people)
  - Child Carers in Preschool Education provide education and care for young children. They prepare materials and equipment for education and recreation, manage behaviour and guide children's social development; prepare, conduct and supervise activities, and supervise hygiene and daily routines.
- Early Childhood (Pre-Primary School) Teachers in Preschool Education (97.6% female, employing 13,116 people)
  - Early Childhood (Pre-Primary School) Teachers teach early childhood (pre-primary) students to promote students' social, emotional, intellectual, and physical development. They plan and structure learning; provide activities to develop students' motor skills, language, co-operation, confidence and understanding; evaluate progress and identify needs; discuss progress with parents; participate in staff meetings and community programs, and supervise student teachers.
- Primary School Teachers in Primary Education (85.4% female, 135,851 people); and
- Primary School Teachers in the industry class of Combined Primary and Secondary Education (84% female, employing 19,288 people)
  - Primary School Teachers teach subject within a prescribed curriculum and promote children's social, emotional, intellectual and physical development. They use a range of teaching techniques and materials, guide discussions and supervise work, evaluate progress and intervene, participate in meeting, run extra-curricular activities and supervise student teachers on placement.
- Education Aides in Primary Education (92.9% female, 49,520 people);
- Education Aides (Secondary Education) (82.1% female, 20,846 people); and
- Education Aides in Combined Primary and Secondary Education (88.0% female, 14,754 people)
  - Education Aides perform non-teaching duties to assist teachers, provide care and supervision, and assist Aboriginal and Torres Strait Islander students. Activities involve demonstrating and supervising activities; preparing for activities; assisting children having difficulty with studies; assisting small groups of Aboriginal and Torres Strait Islander students and providing home-school liaison and counselling.



## 10.1 Workforce characteristics

There are some differences evident among the highly feminised occupations in this industry subdivision. In Primary and Secondary School Education, there were high proportions employed in the public sector (66% of Primary School Teachers, 66.5% of Education Aides in Primary Education, and 61.3% of Education Aides in Secondary Education). By contrast, Child Carers and Early Childhood Teachers in Preschools were overwhelmingly employed in the private sector (98.7% and 94.6% respectively), although provision is predominantly government funded, via both the Child Care Subsidy and direct government funding.

In Preschool Education, Child Carers have a young profile, with 21.7% aged 24 years and under. In each of the seven highly feminised occupations, at least two-fifths of workers provided unpaid child care to a child aged under 15 years in the fortnight before Census night, such as care for their own child, or looking after others, such as a grandchild or friend's child.

While high rates of part time work characterise most feminised occupations, there was one occupation (across the two industry classes) in which high proportions of employees worked 45 hours and over: Primary School Teachers in both Primary Education, and in Combined Primary and Secondary Education. However, the proportion of Education Aides in all industry classes working part-time was very high (67% or higher).

Also, among Education Aides in all industry classes, there were high proportions of unpaid carers, perhaps reflecting the relatively high proportion aged 45 years or over. Approximately one in five Education Aides provided unpaid care to others because of a disability, long term illness or problems related to old age, especially Education Aides working in Primary Education (20.1%). High proportions of Education Aides also spent time caring for a child under 15 years in the fortnight prior to Census night, especially those working in Primary Education (47.3%).

**Table 10.1 Characteristics of highly feminised Preschool and School Education occupations**

ANZSIC 4-digit	Combined Primary and Secondary Education (8023)			Preschool Education (8010)		Primary Education (8021)		Secondary Education (8022)
	Total Workforce	Primary School Teachers	Education Aides	Child Carers	Early Childhood (pre-primary school) Teachers	Primary School Teachers	Education Aides	Education Aides
ANZSCO 4-digit		2412	4221	4211	2411	2412	4221	4221
<b>Age (%)</b>								
24 and under	14.3	4.1	10.8	21.7	6.7	4.7	9.0	12.5
25 - 44	45.1	55.6	34.4	53.8	53.5	56.5	33.6	31.5
45 - 64	35.7	37.5	51.1	23.3	37.9	35.1	54.1	51.2
65 and over	4.9	2.9	3.7	1.2	1.9	3.7	3.4	4.8
<b>Total (size)</b>	<b>12,049,417</b>	<b>19,288</b>	<b>14,747</b>	<b>49,448</b>	<b>13,111</b>	<b>135,844</b>	<b>49,519</b>	<b>20,850</b>
<b>Employment status (%)</b>								
Employed, full-time	58.9	65.3	26.4	42.3	44.6	59.6	15.4	27.9
Employed, part-time	32.9	28.1	68.1	50.2	49.4	33.3	79.6	67.4
Employed, away from work	8.2	6.5	5.4	7.5	6.0	7.1	5.0	4.8
<b>Total (size)</b>	<b>12,049,411</b>	<b>19,287</b>	<b>14,754</b>	<b>49,446</b>	<b>13,116</b>	<b>135,850</b>	<b>49,515</b>	<b>20,850</b>
<b>Highest education qualification (%)</b>								
Bachelor degree or above	37.0	95.1	24.2	35.8	80.5	94.4	17.6	20.8
Advanced diploma and Diploma	11.6	3.8	16.1	29.9	12.4	4.4	16.1	15.3
Certificate III & IV	20.4	0.2	35.2	24.0	4.2	0.3	43.1	36.6
Below Certificate III	31.0	0.9	24.5	10.3	2.9	0.9	23.2	27.3
<b>Total (size)</b>	<b>11,527,095</b>	<b>19,116</b>	<b>13,980</b>	<b>47,560</b>	<b>12,908</b>	<b>134,754</b>	<b>46,403</b>	<b>19,745</b>
<b>Unpaid child care (%)</b>								
Did not provide child care	66.5	52.7	54.9	58.4	55.1	54.9	52.7	60.8
Did provide child care	33.5	47.3	45.1	41.6	44.9	45.1	47.3	39.2
<b>Total (size)</b>	<b>11,968,956</b>	<b>19,232</b>	<b>14,689</b>	<b>49,278</b>	<b>13,085</b>	<b>135,563</b>	<b>49,347</b>	<b>20,775</b>
<b>Unpaid care assistance (%)</b>								
Did not provide assistance	88.2	84.7	80.0	88.5	84.0	84.9	79.9	81.0
Did provide assistance	11.8	15.3	20.0	11.5	16.0	15.1	20.1	19.0
<b>Total (size)</b>	<b>11,944,867</b>	<b>19,204</b>	<b>14,662</b>	<b>49,172</b>	<b>13,053</b>	<b>135,419</b>	<b>49,300</b>	<b>20,764</b>
<b>Country of birth (%)</b>								
Australia	67.5	80.4	78.3	63.3	71.5	86.5	81.5	80.0
Main English-speaking country	9.9	10.6	10.6	5.8	7.8	7.7	9.6	9.5
Other Non-English-speaking country	22.6	9.0	11.1	30.9	20.7	5.8	8.9	10.5
<b>Total (size)</b>	<b>11,980,411</b>	<b>19,259</b>	<b>14,672</b>	<b>49,239</b>	<b>13,064</b>	<b>135,481</b>	<b>49,279</b>	<b>20,743</b>
<b>Sector of employment (%)</b>								
Public	16.0	33.9	47.9	1.3	5.4	66.3	66.5	61.3
Private	84.0	66.1	52.1	98.7	94.6	33.7	33.5	38.7
<b>Total (size)</b>	<b>11,892,422</b>	<b>19,287</b>	<b>14,757</b>	<b>49,444</b>	<b>13,118</b>	<b>135,849</b>	<b>49,521</b>	<b>20,845</b>
<b>Weekly hours worked (%)</b>								
0 hours	6.6	5.9	4.6	6.6	5.4	6.6	4.3	4.2
1 to 19	14.2	10.5	20.0	16.7	14.4	13.1	23.3	18.1
20 to 34	19.3	17.8	48.8	34.0	35.3	20.4	56.9	49.7
35 to 44	41.7	35.0	23.8	40.1	39.6	32.9	13.9	25.3
45 and over	18.2	30.8	2.8	2.5	5.3	27.0	1.6	2.8
<b>Total (size)</b>	<b>11,845,041</b>	<b>19,148</b>	<b>14,619</b>	<b>48,991</b>	<b>13,025</b>	<b>135,167</b>	<b>49,163</b>	<b>20,721</b>
<b>Household type (%)</b>								
Single person	9.8	9.9	6.2	6.0	7.7	9.8	5.1	7.3
Couple only, no children	23.3	20.8	17.8	18.6	21.2	22.7	16.2	20.3
Couple only, with children	47.0	55.0	55.9	51.3	52.5	52.4	59.5	51.6
Lone parent	9.2	7.5	12.5	12.9	10.3	8.2	13.2	13.6
Other	10.6	6.8	7.6	11.1	8.3	6.8	6.1	7.2
<b>Total (size)</b>	<b>11,876,548</b>	<b>19,228</b>	<b>14,667</b>	<b>49,220</b>	<b>13,073</b>	<b>135,401</b>	<b>49,323</b>	<b>20,749</b>

Note: Cells in this table have been randomly adjusted to avoid the release of confidential data.

Note: Total workforce refers to all persons who are employed full-time, part-time or away from work.

Source: 2021 Census of Population and Housing - counting persons, 15 years and over; person records, accessed via Table Builder.

## 10.2 Pay and pay setting

Information on pay and pay setting for workers in Preschool and School Education is in Table 10.2. Because information in the EEH is not disaggregated to the 4-digit level, information for Education Aides in Primary, Secondary, and Combined Primary and Secondary Education are combined, as is information for Primary School Teachers (across industry classes of Primary Education and Combined Primary and Secondary Education).

For each occupational category, permanent employment appears dominant, however there are relatively high rates of casual employment among Child Carers (27.7% compared with 21.1% across the workforce). Collective agreements appear the main method of setting pay for Primary School Teachers (97.5%), Education Aides (95.6%) and Early Childhood Teachers (69.2%). However smaller proportions of Child Care workers have their pay set mainly by collective agreements (48.6%), with 51.4% receiving pay set by an award, although estimates should be interpreted with a high degree of caution.

Two relevant modern awards were identified via the EEH: Educational Services (Schools) General Staff Award 2020, covering Education Aides; and the Children's Services Award 2010, covering Child Carers in Preschools. The Fair Work Commission's mapping of industries to modern awards indicates possible coverage of Teachers by the Educational Services (Teachers) Award 2020.

For Education Aides and Child Carers, earnings were low compared with the wider workforce. The median per hour rate of pay for Education Aides was \$31 per hour and \$28.50 for Child Carers compared to the hourly rate of \$35.70 for all employees. In terms of total weekly cash earnings, Education Aides and Child Carers earning at the 90<sup>th</sup> percentile earned \$1177.50 and \$1182.00 respectively, which was equivalent to earning between the 30<sup>th</sup> to 40<sup>th</sup> percentile of the earnings distribution for all employees.

**Table 10.2 Pay and pay setting for highly feminised Preschool and School Education occupations**

ANZSIC 2-digit	Preschool and School Education (80)				
	All Employees	Primary School Teachers	Education Aides	Child Carers	Early Childhood (pre-primary school) Teachers
ANZSCO 4-digit		2412	4221	4211	2411
<b>Type of employee (%)</b>					
Permanent	69.8	74.5	59.4	72.3 *	87.4
Fixed term	5.0	20.9	30.2	-	-
Casual	21.1	4.6	10.5 *	27.7 *	12.6 *
Not applicable (OMIE)	4.1	-	-	-	-
<b>Total (size)</b>	<b>11,578,622</b>	<b>203,214</b>	<b>132,343</b>	<b>14,979</b>	<b>13,937</b>
<b>Rate of pay (%)</b>					
Adult rate	94.1	100.0	100.0	100.0 *	100.0
Junior rate	3.8	-	-	-	-
Apprentice or trainee rate	1.9	-	-	-	-
Disability rate	0.2	-	-	-	-
<b>Total (size)</b>	<b>11,578,622</b>	<b>205,086</b>	<b>131,435</b>	<b>15,117</b>	<b>14,006</b>
<b>Method of setting pay (%)</b>					
Award only	23.0	0.2 *	2.0 *	51.4 **	9.7 *
Collective agreement	35.1	97.5	95.6	48.6 *	69.2 *
Other	41.9	2.3 *	2.4 *	-	21.1 *
<b>Total (size)</b>	<b>11,578,622</b>	<b>205,677</b>	<b>131,079</b>	<b>13,833</b>	<b>13,749</b>
<b>Award type (%)<sup>a</sup></b>					
Federal modern award	89.2	Suppressed	62.7	100.0	Suppressed
Other awards	-	for confidentiality	-	-	for confidentiality
<b>Modern Award<sup>a</sup></b>					
Award name	n/a	Suppressed for confidentiality	Educational Services (Schools) General Staff Award 2020	Children Services Award 2010	Suppressed for confidentiality
<b>Earnings (ranges) (%)</b>					
\$1000 and under	37.7	15.5	84.0	78.0 *	21.5 *
\$1000 - \$1500	26.3	21.7	16.0	22.0 **	24.2
\$1500 and over	36.1	62.8	-	-	54.3
<b>Total (size)</b>	<b>11,578,622</b>	<b>202,578</b>	<b>128,330</b>	<b>15,060</b>	<b>14,149</b>
<b>Earnings (total weekly cash earnings) (\$)<sup>a</sup></b>					
10th Percentile	620.0	828.0	346.5	142.0	580.0
20th Percentile	750.0	1175.0	506.5	397.0	998.5
25th Percentile (1st quartile)	853.5	1336.5	521.0	442.0	1087.5
30th Percentile	1038.0	1386.0	577.5	489.0	1116.5
40th Percentile	1209.0	1539.5	666.5	577.5	1298.5
50th Percentile (median) (2nd quartile)	1402.0	1655.5	800.0	743.0	1502.5
60th Percentile	1656.4	1863.0	844.5	805.0	1713.0
70th Percentile	1814.5	1984.0	904.0	900.0	1770.5
75th Percentile (3rd quartile)	2006.0	2052.0	990.5	988.0	1864.5
80th Percentile	2527.0	2065.5	998.0	1064.0	2187.0
90th Percentile	2403.5	2094.0	1177.5	1182.0	2274.0
<b>Earnings (total weekly cash earnings)<sup>a</sup></b>					
Mean (\$)	1394.1	1596.8	768.5	712.2	1462.9
<b>Paid hours (total weekly hours paid for)</b>					
Mean (hours)	37.5	30.0	24.2	25.0	30.2
<b>Per hour rate of pay<sup>a</sup></b>					
Mean (\$)	42.6	54.7	31.6	29.3	48.9
Median (\$)	35.7	54.7	31.0	28.5	48.3

Note: Cells and continuous variables in this table have been randomly adjusted to avoid the release of confidential data.

Note: Total employees refers to persons who worked for a private or public sector employer and received some form of payment for the reference period.

Note: The % of 'Federal modern award' is calculated with respect to those whose Method of setting pay is 'Award only'. Data on 'Other awards' is not releasable via Datalab for confidentiality purposes. For Child Carers, discrepancies between the number in receipt of a 'Federal modern award' (through Datalab) and estimated as 'Award only' (through Table Builder) meant the % is suppressed to the maximum allowable.

Note: \* Estimate has a relative standard error (RSE) of 25% to 50% - use with caution. \*\* Estimate has a RSE greater > 50% - too unreliable for general use.

Source: 2021 Employee Earnings and Hours; employee and employer records, accessed via Table Builder and Datalab. Datalab estimates are marked by a \*.

# 11 Feminised occupations in Professional, Scientific and Technical Services

This industry subdivision is 51% female, however, within it there are two highly feminised occupations in two industry classes:

- Veterinary Nurses in Veterinary Services (96.4% female, employing 12,094 people)
  - Veterinary Nurses care for animals and assist veterinarians with procedures and operations (see also Section 14.6). Tasks include assisting with animals to enable examination and treatment by Veterinarians; cleaning and sterilisation; preparing instruments; helping administer anaesthetics and oxygen; monitoring animals; administering medication; maintaining records; providing education and advice; performing laboratory tests; and clerical work.
- Conveyancers and Legal Executives in Legal Services (83.4% female, employing 12,853 people).
  - Conveyancers and Legal Executives are a category of Miscellaneous Clerical and Administrative Worker who perform a range of legal tasks including preparing, examining and advising on mortgage documentation and contracts for sales of properties and businesses; negotiating terms and conditions of, and exchanging contracts; arranging for stamp duty payments; conferring with clients and witnesses; drawing up statements and proposed affidavits; preparing, analysing and interpreting legal documentation; assisting legal professionals; and supervising law clerks and legal secretaries. .

## 11.1 Workforce characteristics

Census data (Table 11.1) shows Veterinary Nurses were young relative to the wider workforce (28.4% were aged 24 years or under) and correspondingly, relatively low proportions had caring responsibilities. Census estimates indicate that 53% had a Certificate III or IV level qualification and 16.2% had a Bachelor degree, while 85.3% of Veterinary Nurses were born in Australia, with relatively few (4.8%) born outside the main English-speaking countries. Part-time work appears high relative to the wider workforce (46.4%).

Conveyancers and Legal Executives demonstrate some different characteristics. Around a third had Bachelor degree level qualification or higher (33.2%) and 19.2% had a diploma or advanced diploma. They were also young relative to the workforce, with a quarter of Conveyancers and Legal Executives aged 24 years or under (25.6%). Over three quarters (78.9%) were born in Australia, above the average figure (67.5%). Part-time work was a bit higher than average (39.0%).

**Table 11.1 Characteristics of highly feminised Professional, Scientific and Technical Services occupations**

ANZSIC 4-digit	Total Workforce	Veterinary Services (6970)	Legal Services (6931)
		Veterinary Nurses	Conveyancers and Legal Executives
ANZSCO 4-digit		3613	5991
<b>Age (%)</b>			
24 and under	14.3	28.4	25.6
25 - 44	45.1	59.5	42.9
45 - 64	35.7	11.6	27.6
65 and over	4.9	0.5	3.9
<b>Total (size)</b>	<b>12,049,417</b>	<b>12,086</b>	<b>12,858</b>
<b>Employment status (%)</b>			
Employed, full-time	58.9	47.0	56.7
Employed, part-time	32.9	46.4	39.0
Employed, away from work	8.2	6.6	4.3
<b>Total (size)</b>	<b>12,049,411</b>	<b>12,090</b>	<b>12,859</b>
<b>Highest education qualification (%)</b>			
Bachelor degree or above	37.0	16.2	33.2
Advanced diploma and Diploma	11.6	11.4	19.3
Certificate III & IV	20.4	53.0	9.5
Below Certificate III	31.0	19.4	38.1
<b>Total (size)</b>	<b>11,527,095</b>	<b>11,190</b>	<b>12,037</b>
<b>Unpaid child (%)</b>			
Did not provide child care	66.5	72.4	70.6
Did provide child care	33.5	27.6	29.4
<b>Total (size)</b>	<b>11,968,956</b>	<b>12,059</b>	<b>12,827</b>
<b>Unpaid assistance (%)</b>			
Did not provide assistance	88.2	90.9	87.1
Did provide assistance	11.8	9.1	12.9
<b>Total (size)</b>	<b>11,944,867</b>	<b>12,047</b>	<b>12,812</b>
<b>Country of birth (%)</b>			
Australia	67.5	85.3	78.9
Main English-speaking country	9.9	9.8	7.5
Other Non-English-speaking country	22.6	4.8	13.6
<b>Total (size)</b>	<b>11,980,411</b>	<b>12,050</b>	<b>12,815</b>
<b>Sector of employment (%)</b>			
Public	16.0	-	2.7
Private	84.0	100.0	97.3
<b>Total (size)</b>	<b>11,892,422</b>	<b>12,089</b>	<b>12,846</b>
<b>Weekly hours worked (%)</b>			
0 hours	6.6	5.8	3.8
1 to 19	14.2	16.1	12.4
20 to 34	19.3	30.7	26.8
35 to 44	41.7	40.6	44.7
45 and over	18.2	6.8	12.2
<b>Total (size)</b>	<b>11,845,041</b>	<b>12,000</b>	<b>12,789</b>
<b>Household type (%)</b>			
Single person	9.8	9.2	9.5
Couple only, no children	23.3	28.1	22.5
Couple only, with children	47.0	40.0	44.6
Lone parent	9.2	10.3	10.9
Other	10.6	12.5	12.5
<b>Total (size)</b>	<b>11,876,548</b>	<b>12,015</b>	<b>12,760</b>

Note: Cells in this table have been randomly adjusted to avoid the release of confidential data.

Note: Total workforce refers to all persons who are employed full-time, part-time or away from work.

Source: 2021 Census of Population and Housing - counting persons, 15 years and over; person records, accessed via Table Builder.

## 11.2 Pay and pay setting

Information is limited for these groups, with no available information on pay setting from the EEH, or the distribution of total weekly cash earnings (see Table 11.2).

Available data indicates mean earnings of both groups were low relative to the wider workforce. Veterinary Nurses earned, on average \$1053.20 per week with 48.9% earning under \$1000. On average, Conveyancers and Legal Executives earned \$1102.10, and 24.5% earned \$1000 or under. Part-time work was high, with Veterinary Nurses working on average 29.8 paid hours per week and Conveyancers and Legal Executives working on average 33.8 per week. Information from the Fair Work Commission indicates coverage of Veterinary Nurses by the Animal Care and Veterinary Services Award 2020, while Conveyancers and Legal Executives may be covered by the Legal Services Award 2020.



**Table 11.2 Pay and pay setting in highly feminised Professional, Scientific and Technical occupations**

ANZSIC 2-digit	Professional, Scientific and Technical Services (except Computer System Design and Related Services) (69)			
	All Employees	Veterinary Nurses	Conveyancers and Legal Executives	
ANZSCO 4-digit		3613	5991	
<b>Type of employee (%)</b>				
Permanent	69.8	100.0	**	100.0 **
Fixed term	5.0	-		-
Casual	21.1	-		-
Not applicable (OMIE)	4.1	-		-
<b>Total (size)</b>	<b>11,578,622</b>	<b>5,335</b>		<b>15,503</b>
<b>Rate of pay (%)</b>				
Adult rate	94.1	100.0	*	100.0 *
Junior rate	3.8	-		-
Apprentice or trainee rate	1.9	-		-
Disability rate	0.2	-		-
<b>Total (size)</b>	<b>11,578,622</b>	<b>10,258</b>		<b>18,373</b>
<b>Method of setting pay (%)</b>				
Award only	23.0	-		-
Collective agreement	35.1	-		-
Other	41.9	100.0	**	100.0 **
<b>Total (size)</b>	<b>11,578,622</b>	<b>5,240</b>		<b>15,981</b>
<b>Award type (%)<sup>a</sup></b>				
Federal modern award	89.2	Suppressed		Suppressed
Other awards	-	for confidentiality		for confidentiality
<b>Modern Award<sup>a</sup></b>				
Award name	n/a	Suppressed for confidentiality		Suppressed for confidentiality
<b>Earnings (ranges) (%)</b>				
\$1000 and under	37.7	48.9	*	24.5 **
\$1000 - \$1500	26.3	51.1	**	75.5 *
\$1500 and over	36.1	-		-
<b>Total (size)</b>	<b>11,578,622</b>	<b>11,377</b>		<b>16,141</b>
<b>Earnings (total weekly cash earnings) (\$)<sup>a</sup></b>				
10th Percentile	620.0			
20th Percentile	750.0			
25th Percentile (1st quartile)	853.5			
30th Percentile	1038.0	All suppressed		All suppressed
40th Percentile	1209.0	for confidentiality		for confidentiality
50th Percentile (median) (2nd quartile)	1402.0			
60th Percentile	1656.4			
70th Percentile	1814.5			
75th Percentile (3rd quartile)	2006.0			
80th Percentile	2527.0			
90th Percentile	2403.5			
<b>Earnings (total weekly cash earnings)<sup>a</sup></b>				
Mean (\$)	1394.1	1053.2		1102.1
<b>Paid hours (total weekly hours paid for)</b>				
Mean (hours)	37.5	29.8		33.8
<b>Per hour rate of pay<sup>a</sup></b>				
Mean (\$)	42.6	All suppressed		Suppressed for confidentiality
Median (\$)	35.7	for confidentiality		30.3

Note: Cells and continuous variables in this table have been randomly adjusted to avoid the release of confidential data.

Note: Total employees refers to persons who worked for a private or public sector employer and received some form of payment for the reference period.

Note: The % of 'Federal modern award' is calculated with respect to those whose Method of setting pay is 'Award only'. Data on 'Other awards' is not releasable via Datalab for confidentiality purposes.

Note: \* Estimate has a relative standard error (RSE) of 25% to 50% - use with caution. \*\* Estimate has a RSE greater > 50% - too unreliable for general use.

Source: 2021 Employee Earnings and Hours; employee and employer records, accessed via Table Builder and Datalab.

Datalab estimates are marked by a <sup>a</sup>.

