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# A PROFILE OF FRONTLINE CARE WORKERS IN AUSTRALIA: AGED AND DISABLED CARERS

## WORKING PAPER 1

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This report was prepared as part of a four year Future Fellowship research program 'Prospects for decent work and gender equality in frontline care' which critically examines regulatory strategies to improve the quality of jobs held by frontline care workers. The research program focuses in particular on frontline care work undertaken in non-professional care occupations such as disability support, personal care and home care workers both in institutions and in clients' homes.

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# NOTES

## ABOUT THIS REPORT

This report presents the latest data from the Australian Bureau of Statistics on people working as aged and disabled carers (ANZSCO occupation group 423111). This occupational group includes people who provide general household assistance, emotional support, care and companionship for aged or disabled people in their own homes. This occupation has alternative titles such as 'aged or disabled care worker'. Personal care assistants are not included in this occupation group.

Tasks defined for this occupation include (ABS 2013):

- accompanying aged and disabled persons during daily activities
- assisting clients with their mobility
- preparing food for clients
- arranging social activities
- performing housekeeping tasks such as vacuuming and cleaning
- assisting in personal hygiene and dressing
- providing companionship, friendship and emotional support
- may do shopping and run errands
- may live in with the person

People working as aged and disabled carers (as defined by ANZSCO occupation group 423111) will be referred to as **aged and disabled carers** or simply **carers** in this report. This occupational group is a subsection of **'**carers and aides' defined by ANZSCO under the major group of **community and personal service workers** (ANZSCO occupation group 4231).

The 2011 Census of Population and Housing is the main source of information used in this report. All data used in this report refers to people aged 15 years and over.

Figures are used in the body of the report to show the main patterns in the data with additional data provided in the appendices.

This report was prepared as part of a four year Future Fellowship research program 'Prospects for decent work and gender equality in frontline care' which critically examines regulatory strategies to improve the quality of jobs held by frontline care workers. The research program focuses in particular on frontline care work undertaken in non-professional care occupations such as disability support, personal care and home care workers both in institutions and in clients' homes.

Additional information on the project is available from:

http://www.unisa.edu.au/Research/Centre-for-Work-Life/Our-research/Current-Research/Prospects-for-quality-work-and-gender-equality-in-frontline-care/

## ABBREVIATIONS

| | |
|---|---|
| ABS | Australian Bureau of Statistics |
| ABSCQ | Australian Bureau of Statistics Classification of Qualifications |
| ANZSCO | Australian and New Zealand Standard Classification of Occupations |
| ASCED | Australian Standard Classification of Education |
| ASCL | Australian Standard Classification of Languages |
| ASGC | Australian Standard Geographical Classification |
| nec | not elsewhere classified |

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## DEMOGRAPHIC CHARACTERISTICS

### PLACE OF RESIDENCE

The Australian Bureau of Statistics (ABS 2011) 2011 Census indicates there are a total of 108,216 aged and disabled carers in Australia, of whom 82.3% are women. Aged and disabled carers made up 0.5% of the total workforce in 2011.