## 12 Feminised occupations in Other Store-Based Retailing

Within the retail trade industry, the largest subdivision is 'Other Store-Based retailing'<sup>19</sup> which is 64% female. Within it, there are three highly feminised occupations across two industry classes:

- Sales Assistants (General) in Clothing Retailing (85.5% female, 46,906 people)
  - Sales Assistants sell goods and services in retail establishments. Tasks involve determining customer requirements and providing advice; accepting payment and preparing invoices; assisting with stock management; packing and displaying goods.
- Retail Managers in Clothing Retailing (80.9% female, 17,758 people)
  - Retail Managers organise and control operations of retail establishments, including determining product mix and service standard; formulating and implementing policies and prices; selling goods and services; maintaining records; budgeting selecting, training and supervising staff, and ensuring compliance with regulation.
- Pharmacy Sales Assistants in Pharmaceutical, Cosmetic and Toiletry Goods Retailing (87.6% female, 33,420 people).
  - Pharmacy Sales Assistants sell pharmaceutical and related goods in retail pharmacies, including accepting prescriptions for pharmacists to fill; determining customer requirements and providing advice on non-prescription medicines; accepting payment and preparing invoices; assisting with stock management; packing and displaying goods.

### 12.1 Workforce characteristics

A notable feature of Table 12.1 is the young age distribution of Sales Assistants: 46.6% of those in Clothing Retailing were aged 24 years or under, as were 47.8% of Pharmacy Sales Assistants (compared with 14.3% across the workforce). Correspondingly, the educational profile of each occupation shows higher than average proportions of employees were not qualified at Certificate III level or above; this was the case for 62.5% of Sales Assistants and 47.3% of Retail Managers in Clothing Retailing, and 64.6% of Pharmacy Sales Assistants. In each category, high proportions of workers were born in Australia. Relatively high proportions of Sales Assistants in Clothing Retail and in pharmacies worked part-time (60.1% and 71.2% respectively). Figures may reflect the pandemic, as a high proportion of Sales Assistants in Clothing Retail were away from work in the collection period (29.3%). High proportions of Sales Assistants (14.5%) and Pharmacy Sales Assistants (13.3%) were lone parents compared to the overall workforce, reflecting previous research (albeit not

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<sup>19</sup> Other than food, fuel, vehicle, and non-store retailing.

disaggregated by industry class) which similarly found that disproportionate numbers of sole parents work in retail (Cortis et. al., 2021).

**Table 12.1 Characteristics of highly feminised Other Store-based Retailing occupations**

ANZSIC 4-digit	Clothing Retailing (4251)		Pharmaceutical, Cosmetic and Toiletry Goods Retailing (4271)	
	Total Workforce	Sales Assistants (general) 6211	Retail Managers 1421	Pharmacy Sales Assistants 6214
ANZSCO 4-digit				
<b>Age (%)</b>				
24 and under	14.3	46.6	12.6	47.8
25 - 44	45.1	27.1	48.7	26.2
45 - 64	35.7	22.6	34.3	23.0
65 and over	4.9	3.8	4.3	3.0
<b>Total (size)</b>	<b>12,049,417</b>	<b>46,909</b>	<b>17,761</b>	<b>33,410</b>
<b>Employment status (%)</b>				
Employed, full-time	58.9	10.5	51.7	23.4
Employed, part-time	32.9	60.1	31.8	71.2
Employed, away from work	8.2	29.3	16.4	5.5
<b>Total (size)</b>	<b>12,049,411</b>	<b>46,899</b>	<b>17,767</b>	<b>33,424</b>
<b>Highest education qualification (%)</b>				
Bachelor degree or above	37.0	15.8	22.3	13.1
Advanced diploma and Diploma	11.6	9.8	14.5	6.7
Certificate III & IV	20.4	11.9	15.9	15.6
Below Certificate III	31.0	62.5	47.3	64.6
<b>Total (size)</b>	<b>11,527,095</b>	<b>44,961</b>	<b>16,871</b>	<b>31,846</b>
<b>Unpaid child care (%)</b>				
Did not provide child care	66.5	77.7	68.5	77.6
Did provide child care	33.5	22.3	31.5	22.4
<b>Total (size)</b>	<b>11,968,956</b>	<b>46,762</b>	<b>17,711</b>	<b>33,293</b>
<b>Unpaid care assistance (%)</b>				
Did not provide assistance	88.2	89.7	88.8	88.8
Did provide assistance	11.8	10.3	11.2	11.2
<b>Total (size)</b>	<b>11,944,867</b>	<b>46,673</b>	<b>17,684</b>	<b>33,230</b>
<b>Country of birth (%)</b>				
Australia	67.5	78.0	74.2	77.8
Main English-speaking country	9.9	7.5	9.8	5.3
Other Non-English-speaking country	22.6	14.5	16.0	16.9
<b>Total (size)</b>	<b>11,980,411</b>	<b>46,697</b>	<b>17,681</b>	<b>33,293</b>
<b>Sector of employment (%)</b>				
Public	16.0	-	-	0.0
Private	84.0	100.0	100.0	100.0
<b>Total (size)</b>	<b>11,892,422</b>	<b>46,905</b>	<b>17,759</b>	<b>33,423</b>
<b>Weekly hours worked (%)</b>				
0 hours	6.6	28.5	15.7	4.7
1 to 19	14.2	38.7	11.5	40.4
20 to 34	19.3	22.1	20.7	31.4
35 to 44	41.7	9.4	41.9	22.1
45 and over	18.2	1.3	10.3	1.4
<b>Total (size)</b>	<b>11,845,041</b>	<b>46,366</b>	<b>17,614</b>	<b>33,154</b>
<b>Household type (%)</b>				
Single person	9.8	6.4	9.6	5.7
Couple only, no children	23.3	17.6	28.5	17.2
Couple only, with children	47.0	48.6	39.8	54.0
Lone parent	9.2	14.5	10.2	13.3
Other	10.6	12.9	11.8	9.7
<b>Total (size)</b>	<b>11,876,548</b>	<b>46,319</b>	<b>17,688</b>	<b>33,062</b>

Note: Cells in this table have been randomly adjusted to avoid the release of confidential data.

Note: Total workforce refers to all persons who are employed full-time, part-time or away from work.

Source: 2021 Census of Population and Housing - counting persons, 15 years and over; person records, accessed via Table Builder.

## 12.2 Pay and pay setting

Although there are some data limitations, information from the EEH indicates that among Sales Assistants there were high rates of casual employment along with relatively high use of junior rates, reflecting the young age structure (see Table 12.2). Awards were the dominant method of setting pay for Pharmacy Sales Assistants (82.2%), with the Pharmacy Industry Award 2020 being the primary modern award for this group. The General Retail Industry Award 2020 was identified as the relevant Award for Sales Assistants (General) in Other Store-Based Retailing (the EEH does not enable specific analysis for Clothing Retail). The dominant method for setting pay for Retail Managers was through individual agreements or as the owner manager of incorporated enterprise (75.6%), which is also reflected in the relatively higher earnings for this occupational group (mean weekly cash earnings were \$1601.50).

For Sales Assistants, mean and median rates of pay were lower than the average, despite the relatively large proportion employed on a casual basis (53.4%). Mean total weekly cash earnings for Sales Assistants were \$565.90 (general Sales Assistants) and \$540.10 (Pharmacy Sales Assistants) placing them in the lowest earning decile (below the 10th percentile for all employees). For Pharmacy Sales Assistants 92.8% earned \$1000 or under per week, as did 86.8% of General Sales Assistants.

**Table 12.2 Pay and pay setting in highly feminised Other Store-based Retailing occupations**

ANZSIC 2-digit	Other Store-Based Retailing (42)			
	All Employees	Sales Assistants (general) 6211	Retail Managers 1421	Pharmacy Sales Assistants 6214
ANZSCO 4-digit				
<b>Type of employee (%)</b>				
Permanent	69.8	44.5	51.3 *	84.0 *
Fixed term	5.0	1.5 **	-	-
Casual	21.1	53.4	-	16.0 **
Not applicable (OMIE)	4.1	0.6 **	48.7 *	-
<b>Total (size)</b>	<b>11,578,622</b>	<b>249,138</b>	<b>14,069</b>	<b>28,326</b>
<b>Rate of pay (%)</b>				
Adult rate	94.1	82.3	100.0	87.4 *
Junior rate	3.8	17.7	-	12.6 **
Apprentice or trainee rate	1.9	-	-	-
Disability rate	0.2	-	-	-
<b>Total (size)</b>	<b>11,578,622</b>	<b>247,104</b>	<b>15,276</b>	<b>23,112</b>
<b>Method of setting pay (%)</b>				
Award only	23.0	40.9	17.5	82.2
Collective agreement	35.1	46.8	7.0 **	-
Other	41.9	12.3	75.6 *	17.8
<b>Total (size)</b>	<b>11,578,622</b>	<b>246,088</b>	<b>14,882</b>	<b>29,613</b>
<b>Award type (%)<sup>a</sup></b>				
Federal modern award	89.2	99.5	100.0	93.7
Other awards	-	-	-	-
<b>Modern Award<sup>a</sup></b>				
Award name	n/a	General Retail Award 2020	General Retail Award 2020	Pharmacy Industry Award 2020
<b>Earnings (ranges) (%)</b>				
\$1000 and under	37.7	86.8	10.7 *	92.8 *
\$1000 - \$1500	26.3	12.6	40.7 *	7.2 **
\$1500 and over	36.1	0.6 **	48.6 *	-
<b>Total (size)</b>	<b>11,578,622</b>	<b>245,923</b>	<b>16,578</b>	<b>28,203</b>
<b>Earnings (total weekly cash earnings) (\$)<sup>a</sup></b>				
10th Percentile	620.0	133.0	950.0	55.5
20th Percentile	750.0	202.0	1200.0	347.0
25th Percentile (1st quartile)	853.5	260.0	1319.2	353.0
30th Percentile	1038.0	306.5	1323.0	435.0
40th Percentile	1209.0	405.0	1346.0	500.0
50th Percentile (median) (2nd quartile)	1402.0	515.0	1485.7	549.5
60th Percentile	1656.4	614.0	1710.0	607.0
70th Percentile	1814.5	773.0	1847.0	654.5
75th Percentile (3rd quartile)	2006.0	837.0	1958.0	722.5
80th Percentile	2527.0	922.0	2082.0	800.0
90th Percentile	2403.5	1051.0	2420.5	940.0
<b>Earnings (total weekly cash earnings)<sup>a</sup></b>				
Mean (\$)	1394.1	565.9	1601.5	540.1
<b>Paid hours (total weekly hours paid for)</b>				
Mean (hours)	37.5	20.9	36.6	22.9
<b>Per hour rate of pay<sup>a</sup></b>				
Mean (\$)	42.6	27.1	Suppressed for confidentiality	22.2
Median (\$)	35.7	27.2	39.0	23.3

Note: Cells and continuous variables in this table have been randomly adjusted to avoid the release of confidential data.

Note: Total employees refers to persons who worked for a private or public sector employer and received some form of payment for the reference period.

Note: The % of 'Federal modern award' is calculated with respect to those whose Method of setting pay is 'Award only'. Data on 'Other awards' is not releasable via Datalab for confidentiality purposes.

Note: \* Estimate has a relative standard error (RSE) of 25% to 50% - use with caution. \*\* Estimate has a RSE greater > 50% - too unreliable for general use.

Source: 2021 Employee Earnings and Hours; employee and employer records, accessed via Table Builder and Datalab. Datalab estimates are marked by a <sup>a</sup>.

# 13 Feminised occupations in Personal and Other Services

Two highly feminised occupations were identified in Hairdressing and Beauty services:

- Hairdressers (83.6% female, employing 51,530 people)
  - Hairdressers cut, style, and colour hair, and treat scalp and hair conditions. Tasks include providing advice; cleaning, colouring and styling hair with chemical solutions; cutting, shaving and styling hair, beards, moustaches, wigs and hair pieces; cleaning equipment and work areas; arranging schedules and collecting payments.
- Beauty Therapists (97.2% female, employing 28,182 people)
  - Beauty Therapists provide skin analysis, treatments and therapies, and body treatments such a massage. Tasks including discussing client needs; advising on skin care and treatment; applying cosmetic make up; performing manicure and pedicure and specialised hand and foot treatments; hair removal; evaluating beauty therapy processes and products; arranging appointments and providing product advice and sales.

## 13.1 Workforce characteristics

While Hairdressers and Beauty Therapists are concentrated in the same industry subdivision, they have some different workforce characteristics (Table 13.1). Both have above average rates of part-time work: just over half of Beauty Therapists were working part-time (51.6%), along with 41.6% of Hairdressers. Over 80% of Beauty Therapists were aged under 45 years compared with 69% of hairdressers.

The two occupations have different education profiles. While 74.3% of Hairdressers reported having a Certificate III or Certificate IV level qualification, this was the case for only 19.8% of Beauty Therapists, who were more likely to have an advanced diploma or diploma, or a Bachelor's degree or above. However, a quarter of Beauty Therapists did not have a qualification of at least Certificate III (25.5%).

While 74.9% of Hairdressers were born in Australia, this was the case for only 54.6% of Beauty Therapists. Among Beauty Therapists, a high proportion were born outside either Australia or other mainly English-speaking countries (39.1%)

**Table 13.1 Characteristics of highly feminised Personal and Other Service occupations**

ANZSIC 4-digit	Hairdressing and Beauty Services (9511)		
	Total Workforce	Hairdressers	Beauty Therapists
ANZSCO 4-digit		3911	4511
<b>Age (%)</b>			
24 and under	14.3	20.7	19.3
25 - 44	45.1	48.3	61.0
45 - 64	35.7	28.4	18.8
65 and over	4.9	2.6	0.8
<b>Total (size)</b>	<b>12,049,417</b>	<b>51,534</b>	<b>28,175</b>
<b>Employment status (%)</b>			
Employed, full-time	58.9	31.0	22.3
Employed, part-time	32.9	41.6	51.6
Employed, away from work	8.2	27.3	26.1
<b>Total (size)</b>	<b>12,049,411</b>	<b>51,528</b>	<b>28,183</b>
<b>Highest education qualification (%)</b>			
Bachelor degree or above	37.0	2.3	11.2
Advanced diploma and Diploma	11.6	7.3	43.5
Certificate III & IV	20.4	74.3	19.8
Below Certificate III	31.0	16.1	25.5
<b>Total (size)</b>	<b>11,527,095</b>	<b>50,116</b>	<b>26,501</b>
<b>Unpaid child (%)</b>			
Did not provide child care	66.5	61.4	58.5
Did provide child care	33.5	38.6	41.5
<b>Total (size)</b>	<b>11,968,956</b>	<b>51,294</b>	<b>28,074</b>
<b>Unpaid assistance (%)</b>			
Did not provide assistance	88.2	89.2	90.9
Did provide assistance	11.8	10.8	9.1
<b>Total (size)</b>	<b>11,944,867</b>	<b>51,154</b>	<b>27,984</b>
<b>Country of birth (%)</b>			
Australia	67.5	74.9	54.6
Main English-speaking country	9.9	9.2	6.3
Other Non-English-speaking country	22.6	15.9	39.1
<b>Total (size)</b>	<b>11,980,411</b>	<b>51,172</b>	<b>28,036</b>
<b>Sector of employment (%)</b>			
Public	16.0	-	-
Private	84.0	100.0	100.0
<b>Total (size)</b>	<b>11,892,422</b>	<b>51,528</b>	<b>28,179</b>
<b>Weekly hours worked (%)</b>			
0 hours	6.6	26.2	25.0
1 to 19	14.2	17.1	22.7
20 to 34	19.3	25.2	29.7
35 to 44	41.7	26.3	18.1
45 and over	18.2	5.2	4.5
<b>Total (size)</b>	<b>11,845,041</b>	<b>50,768</b>	<b>27,755</b>
<b>Household type (%)</b>			
Single person	9.8	7.6	5.7
Couple only, no children	23.3	21.7	20.7
Couple only, with children	47.0	48.7	47.1
Lone parent	9.2	12.1	13.5
Other	10.6	10.0	13.0
<b>Total (size)</b>	<b>11,876,548</b>	<b>51,346</b>	<b>28,085</b>

Note: Cells in this table have been randomly adjusted to avoid the release of confidential data.

Note: Total workforce refers to all persons who are employed full-time, part-time or away from work.

Source: 2021 Census of Population and Housing - counting persons, 15 years and over; person records, accessed via Table Builder.



## 13.2 Pay and pay setting

Information from the EEH indicates pay for Hairdressers and Beauty Therapists is set primarily by the Hair and Beauty Industry Award 2020 (Table 13.2). Both of these highly feminised occupations are characterised by the high proportions with low earnings: more than 70% in each occupation earn below \$1000 a week. The average total weekly ordinary time earnings for Hairdressers was \$750.30 and for Beauty Therapists was \$839, placing them in the bottom quartile of the earnings distribution for all employees (the 25<sup>th</sup> percentile cut-off for all employees was \$853.50). Across both occupations, much higher proportions were paid at apprentice and trainee rates. Apprentice and trainee rates were more common among Hairdressers (17.9%) than Beauty Therapists (9.8%) but much higher than among all employees (1.9%).

**Table 13.2 Pay and pay setting characteristics for highly feminised Personal and Other Service occupations**

ANZSIC 2-digit	Personal and Other Services (95)		
	All Employees	Hairdressers	Beauty Therapists
ANZSCO 4-digit		3911	4511
<b>Type of employee (%)</b>			
Permanent	69.8	71.6 *	71.4
Fixed term	5.0	-	- *
Casual	21.1	28.4 *	28.6
Not applicable (OMIE)	4.1	2.2 **	- **
<b>Total (size)</b>	<b>11,578,622</b>	<b>32,569</b>	<b>25,451</b>
<b>Rate of pay (%)</b>			
Adult rate	94.1	82.1 *	90.2
Junior rate	3.8	-	- *
Apprentice or trainee rate	1.9	17.9 *	9.8
Disability rate	0.2	-	- *
<b>Total (size)</b>	<b>11,578,622</b>	<b>31,053</b>	<b>31,941</b>
<b>Method of setting pay (%)</b>			
Award only	23.0	69.8 *	69.7
Collective agreement	35.1	-	- *
Other	41.9	30.2 *	30.3
<b>Total (size)</b>	<b>11,578,622</b>	<b>33,974</b>	<b>29,131 *</b>
<b>Award type (%)<sup>a</sup></b>			
Federal modern award	89.2	98.4	100.0
Other awards	-	-	-
<b>Modern Award<sup>a</sup></b>			
Award name	n/a	Hair and Beauty Industry Award 2020	Hair and Beauty Industry Award 2020
<b>Earnings (ranges) (%)</b>			
\$1000 and under	37.7	70.4 *	78.7 *
\$1000 - \$1500	26.3	28.2 *	21.3 **
\$1500 and over	36.1	1.4 **	-
<b>Total (size)</b>	<b>11,578,622</b>	<b>32,399</b>	<b>29,356</b>
<b>Earnings (total weekly cash earnings) (<sup>a</sup>)</b>			
10th Percentile	620.0	311.3	432.0
20th Percentile	750.0	454.0	507.0
25th Percentile (1st quartile)	853.5	500.0	546.5
30th Percentile	1038.0	514.0	629.0
40th Percentile	1209.0	598.0	757.0
50th Percentile (median) (2nd quartile)	1402.0	692.0	800.0
60th Percentile	1656.4	884.0	860.0
70th Percentile	1814.5	984.0	970.0
75th Percentile (3rd quartile)	2006.0	1035.0	1000.5
80th Percentile	2527.0	1046.5	1058.0
90th Percentile	2403.5	1106.7	1205.0
<b>Earnings (total weekly cash earnings)<sup>a</sup></b>			
Mean (\$)	1394.1	750.3	839.0
<b>Paid hours (total weekly hours paid for)</b>			
Mean (hours)	37.5	28.9	26.5
<b>Per hour rate of pay<sup>a</sup></b>			
Mean (\$)	42.6	26.3	31.0
Median (\$)	35.7	27.0	30.0

Note: Cells and continuous variables in this table have been randomly adjusted to avoid the release of confidential data.

Note: Total employees refers to persons who worked for a private or public sector employer and received some form of payment for the reference period.

Note: The % of 'Federal modern award' is calculated with respect to those whose Method of setting pay is 'Award only'. Data on 'Other awards' is not releasable via Datalab for confidentiality purposes.

Note: \* Estimate has a relative standard error (RSE) of 25% to 50% - use with caution. \*\* Estimate has a RSE greater > 50% - too unreliable for general use.

Source: 2021 Employee Earnings and Hours; employee and employer records, accessed via Table Builder and Datalab. Datalab estimates are marked by a ".

# 14 Closer examination of Australia's most feminised occupations

As noted in Section 4.3, additional data and literature was reviewed relating to the seven of the 29 occupations which had the highest levels of feminisation. In each, the level of feminisation was 96% or over:

- Midwives (see Section 14.1);
- Early Childhood Teachers (Section 14.2);
- Dental Assistants (Section 14.3);
- Child Carers (Section 14.4);
- Beauty Therapists (Section 14.5); and
- Veterinary Nurses (Section 14.6).

Lack of specific research and data meant it was not possible to consistently distinguish between these occupations in different industry settings, for example to examine Midwives in Hospitals and Specialist practice. Where information was limited, the occupation, as a whole, was considered. As Child Carers appeared in two industry classes, they are discussed together in Section 14.4.

## 14.1 Midwives

Midwives provide monitoring, care and advice during pregnancy, labour, childbirth and in the postnatal period, usually in hospitals. Midwives require a Bachelor level degree in midwifery, or a nursing degree with postgraduate specialisation in midwifery. There is a national shortage of midwives with strong demand expectations (see Appendix E).

Hospital midwifery is the most feminised occupation identified in our analysis, consisting almost universally of women (98.9%). Hospitals are the most common practice setting for Midwives. National Health Workforce data, which reports registration data, indicates that in 2022, almost 2 in 3 midwives (63.6%) were working in hospitals (Table 14.1). The second most common settings were community health services (7.4% of midwives), with smaller numbers working in other settings, such as specialist clinics, or in outpatient, group practice, or general practice.

The 2021 Census recorded only 186 male Midwives working in Hospitals, constituting only 1.1% of Hospital Midwives. Registry information from the Nursing and Midwifery Board is available via the Australian Government's National Health Workforce Dataset (Department of Health and Aged Care, 2022), which provides insight into midwives' characteristics, and change over time. Table 14.2 shows

the numbers of men and women who were registered as nurses and midwives; as midwives only; and as nurses (but not midwives), from 2013 to 2022. While men were 12.3% of nurses in 2022, they comprised only 1.2% of midwives. Very few men are registered to practice midwifery only: in 2022 there were 16 compared with 352 registered to practice nursing and midwifery (Department of Health and Aged Care, 2022). This indicates that when men do practice midwifery, they tend to do so as part of a broader nursing role. Indeed, McKellar et al. (2023) note longstanding perceptions that midwives who are also nurses are considered more suitable for meeting rural and remote health service needs. Figure 14.1, also based on the National Health Workforce Dataset, shows lower proportions of male than male midwives practiced in the major cities (55% of male midwives compared with 69% of female midwives). Compared with female midwives, male midwives are more likely to work in inner and outer regional areas, and in remote and very remote areas, which may be consistent with their practice of midwifery within general nursing roles.

The National Health Workforce Dataset also shows the midwifery profession is shrinking, in contrast to growth evident in the wider nursing profession (Table 14.2). The decade from 2013 to 2022 saw a net decrease in Australia's midwifery workforce. The male midwifery workforce dropped by 35% over the decade (loss of 197 men). The number of women practicing midwifery only (and not nursing) grew substantially over the decade (149%) This likely reflecting growth in specialised midwifery degree pathways into the profession, following the establishment of Bachelor of Midwifery programs not requiring a nursing qualification in the 1990s (McKellar et al., 2023). However, the larger group who were practicing midwifery and nursing shrank by 21%, driving an overall drop in the total female (and overall) midwifery workforce of 7% across the decade. In both categories of midwife, there were small increases in levels of feminisation. The level of feminisation of midwifery overall rose from 98.3% in 2013 to 98.8% in 2022. This contrasts with the wider nursing profession, in which levels of feminisation decreased slightly over the decade from 88.7% to 87.7%.

**Table 14.1 Midwives' area of practice**

	Female (%)	Male (%)	Female (vol)	Male (vol)	Total (vol)
Hospital	63.8	48.1	19,002	176	19,178
Community Health Care Service	7.4	4.9	2,220	18	2,238
Outpatient Service	5.1	4.1	1,511	15	1,526
Midwifery Group Practice / Caseload	4.5	2.7	1,332	10	1,342
Tertiary Educational Facility	2.0	1.9	582	7	589
Other Government Department or Agency	1.8	2.2	532	8	540
Independent Private Practice	1.5	0.8	457	3	460
General Practitioner (GP) Practice	1.0	1.9	289	7	296
Aboriginal Community Controlled Health Services	0.8	1.9	240	7	247
Specialist Obstetric and Gynaecology Practice	0.7	0.0	197	-	197
Other Aboriginal Health Service	0.3	1.4	101	5	106
Other Educational Facility	0.3	0.8	83	3	86
Commercial / Business Service	0.2	0.8	70	3	73
Correctional Service	0.0	0.8	13	3	16
Defence Forces	0.0	1.6	7	6	13
Other	3.5	16.1	1,055	59	1,114
Not Stated	7.1	10.9	2,108	40	2,148
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>29,799</b>	<b>366</b>	<b>30,165</b>

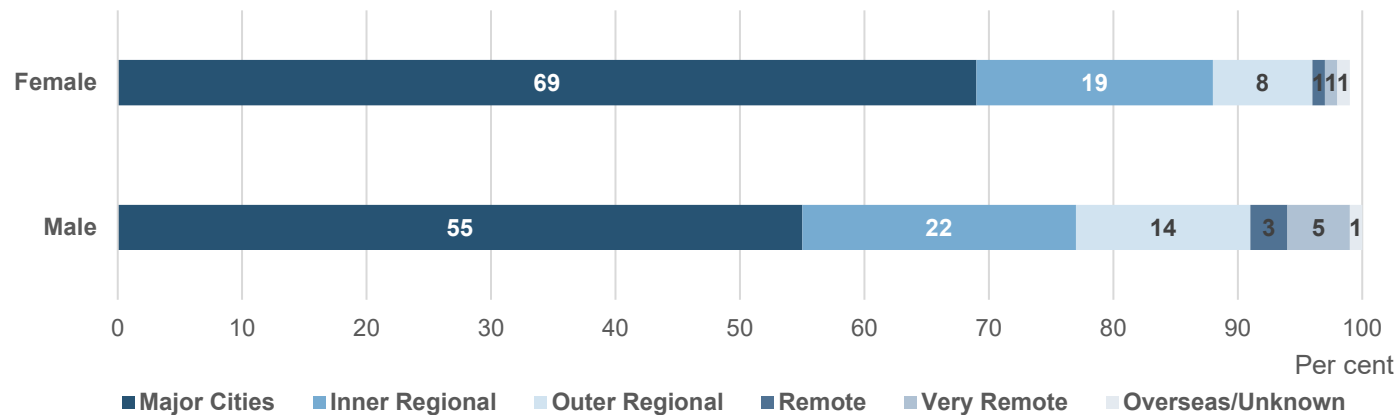
Source: National Health Workforce Dataset, 2022.

**Table 14.2 Year by sex and nurse division**

	Female (%)				Female (vol)				Male (vol)				Total (vol)			
	Midwife only	Nurse and Midwife	Total midwife	Nurse	Midwife only	Nurse and Midwife	Total midwife	Nurse	Midwife only	Nurse and Midwife	Total midwife	Nurse	Midwife only	Nurse and Midwife	Total midwife	Nurse
2013	99.6	98.1	98.3	88.7	2,694	29,293	31,987	273,130	10	555	565	34,711	2,704	29,848	32,552	307,841
2014	99.7	98.2	98.3	88.6	3,180	27,755	30,935	281,005	11	510	521	35,982	3,191	28,265	31,456	316,987
2015	99.6	98.2	98.4	88.6	3,553	26,791	30,344	287,224	15	478	493	36,989	3,568	27,269	30,837	324,213
2016	99.6	98.3	98.4	88.5	3,994	25,864	29,858	295,702	15	458	473	38,597	4,009	26,322	30,331	334,299
2017	99.6	98.3	98.5	88.3	4,505	25,117	29,622	303,935	17	432	449	40,209	4,522	25,549	30,071	344,144
2018	99.7	98.4	98.6	88.2	5,065	24,594	29,659	314,351	17	404	421	42,181	5,082	24,998	30,080	356,532
2019	99.7	98.4	98.7	88.0	5,569	24,184	29,753	324,913	17	387	404	44,284	5,586	24,571	30,157	369,197
2020	99.7	98.4	98.7	87.9	5,967	23,796	29,763	335,641	19	381	400	46,412	5,986	24,177	30,163	382,053
2021	99.7	98.4	98.7	87.8	6,344	23,452	29,796	347,743	20	372	392	48,387	6,364	23,824	30,188	396,130
2022	99.8	98.5	98.8	87.7	6,721	23,078	29,799	358,851	16	352	368	50,483	6,737	23,430	30,167	409,334
<b>Net change</b>					<b>4,027</b>	<b>6,215</b>	<b>2,188</b>	<b>85,721</b>	<b>6</b>	<b>203</b>	<b>197</b>	<b>15,772</b>	<b>4,033</b>	<b>6,418</b>	<b>2,385</b>	<b>101,493</b>
<b>% change</b>					<b>149%</b>	<b>-21%</b>	<b>-7%</b>	<b>31%</b>	<b>60%</b>	<b>-37%</b>	<b>-35%</b>	<b>45%</b>	<b>149%</b>	<b>-22%</b>	<b>-7%</b>	<b>33%</b>

Source: National Health Workforce Dataset, 2022.

**Figure 14.1 Midwives by sex and remoteness, 2022**



Source: National Health Workforce Dataset, 2022, Sex and nurse division by Remoteness Area 2016

### 14.1.1 Explanations for the feminisation of midwifery

The very high levels of feminisation in midwifery are constructed and maintained through strong cultural and community expectations that midwives will be female providers delivering woman-centred models of care. Throughout history, birth has been expected to be the domain of women, and male presence at birth has been controversial (Pilkenton and Schorn, 2008). The role of the 'man-midwife' developed in 17<sup>th</sup> Century Europe, with men treated with suspicion as they furthered the science of midwifery with the increased use of surgical instruments, subsequently developing the obstetrics profession (Pilkenton and Schorn, 2008). As women were largely excluded from educational institutions and prohibited from using surgical instruments they remained in midwifery, leaving obstetrics to develop as a male profession (Pilkenton and Schorn, 2008). While women have more recently entered obstetrics, men have not entered midwifery. The profession remains widely understood in essentialist terms, framed as an occupation premised on relationships between women which are trusting, intimate, intuitive, and sensitive, and which men would be unable to cultivate (Pilkenton and Schorn, 2008).

For most of the twentieth century, midwifery in Australia has been considered a sub-specialty of nursing (McKellar et al., 2023). Within nursing, strongly gendered hierarchies and distinct lateral fields of specialisation contribute to further segregation. Snyder and Green (2008) explain ongoing segregation in nursing specialisation in terms of gender identity. In their frame, men seek out less feminised nursing specialisations and so avoid fields like midwifery because close interpersonal care and contact with mothers and children are seen as antithetical to traditional masculine work identities. As men who enter care or support roles are stigmatised or seen as potential sexual predators (Snyder, 2011), men in nursing seek specialisations which enable them to affirm or 'recuperate' masculine identities, so are concentrated in emergency nursing, intensive care, trauma care, psychiatry, anaesthesia, or other fields which are distanced from maternity and care work and constructed as involving more autonomy, complexity, technology and risk.

Strong social and cultural factors therefore deter men from midwifery. However, a recent study captured attitudes to men among midwives and indicated growing acceptance of diversifying the midwifery workforce (Bly et al, 2020). Some midwives expressed concerns about male midwives, conflating the male gender with medical models of reproductive care in which midwives are subservient to obstetricians, and felt male presence would reduce the safety felt by childbearing women affected by trauma. However, most midwives (over 70%) supported diversification, felt men do belong in midwifery, and felt that gender does not affect the quality of care. Bringing men into the workforce was welcomed as a way to raise status and pay, to provide choices to women in their care, and offer positive role models to male partners. Interestingly, those midwives who had experience of working with men were more likely to believe a midwife's gender does not impact on the quality of their care (Bly et al, 2020). This reflects the way exposure to a minority group can help to open it up to diversification. However, this underlines difficulties for diversifying midwifery, as so few midwives will ever work with a male.

Aside from the small body of scholarship on gender segregation in midwifery, other studies of the midwifery workforce focus on drivers and responses to shortages of midwives. Some have explored issues of burnout and intention to leave, for example, and strategies for attracting midwives back to the workforce. Fenwick et al (2018) for example show 44% of midwives

experience work-related burnout, which reduces career duration as well as wellbeing, generating organisational as well as personal costs. Working conditions have been identified as the main modifiable factors relating to burnout, with interventions needed to reduce emotional exhaustion and enhance sense of personal accomplishment among midwives (Albedin-Garcia et al, 2021). Factors contributing to staying in midwifery have been found to include enjoyment of the job, having positive and satisfying relationships with women that make a difference, feeling supported and valued by colleagues and managers, having adequate resources, a degree of control and flexibility, suitable hours and work-life balance (Sullivan, Lock and Homer, 2011; Fenwick et al., 2018).

## 14.2 Early Childhood (Pre-primary School) Teachers

Early Childhood (Pre-primary School) Teachers are mainly employed in preschools, child care centres and schools. In each, the occupation is highly feminised, however teachers in preschool settings are most voluminous.<sup>20</sup> Census analysis indicates that 97.6% of Early Childhood (Pre-primary School) Teachers in Preschools are female<sup>21</sup>. Around the OECD, segregation of early childhood teaching is high; on average, 3.2% of pre-primary teachers are male (OECD, 2019). The work value of Early Childhood Teachers has been previously considered by the Fair Work Commission, deciding in 2021 to award pay increases for award dependent teachers, with a new classification structure in effect from January 2022<sup>22</sup>. This decision was made under the Fair Work Act as it was before the Secure Jobs, Better Pay amendments.

### 14.2.1 Information from The 2021 Early Childhood Education and Care National Workforce Census

The 2021 Early Childhood Education and Care National Workforce Census (Social Research Centre, 2022), discussed in more detail in Section 14.4.2, provides an opportunity for in-depth examination of teachers in preschool and other ECEC settings. The Workforce Census is commissioned by the Australian Government Department of Education and has been conducted every three years (2010, 2013, 2016) before being delayed until 2021 due to the commencement of the Child Care Subsidy and then the COVID-19 pandemic.

On some measures, early childhood workers holding various qualifications are grouped together, including those qualified in early childhood teaching, primary teaching, other teaching, child care, nursing, other human welfare studies, behavioural science, and other early childhood education and care related qualifications. Data nonetheless indicates 10.7% of contact staff in centre-based day care had a Bachelor degree or above qualification in a teaching field, while this was the case for 9.3% in Out of School Hours Care (OSHC) and 12.1% in Vacation Care, with very low numbers in family day care and in home care (2.3% and 3.7% respectively) (Social Research Centre, 2022). Among staff delivering preschool programs (in any setting) more than a quarter (26.9%) had attained at least a Bachelor's degree in a teaching field while 4.2% had an Advanced Diploma or

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<sup>20</sup> As such, teachers in preschools met the threshold for inclusion in our list of most feminised occupations, see Section 10. However, Early Childhood Teachers in Child Care Services and Primary Education did not meet the 10,000 volume threshold.

<sup>21</sup> Note that this figure is similar to Early Childhood Teachers in the Child Care Services industry (97.5%) and slightly below the level of feminisation among Early Childhood Teachers in Primary Education (98.3% female), see Appendix B.

<sup>22</sup> See [2021] FWCFB 6038 at: <https://www.fwc.gov.au/documents/decisionssigned/html/2021fwcfb6038.htm>.



Diploma in a Teaching field (Social Research Centre, 2022, p.46). Half of paid contact staff with a Bachelor's degree in a Teaching field worked full-time hours (51%).

The 2021 Early Childhood Education and Care National Workforce Census analyses information separately for dedicated preschools. This shows the proportion of paid contact staff with a Bachelor degree in Teaching ranged from 31% in NSW to 63% in Tasmania (Social Research Centre, 2022, p.58), although others had a qualification in other ECEC fields. Equivalent information for early childhood teachers in South Australia and Western Australia is not reported because in South Australia, preschool is primarily delivered through the Department of Education, which runs standalone and school based preschool programs and funds preschool programs delivered by the non-government sector, while Western Australia runs school-based kindergarten programs (Social Research Centre, 2022).

### 14.2.2 Other studies of early childhood teachers

Studies of early childhood teachers have noted low pay and poor conditions as factors affecting degree qualified early childhood teachers' ability to work in roles in long day care and preschools. Differences in conditions between ECEC and primary education have been noted in many countries, with ECEC teachers considered to have generally less paid time for activities such as preparation, meetings with colleagues and parents, contributing to unpaid work outside of work hours (OECD, 2019, pp.35-36).

Compared with long day care, teachers working in preschools are perceived to have greater professional status, albeit less than their counterparts in school settings (Fenech et al., 2009). Fenech et al (2009) note the challenges of attracting, training and retaining university qualified early childhood teachers in Australia, with early childhood teaching positioned as a marginalised profession, in terms of lower wages and poorer working conditions compared with their primary and secondary teaching counterparts. In addition, heavy workloads, onerous administration, lack of time and low professional status contribute to turnover. Fenech et al (2009) report that while many undertaking early childhood degrees have non-material motivations and seek to make a difference, these may not be sufficient to sustain teachers and encourage them to remain in the field. Thorpe, Jansen et al (2020) notes that low wages and limited opportunities for wage increases in teaching roles means more highly qualified and motivated teachers are pulled away from direct work with children and into managerial roles. In their study of male educators Reich-Shapiro et al. (2021) notes that decisions to remain in ECEC are difficult for men. That study found that men enjoyed working with young children and recognised the importance of challenging stereotypes in female-centric classrooms, however, it was difficult financially to stay.

A study of challenges faced by early years educators (Thorpe et al., 2023) identified challenges relating to demands of documentation, monitoring, assessment, keeping abreast of policy, time pressure, inadequate pay and lack of pay parity across teaching contexts, lack of recognition, challenging behaviours and increasingly complex needs of children. While highlighting the potential impact of pay parity with primary school teachers, Thorpe et al (2023) also highlights the need for parity of hours, administrative time and holiday entitlements.

Studies of men's pathways into early childhood teaching indicate gendered patterns of attrition from study. Kirk (2020) recognises the pressures on universities to produce early childhood teaching graduates to meet policy goals. However, male students were significantly more likely to

withdraw from a Bachelor of Education (Early Childhood Studies) than their female counterparts (Kirk, 2020). Indeed, over a 14-year period, 32% of female preservice teachers withdrew from early childhood teaching compared with 73% of males. Higher risk of attrition related to a lack of a male peer group, and because men did not feel the program led to good job opportunities and felt 'different' to other students. High attrition of men is evident in other programs in which females make up at least 75% of students, although in male dominated fields, female attrition is lower than men's (Severeins and Dam, 2012; Kirk, 2020).

### 14.3 Dental Assistants

Census analysis showed 97.5% of Dental Assistants in the Dental Services industry class are female. While smaller in number, Dental Assistants in the Hospital industry are also highly feminised (98.0%), as are other dental support roles in the Dental Services industry, including Practice Managers (93.1%) and Dental Hygienists, Technicians and Therapists (75.5%) (See Appendix B).

Dental Assistants perform highly varied job tasks, which may be delegated differently by different dentists (Thomson, 2015). In general, they assist Dental Practitioners, Hygienists and Therapists, including by receiving and preparing patients, organising instruments and medication for dental practitioners, preparing dental materials and X-rays, using suction devices, sterilising and maintaining equipment, infection control, advising patients on post-operative care, managing data, and performing reception and clerical work. No formal qualifications are required but Dental Assistants may have Certificate III or IV. There is a national shortage of Dental Assistants and strong expectations of future demand (National Skills Commission, 2022). The workforce is young with many part-time workers. Most work in private practice settings. Scholarly studies do not appear to have captured the experiences and perspectives of Dental Assistants in Australia.

Dental Assistants are regulated in the UK and many parts of Europe and Canada, but in Australia they work alongside practitioners who are registered under the National Registration and Accreditation Scheme, including dentists, prosthetists, oral health therapists, dental therapists and dental hygienists, yet remain unregulated themselves. Dental Assistants performing radiography do require a license, but otherwise. Dental Assistants are not registered and formally regulated and there are no formal requirements to undergo structured training with an accredited body, or meet standards before commencing work (Holden et al., 2018). There is also no published scope of practice for Dental Assistants, which has been argued to contribute to confusion about the limits of their duties (Holden et al., 2018). Ambiguity in the role of Dental Assistants was raised in industrial proceedings regarding wages paid to Dental Assistants in Queensland (Holden et al., 2018).<sup>23</sup> Focusing on Quebec, Thomson (2015) points out that Dental Assistants have been constructed as 'unskilled cleaners' and 'hand-holders' rather than professional support workers. Lack of standardisation impedes their professional status; to achieve professional recognition dental assistant education needs to establish a clear role and definition of tasks.

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<sup>23</sup> Queensland Industrial Relations Commission. *Liquor Hospitality and Miscellaneous Union, Queensland Branch, Union of Employees v The Australian Dental Association (Queensland Branch) Union of Employers (B/2003/2082)*.

### 14.3.1 Explanations for the feminisation of dental assistants

Adams (2010, 2003) documents the way dental assisting, nursing and hygiene developed through the nineteenth century in the context of gender inequality. Dental Assistant work was developed as part of a gender division of labour whereby a female auxiliary workforce would support and enable the male profession of dentistry, under male dentists' authority (Adams, 2010, 2003; Rayman, 2002). Hiring women in support roles to provide hands-on care, have close contact with patients and help maintain a practice is argued to have enabled men to adopt more authoritative professional roles and to achieve professional status through excluding women from their professional knowledge and credentials, and dominating women's labour through creation of a subordinate and subservient occupation (Adams, 2010, 2003; Thomson, 2015). While there are few studies of Dental Assistants' experiences and perspectives on their work, Freeman et al (2004) noted that Dental Nurses felt they were treated like 'housewives' by male dentists.

The dentistry profession has been feminised in recent decades, albeit more slowly than other professions experiencing feminisation such as pharmacy, law and medicine. Yet gendered roles between dentists and support staff have been maintained (Adams, 2005; Freeman et al., 2004). Dental Assistant work is described as 'unofficially restricted' to women, maintained by attitudes of dentists, and reinforced by expectations that hiring men would force up wages and shift Dental Assistant work to a full-time profession (Rayman, 2002). Thomson (2015) and Adams (2010) note that because Dental Assistants are required to anticipate the needs of dentists, follow their cues, and work as an adjunct to them providing 'another pair of hands, and eyes', they have been considered the least professional member of the team.

### 14.3.2 The Queensland Dental Care Assistants Case of 2005

Dental Assistants in private practice were the subject of an application for an equal remuneration order in Queensland. This followed the 2000-01 Queensland Pay Equity Inquiry, which included a case study of Dental Assistants (QIRC, 2007). It was the first pay equity case heard by the Queensland Industrial Relations Commission after adopting a new Equal Remuneration Principle in 2002, which enabled undervaluation to be identified drawing on a broad range of criteria, without specific comparators (Whitehouse and Rooney, 2007; QIRC, 2007). The case was brought about by the Liquor, Hospitality and Miscellaneous Union, Queensland Branch.

An early stage of the claim involved a survey run by the Queensland Industrial Relations Commission, as directed by the Full Bench, aimed to help the FWC understand the work and working conditions of Dental Assistants. Evidence through the case also drew on Census and other ABS data and analysis of certified agreements, and comparison with the male-dominated Engineering Award although comparators were not formally required (QIRC, 2007; Whitehouse and Rooney, 2007). The Liquor, Hospitality and Miscellaneous Union subsequently sought to show undervaluation by recognising soft skills, qualification, training and professional development and impact of working conditions, and also sought correction to compensate for poor outcomes from changes to minimum rates and awards (Whitehouse and Rooney, 2007). The Bench found undervaluation based on survey information and award history and granted a once of increase of 11% over two years and an equal remuneration component of 1.25%, and introduced a new classification structure, granted financial assistance to obtain qualifications and an increase in the uniform allowance (QIRC, 2007).

## 14.4 Child Carers

Child Care is well recognised as feminised and undervalued work. Early education and care was subject to an application for an Equal Remuneration Order in 2013, which proved unsuccessful in February 2018 (Smith and Whitehouse, 2020). The Secure Jobs, Better Pay Act amended the Fair Work Act to strengthen the ability for the FWC to respond to barriers in addressing low pay. Following these changes, in September 2023, the FWC granted authorisation for the first time for collective bargaining to occur across multiple employers.

While workforce characteristics for Child Carers were previously outlined (see Section 9), further information at a finer level of detail is available from the 2021 Census of Population and Housing and the National Early Childhood Education and Care Workforce Census, among other sources.

### 14.4.1 Additional Census analysis

For Child Carers (ANZSCO 4211), more granular information from the Census enables deeper understanding of the occupation and its characteristics. The 4-digit occupational category of 'Child Carers' (4211) can be disaggregated into five 6-digit ANZSCO categories: Child Care Worker (421111), Family Day Care Worker (421112), Nanny (421113), and Out of School Hours Care Worker (421114) and Child Carers nfd (421100)<sup>24</sup>. Information for Child Carers in Preschool Education (8010) is in Table 14.3 and for those in Child Care Services is in Table 14.4. In both industry classes, Child Care Worker (421111) vastly outnumbers the other 6-digit categories.

Across each category and in each industry, child carers are highly feminised. However higher proportions of Out of School Hours Care Workers are male, compared with other categories of Child Carers. In Preschool Education, 82.8% of Out of School Hours Care Workers were women, while in Child Care Services, 79.8% of this group were women. By contrast, levels of feminisation are much higher for other categories of Child Carers, being above 96% for all other categories.

Out of School Hours Care Workers differ from other Child Carers in a number of ways. These workers generally work with older children, providing care for school aged children before and after school and during school holidays, including preparing materials and equipment for educational and recreational activities, managing behaviour and social development, supervising recreational activities and daily routines. There are other notable differences between these workers and other Child Carers, which are evident in Table 14.3 and Table 14.4. Indeed, this group, along with Nannies, are least likely to have a qualification at Certificate III level or above. Information from the Early Childhood Education and Care 2021 Census indicates that many of these workers are studying: 29% of those providing vacation care and 23% of those providing outside school hours care were studying, most commonly at Bachelor degree level or above (Social Research Centre, 2022: p.17).

Consistent with this, ABS Census data indicates the Out of School Hours Workforce is relatively young, with 55.8% of those in Child Care Services and 44.8% of those in Preschool Education being aged 24 years or under, which is much higher than in other categories of Child Carers. Likely, out of school hours care offers many part-time roles accessible to students; in each

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<sup>24</sup> Not further defined (nfd) captures inadequately described or non-specific responses.

category, over 70% of Out of School Hours Carers worked part-time (see Table 14.3 and Table 14.4).

**Table 14.3 Child Carers in Preschool and School Education**

ANZSIC 4-digit	Preschool education (8010)					Total
	Child Care Worker	Family Day Care Worker	Nanny	Out of School Hours Care Worker	Child Carers nfd	
ANZSCO 6-digit	421111	421112	421113	421114	421100	
<b>Gender (%)</b>						
Male	2.6	3.1	-	17.2	2.9	2.8
Female	97.4	96.9	100.0	82.8	97.1	97.2
<b>Total (size)</b>	<b>46,453</b>	<b>254</b>	<b>210</b>	<b>611</b>	<b>1,919</b>	<b>49,447</b>
<b>Age</b>						
24 and under	21.4	6.3	31.3	44.8	24.7	21.7
25 - 44	54.1	47.2	50.0	35.7	52.8	53.8
45 - 64	23.4	42.5	18.8	18.5	21.2	23.3
65 and over	1.1	3.9	-	1.0	1.3	1.2
<b>Total (size)</b>	<b>46,457</b>	<b>254</b>	<b>208</b>	<b>605</b>	<b>1,926</b>	<b>49,450</b>
<b>Employment status</b>						
Employed, full-time	42.5	57.5	33.9	11.5	45.1	42.3
Employed, part-time	50.2	34.6	57.3	72.7	45.3	50.2
Employed, away from work	7.3	7.9	8.7	15.7	9.6	7.5
<b>Total (size)</b>	<b>46,452</b>	<b>254</b>	<b>218</b>	<b>616</b>	<b>1,925</b>	<b>49,465</b>
<b>Highest education qualification</b>						
Bachelor degree or above	36.4	38.9	32.2	28.0	23.0	35.8
Advanced diploma and Diploma	29.9	27.6	19.3	17.1	37.4	29.9
Certificate III & IV	24.0	24.7	30.2	21.0	24.2	24.0
Below Certificate III	9.7	8.8	18.3	33.9	15.4	10.3
<b>Total (size)</b>	<b>44,738</b>	<b>239</b>	<b>202</b>	<b>596</b>	<b>1,797</b>	<b>47,572</b>
<b>Unpaid child care</b>						
Did not provide child care	58.0	54.0	73.2	73.8	61.0	58.4
Did provide child care	42.0	46.0	26.8	26.2	39.0	41.6
<b>Total (size)</b>	<b>46,288</b>	<b>250</b>	<b>213</b>	<b>603</b>	<b>1,908</b>	<b>49,262</b>
<b>Unpaid care assistance</b>						
Did not provide assistance	88.5	84.4	89.2	88.8	88.8	88.5
Did provide assistance	11.5	15.6	10.8	11.2	11.2	11.5
<b>Total (size)</b>	<b>46,198</b>	<b>243</b>	<b>212</b>	<b>615</b>	<b>1,906</b>	<b>49,174</b>
<b>Country of birth</b>						
Australia	63.0	57.4	70.0	73.8	68.5	63.3
Main English-speaking country	5.8	4.5	12.0	8.0	6.3	5.8
Other Non-English-speaking country	31.3	38.0	18.0	18.2	25.2	30.9
<b>Total (size)</b>	<b>46,264</b>	<b>242</b>	<b>217</b>	<b>610</b>	<b>1,904</b>	<b>49,237</b>
<b>Sector of employment</b>						
Public	1.3	-	-	-	0.9	1.3
Private	98.7	100.0	100.0	100.0	99.1	98.7
<b>Total (size)</b>	<b>46,453</b>	<b>250</b>	<b>215</b>	<b>609</b>	<b>1,920</b>	<b>49,447</b>
<b>Weekly hours worked</b>						
0 hours	6.5	6.0	8.9	14.5	7.6	6.6
1 to 19	16.4	10.9	23.0	41.6	15.4	16.7
20 to 34	34.2	24.6	33.8	32.8	30.6	34.0
35 to 44	40.5	35.1	23.5	10.5	42.1	40.1
45 and over	2.4	23.4	10.8	0.5	4.4	2.6
<b>Total (size)</b>	<b>46,040</b>	<b>248</b>	<b>213</b>	<b>598</b>	<b>1,880</b>	<b>48,979</b>

Note: Cells in this table have been randomly adjusted to avoid the release of confidential data.

Note: Total workforce refers to all persons who are employed full-time, part-time or away from work.

Source: 2021 Census of Population and Housing - counting persons, 15 years and over; person records, accessed via Table Builder.

**Table 14.4 Child Carers in Child Care Services**

ANZSIC 4-digit	Child Care Services (8710)						Total
	Child Care Worker	Family Day Care Worker	Nanny	Out of School Hours Care Worker	Child Carers nfd		
ANZSCO 6-digit	421111	421112	421113	421114	421100		
<b>Gender (%)</b>							
Male	2.9	2.0	3.1	20.2	3.4		4.0
Female	97.1	98.0	96.9	79.8	96.6		96.0
<b>Total (size)</b>	<b>62,258</b>	<b>7,705</b>	<b>889</b>	<b>5,621</b>	<b>7,607</b>		<b>84,080</b>
<b>Age</b>							
24 and under	23.4	3.1	41.2	55.8	34.2		24.9
25 - 44	52.8	43.5	35.9	27.7	44.4		49.3
45 - 64	22.6	50.4	20.1	15.0	20.0		24.4
65 and over	1.3	3.0	2.8	1.5	1.4		1.5
<b>Total (size)</b>	<b>62,261</b>	<b>7,713</b>	<b>882</b>	<b>5,613</b>	<b>7,607</b>		<b>84,076</b>
<b>Employment status</b>							
Employed, full-time	44.5	63.3	23.1	8.6	41.6		43.3
Employed, part-time	47.7	30.8	69	74.3	48.7		48.3
Employed, away from work	7.8	5.9	7.9	17.1	9.7		8.4
<b>Total (size)</b>	<b>62,264</b>	<b>7,713</b>	<b>886</b>	<b>5,620</b>	<b>7,603</b>		<b>84,086</b>
<b>Highest education qualification</b>							
Bachelor degree or above	31.2	31.4	22.7	21.4	17.2		29.3
Advanced diploma and Diploma	30.8	32.8	15.9	14.9	32.1		29.9
Certificate III & IV	24.9	26.9	16.9	16.6	22.8		24.3
Below Certificate III	13.0	8.9	44.5	47.1	28.0		16.6
<b>Total (size)</b>	<b>59,806</b>	<b>7,286</b>	<b>841</b>	<b>5,445</b>	<b>6,931</b>		<b>80,309</b>
<b>Unpaid child care</b>							
Did not provide child care	59.3	49.9	76.9	79.5	64.6		60.5
Did provide child care	40.7	50.1	23.1	20.5	35.4		39.5
<b>Total (size)</b>	<b>62,037</b>	<b>7,683</b>	<b>883</b>	<b>5,603</b>	<b>7,546</b>		<b>83,752</b>
<b>Unpaid care assistance</b>							
Did not provide assistance	90.1	85.8	89.2	90.2	90.6		89.8
Did provide assistance	9.9	14.2	10.8	9.8	9.4		10.2
<b>Total (size)</b>	<b>61,926</b>	<b>7,651</b>	<b>877</b>	<b>5,599</b>	<b>7,511</b>		<b>83,564</b>
<b>Country of birth</b>							
Australia	59.6	40.3	63.2	77.6	68.4		59.9
Main English-speaking country	5.8	5.7	14.8	6.2	7.0		6.0
Other Non-English-speaking country	34.6	53.9	22.0	16.3	24.6		34.1
<b>Total (size)</b>	<b>62,014</b>	<b>7,656</b>	<b>877</b>	<b>5,604</b>	<b>7,554</b>		<b>83,705</b>
<b>Sector of employment</b>							
Public	0.3	-	-	0.1	0.3		0.3
Private	99.7	100.0	100.0	99.9	99.7		99.7
<b>Total (size)</b>	<b>62,260</b>	<b>7,709</b>	<b>884</b>	<b>5,615</b>	<b>7,604</b>		<b>84,072</b>
<b>Weekly hours worked</b>							
0 hours	7.0	4.5	7.1	16.4	7.1		7.4
1 to 19	15.6	8.0	39.1	46.7	19.2		17.6
20 to 34	32.5	23.2	30.7	28.2	30.9		31.2
35 to 44	42.4	33.7	16.5	7.5	39.1		38.7
45 and over	2.4	30.6	6.6	1.2	3.6		5.1
<b>Total (size)</b>	<b>61,713</b>	<b>7,592</b>	<b>873</b>	<b>5,574</b>	<b>7,407</b>		<b>83,159</b>

Note: Cells in this table have been randomly adjusted to avoid the release of confidential data.

Note: Total workforce refers to all persons who are employed full-time, part-time or away from work.

Source: 2021 Census of Population and Housing - counting persons, 15 years and over; person records, accessed via Table Builder.



## 14.4.2 Information from the Early Childhood Education and Care National Workforce Census

Information about Child Carers' pay comes from the 2021 Early Childhood Education and Care National Workforce Census (Social Research Centre, 2022). Specifically, the data comes from a service survey which collects self-completed information at site level from approved Child Care Services, including about staffing. In 2021, 15,153 services (99.0% of operational services) responded (Social Research Centre, 2022). Information is captured for centre-based day care services, family day care, in home care, out of school hours care, and vacation care services.

In 2021, for the first time, the National Workforce Census asked about staff wages in comparison to the Award. Information is reproduced in Table 14.5 (Social Research Centre, 2022, p.13). This shows that for 14% of staff, the way wages compared to award rates for their position was unknown. However, more than half of all paid contact staff were paid according to an award rate (57.8%). One in five (20.9%) received up to 10% above the award rate, 5.4% received a rate which was between 10%-25% above the award, and 1.9% received a rate which was 25% above the award. The proportion who were paid at 'award only' level was highest in vacation and out of school hours care (69.4% and 68.9% respectively) and lowest in family day care and in-home care, where many contact staff work as independent contractors.

**Table 14.5 Wage levels for contact staff, by ECEC service type (%)**

	Centre-based day care (n=131,109)	Family Day Care (n=12,107)	In Home Care (n=942)	Out of School Hours Care (n=27,920)	Vacation Care (n=22,678)	Total (n=19,4757)
Award only	57.1	17.7	23.6	68.9	69.4	57.8
Up to 10% above award	25.5	4.0	11.5	12.9	13.1	20.9
Between 10% to 25% above award	5.9	1.5	4.3	5.0	4.6	5.4
More than 25% above award	2.2	2.4	4.3	0.9	0.9	1.9
Don't know	9.2	74.6	56.4	12.3	12.0	14.0

Source: Adapted from Social Research Centre, 2022, Table 5, p13.

The National Workforce Census also shows levels of upskilling taking place in the ECEC workforce. In addition to those studying for formal degree, diploma and certificate level qualifications, three quarters of contact staff had undertaken formal professional development in the previous 12 months (73.9%). Most often this related to strengthening pedagogy or practice, the provision of inclusion support for children with disability and additional needs, support for cultural diversity, and Aboriginal and Torres Strait Islander cultural awareness or reconciliation training (Social Research Centre, 2022, p.22).

## 14.4.3 Wider literature on pay and labour turnover in ECEC

The OECD notes that internationally, wages and salaries in ECEC have historically been very low, especially in services aimed at children under age 3 years, and are typically much lower than for competing occupations, such as primary education teaching (OECD, 2019). Correspondingly, many countries struggle to attract and keep skilled staff in the industry. Australian studies on the

early childhood workforce focus on shortages and problems of retention and note low wages as a determinant of turnover, as well as burnout and low wellbeing (Ng et al, 2023; OECD, 2019). Public funding models, or constraints on fees to parents, are considered the main practical constraint on pay as staff salaries are the largest operating cost for providers (OECD, 2019). Low pay is also reinforced by workers' ethos of self-sacrifice, which makes educators reluctant to seek better wages and conditions when they expect costs will be passed on to parents and families (Jovanic, 2013). In focusing on determinants of retention, McDonald et al (2018) found receipt of financial support from partners or other family members enabled educators to remain in low paid ECEC roles. Access to private financial resources offset the economic challenge of living on ECEC wages, and meant workers could then enact altruistic motivations and commitment to children. Retention was also supported by paid study time and paid time for non-contact activities such as planning and documenting learning (McDonald, 2018).

Shortages have renewed attention on the highly segregated context of ECEC and men as a source of additional labour supply (OECD, 2019; Sullivan, 2023; Thorpe, Sullivan et al., 2020). Recruiting male educators is seen not only as a way to expand the workforce, but as a source of diversity which provided opportunities for a wider range of styles of relationships with children and parents, and could enhance bonding with fathers and boys (Thorpe, Sullivan et al., 2020). Sullivan et al (2023) note the low retention rates for men in ECEC, and in exploring the challenge of increasing inclusion, note cultural framings of male educators in ECEC as deviant, considered potential predators and excluded from full participation in all duties or overly cautious, including in duties of toileting, nappy changing and comforting children. Thorpe, Sullivan et al. (2020) also note that male educators are less likely to enrol in education and training in early childhood, and less likely to complete training and sustain careers in ECEC but once in these occupations are subject to both greater scrutiny and commendation (Thorpe et al., 2018). Indeed, services with men define them as assets in that they were competent educators who provided models of diverse relationships for children and families (Thorpe, Sullivan et al., 2020).

## 14.5 Beauty Therapists

Beauty Therapists advise on client needs, provide skin, tanning, manicure and pedicure, and hair removal treatments, applying makeup, selling products, conducting massage, and following strict hygiene and safety protocols. It is almost exclusively female work, performed by women to a mainly female clientele, usually in small salons. A Certificate III or IV level qualification is usually required. There are national shortages and strong demand is expected (National Skills Commission, 2022).

There is little publicly available data about the Beauty Therapist workforce. There appear few rigorous studies of the Beauty Therapist workforce, and Beauty Therapy has attracted only marginal scholarly interest in the disciplines of sociology and cultural studies. It is quintessentially female work; Black and Sharma (2001) note the beauty industry is a set of systems that regulate women's bodies and maintain day to day routines of femininity to an extent not experienced by men, and involve practitioners and clients who are almost all women, interacting in feminised spaces.

Seminal research by Sharma and Black (2001) emphasise the role of emotional labour in the beauty labour process. They show that while beauty therapy work appears to focus on making



customers look better, beauty therapists see their work more about making customers feel better. Workers described working with feelings as well as the body, offering stress relief and building confidence, and building the relationships needed to secure a personal clientele and repeat business. However, beauty therapists have historically been trivialised culturally as ‘bimbos’, contributing to low pay and status. Sharma and Black (2001) found that in light of their stigmatisation, beauty therapists emphasised their emotional work to help achieve legitimacy. However, they simultaneously undermined this legitimacy by framing their emotional work as intuitive and picked up through life experience rather than as learned expertise (Sharma and Black, 2001).

Consistent with this, Toerien and Kitzinger (2007) identified emotional labour during a hair removal process, showing how the work is relational as well as physical practice, requiring interactional competencies to ensure non-routine responses, reassurance around clients’ concerns, and treating clients as individuals. Using conversation analysis, their study showed how Beauty Therapists avoided presenting themselves as absolute experts in order to relate personally with clients and tailor the service around client preferences.

McCann (2022) similarly points out that beauty salon work goes beyond aesthetic curation of bodies to also incorporate emotional labour, which is more complex than traditional depictions of beauty therapists recognise. Like others, this study found therapists need to manage the physical and emotional aspects of salon encounters and generate positive emotions in clients. Salon workers are often trusted with sensitive client disclosures, and facilitate bonding and identity formation in marginalised communities. As people in frequent and intimate contact with diverse community members, they can act as informal helpers around medical and social issues, reflected in the informal provision of emotional supports to clients experiencing stress during the pandemic, and in growing recognition that the trust and intimacy between salon workers and clients can be harnessed to help prevent domestic violence (McCann, 2022; McCann and Myers, 2023).

## 14.6 Veterinary Nurses

Veterinary Nurses (ANZSCO 3613) fall within the broader category of skilled animal attendants, trainers and shearers (ANZSCO 361). The National Skills Commission (2022) indicates that in 2021 there were 15,400 Veterinary Nurses in Australia (ANZSCO 3613), slightly above the number in our analysis, which was restricted to those with employers in the Veterinary Services industry. Expectations of growth for this occupation are high. Veterinary Nurses are projected to grow by 15.4% from 2021 to 2026 and there are national skill shortages (See Appendix E).

The Veterinary Nurse workforce and their working conditions and work practices have received relatively little focused attention in Australia. In general, Veterinary Nurses provide nursing care to sick animals; support veterinarians with medical procedures, diagnostic tests, and critical care; and educate owners and the community on the health care of animals. While tasks may differ in Australia and across settings and practices, in the UK it has been found that most Veterinary Nurses do a wide range of tasks, such as regularly dispensing medications including administering injections, setting up intravenous fluids, administering anaesthetics, taking blood samples, undertaking dental hygiene work, undertaking clinical and general cleaning work, and doing reception work (Robinson et al., 2019).

Veterinary Nurses work under the supervision of veterinarians, and/or practice managers. Certificate IV in Veterinary Nursing has long been accepted as the main qualification for veterinary support staff, however the emerging para-profession of Veterinary Technicians, which requires a Bachelor degree (available in Australia since 2001), is growing. This is filling a gap between vocational veterinary nursing and veterinary medicine, although job tasks of veterinary technicians and nurses may overlap (Clarke et al, 2019; Kirley, 2018).

The occupation is self-regulated. The Veterinary Nurses Council of Australia launched the Australian Veterinary Nurse and Technician Registration Scheme on 1 April 2019, which has support from the Australian Veterinary Association<sup>25</sup>. Recently, agreement was reached to progress nationally consistent regulation and title protection of vet nurses and technicians around Australia.<sup>26</sup>

Overseas, veterinary nursing is also a segregated industry. A large United Kingdom study (Robinson et al, 2019) found 97% of respondents were female. The United Kingdom workforce was also relatively young (mean age of 35 years compared with 40 years across the wider workforce).

There is much segregation within the wider veterinary industry. Historically, veterinary medicine was male dominated, however in recent decades, both veterinarians and their support staff have undergone dramatic feminisation (Clarke and Knights, 2019; Irvine and Vermilya, 2010; Wallace and Kay, 2022). Despite women's numerical dominance, masculinised models have been argued to persist, with women segregated into nursing and other support roles, and in practices specialising in the growth area of small companion pets, assumed to require traditional and ostensibly 'natural' feminine traits of caring and nurturing, both in relation to animals and in recognition of the bonds of attachment between owners and pets and need to sensitively convey bad news about illness. By contrast, men, valued for their supposed higher technical skills and ability to stay cool under stress, have specialised in treating large farm animals, enabling access to higher incomes and maintaining gender norms across the veterinary industry, despite overall feminisation of practice (Wallace and Kay, 2022). In addition, there are low numbers of women owning practices, under-representation of women in the leading professional organisations, and lower salaries (Wallace and Kay, 2022).

Other issues in the literature relate to retention difficulties and work stress. Robinson et al (2019) found 25% of UK Veterinary Nurses were planning to leave in the next five years, for reasons other than retirement. Most commonly, reasons related to pay (77%), not feeling rewarded/valued (60%) or poor work-life balance (46%). Other research has also found common reasons for leaving relate to pay and career progression, poor team dynamics, work life balance and work stress, including dealing with complaints and unrealistic expectations (Schofield and Jacklin, 2023; Hagen et al., 2022). Additionally, low salaries mean Veterinary Nurses face difficulties paying for child care which prevents many from returning to work after parental leave (Kirley, 2018). Within veterinary practices, the turnover of Veterinary Nurses contributes to rising workloads, stress and fatigue for others (Sadler et al., 2022).

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<sup>25</sup> See <https://www.vnca.asn.au/avnat/>

<sup>26</sup> See <https://www.ava.com.au/news/agreement-reached-to-progress-regulation-and-title-protection-for-veterinary-nurses-and-technicians/>

Veterinary Nurses have been identified as subject to psychosocial pressures and at high risk of occupational stress and burnout (Deacon and Brough, 2020; Sadler et al, 2022). In particular, the high pressure and stress of Veterinary Nursing can contribute to compassion fatigue and a bullying culture (Sadler et al, 2022). Tasks relating to euthanasing animals are particular stressors especially when they are frequent, but stressors also include difficult client interactions and conflict with vets or other team members (Deacon and Brough, 2020).

## 14.7 Summary

These highly feminised occupations have diverse histories and characteristics, yet some share commonalities. Midwives, Dental Assistants and Veterinary Nurses work closely with professions which have feminised over recent decades (i.e. obstetricians and gynaecologists, dentists and veterinarians). However, these adjacent feminised support roles have not attracted an influx of men. The feminisation of midwifery is maintained through strong expectations that midwives will be female providers delivering woman-centred models of care, and while women have entered the related obstetrics profession, men have not entered midwifery. In contrast to growth in the wider field of nursing and decreasing feminisation, midwifery is shrinking, and has become more segregated in the last decade. Few midwives will ever work alongside a male midwife, however those that do have more positive attitudes to the quality of care provided by men.

Evidence also documents how Dental Assistant work developed as an auxiliary workforce to enable male dentists to practice, anticipating and fulfilling needs under male dentists' authority. Although the dentistry profession has feminised, men have not entered support roles. Similarly, veterinarian medicine has feminised, but without alteration to the gendered nature of support roles.

Child Carers are not homogeneous, with those working in Out of School Hours Care having a young age profile. As part of the same broader industry, Child Carers and Early Childhood Teachers share some commonalities, with both affected by stereotypes of gendered care, shortages and retention difficulties, and relatively few able to access above award payments. Indeed, all highly feminised occupations are affected by skills shortages (see Appendix E).

## 15 Conclusion

Overall, this report has provided unprecedented detail about gender segregation in Australia. It has focused specifically on feminisation across industries and occupations, where undervaluation and pay equity issues are most likely to occur. The analysis has used a data-driven approach to identify highly feminised occupations within feminised industries. It has compiled and interpreted available evidence about these occupations and industries, and where possible, has identified relevant modern awards applying to these feminised workforces. Our analysis indicates that the most feminised occupations are Hospital Midwives, Preschool Early Childhood Teachers, Dental Assistants, Child Carers, Beauty Therapists and Veterinary Nurses. In each, we found the workforce was at least 96% female. Along with other highly feminised occupations, these have high rates of part-time work, relatively low rates of pay and are affected by national skill shortages.

However, the analysis comes with several caveats. Our focus has been on large, highly feminised occupations and industries, as these segregated areas of the workforce are most likely to be affected by undervaluation and work value issues. This does not imply that highly segregated male-dominated occupations are unproblematic. While not discussed in detail here, highly masculinised occupations and industries may similarly constrain opportunities, reduce productivity, and reinforce the pay gap, and these inequalities and impacts require focused analysis.

Further, our focus on larger occupations in feminised industries does not imply that smaller occupations with high levels of feminisation, or large groups with lower levels of feminisation, do not require attention, including many listed in Appendix A and Appendix B. Rather, our focus reflects pragmatic recognition of the likely effectiveness of policy and regulatory engagement with respect to the numerically significant female dominated occupations and industries. Addressing potential undervaluation and work value issues where there are large concentrations of women are more likely to rapidly address the aggregate gender pay gap. As such, our focus on large occupations is intended to assist the Fair Work Commission to prioritise occupation and industry areas to consider.

Additionally, our analysis has relied on the classifications, definitions, and sample sizes available in existing data. While both the Census and EEH have generated valuable knowledge, neither the Census nor the EEH were designed to offer sharp focus on issues of pay setting and undervaluation, and we found that neither include the wide range of variables necessary for a fully comprehensive exploration. Further, both rely on ANZSIC and ANZSCO classifications, which do not enable fully comprehensive breakdowns for female dominated categories. While the EEH provides helpful information about pay and pay setting and has recently been enhanced by the inclusion of data on awards (Yuen and Tomlinson, 2023), it continues to lack the industry granularity required to match with the categories of concern. Further, it has insufficient sample sizes to enable reliable exploration of pay settings or award coverage across the 29 highly female-dominated occupations within feminised industries.

Supplementary information available via professional registries (e.g. for Midwives and Nurses) and Australian Government funded industry data collections (e.g. Social Research Centre, 2022)<sup>27</sup> can

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<sup>27</sup> While not used in this report, the Aged Care Census may also provide a source of supplementary information, see Department of Health (2021).

help fill some gaps, and provide a potential platform for further data collection relating to remuneration. Importantly, we found a dearth of statistical or qualitative information relating to several of the highly feminised occupations, including Beauty Therapists, Dental Assistants, and Veterinary Nurses. Information about Education Aides and Medical Receptionists, which were identified as highly feminised across multiple industry classes, also appears limited.

More robust and fit-for-purpose datasets are needed for ongoing monitoring of pay, working conditions, workforce characteristics and dynamics in low-paid feminised occupations and industries. As well as ensuring sufficient sample size to provide a reliable workforce profile and track workforce change over time, future data sets should capture the experiences of workers and employers, to help understand changing workforce circumstances and dynamics more comprehensively. While our analysis did not involve a full examination of drivers of segregation and the responses needed, continuing to monitor levels of feminisation and conditions in feminised industries and occupations will provide an important basis for targeting interventions and for achieving national gender equality policy and regulatory goals.

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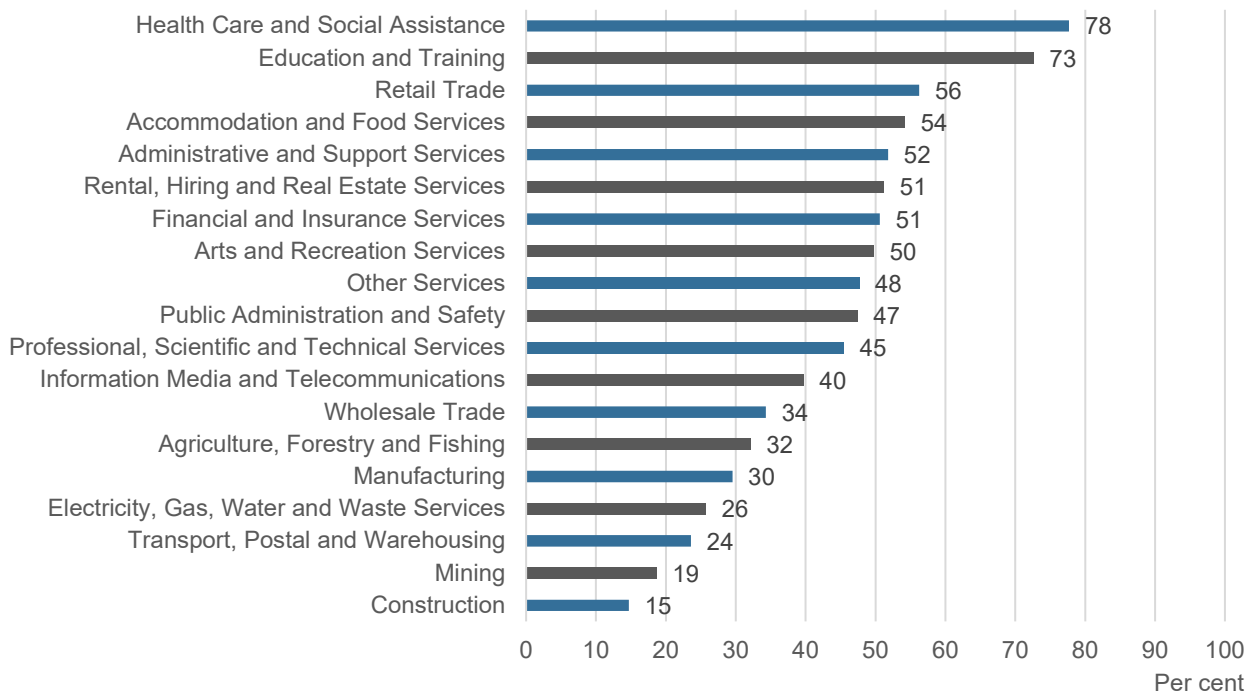
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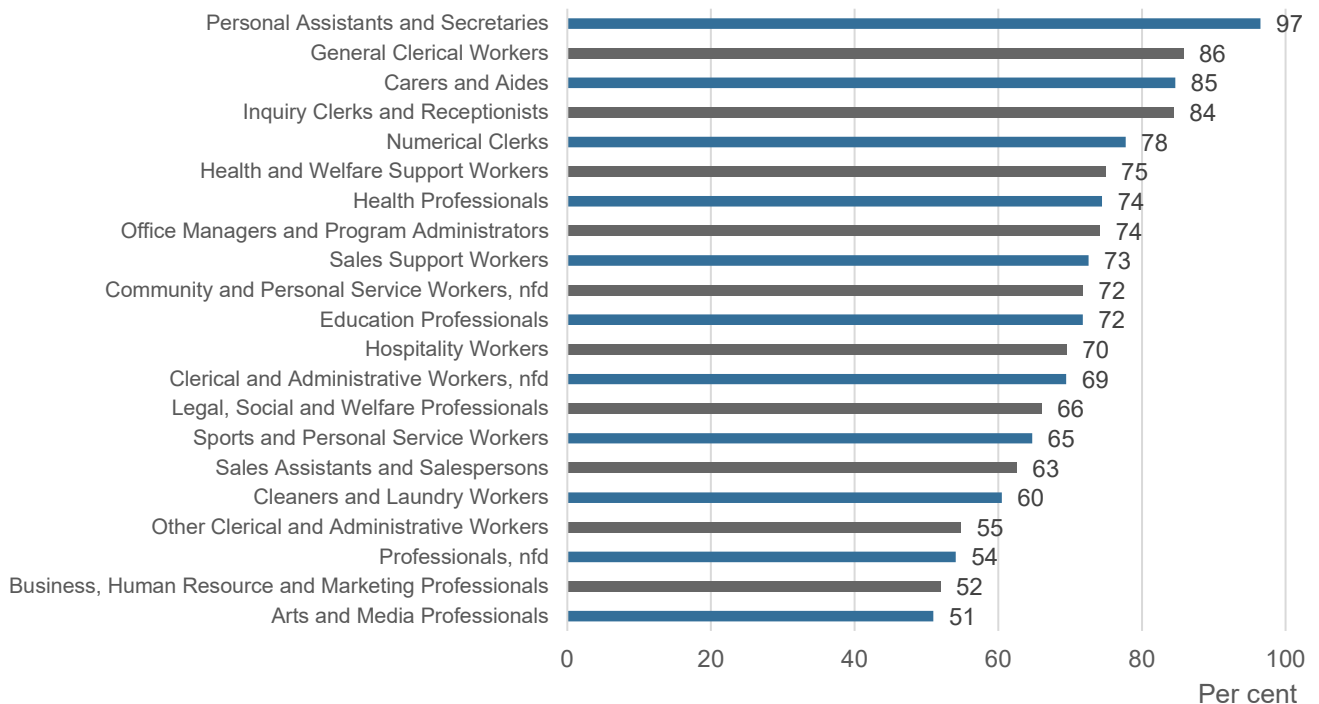
# Appendix A Feminised industries and occupations

**Figure A. 1 Proportion of women in industry divisions (1-digit) (%)**



Source: 2021 Census of Population and Housing – counting persons, 15 years and over, person records, accessed via Table Builder

**Figure A. 2 Proportion of women in occupation groups (2-digit) (%)**



Source: 2021 Census of Population and Housing – counting persons, 15 years and over, person records, accessed via Table Builder

**Table A. 1 Industry Classes (4-digit) which are over 60% female**

Industry Division (ANZSIC 1-digit)	Industry Sub-division (ANZSIC 2-digit)	Industry Class (ANZSIC 4-digit)	ANZSIC code	Female (%)	Male (%)	Female (vol)	Male (vol)	Total (vol)
EDUCATION & TRAINING	Preschool and School Education	Preschool Education	8010	95.8	4.2	72,458	3,163	75,613
HEALTH CARE & SOCIAL ASSISTANCE	Social Assistance Services	Child Care Services	8710	93.7	6.3	108,010	7,236	115,250
OTHER SERVICES	Personal and Other Services	Hairdressing and Beauty Services	9511	87.1	12.9	85,171	12,579	97,748
EDUCATION & TRAINING	Preschool and School Education	Primary Education	8021	85.1	14.9	225,820	39,433	265,249
PROFESSIONAL, SCIENTIFIC, TECHNICAL	Professional, Scientific and Technical Services (Except Compu	Veterinary Services	6970	82.6	17.5	23,596	4,990	28,583
HEALTH CARE & SOCIAL ASSISTANCE	Residential Care Services	Aged Care Residential Services	8601	82.5	17.5	213,203	45,074	258,274
HEALTH CARE & SOCIAL ASSISTANCE	Medical and Other Health Care Services	Other Allied Health Services	8539	81.2	18.8	75,603	17,528	93,132
HEALTH CARE & SOCIAL ASSISTANCE	Medical and Other Health Care Services	Dental Services	8531	80.6	19.3	45,818	10,992	56,814
RETAIL TRADE	Other Store-Based Retailing	Clothing Retailing	4251	80.2	19.8	74,384	18,317	92,703
RETAIL TRADE	Other Store-Based Retailing	Pharmaceutical, Cosmetic and Toiletry Goods Retailing	4271	77.9	22.1	63,232	17,962	81,194
HEALTH CARE & SOCIAL ASSISTANCE	Hospitals	Hospitals (except Psychiatric Hospitals)	8401	77.4	22.6	421,735	123,424	545,158
HEALTH CARE & SOCIAL ASSISTANCE	Health Care and Social Assistance, nfd	Health Care and Social Assistance, nfd	Q000	76.6	23.4	21,555	6,592	28,146
HEALTH CARE & SOCIAL ASSISTANCE	Medical and Other Health Care Services	Specialist Medical Services	8512	75.6	24.4	30,160	9,733	39,894
HEALTH CARE & SOCIAL ASSISTANCE	Social Assistance Services	Social Assistance Services, nfd	8700	75.3	24.7	18,981	6,217	25,194
HEALTH CARE & SOCIAL ASSISTANCE	Medical and Other Health Care Services	Medical and Other Health Care Services, nfd	8500	75.2	24.8	19,677	6,493	26,173
HEALTH CARE & SOCIAL ASSISTANCE	Medical and Other Health Care Services	Pathology and Diagnostic Imaging Services	8520	74.9	25.1	40,215	13,498	53,712
EDUCATION & TRAINING	Adult, Community and Other Education	Arts Education	8212	74.0	26.0	16,412	5,766	22,182
HEALTH CARE & SOCIAL ASSISTANCE	Medical and Other Health Care Services	General Practice Medical Services	8511	73.6	26.4	80,668	28,978	109,649
HEALTH CARE & SOCIAL ASSISTANCE	Social Assistance Services	Other Social Assistance Services	8790	73.5	26.5	204,388	73,840	278,221
EDUCATION & TRAINING	Preschool and School Education	Combined Primary and Secondary Education	8023	71.7	28.3	105,445	41,543	146,993
HEALTH CARE & SOCIAL ASSISTANCE	Residential Care Services	Other Residential Care Services	8609	71.1	28.9	17,561	7,132	24,692
RETAIL TRADE	Other Store-Based Retailing	Department Stores	4260	69.7	30.3	48,969	21,271	70,243
RETAIL TRADE	Food Retailing	Other Specialised Food Retailing	4129	68.7	31.3	15,301	6,962	22,267
OTHER SERVICES	Personal and Other Services	Other Interest Group Services nec	9559	67.5	32.5	23,987	11,546	35,532
EDUCATION & TRAINING	Preschool and School Education	Secondary Education	8022	67.2	32.8	138,043	67,320	205,360
HEALTH CARE & SOCIAL ASSISTANCE	Medical and Other Health Care Services	Physiotherapy Services	8533	67.2	32.8	18,982	9,260	28,243
PROFESSIONAL, SCIENTIFIC, TECHNICAL	Professional, Scientific and Technical Services (Except Compu	Legal Services	6931	65.3	34.7	80,332	42,627	122,958
EDUCATION & TRAINING	Education and Training, nfd	Education and Training, nfd	P000	65.2	34.8	17,463	9,338	26,801
OTHER SERVICES	Personal and Other Services	Other Personal Services nec	9539	64.9	35.1	25,844	14,000	39,843
ARTS & RECREATION SERVICES	Sports and Recreation Activities	Health and Fitness Centres and Gymnasias Operation	9111	63.9	36.0	17,600	9,921	27,522
RETAIL TRADE	Other Store-Based Retailing	Other Store-Based Retailing nec	4279	63.9	36.1	24,227	13,707	37,926
EDUCATION & TRAINING	Adult, Community and Other Education	Adult, Community and Other Education nec	8219	62.5	37.5	23,366	14,049	37,415
ADMINISTRATIVE & SUPPORT SERVICES	Administrative Services	Employment Placement and Recruitment Services	7211	61.6	38.4	35,015	21,803	56,817
PUBLIC ADMIN & SAFETY	Public Administration	Central Government Administration	7510	61.0	39.0	82,504	52,788	135,293
EDUCATION & TRAINING	Adult, Community and Other Education	Sports and Physical Recreation Instruction	8211	60.3	39.7	19,985	13,168	33,154

Note: Cells in this table have been randomly adjusted to avoid the release of confidential data.

Note: The size of the workforce is based on all employed people, including people who didn't or inadequately answered the question on the Census form. It excludes people classified as 'not applicable', that is, unemployed people looking for either full-time or part-time work; persons not in the labour force; persons with labour force not stated; persons aged under 15 years.

Source: 2021 Census of Population and Housing - counting persons, 15 years and over; person records, accessed via Table Builder.

**Table A. 2 Occupation Groups (2-digit) which are over 50% female**

Occupation Major Group (ANZSCO 1-digit)	Occupation Sub-Major Group (ANZSCO 2-digit)	ANZSCO code	Female (%)	Male (%)	Female (vol)	Male (vol)	Total (vol)
CLERICAL & ADMINISTRATIVE WORKERS	Personal Assistants and Secretaries	52	96.5	3.5	78,525	2,824	81,357
CLERICAL & ADMINISTRATIVE WORKERS	General Clerical Workers	53	85.8	14.2	246,380	40,843	287,223
COMMUNITY & PERSONAL SERVICE WORKERS	Carers and Aides	42	84.6	15.4	542,506	98,477	640,982
COMMUNITY & PERSONAL SERVICE WORKERS	Inquiry Clerks and Receptionists	54	84.5	15.5	213,387	39,277	252,661
CLERICAL & ADMINISTRATIVE WORKERS	Numerical Clerks	55	77.7	22.3	248,505	71,206	319,709
COMMUNITY & PERSONAL SERVICE WORKERS	Health and Welfare Support Workers	41	74.9	25.1	122,777	41,070	163,844
PROFESSIONALS	Health Professionals	25	74.5	25.5	454,741	156,039	610,781
CLERICAL & ADMINISTRATIVE WORKERS	Office Managers and Program Administrators	51	74.2	25.8	196,566	68,444	265,008
SALES WORKERS	Sales Support Workers	63	72.6	27.4	105,736	39,957	145,692
COMMUNITY & PERSONAL SERVICE WORKERS	Community and Personal Service Workers, nfd	40	71.8	28.1	2,055	804	2,863
PROFESSIONALS	Education Professionals	24	71.8	28.2	385,999	151,824	537,823
COMMUNITY & PERSONAL SERVICE WORKERS	Hospitality Workers	43	69.5	30.5	172,038	75,404	247,441
CLERICAL & ADMINISTRATIVE WORKERS	Clerical and Administrative Workers, nfd	50	69.5	30.5	5,095	2,237	7,334
PROFESSIONALS	Legal, Social and Welfare Professionals	27	66.1	33.9	161,726	83,104	244,826
COMMUNITY & PERSONAL SERVICE WORKERS	Sports and Personal Service Workers	45	64.7	35.3	107,061	58,353	165,414
SALES WORKERS	Sales Assistants and Salespersons	62	62.6	37.4	414,210	247,622	661,834
LABOURERS	Cleaners and Laundry Workers	81	60.5	39.5	157,230	102,720	259,956
CLERICAL & ADMINISTRATIVE WORKERS	Other Clerical and Administrative Workers	59	54.8	45.2	129,384	106,688	236,077
PROFESSIONALS	Professionals, nfd	20	54.1	45.9	22,255	18,898	41,148
PROFESSIONALS	Business, Human Resource and Marketing Professionals	22	51.9	48.1	373,257	345,252	718,503
PROFESSIONALS	Arts and Media Professionals	21	51.0	49.0	43,647	42,010	85,658

Note: Cells in this table have been randomly adjusted to avoid the release of confidential data.

Note: The size of the workforce is based on all employed people, including people who didn't or inadequately answered the question on the Census form. It excludes people classified as 'not applicable', that is, unemployed people looking for either full-time or part-time work; persons not in the labour force; persons with labour force not stated; persons aged under 15 years.

Source: 2021 Census of Population and Housing - counting persons, 15 years and over; person records, accessed via Table Builder.

**Table A. 3 Occupation Unit Groups (4-digit) which are 80% and over female**

Occupation Major Group (ANZSCO 1-digit)	Occupation Sub-Major Group (ANZSCO 2-digit)	Occupation Unit Group (ANZSCO 4-digit)	ANZSCO code	Female (%)	Male (%)	Female (vol)	Male (vol)	Total (vol)
PROFESSIONALS	Health Professionals	Midwives	2541	98.7	1.3	19,316	254	19,573
PROFESSIONALS	Education Professionals	Early Childhood (Pre-primary School) Teachers	2411	97.6	2.4	29,305	713	30,012
COMMUNITY & PERSONAL SERVICE WORKERS	Carers and Aides	Dental Assistants	4232	97.5	2.5	25,774	667	26,438
CLERICAL & ADMINISTRATIVE WORKERS	Personal Assistants and Secretaries	Personal Assistants	5211	97.1	2.9	49,273	1,478	50,751
COMMUNITY & PERSONAL SERVICE WORKERS	Sports and Personal Service Workers	Beauty Therapists	4511	97.0	3.1	29,961	946	30,901
CLERICAL & ADMINISTRATIVE WORKERS	Personal Assistants and Secretaries	Personal Assistants and Secretaries, nfd	5210	96.3	2.2	131	3	136
TECHICIANS & TRADES WORKERS	Skilled Animal, Agricultural and Horticultural Workers	Veterinary Nurses	3613	96.2	3.7	12,520	486	13,012
COMMUNITY & PERSONAL SERVICE WORKERS	Carers and Aides	Child Carers	4211	95.6	4.4	155,386	7,101	162,490
CLERICAL & ADMINISTRATIVE WORKERS	Personal Assistants and Secretaries	Secretaries	5212	95.6	4.4	29,120	1,338	30,462
PROFESSIONALS	Health Professionals	Midwifery and Nursing Professionals, nfd	2540	95.4	5.7	250	15	262
PROFESSIONALS	Health Professionals	Nutrition Professionals	2511	93.6	6.5	6,216	431	6,643
CLERICAL & ADMINISTRATIVE WORKERS	Inquiry Clerks and Receptionists	Receptionists	5421	93.5	6.5	150,143	10,451	160,598
PROFESSIONALS	Health Professionals	Audiologists and Speech Pathologists \ Therapists	2527	93.2	6.8	12,681	930	13,613
TECHICIANS & TRADES WORKERS	Skilled Animal, Agricultural and Horticultural Workers	Florists	3621	92.9	7.0	5,746	430	6,182
MANAGERS	Specialist Managers	Child Care Centre Managers	1341	91.8	8.2	13,394	1,202	14,593
PROFESSIONALS	Health Professionals	Occupational Therapists	2524	91.0	9.0	17,689	1,743	19,429
CLERICAL & ADMINISTRATIVE WORKERS	Numerical Clerks	Bookkeepers	5512	90.5	9.5	72,169	7,601	79,763
PROFESSIONALS	Health Professionals	Nurse Educators and Researchers	2542	90.3	9.7	5,644	608	6,251
CLERICAL & ADMINISTRATIVE WORKERS	Personal Assistants and Secretaries	Practice Managers	5122	89.7	10.3	24,489	2,815	27,298
COMMUNITY & PERSONAL SERVICE WORKERS	Health and Welfare Support Workers	Diversional Therapists	4113	89.6	10.4	4,061	472	4,530
COMMUNITY & PERSONAL SERVICE WORKERS	Health and Welfare Support Workers	Enrolled and Mothercraft Nurses	4114	89.5	10.5	37,377	4,375	41,756
CLERICAL & ADMINISTRATIVE WORKERS	Personal Assistants and Secretaries	Office Managers	5121	89.4	10.6	99,990	11,834	111,828
COMMUNITY & PERSONAL SERVICE WORKERS	Carers and Aides	Education Aides	4221	88.6	11.4	91,497	11,808	103,305
PROFESSIONALS	Health Professionals	Registered Nurses	2544	88.3	11.7	232,130	30,614	262,742
CLERICAL & ADMINISTRATIVE WORKERS	Other Clerical and Administrative Workers	Library Assistants	5997	87.4	12.6	4,973	718	5,688
SALES WORKERS	Sales Assistants and Salespersons	Pharmacy Sales Assistants	6214	87.3	12.7	30,708	4,474	35,186
PROFESSIONALS	Health Professionals	Nurse Managers	2543	87.1	12.9	18,142	2,694	20,829
CLERICAL & ADMINISTRATIVE WORKERS	Numerical Clerks	Payroll Clerks	5513	86.7	13.3	24,726	3,791	28,516
CLERICAL & ADMINISTRATIVE WORKERS	General Clerical Workers	General Clerks	5311	86.4	13.6	211,604	33,243	244,849
COMMUNITY & PERSONAL SERVICE WORKERS	Sports and Personal Service Workers	Personal Care Consultants	4515	85.3	14.7	3,600	619	4,218
PROFESSIONALS	Education Professionals	Primary School Teachers	2412	85.1	14.9	140,355	24,530	164,891
PROFESSIONALS	Education Professionals	Special Education Teachers	2415	85.1	14.9	21,694	3,809	25,504
SALES WORKERS	Sales Support Workers	Visual Merchandisers	6395	84.9	15.2	3,965	711	4,669
PROFESSIONALS	Legal, Social and Welfare Professionals	Social Workers	2725	84.7	15.3	23,938	4,315	28,251
TECHICIANS & TRADES WORKERS	Other Technicians and Trades Workers	Gallery, Library and Museum Technicians	3993	84.4	15.6	5,512	1,017	6,528
LABOURERS	Cleaners and Laundry Workers	Housekeepers	8114	84.4	15.6	24,768	4,571	29,337
PROFESSIONALS	Business, Human Resource and Marketing Professionals	Librarians	2246	83.8	16.3	6,625	1,285	7,904
TECHICIANS & TRADES WORKERS	Other Technicians and Trades Workers	Hairdressers	3911	83.7	16.3	44,824	8,758	53,579
COMMUNITY & PERSONAL SERVICE WORKERS	Hospitality Workers	Cafe Workers	4312	82.8	17.2	36,040	7,492	43,533
CLERICAL & ADMINISTRATIVE WORKERS	Other Clerical and Administrative Workers	Conveyancers and Legal Executives	5991	82.7	17.3	13,027	2,729	15,758
TECHICIANS & TRADES WORKERS	Other Technicians and Trades Workers	Clothing Trades Workers	3932	82.5	17.4	5,062	1,069	6,135
CLERICAL & ADMINISTRATIVE WORKERS	General Clerical Workers	Keyboard Operators	5321	82.1	17.9	33,867	7,366	41,236
TECHICIANS & TRADES WORKERS	Skilled Animal, Agricultural and Horticultural Workers	Animal Attendants and Trainers, and Shearers, nfd	3610	81.9	19.4	59	14	72
PROFESSIONALS	Legal, Social and Welfare Professionals	Psychologists	2723	81.6	18.5	26,504	6,002	32,498
CLERICAL & ADMINISTRATIVE WORKERS	Office Managers and Program Administrators	Office and Practice Managers, nfd	5120	80.7	17.4	88	19	109
LABOURERS	Cleaners and Laundry Workers	Domestic Cleaners	8113	80.1	19.9	31,366	7,772	39,138
PROFESSIONALS	Design, Engineering, Science and Transport Professionals	Interior Designers	2325	80.1	19.9	9,552	2,376	11,932
SALES WORKERS	Sales Support Workers	Models and Sales Demonstrators	6391	80.0	20.0	7,126	1,786	8,911

Note: Cells in this table have been randomly adjusted to avoid the release of confidential data.

Note: The size of the workforce is based on all employed people, including people who didn't or inadequately answered the question on the Census form. It excludes people classified as 'not applicable', that is, unemployed people looking for either full-time or part-time work; persons not in the labour force; persons with labour force not stated; persons aged under 15 years.

Source: 2021 Census of Population and Housing - counting persons, 15 years and over; person records, accessed via Table Builder.



**Table A. 4 Occupation Unit Groups (4-digit) which are 70% to under 80% female**

Occupation Major Group (ANZSCO 1-digit)	Occupation Sub-Major Group (ANZSCO 2-digit)	Occupation Unit Group (ANZSCO 4-digit)	ANZSCO code	Female (%)	Male (%)	Female (vol)	Male (vol)	Total (vol)
CLERICAL & ADMINISTRATIVE WORKERS	Numerical Clerks	Accounting Clerks	5511	79.9	20.1	82,912	20,805	103,709
MACHINERY OPERATORS & DRIVERS	Machine and Stationary Plant Operators	Sewing Machinists	7116	79.7	20.3	6,368	1,625	7,992
COMMUNITY & PERSONAL SERVICE WORKERS	Sports and Personal Service Workers	Personal Service and Travel Workers, nfd	4510	79.6	20.4	156	40	196
PROFESSIONALS	Education Professionals	Teachers of English to Speakers of Other Languages	2493	79.4	20.5	4,245	1,094	5,346
CLERICAL & ADMINISTRATIVE WORKERS	General Clerical Workers	General Clerical Workers, nfd	5300	79.4	20.0	905	228	1,140
COMMUNITY & PERSONAL SERVICE WORKERS	Carers and Aides	Nursing Support and Personal Care Workers	4233	79.2	20.8	83,518	21,884	105,403
CLERICAL & ADMINISTRATIVE WORKERS	Clerical and Office Support Workers	Switchboard Operators	5616	78.8	20.9	1,652	439	2,096
TECHICIANS & TRADES WORKERS	Engineering, ICT and Science Technicians	Medical Technicians	3112	78.5	21.5	25,696	7,027	32,719
COMMUNITY & PERSONAL SERVICE WORKERS	Sports and Personal Service Workers	Tourism and Travel Advisers	4516	78.3	21.6	8,051	2,224	10,276
PROFESSIONALS	Health Professionals	Other Health Diagnostic and Promotion Professionals	2519	78.3	21.8	5,771	1,604	7,370
COMMUNITY & PERSONAL SERVICE WORKERS	Health and Welfare Support Workers	Massage Therapists	4116	78.2	21.8	12,603	3,506	16,108
PROFESSIONALS	Legal, Social and Welfare Professionals	Counsellors	2721	77.9	22.1	19,476	5,529	25,005
PROFESSIONALS	Legal, Social and Welfare Professionals	Welfare, Recreation and Community Arts Workers	2726	77.9	22.1	28,520	8,106	36,627
CLERICAL & ADMINISTRATIVE WORKERS	Clerical and Office Support Workers	Filing and Registry Clerks	5613	77.6	22.4	8,455	2,438	10,893
CLERICAL & ADMINISTRATIVE WORKERS	Other Clerical and Administrative Workers	Court and Legal Clerks	5992	77.2	22.8	10,625	3,138	13,767
PROFESSIONALS	Legal, Social and Welfare Professionals	Social and Welfare Professionals, nfd	2720	77.1	22.7	1,185	349	1,536
CLERICAL & ADMINISTRATIVE WORKERS	Other Clerical and Administrative Workers	Human Resource Clerks	5994	77.0	23.0	10,756	3,211	13,960
CLERICAL & ADMINISTRATIVE WORKERS	Numerical Clerks	Accounting Clerks and Bookkeepers, nfd	5510	77.0	22.8	493	146	640
COMMUNITY & PERSONAL SERVICE WORKERS	Carers and Aides	Aged and Disabled Carers	4231	76.7	23.3	174,454	53,078	227,535
COMMUNITY & PERSONAL SERVICE WORKERS	Carers and Aides	Carers and Aides, nfd	4200	76.4	23.5	4,236	1,302	5,542
MANAGERS	Hospitality, Retail and Service Managers	Conference and Event Organisers	1493	76.1	23.9	15,152	4,754	19,904
COMMUNITY & PERSONAL SERVICE WORKERS	Sports and Personal Service Workers	Travel Attendants	4517	76.1	23.9	5,027	1,582	6,610
COMMUNITY & PERSONAL SERVICE WORKERS	Carers and Aides	Personal Carers and Assistants, nfd	4230	76.0	24.0	5,645	1,783	7,432
MANAGERS	Specialist Managers	Health and Welfare Services Managers	1342	74.5	25.5	23,764	8,123	31,888
COMMUNITY & PERSONAL SERVICE WORKERS	Hospitality Workers	Waiters	4315	74.4	25.6	64,627	22,246	86,874
COMMUNITY & PERSONAL SERVICE WORKERS	Health and Welfare Support Workers	Welfare Support Workers	4117	74.3	25.7	52,960	18,357	71,313
PROFESSIONALS	Business, Human Resource and Marketing Professionals	Public Relations Professionals	2253	74.3	25.8	14,755	5,120	19,872
PROFESSIONALS	Business, Human Resource and Marketing Professionals	Human Resource Professionals	2231	73.6	26.4	52,308	18,792	71,092
SALES WORKERS	Sales Support Workers	Checkout Operators and Office Cashiers	6311	73.6	26.4	70,943	25,492	96,436
PROFESSIONALS	Education Professionals	Education Advisers and Reviewers	2491	73.3	26.7	9,548	3,486	13,033
PROFESSIONALS	Health Professionals	Complementary Health Therapists	2522	73.2	26.8	4,647	1,700	6,352
PROFESSIONALS	Business, Human Resource and Marketing Professionals	Archivists, Curators and Records Managers	2242	73.1	26.9	4,721	1,740	6,457
SALES WORKERS	Sales Support Workers	Sales Support Workers, nfd	6300	72.9	26.8	196	72	269
SALES WORKERS	Sales Support Workers	Other Sales Support Workers	6399	72.6	27.4	9,592	3,622	13,217
PROFESSIONALS	Education Professionals	School Teachers, nfd	2410	72.5	27.5	9,888	3,753	13,640
COMMUNITY & PERSONAL SERVICE WORKERS	Health and Welfare Support Workers	Indigenous Health Workers	4115	72.5	27.2	1,340	503	1,849
PROFESSIONALS	Health Professionals	Health Therapy Professionals, nfd	2520	72.1	27.9	163	63	226
TECHICIANS & TRADES WORKERS	Skilled Animal, Agricultural and Horticultural Workers	Animal Attendants and Trainers	3611	71.8	28.2	13,382	5,261	18,642
COMMUNITY & PERSONAL SERVICE WORKERS	Community and Personal Service Workers, nfd	Community and Personal Service Workers, nfd	4000	71.8	28.1	2,055	804	2,863
PROFESSIONALS	Health Professionals	Medical Imaging Professionals	2512	71.6	28.4	14,013	5,565	19,580
PROFESSIONALS	Health Professionals	Health Diagnostic and Promotion Professionals, nfd	2510	71.5	28.5	153	61	214
CLERICAL & ADMINISTRATIVE WORKERS	Inquiry Clerks and Receptionists	Inquiry Clerks and Receptionists, nfd	5400	71.3	28.7	449	181	630
COMMUNITY & PERSONAL SERVICE WORKERS	Health and Welfare Support Workers	Health and Welfare Support Workers, nfd	4110	71.1	29.4	1,052	435	1,480
PROFESSIONALS	Education Professionals	Private Tutors and Teachers	2492	71.0	29.0	24,860	10,137	34,995
CLERICAL & ADMINISTRATIVE WORKERS	Office Managers and Program Administrators	Office Managers and Program Administrators, nfd	5100	71.0	28.6	439	177	618
COMMUNITY & PERSONAL SERVICE WORKERS	Carers and Aides	Special Care Workers	4234	70.1	30.0	1,990	852	2,839

Note: Cells in this table have been randomly adjusted to avoid the release of confidential data.

Note: The size of the workforce is based on all employed people, including people who didn't or inadequately answered the question on the Census form. It excludes people classified as 'not applicable', that is, unemployed people looking for either full-time or part-time work; persons not in the labour force; persons with labour force not stated; persons aged under 15 years.

Source: 2021 Census of Population and Housing - counting persons, 15 years and over; person records, accessed via Table Builder.

**Table A. 5 Occupation Unit Groups (4-digit) which are 60% to under 70% female**

Occupation Major Group (ANZSCO 1-digit)	Occupation Sub-Major Group (ANZSCO 2-digit)	Occupation Unit Group (ANZSCO 4-digit)	ANZSCO code	Female (%)	Male (%)	Female (vol)	Male (vol)	Total (vol)
PROFESSIONALS	Design, Engineering, Science and Transport Professionals	Medical Laboratory Scientists	2346	69.9	30.1	13,840	5,949	19,792
CLERICAL & ADMINISTRATIVE WORKERS	Inquiry Clerks and Receptionists	Call or Contact Centre Information Clerks, nfd	5410	69.5	30.3	956	417	1,376
CLERICAL & ADMINISTRATIVE WORKERS	Clerical and Administrative Workers, nfd	Clerical and Administrative Workers, nfd	5000	69.5	30.5	5,095	2,237	7,334
LABOURERS	Cleaners and Laundry Workers	Laundry Workers	8115	69.4	30.6	8,376	3,699	12,073
PROFESSIONALS	Health Professionals	Health Professionals, nfd	2500	69.4	30.5	1,687	742	2,432
COMMUNITY & PERSONAL SERVICE WORKERS	Sports and Personal Service Workers	Other Personal Service Workers	4518	69.2	30.8	12,067	5,378	17,443
CLERICAL & ADMINISTRATIVE WORKERS	Numerical Clerks	Numerical Clerks, nfd	5500	69.1	31.0	1,110	498	1,606
CLERICAL & ADMINISTRATIVE WORKERS	Numerical Clerks	Insurance, Money Market and Statistical Clerks	5523	68.9	31.1	20,675	9,321	29,996
CLERICAL & ADMINISTRATIVE WORKERS	Inquiry Clerks and Receptionists	Information Officers	5412	68.8	31.2	35,152	15,917	51,069
CLERICAL & ADMINISTRATIVE WORKERS	Inquiry Clerks and Receptionists	Call or Contact Centre Workers	5411	68.4	31.6	26,682	12,308	38,996
MANAGERS	Specialist Managers	Education, Health and Welfare Services Managers, nfd	1340	68.0	31.8	734	343	1,080
PROFESSIONALS	Education Professionals	Miscellaneous Education Professionals, nfd	2490	67.9	32.8	412	199	607
PROFESSIONALS	Business, Human Resource and Marketing Professionals	Sales, Marketing and Public Relations Professionals, nfd	2250	67.8	32.2	1,641	779	2,421
COMMUNITY & PERSONAL SERVICE WORKERS	Hospitality Workers	Hospitality Workers, nfd	4310	67.6	32.4	4,733	2,270	6,998
PROFESSIONALS	Business, Human Resource and Marketing Professionals	Human Resource and Training Professionals, nfd	2230	67.6	32.1	261	124	386
PROFESSIONALS	Design, Engineering, Science and Transport Professionals	Veterinarians	2347	67.1	33.0	7,526	3,698	11,217
PROFESSIONALS	Legal, Social and Welfare Professionals	Legal, Social and Welfare Professionals, nfd	2700	67.0	32.4	211	102	315
PROFESSIONALS	Arts and Media Professionals	Authors, and Book and Script Editors	2122	66.9	33.2	3,324	1,647	4,965
CLERICAL & ADMINISTRATIVE WORKERS	Numerical Clerks	Bank Workers	5521	66.3	33.7	27,848	14,152	41,997
SALES WORKERS	Sales Assistants and Salespersons	Sales Assistants (General)	6211	66.1	33.9	339,817	174,270	514,084
SALES WORKERS	Sales Support Workers	Ticket Salespersons	6394	66.0	34.0	8,407	4,332	12,739
PROFESSIONALS	Legal, Social and Welfare Professionals	Social Professionals	2724	65.7	34.3	6,591	3,437	10,026
CLERICAL & ADMINISTRATIVE WORKERS	Other Clerical and Administrative Workers	Debt Collectors	5993	65.7	34.4	3,834	2,008	5,838
PROFESSIONALS	Arts and Media Professionals	Arts Professionals, nfd	2110	65.6	34.5	2,278	1,198	3,471
COMMUNITY & PERSONAL SERVICE WORKERS	Sports and Personal Service Workers	Sports and Personal Service Workers, nfd	4500	65.5	35.1	110	59	168
COMMUNITY & PERSONAL SERVICE WORKERS	Hospitality Workers	Hotel Service Managers	4314	65.5	34.6	4,837	2,555	7,390
MANAGERS	Specialist Managers	School Principals	1343	65.3	34.7	15,878	8,449	24,323
CLERICAL & ADMINISTRATIVE WORKERS	Other Clerical and Administrative Workers	Other Miscellaneous Clerical and Administrative Workers	5999	65.2	34.8	12,681	6,757	19,436
PROFESSIONALS	Education Professionals	Middle School Teachers (Aus) / Intermediate School Teach	2413	64.7	34.8	391	210	604
COMMUNITY & PERSONAL SERVICE WORKERS	Health and Welfare Support Workers	Dental Hygienists, Technicians and Therapists	4112	64.7	35.3	4,943	2,700	7,642
PROFESSIONALS	Health Professionals	Physiotherapists	2525	64.3	35.7	18,604	10,315	28,913
PROFESSIONALS	Health Professionals	Pharmacists	2515	64.3	35.7	18,197	10,112	28,311
PROFESSIONALS	Arts and Media Professionals	Visual Arts and Crafts Professionals	2114	64.0	36.0	4,345	2,444	6,789
PROFESSIONALS	Business, Human Resource and Marketing Professionals	Intelligence and Policy Analysts	2244	63.5	36.4	12,280	7,041	19,325
MANAGERS	Specialist Managers	Other Education Managers	1344	63.0	36.9	7,332	4,296	11,631
LABOURERS	Other Labourers	Vending Machine Attendants	8997	63.0	37.1	3,321	1,958	5,275
PROFESSIONALS	Health Professionals	Optometrists and Orthoptists	2514	62.8	37.3	3,946	2,344	6,288
PROFESSIONALS	Education Professionals	Education Professionals, nfd	2400	62.3	37.6	7,385	4,459	11,850
PROFESSIONALS	Education Professionals	Secondary School Teachers	2414	62.2	37.8	96,994	58,850	155,842
MANAGERS	Specialist Managers	Human Resource Managers	1323	62.2	37.8	34,595	21,018	55,611
COMMUNITY & PERSONAL SERVICE WORKERS	Hospitality Workers	Bar Attendants and Baristas	4311	61.9	38.1	56,901	35,072	91,976
MANAGERS	Hospitality, Retail and Service Managers	Other Accommodation and Hospitality Managers	1419	61.8	38.3	4,549	2,819	7,365
LABOURERS	Food Preparation Assistants	Food Trades Assistants	8512	61.7	38.2	2,729	1,687	4,421
PROFESSIONALS	Legal, Social and Welfare Professionals	Legal Professionals, nfd	2710	61.7	39.5	348	223	564
PROFESSIONALS	Business, Human Resource and Marketing Professionals	Advertising and Marketing Professionals	2251	61.6	38.4	51,362	31,957	83,320
CLERICAL & ADMINISTRATIVE WORKERS	Numerical Clerks	Financial and Insurance Clerks, nfd	5520	61.5	39.2	446	284	725
COMMUNITY & PERSONAL SERVICE WORKERS	Sports and Personal Service Workers	Fitness Instructors	4521	61.2	38.8	18,440	11,682	30,121
PROFESSIONALS	Legal, Social and Welfare Professionals	Judicial and Other Legal Professionals	2712	60.6	39.4	8,436	5,482	13,923
PROFESSIONALS	Design, Engineering, Science and Transport Professionals	Fashion, Industrial and Jewellery Designers	2323	60.1	39.9	5,695	3,780	9,471
CLERICAL & ADMINISTRATIVE WORKERS	Clerical and Office Support Workers	Survey Interviewers	5615	60.1	39.8	1,250	829	2,081

Note: Cells in this table have been randomly adjusted to avoid the release of confidential data.

Note: The size of the workforce is based on all employed people, including people who didn't or inadequately answered the question on the Census form. It excludes people classified as 'not applicable', that is, unemployed people looking for either full-time or part-time work; persons not in the labour force; persons with labour force not stated; persons aged under 15 years.

Source: 2021 Census of Population and Housing - counting persons, 15 years and over; person records, accessed via Table Builder.



## Appendix B Feminised occupations in feminised industries

**Table B. 1 Occupation Groups by Industry Class which are 90% and over female**

Industry Class (ANZSIC 4-digit)	Occupation Unit Group (ANZSCO 4-digit)	Female (%)	Male (%)	Female (vol)	Male (vol)	Total (vol)
Primary Education	Cafe and Restaurant Managers	99.1	0.9	1,101	10	1,111
Primary Education	Receptionists	98.9	1.1	1,193	13	1,206
Hospitals (except Psychiatric Hospitals)	Midwives	98.9	1.1	16,831	186	17,017
Secondary Education	Receptionists	98.8	1.2	1,284	16	1,300
Combined Primary and Secondary Education	Personal Assistants	98.7	1.3	1,464	20	1,484
Primary Education	Office Managers	98.5	1.5	2,300	36	2,336
Primary Education	General Clerks	98.3	1.7	6,810	118	6,928
Primary Education	Early Childhood (Pre-primary School) Teachers	98.3	1.7	4,875	85	4,960
Combined Primary and Secondary Education	Receptionists	98.2	1.8	1,227	22	1,249
Combined Primary and Secondary Education	Early Childhood (Pre-primary School) Teachers	98.1	1.9	2,119	40	2,159
Hospitals (except Psychiatric Hospitals)	Dental Assistants	98.0	2.0	1,093	22	1,115
Specialist Medical Services	Receptionists	98.0	2.0	8,224	166	8,390
Legal Services	Secretaries	98.0	2.0	7,985	167	8,152
Preschool Education	Education Aides	97.6	2.4	2,201	53	2,254
Dental Services	Receptionists	97.6	2.4	5,246	129	5,375
Preschool Education	Early Childhood (Pre-primary School) Teachers	97.6	2.4	12,796	320	13,116
Dental Services	Dental Assistants	97.5	2.5	22,820	580	23,400
Legal Services	Personal Assistants	97.5	2.5	2,313	59	2,372
Child Care Services	Early Childhood (Pre-primary School) Teachers	97.5	2.5	6,658	173	6,831
Preschool Education	Child Carers	97.2	2.8	48,053	1,393	49,446
Other Personal Services nec	Child Carers	97.2	2.8	1,203	35	1,238
Hospitals (except Psychiatric Hospitals)	Personal Assistants	97.2	2.8	2,696	79	2,775
Hairdressing and Beauty Services	Beauty Therapists	97.2	2.8	27,379	803	28,182
Hospitals (except Psychiatric Hospitals)	Audiologists and Speech Pathologists \ Therapists	96.6	3.4	2,492	87	2,579
Veterinary Services	Veterinary Nurses	96.4	3.6	11,654	440	12,094
Veterinary Services	Receptionists	96.2	3.8	1,268	50	1,318
Secondary Education	General Clerks	96.2	3.8	7,437	295	7,732
Secondary Education	Office Managers	96.1	3.9	1,056	43	1,099
Child Care Services	Child Carers	96.0	4.0	80,709	3,365	84,074
General Practice Medical Services	Receptionists	95.9	4.1	26,595	1,128	27,723
Pathology and Diagnostic Imaging Services	Receptionists	95.9	4.1	5,227	224	5,451
Health Care and Social Assistance, nfd	Receptionists	95.8	4.2	1,268	55	1,323
Legal Services	Receptionists	95.8	4.2	2,324	103	2,427
Other Allied Health Services	Receptionists	95.7	4.3	5,578	248	5,826
Hospitals (except Psychiatric Hospitals)	Nutrition Professionals	95.7	4.3	2,893	131	3,024
General Practice Medical Services	Enrolled and Mothercraft Nurses	95.6	4.4	1,601	73	1,674
General Practice Medical Services	Registered Nurses	95.6	4.4	11,630	537	12,167
Aged Care Residential Services	Receptionists	95.6	4.4	2,723	126	2,849
Medical and Other Health Care Services, nfd	Receptionists	95.5	4.5	2,573	121	2,694
Primary Education	Bookkeepers	95.4	4.6	2,628	128	2,756
Physiotherapy Services	Receptionists	95.3	4.7	4,744	236	4,980
Central Government Administration	Personal Assistants	95.1	4.9	1,626	83	1,709
Physiotherapy Services	Practice Managers	94.6	5.4	1,040	59	1,099
Other Social Assistance Services	Receptionists	94.5	5.5	2,002	117	2,119
Child Care Services	General Clerks	94.4	5.6	1,170	69	1,239
Hairdressing and Beauty Services	Receptionists	94.4	5.6	1,313	78	1,391
Specialist Medical Services	Practice Managers	94.1	5.9	2,626	166	2,792
Aged Care Residential Services	General Clerks	93.9	6.1	3,218	210	3,428
Health and Fitness Centres and Gymnasias Oper	Child Carers	93.2	6.8	2,274	167	2,441
Other Allied Health Services	Nutrition Professionals	93.1	6.9	1,225	91	1,316
Dental Services	Practice Managers	93.1	6.9	4,043	301	4,344
Hospitals (except Psychiatric Hospitals)	Occupational Therapists	92.9	7.1	6,059	464	6,523
Primary Education	Education Aides	92.9	7.1	45,989	3,531	49,520
Combined Primary and Secondary Education	General Clerks	92.7	7.3	4,777	375	5,152
Combined Primary and Secondary Education	Child Carers	92.6	7.4	1,765	141	1,906
Preschool Education	Child Care Centre Managers	92.5	7.5	3,416	276	3,692
Hospitals (except Psychiatric Hospitals)	Receptionists	92.4	7.6	16,936	1,402	18,338
Pathology and Diagnostic Imaging Services	Registered Nurses	92.1	7.9	1,240	106	1,346
Primary Education	Special Education Teachers	91.9	8.1	6,271	552	6,823
Child Care Services	Cooks	91.9	8.1	2,018	179	2,197
Child Care Services	Child Care Centre Managers	91.8	8.2	7,313	649	7,962
Other Allied Health Services	Occupational Therapists	91.4	8.6	6,096	571	6,667
Hairdressing and Beauty Services	Other Personal Service Workers	91.4	8.6	1,376	130	1,506
Other Allied Health Services	Audiologists and Speech Pathologists \ Therapists	91.2	8.8	5,882	567	6,449
Specialist Medical Services	Registered Nurses	91.1	8.9	3,331	324	3,655
Aged Care Residential Services	Diversional Therapists	91.0	9.0	3,166	312	3,478
Pharmaceutical, Cosmetic and Toiletry Goods R	Sales Assistants (General)	91.0	9.0	4,108	406	4,514
Pharmaceutical, Cosmetic and Toiletry Goods R	Medical Technicians	91.0	9.0	4,221	419	4,640
Other Allied Health Services	General Clerks	90.9	9.1	1,660	166	1,826
General Practice Medical Services	Practice Managers	90.7	9.3	7,060	722	7,782
Hospitals (except Psychiatric Hospitals)	Office Managers	90.3	9.7	1,781	191	1,972

Note: Cells in this table have been randomly adjusted to avoid the release of confidential data.

Source: 2021 Census - counting persons, 15 years and over; person records, accessed via Table Builder.

**Table B. 2 Occupation Groups by Industry Class which are 80% to under 90% female**

Industry Class (ANZSIC 4-digit)	Occupation Unit Group (ANZSCO 4-digit)	Female (%)	Male (%)	Female (vol)	Male (vol)	Total (vol)
Other Social Assistance Services	Occupational Therapists	89.9	10.1	1,348	151	1,499
Hospitals (except Psychiatric Hospitals)	Enrolled and Mothercraft Nurses	89.9	10.1	20,789	2,340	23,129
Hospitals (except Psychiatric Hospitals)	General Clerks	89.8	10.2	16,895	1,909	18,804
Aged Care Residential Services	Enrolled and Mothercraft Nurses	89.8	10.2	9,015	1,024	10,039
Other Allied Health Services	Registered Nurses	89.8	10.2	2,581	294	2,875
Medical and Other Health Care Services, nfd	Registered Nurses	89.6	10.4	3,306	382	3,688
Hospitals (except Psychiatric Hospitals)	Nurse Educators and Researchers	89.6	10.4	3,715	432	4,147
Aged Care Residential Services	Human Resource Clerks	89.6	10.4	1,065	124	1,189
Health Care and Social Assistance, nfd	Registered Nurses	89.3	10.7	4,071	487	4,558
Pathology and Diagnostic Imaging Services	Keyboard Operators	89.1	10.9	1,292	158	1,450
Clothing Retailing	Visual Merchandisers	88.8	11.2	1,075	136	1,211
Legal Services	Office Managers	88.8	11.2	1,738	220	1,958
Other Social Assistance Services	Office Managers	88.6	11.4	1,545	198	1,743
Hospitals (except Psychiatric Hospitals)	Social Workers	88.4	11.6	5,999	784	6,783
Aged Care Residential Services	Nurse Managers	88.4	11.6	1,836	240	2,076
Aged Care Residential Services	Laundry Workers	88.4	11.6	1,550	203	1,753
Combined Primary and Secondary Education	Accounting Clerks	88.3	11.7	1,081	143	1,224
Aged Care Residential Services	Registered Nurses	88.3	11.7	30,356	4,037	34,393
Other Allied Health Services	Nursing Support and Personal Care Workers	88.3	11.7	1,766	235	2,001
Other Social Assistance Services	Registered Nurses	88.2	11.8	3,166	424	3,590
Aged Care Residential Services	Social Workers	88.1	11.9	1,783	241	2,024
Combined Primary and Secondary Education	Education Aides	88.0	12.0	12,981	1,773	14,754
Other Social Assistance Services	General Clerks	87.9	12.1	4,621	634	5,255
Hospitals (except Psychiatric Hospitals)	Registered Nurses	87.9	12.1	155,254	21,343	176,597
Hospitals (except Psychiatric Hospitals)	Keyboard Operators	87.7	12.3	2,562	360	2,922
Pharmaceutical, Cosmetic and Trolley Goods R	Pharmacy Sales Assistants	87.6	12.4	29,277	4,143	33,420
Other Allied Health Services	Practice Managers	87.6	12.4	1,428	203	1,631
Other Social Assistance Services	Nursing Support and Personal Care Workers	87.5	12.5	4,986	710	5,696
Hospitals (except Psychiatric Hospitals)	Other Miscellaneous Clerical and Administrative Workers	87.3	12.7	1,472	215	1,687
Aged Care Residential Services	Nursing Support and Personal Care Workers	87.2	12.8	51,782	7,585	59,367
Education and Training, nfd	General Clerks	87.1	12.9	1,264	188	1,452
Hospitals (except Psychiatric Hospitals)	Nurse Managers	86.6	13.4	13,260	2,052	15,312
Aged Care Residential Services	Aged and Disabled Carers	86.5	13.5	53,744	8,378	62,122
Combined Primary and Secondary Education	Psychologists	86.1	13.9	1,376	223	1,599
Aged Care Residential Services	Housekeepers	86.0	14.0	1,162	189	1,351
Hospitals (except Psychiatric Hospitals)	Human Resource Professionals	85.9	14.1	1,516	248	1,764
Combined Primary and Secondary Education	Special Education Teachers	85.7	14.3	3,988	665	4,653
Clothing Retailing	Sales Assistants (General)	85.5	14.5	40,108	6,798	46,906
Aged Care Residential Services	Accounting Clerks	85.5	14.5	1,174	199	1,373
Primary Education	Primary School Teachers	85.4	14.6	115,988	19,863	135,851
Other Social Assistance Services	Human Resource Clerks	85.3	14.7	1,349	232	1,581
Pathology and Diagnostic Imaging Services	Medical Technicians	85.3	14.7	11,713	2,025	13,738
Clothing Retailing	Checkout Operators and Office Cashiers	85.2	14.8	1,350	234	1,584
Employment Placement and Recruitment Service	General Clerks	85.2	14.8	1,189	207	1,396
Other Allied Health Services	Aged and Disabled Carers	85.1	14.9	2,445	429	2,874
Primary Education	Education Advisers and Reviewers	85.0	15.0	1,058	187	1,245
Aged Care Residential Services	Welfare Support Workers	84.9	15.1	3,666	651	4,317
General Practice Medical Services	General Clerks	84.8	15.2	1,449	259	1,708
Central Government Administration	Social Workers	84.8	15.2	1,045	188	1,233
Hospitals (except Psychiatric Hospitals)	Psychologists	84.7	15.3	3,080	557	3,637
Hospitals (except Psychiatric Hospitals)	Payroll Clerks	84.6	15.4	1,034	188	1,222
Hospitals (except Psychiatric Hospitals)	Accounting Clerks	84.6	15.4	2,282	416	2,698
Secondary Education	Bookkeepers	84.1	15.9	1,099	208	1,307
Combined Primary and Secondary Education	Primary School Teachers	84.0	16.0	16,203	3,085	19,288
Other Social Assistance Services	Accounting Clerks	84.0	16.0	1,705	325	2,030
Secondary Education	Science Technicians	83.9	16.1	1,568	300	1,868
Pharmaceutical, Cosmetic and Trolley Goods R	Retail Managers	83.9	16.1	3,566	683	4,249
Central Government Administration	Welfare, Recreation and Community Arts Workers	83.9	16.1	1,076	207	1,283
Secondary Education	Primary School Teachers	83.7	16.3	3,406	664	4,070
Other Personal Services nec	Animal Attendants and Trainers	83.6	16.4	7,375	1,443	8,818
Hospitals (except Psychiatric Hospitals)	Archivists, Curators and Records Managers	83.6	16.4	1,201	236	1,437
Hairdressing and Beauty Services	Hairdressers	83.5	16.5	43,051	8,479	51,530
Legal Services	Conveyancers and Legal Executives	83.4	16.6	10,724	2,129	12,853
Other Allied Health Services	Personal Care Consultants	83.4	16.6	2,310	461	2,771
Other Social Assistance Services	Social Workers	83.1	16.9	6,936	1,412	8,348
Hospitals (except Psychiatric Hospitals)	Welfare Support Workers	83.0	17.0	1,127	231	1,358
Hospitals (except Psychiatric Hospitals)	Aged and Disabled Carers	82.6	17.4	2,022	425	2,447
Legal Services	Court and Legal Clerks	82.6	17.4	6,153	1,299	7,452
Primary Education	Child Carers	82.5	17.5	4,637	985	5,622
Clothing Retailing	Shelf Fillers	82.3	17.7	1,125	242	1,367
Hospitals (except Psychiatric Hospitals)	Filing and Registry Clerks	82.1	17.9	1,464	319	1,783
Secondary Education	Education Aides	82.1	17.9	17,115	3,731	20,846
Other Social Assistance Services	Psychologists	81.9	18.1	2,490	552	3,042
Hospitals (except Psychiatric Hospitals)	Contract, Program and Project Administrators	81.7	18.3	3,923	876	4,799
Hairdressing and Beauty Services	Retail Managers	81.7	18.3	4,347	972	5,319
Other Social Assistance Services	Human Resource Professionals	81.7	18.3	1,886	422	2,308
Legal Services	General Clerks	81.6	18.4	2,683	603	3,286
Aged Care Residential Services	Kitchenhands	81.4	18.6	9,416	2,151	11,567
Other Specialised Food Retailing	Sales Assistants (General)	81.3	18.7	6,840	1,569	8,409
Clothing Retailing	Retail Managers	80.9	19.1	14,374	3,384	17,758
Specialist Medical Services	Psychologists	80.9	19.1	1,291	304	1,595
Other Social Assistance Services	Contract, Program and Project Administrators	80.9	19.1	2,224	524	2,748
Aged Care Residential Services	Commercial Cleaners	80.7	19.3	4,513	1,080	5,593
Other Allied Health Services	Psychologists	80.6	19.4	11,446	2,759	14,205

Note: Cells in this table have been randomly adjusted to avoid the release of confidential data.

Source: 2021 Census - counting persons, 15 years and over; person records, accessed via Table Builder.

**Table B. 3 Occupation Groups by Industry Class which are 70% to under 80% female**

Industry Class (ANZSIC 4-digit)	Occupation Unit Group (ANZSCO 4-digit)	Female (%)	Male (%)	Female (vol)	Male (vol)	Total (vol)
Hospitals (except Psychiatric Hospitals)	Kitchenhands	79.7	20.3	7,543	1,916	9,459
Combined Primary and Secondary Education	Contract, Program and Project Administrators	79.7	20.3	1,011	257	1,268
Secondary Education	Counsellors	79.5	20.5	1,388	359	1,747
Hospitals (except Psychiatric Hospitals)	Other Health Diagnostic and Promotion Professionals	79.3	20.7	2,117	554	2,671
Health and Fitness Centres and Gymnasias Oper	Receptionists	79.1	20.9	1,928	510	2,438
Aged Care Residential Services	Health and Welfare Services Managers	78.9	21.1	3,842	1,025	4,867
Other Social Assistance Services	Welfare, Recreation and Community Arts Workers	78.6	21.4	9,607	2,611	12,218
Other Social Assistance Services	Personal Carers and Assistants, nfd	78.6	21.4	1,656	451	2,107
Department Stores	Checkout Operators and Office Cashiers	78.5	21.5	4,475	1,223	5,698
Social Assistance Services, nfd	Welfare, Recreation and Community Arts Workers	78.3	21.7	1,228	340	1,568
Other Social Assistance Services	Counsellors	78.2	21.8	5,402	1,505	6,907
Other Allied Health Services	Massage Therapists	78.2	21.8	9,952	2,775	12,727
Hospitals (except Psychiatric Hospitals)	Physiotherapists	78.1	21.9	6,411	1,797	8,208
Secondary Education	Special Education Teachers	78.0	22.0	4,268	1,206	5,474
Other Residential Care Services	Welfare, Recreation and Community Arts Workers	77.9	22.1	1,111	315	1,426
Sports and Physical Recreation Instruction	Fitness Instructors	77.8	22.2	3,575	1,022	4,597
Central Government Administration	Human Resource Professionals	77.7	22.3	1,315	377	1,692
Other Allied Health Services	Counsellors	77.6	22.4	1,544	445	1,989
Hospitals (except Psychiatric Hospitals)	Pharmacists	77.5	22.5	4,546	1,323	5,869
Specialist Medical Services	Medical Imaging Professionals	76.6	23.4	1,120	342	1,462
Department Stores	Sales Assistants (General)	76.6	23.4	28,835	8,813	37,648
Primary Education	Commercial Cleaners	76.5	23.5	3,873	1,188	5,061
Health Care and Social Assistance, nfd	Aged and Disabled Carers	76.4	23.6	2,553	787	3,340
Combined Primary and Secondary Education	Education Advisers and Reviewers	76.3	23.7	1,426	442	1,868
Other Social Assistance Services	Human Resource Managers	76.3	23.7	1,252	389	1,641
Hospitals (except Psychiatric Hospitals)	Health and Welfare Services Managers	76.2	23.8	5,584	1,748	7,332
Other Interest Group Services nec	Welfare Support Workers	76.0	24.0	1,669	528	2,197
Aged Care Residential Services	Cooks	75.9	24.1	1,852	588	2,440
Arts Education	Private Tutors and Teachers	75.9	24.1	12,045	3,834	15,879
Social Assistance Services, nfd	Welfare Support Workers	75.6	24.4	3,967	1,282	5,249
Dental Services	Dental Hygienists, Technicians and Therapists	75.5	24.5	3,542	1,152	4,694
Primary Education	Private Tutors and Teachers	75.4	24.6	1,103	359	1,462
Hospitals (except Psychiatric Hospitals)	Human Resource Managers	75.4	24.6	1,014	331	1,345
Other Social Assistance Services	Welfare Support Workers	75.3	24.7	19,681	6,472	26,153
Hospitals (except Psychiatric Hospitals)	Welfare, Recreation and Community Arts Workers	74.6	25.4	1,709	581	2,290
Other Social Assistance Services	Policy and Planning Managers	74.3	25.7	1,187	410	1,597
Department Stores	Retail Supervisors	73.9	26.1	1,554	548	2,102
Medical and Other Health Care Services, nfd	Aged and Disabled Carers	73.9	26.1	1,042	368	1,410
Other Social Assistance Services	Health and Welfare Services Managers	73.8	26.2	5,701	2,020	7,721
Secondary Education	Commercial Cleaners	73.8	26.2	3,158	1,123	4,281
Pathology and Diagnostic Imaging Services	Medical Imaging Professionals	73.6	26.4	6,481	2,325	8,806
Social Assistance Services, nfd	Aged and Disabled Carers	73.6	26.4	2,365	850	3,215
Employment Placement and Recruitment Service	Welfare Support Workers	73.2	26.8	2,275	835	3,110
Combined Primary and Secondary Education	Commercial Cleaners	73.0	27.0	1,758	649	2,407
Adult, Community and Other Education nec	School Teachers, nfd	72.8	27.2	1,018	380	1,398
Hospitals (except Psychiatric Hospitals)	Housekeepers	72.7	27.3	1,317	495	1,812
Health and Fitness Centres and Gymnasias Oper	Sales Assistants (General)	72.3	27.7	9,666	3,701	13,367
Other Store-Based Retailing nec	Sales Assistants (General)	72.3	27.7	9,666	3,701	13,367
Pathology and Diagnostic Imaging Services	Medical Laboratory Scientists	72.2	27.8	3,868	1,488	5,356
Hospitals (except Psychiatric Hospitals)	Medical Laboratory Scientists	72.1	27.9	3,605	1,397	5,002
Other Social Assistance Services	Aged and Disabled Carers	72.0	28.0	86,530	33,673	120,203
Combined Primary and Secondary Education	School Teachers, nfd	71.9	28.1	5,919	2,318	8,237
Employment Placement and Recruitment Service	Aged and Disabled Carers	71.8	28.2	1,063	418	1,481
Other Allied Health Services	Complementary Health Therapists	71.6	28.4	3,176	1,262	4,438
Primary Education	School Principals	71.6	28.4	9,647	3,835	13,482
Other Interest Group Services nec	Aged and Disabled Carers	71.0	29.0	1,392	568	1,960
Central Government Administration	Call or Contact Centre Workers	70.7	29.3	2,397	995	3,392
Other Residential Care Services	Welfare Support Workers	70.6	29.4	2,547	1,060	3,607
Health and Fitness Centres and Gymnasias Oper	Sports Coaches, Instructors and Officials	70.5	29.5	1,480	620	2,100

Note: Cells in this table have been randomly adjusted to avoid the release of confidential data.

Source: 2021 Census - counting persons, 15 years and over; person records, accessed via Table Builder.

**Table B. 4 Occupation Groups by Industry Class which are 60% to under 70% female**

Industry Class (ANZSIC 4-digit)	Occupation Unit Group (ANZSCO 4-digit)	Female (%)	Male (%)	Female (vol)	Male (vol)	Total (vol)
Hospitals (except Psychiatric Hospitals)	Commercial Cleaners	69.8	30.2	6,719	2,910	9,629
Clothing Retailing	Purchasing and Supply Logistics Clerks	69.8	30.2	1,025	444	1,469
Health and Fitness Centres and Gymnasias Oper	Checkout Operators and Office Cashiers	69.7	30.3	1,517	660	2,177
Other Store-Based Retailing nec	Checkout Operators and Office Cashiers	69.7	30.3	1,517	660	2,177
Hospitals (except Psychiatric Hospitals)	Medical Imaging Professionals	68.8	31.2	5,574	2,526	8,100
Central Government Administration	Accounting Clerks	68.7	31.3	1,011	461	1,472
Other Residential Care Services	Aged and Disabled Carers	68.6	31.4	6,038	2,766	8,804
Other Social Assistance Services	Inadequately described	68.2	31.8	1,717	799	2,516
Central Government Administration	Human Resource Managers	68.2	31.8	1,074	500	1,574
Veterinary Services	Veterinarians	68.0	32.0	6,471	3,048	9,519
Adult, Community and Other Education nec	Private Tutors and Teachers	67.8	32.2	4,457	2,113	6,570
Central Government Administration	General Clerks	67.8	32.2	5,676	2,696	8,372
Central Government Administration	Information Officers	67.4	32.6	3,205	1,552	4,757
Hospitals (except Psychiatric Hospitals)	Medical Technicians	67.2	32.8	5,700	2,784	8,484
Employment Placement and Recruitment Service	Human Resource Professionals	67.1	32.9	12,426	6,095	18,521
Aged Care Residential Services	Physiotherapists	66.8	33.2	1,090	541	1,631
Hospitals (except Psychiatric Hospitals)	Other Machine Operators	66.5	33.5	2,789	1,408	4,197
Central Government Administration	Solicitors	66.3	33.7	1,223	621	1,844
Central Government Administration	Contract, Program and Project Administrators	66.2	33.8	5,031	2,564	7,595
Combined Primary and Secondary Education	Private Tutors and Teachers	66.1	33.9	1,942	994	2,936
Central Government Administration	Inspectors and Regulatory Officers	64.5	35.5	13,741	7,560	21,301
Department Stores	Retail Managers	63.7	36.3	3,061	1,743	4,804
Primary Education	Secondary School Teachers	63.4	36.6	2,316	1,338	3,654
Other Social Assistance Services	General Managers	63.0	37.0	1,071	628	1,699
Central Government Administration	Intelligence and Policy Analysts	63.0	37.0	3,591	2,112	5,703
Secondary Education	Secondary School Teachers	62.6	37.4	71,695	42,912	114,607
Central Government Administration	Policy and Planning Managers	62.3	37.7	6,984	4,231	11,215
Combined Primary and Secondary Education	Education Professionals, nfd	62.3	37.7	1,072	650	1,722
Health and Fitness Centres and Gymnasias Oper	Fitness Instructors	61.9	38.1	3,956	2,439	6,395
Adult, Community and Other Education nec	Education Professionals, nfd	61.6	38.4	1,955	1,220	3,175
Health and Fitness Centres and Gymnasias Oper	Retail Managers	61.6	38.4	4,908	3,064	7,972
Other Store-Based Retailing nec	Retail Managers	61.6	38.4	4,908	3,064	7,972
Combined Primary and Secondary Education	Secondary School Teachers	61.1	38.9	20,250	12,869	33,119
Central Government Administration	Inadequately described	60.8	39.2	2,179	1,407	3,586
Pharmaceutical, Cosmetic and Toiletry Goods R	Pharmacists	60.3	39.7	11,658	7,687	19,345
Other Specialised Food Retailing	Retail Managers	60.1	39.9	1,712	1,138	2,850
Adult, Community and Other Education nec	Vocational Education Teachers (Aus)	60.0	40.0	1,113	742	1,855

Note: Cells in this table have been randomly adjusted to avoid the release of confidential data.

Source: 2021 Census - counting persons, 15 years and over; person records, accessed via Table Builder.

**Table B. 5 Occupation Groups by Industry Class which are under 60% female**

Industry Class (ANZSIC 4-digit)	Occupation Unit Group (ANZSCO 4-digit)	Female (%)	Male (%)	Female (vol)	Male (vol)	Total (vol)
Clothing Retailing	Storepersons	59.9	40.1	1,854	1,242	3,096
Hospitals (except Psychiatric Hospitals)	Nursing Support and Personal Care Workers	59.8	40.2	16,114	10,840	26,954
Other Personal Services nec	Other Personal Service Workers	59.1	40.9	3,147	2,178	5,325
Other Social Assistance Services	Chief Executives and Managing Directors	58.8	41.2	1,200	842	2,042
Central Government Administration	Managers, nfd	57.3	42.7	1,064	794	1,858
Other Allied Health Services	Podiatrists	57.2	42.8	1,966	1,474	3,440
Legal Services	Judicial and Other Legal Professionals	56.6	43.4	1,349	1,035	2,384
Physiotherapy Services	Physiotherapists	56.0	44.0	8,608	6,752	15,360
Combined Primary and Secondary Education	School Principals	55.9	44.1	2,155	1,703	3,858
Employment Placement and Recruitment Service	Human Resource Managers	55.3	44.7	1,332	1,076	2,408
Secondary Education	School Principals	55.1	44.9	2,972	2,419	5,391
Other Personal Services nec	Fitness Instructors	55.1	44.9	8,312	6,769	15,081
Central Government Administration	Management and Organisation Analysts	54.8	45.2	1,000	825	1,825
Secondary Education	Education Professionals, nfd	54.2	45.8	1,123	948	2,071
Sports and Physical Recreation Instruction	Sports Coaches, Instructors and Officials	53.8	46.2	9,052	7,782	16,834
Legal Services	Solicitors	51.9	48.1	27,829	25,823	53,652
Secondary Education	Private Tutors and Teachers	51.6	48.4	1,402	1,314	2,716
Department Stores	Shelf Fillers	51.5	48.5	3,396	3,202	6,598
Health and Fitness Centres and Gymnasias Oper	Amusement, Fitness and Sports Centre Managers	51.2	48.8	2,322	2,216	4,538
Hospitals (except Psychiatric Hospitals)	General Practitioners and Resident Medical Officers	50.3	49.7	13,488	13,317	26,805
Hospitals (except Psychiatric Hospitals)	Other Medical Practitioners	50.2	49.8	3,994	3,966	7,960
Hospitals (except Psychiatric Hospitals)	Specialist Physicians	50.1	49.9	3,760	3,744	7,504
Hospitals (except Psychiatric Hospitals)	Psychiatrists	49.7	50.3	1,067	1,078	2,145
Pathology and Diagnostic Imaging Services	Other Medical Practitioners	49.5	50.5	1,536	1,564	3,100
Central Government Administration	Other Information and Organisation Professionals	49.3	50.7	2,435	2,509	4,944
General Practice Medical Services	General Practitioners and Resident Medical Officers	48.0	52.0	15,931	17,265	33,196
Combined Primary and Secondary Education	Sports Coaches, Instructors and Officials	47.5	52.5	1,160	1,284	2,444
Dental Services	Dental Practitioners	46.3	53.7	6,462	7,501	13,963
Aged Care Residential Services	Chefs	41.0	59.0	1,162	1,673	2,835
Hospitals (except Psychiatric Hospitals)	Anaesthetists	37.0	63.0	1,681	2,857	4,538
Legal Services	Barristers	32.5	67.5	1,935	4,014	5,949
Hospitals (except Psychiatric Hospitals)	Surgeons	25.3	74.7	1,114	3,284	4,398

Note: Cells in this table have been randomly adjusted to avoid the release of confidential data.

Source: 2021 Census - counting persons, 15 years and over; person records, accessed via Table Builder.

# Appendix C Variable definitions

## Definitions within the Census:

**Total workforce:** This refers to all persons who are employed full-time, part-time or away from work, including people who did not or inadequately answered the question on the Census form. It excludes people classified as 'not applicable', that is, unemployed people looking for either full-time or part-time work; persons not in the labour force; persons with labour force not stated; or persons aged under 15 years.

**Employment status:** Full-time work refers to 35 hours or more per week in all jobs. Part-time work means less than 35 hours per week in all jobs. 'Employed, away from work' includes persons who stated they worked but who did not state the number of hours worked.

**Unpaid child care:** Those who have provided child care for a child or children aged under 15 years without pay. It excludes care for a child given through an organisation or club. It includes people who have cared for their own children, whether they usually live with them or not, people looking after other children in a family, such as grandchildren or children of relatives and people looking after children of friends or neighbours.

**Unpaid care assistance:** Those who have spent time providing unpaid care, help or assistance to family members or others because of a disability, a long-term health condition or problems related to old age. This includes people who have received Carer Allowance or Carer Payment. It does not include care provided through a voluntary organisation or group. Occasional help or assistance, such as shopping, is included if the person needs this type of assistance because of their condition.

**Country of birth:** Australia comprises of Australia, including external territories nfd, external territories nec and Norfolk Island. Main English-speaking countries include New Zealand, United Kingdom, Channel Islands and Isle of Man (nfd), England, Ireland, Northern Ireland, Scotland, Wales, Guernsey, Jersey, Canada, United States of America and South Africa. Other Non-English speaking countries are all remaining countries not defined in the above two categories.

**Sector of employment:** 'Public sector' comprises local government authorities and all government departments. 'Private sector' comprises all organisations not classified as public sector.

## Definitions within EEH

**All employees:** This refers to persons who worked for a private or public sector employer and received some form of payment for the reference period, inclusive of persons operating own incorporated enterprise.

**Total weekly cash earnings:** This includes ordinary time cash earnings plus weekly overtime earnings. Ordinary time cash earnings are payments for award, standard or agreed hours of work including allowances, penalty payments, bonuses and commissions and salary sacrificed amounts. Excluded are non-cash components of salary packages, overtime payments, retrospective pay, pay in advance, leave loadings, severance pay, and termination and redundancy payments.



**Total weekly hours paid for:** This includes ordinary time hours paid for plus overtime hours paid for. Ordinary time hours are award, standard or agreed hours of work, paid for at the ordinary time rate. It also includes that part of annual leave, paid sick leave and long service leave taken during the reference period. Overtime hours paid for are in excess of award, standard or agreed hours of work (these are not collected for managerial employees).

**OMIE** refers to owner manager of incorporated enterprise (a person who works in their own incorporated enterprise).

A **'Part-time' employee** is defined as an employee who normally works less than the agreed or award hours for a full-time employee in their occupation. If not stipulated, then a part-time employee ordinarily works less than 35 hours per week.

**'Public sector'** comprises local government authorities and all government departments. 'Private sector' comprises all organisations not classified as public sector.

**Rate of pay:** 'Junior rate' is set as a proportion of the full adult rate stipulated in an award, agreement or the National Minimum Wage Order in the relevant jurisdiction, based on age. 'Disability rate' is as stipulated in the National Minimum Wage Order or as stipulated in an award or agreement with a specific schedule for employees with a disability.

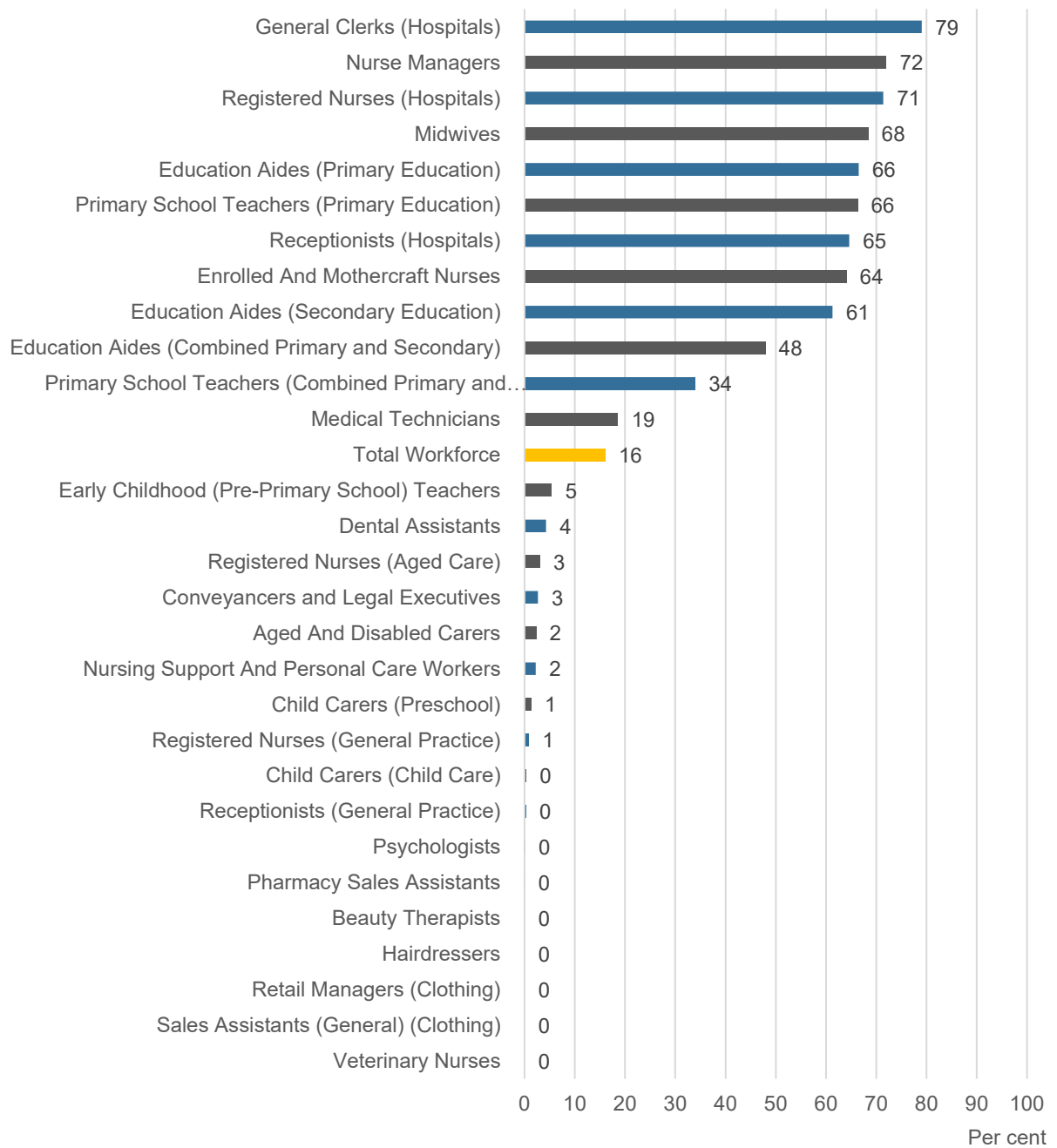
**Method of setting pay** can include a combination of pay settings: 'Award only' implies that employees are paid at the rate of pay specified in the award and not more than that; 'Collective agreement' implies that the main part of their pay is set by a collective agreement or an enterprise award.

**Method of setting pay: 'Other'** refers to pay by individual arrangement or as an owner manager of incorporated enterprise. An individual arrangement implies that the pay rate is determined through individual contract, a registered individual agreement, common law contract or if an employee receives an over-award payment.

**'Other awards'** include award types not classified as a federal modern award, such as: modern enterprise awards, state reference public sector awards, employees paid via state jurisdiction awards and non-releasable award names.

# Appendix D Supplementary Figures

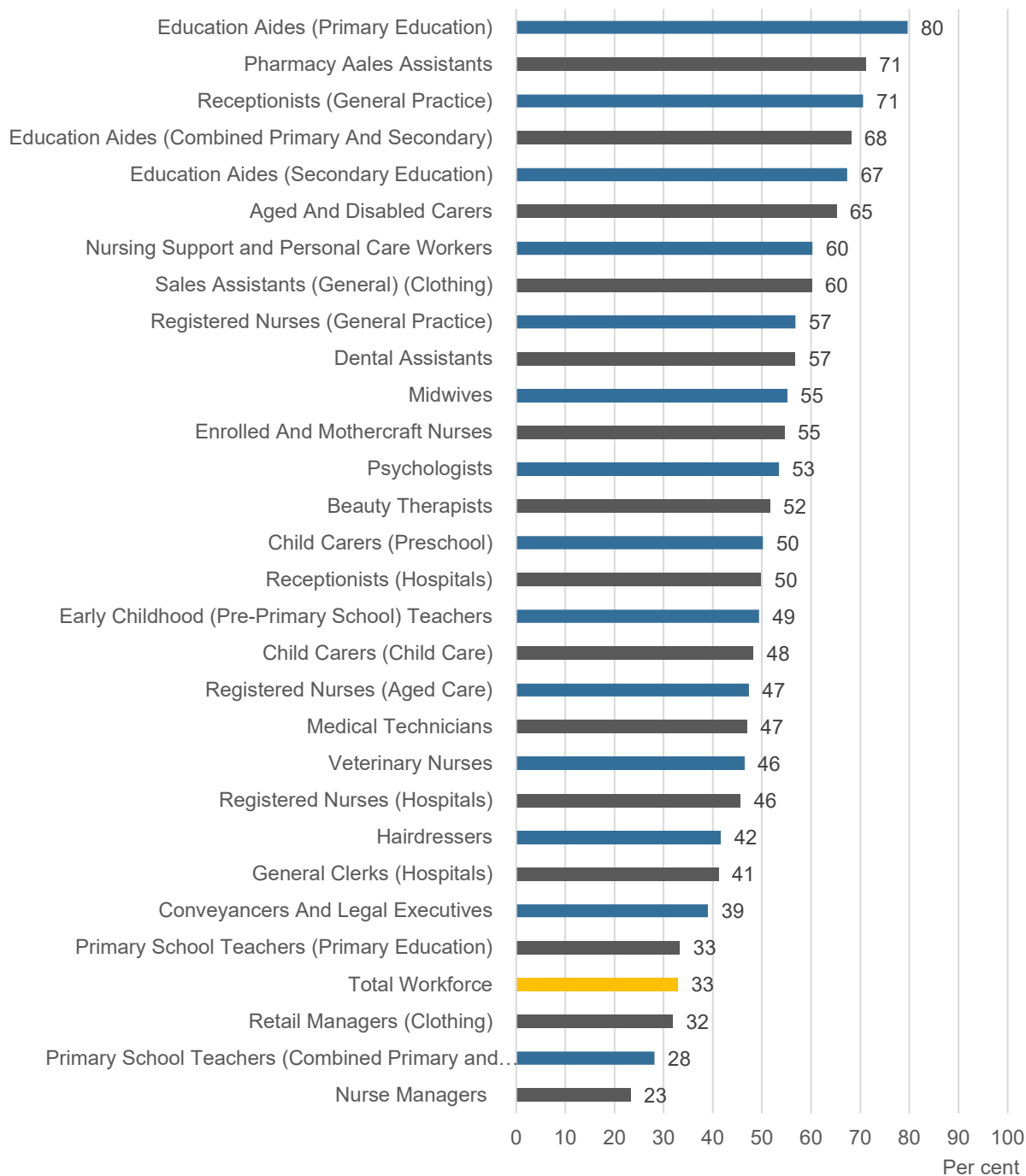
**Figure D. 1 Proportion in Public Sector Employment (%)**



Source: 2021 Census of Population and Housing – counting persons, 15 years and over, person records, accessed via Table Builder.

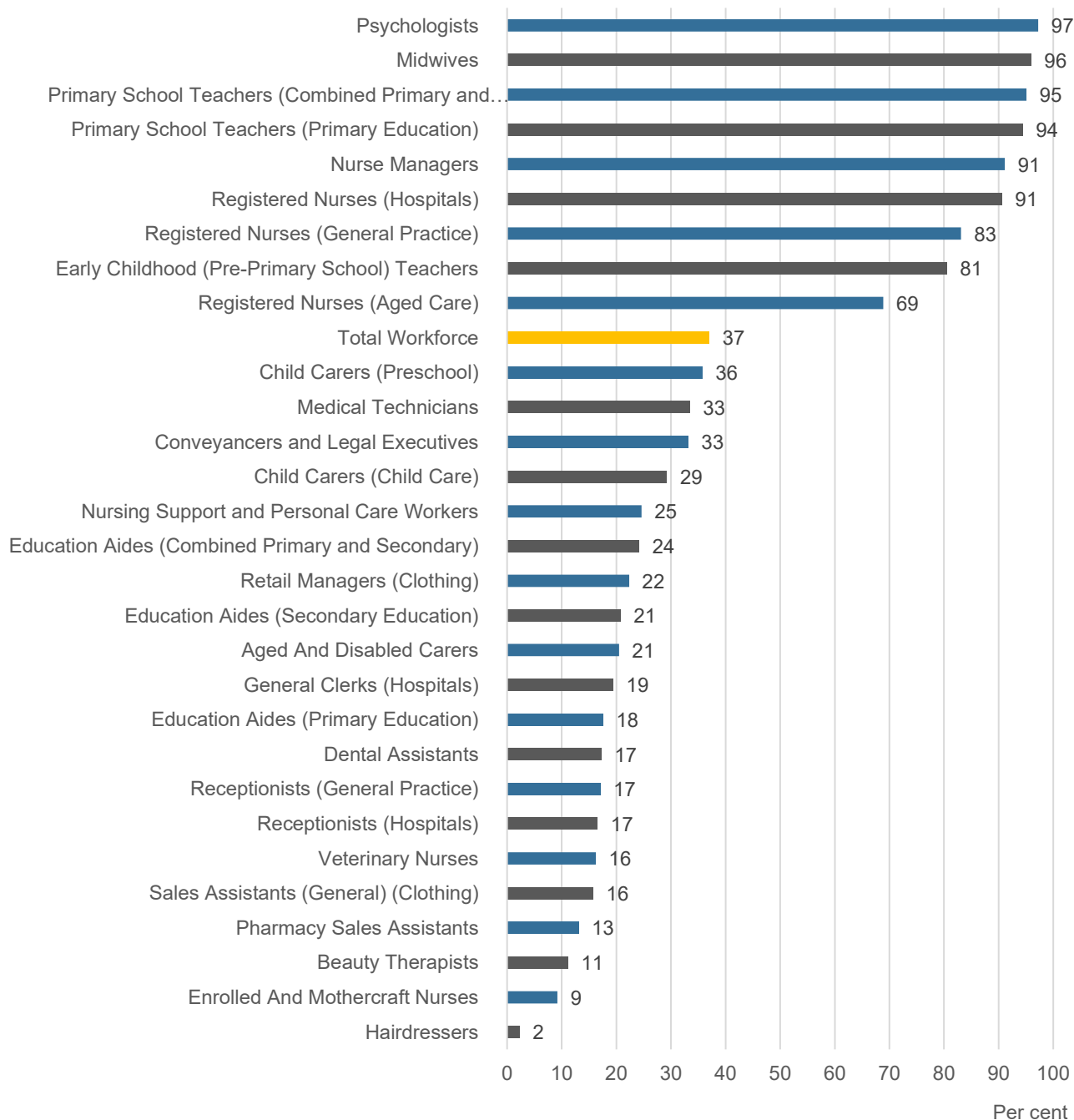


**Figure D.2 Proportion Working Part-Time (%)**



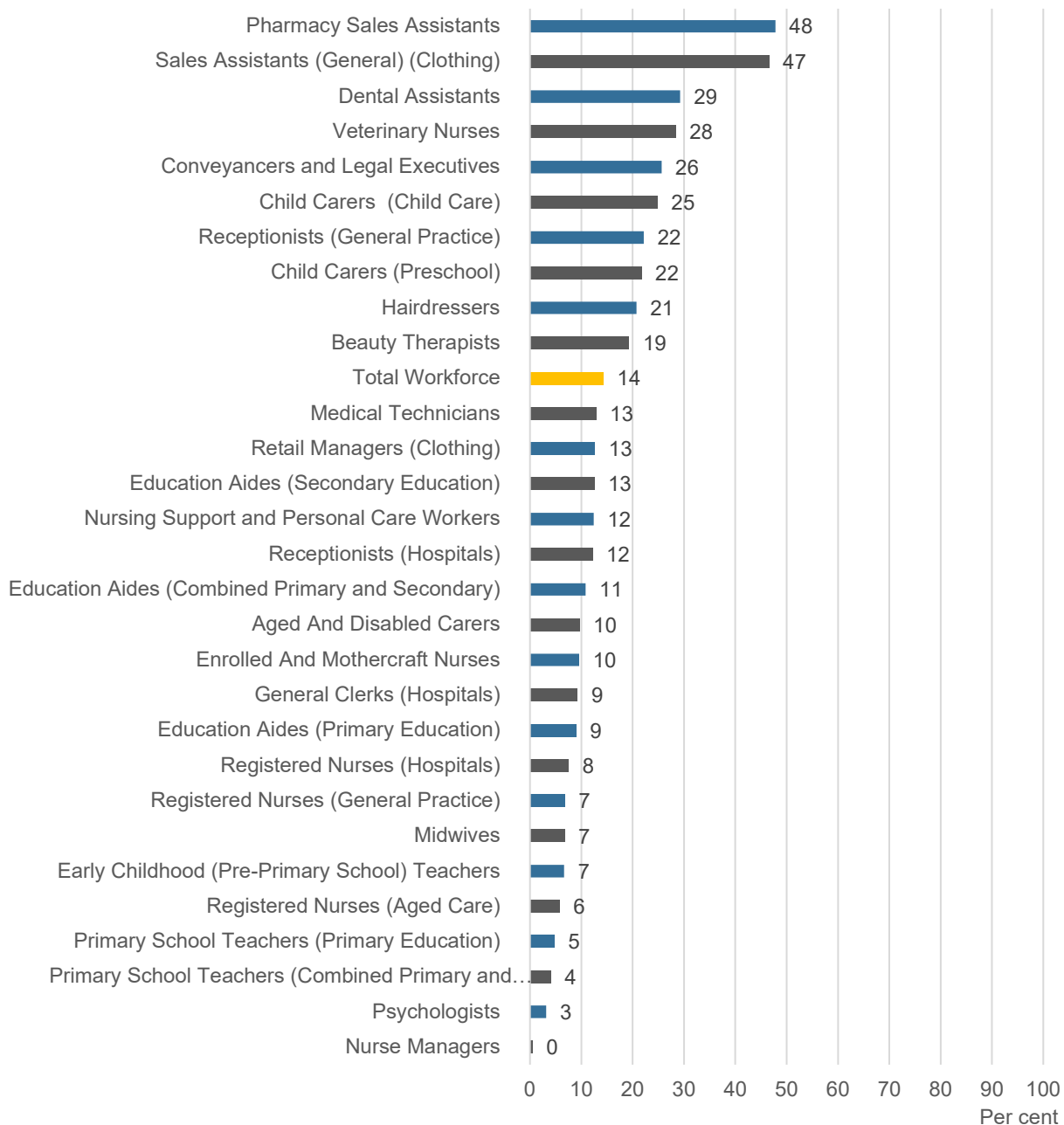
Source: 2021 Census of Population and Housing – counting persons, 15 years and over, person records, accessed via Table Builder.  
 Note: Data was not available for Psychologists or Veterinary Nurses. As data was available only at the 2-digit ANZSIC level it cannot be disaggregated for Child Carers, Education Aides, and others in different industry classes within an industry subdivision.

**Figure D.3 Proportion with a Bachelor Level Degree or Higher (%)**



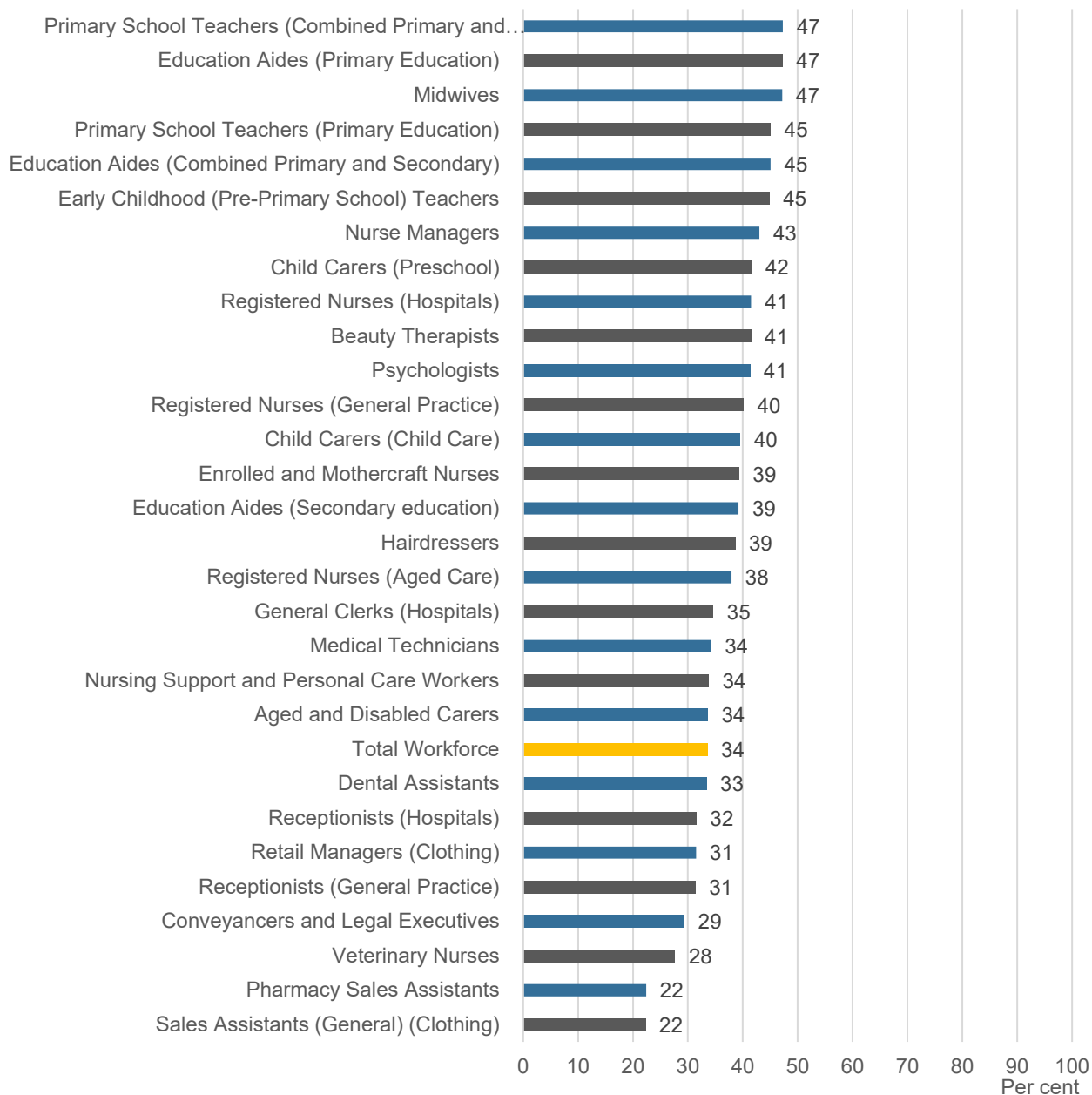
Source: 2021 Census of Population and Housing – counting persons, 15 years and over, person records, accessed via Table Builder.

**Figure D. 4 Proportion Aged 24 and Under (%)**



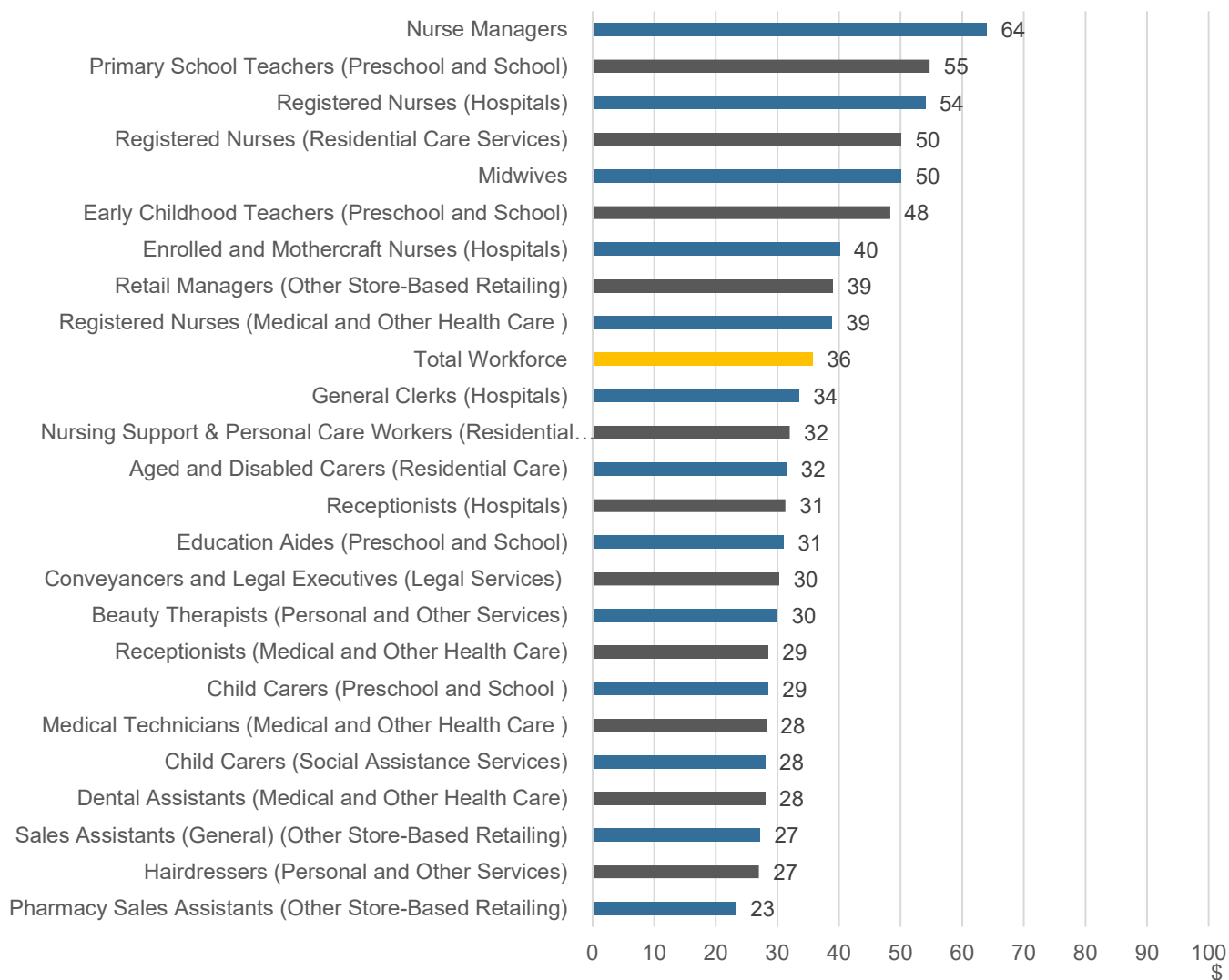
Source: 2021 Census of Population and Housing – counting persons, 15 years and over, person records, accessed via Table Builder.

**Figure D. 5 Proportion with Unpaid Child Care Responsibilities (%)**



Source: 2021 Census of Population and Housing – counting persons, 15 years and over, person records, accessed via Table Builder.  
 Note: Counts people who provided care for a child aged under 15 years without pay, in the last two weeks.

**Figure D. 6 Median Hourly Pay Rates in Highly Feminised Occupations**



Source: 2021 ABS Survey of Employee Earnings and Hours, accessed via Table Builder and DataLab.

Note: Pay information was not available for Veterinary Nurses and Psychologists.

# Appendix E Skill shortages

**Table E. 1 Skill Shortages in feminised occupations**

ANZSCO Occupation Unit Group	ANZSCO 4 digit	Female %	National Future Demand Rating	Current National Labour Market Rating	Areas of Shortage (Location and ANZSCO 6 digit occupation)
Midwives	2541	98.9	Strong	Shortage	National
Early Childhood (Pre-primary School) Teachers	2411	97.6	Strong	Shortage	National
Dental Assistants	4232	97.5	Strong	Shortage	National
Child Carers	4211	97.2	Strong	Shortage	National - Child care worker. No shortage - family day care worker, nanny. Shortage in NT only - Out of School Hours Care Worker.
Beauty Therapists	4511	97.2	Strong	Shortage	National
Veterinary Nurses	3613	96.4	Strong	Shortage	National
Child Carers	4211	96	Strong	Shortage	National - Child care worker. No shortage - family day care worker, nanny. Shortage in NT only - Out of School Hours Care Worker.
Receptionists	5421	95.9	Moderate	No shortage	Shortage in NT only - Hotel and Motel Receptionists.
Registered Nurses	2544	95.6	Strong	Shortage	National
Education Aides	4211	92.9	Moderate	No shortage	Shortage in VIC only- Aboriginal and Torres Strait Islander Education Worker; Integration Aide; Preschool Aide; Teachers' Aide.
Receptionists	5421	92.4	Moderate	No shortage	Shortage in NT only - Hotel and Motel Receptionists.
Enrolled and Mothercraft Nurses	4114	89.9	Strong for Enrolled Nurse; Moderate for Mothercraft nurse.	Shortage - Enrolled Nurse only	National – Enrolled Nurses
General Clerks	5311	89.8	Moderate	No shortage	--
Registered Nurses	2544	88.3	Strong	Shortage	National
Education Aides	4221	88	Moderate	No shortage	--
Registered Nurses	2544	87.9	Strong	Shortage	National
Pharmacy Sales Assistants	6214	87.6	Moderate	No shortage	--
Nursing Support and Personal Care Workers	4233	87.2	Moderate	Shortage of Personal Care Assistants only	National - Personal Care Assistants. Shortage in NT only - Nursing Support Workers, Therapy Aides.
Nurse Managers	2543	86.6	Moderate	No shortage	--
Aged and Disabled Carers	4231	86.5	Strong	Shortage	National
Sales Assistants (General)	6211	85.5	Information missing		
Primary School Teachers	2412	85.4	Moderate	Shortage	National
Medical Technicians	3112	85.3	Moderate	No shortage	Shortage in NT only - Pharmacy Technician. Shortage in QLD only - Pathology Collector / Phlebotomist. Shortage in WA only - Medical Technicians nec.
Primary School Teachers	2412	84	Moderate	Shortage	National
Hairdressers	3911	83.5	Moderate	Shortage	National
Conveyancers and Legal Executives	5991	83.4	Strong	Shortage of Conveyancers	National - Conveyancers. No shortage - Legal Executives.
Education Aides	4221	82.1	Moderate	No shortage	--
Retail Managers	1421	80.9	Moderate	Shortage	National - Retail Manager (General). National shortage (except WA): Hair or Beauty Salon Manager.
Psychologists	2723	80.6	Moderate	Shortage	National - Clinical Psychologist, Educational Psychologist, Psychologist nec. National shortage (except WA): Organisational Psychologist. No shortage – Psychotherapist.

Note: Skills Priority List uses 6-digit codes, which have been matched to our list of 4-digit codes. It lists occupation only, and not occupations in specific industries.

Note: Female % is for the 29 highly feminised categories identified in our analysis, which are for occupations in industries.

Source: National Skills Commission, Skills Priority List, 2022. <https://www.nationalskillscommission.gov.au/topics/skills-priority-list>.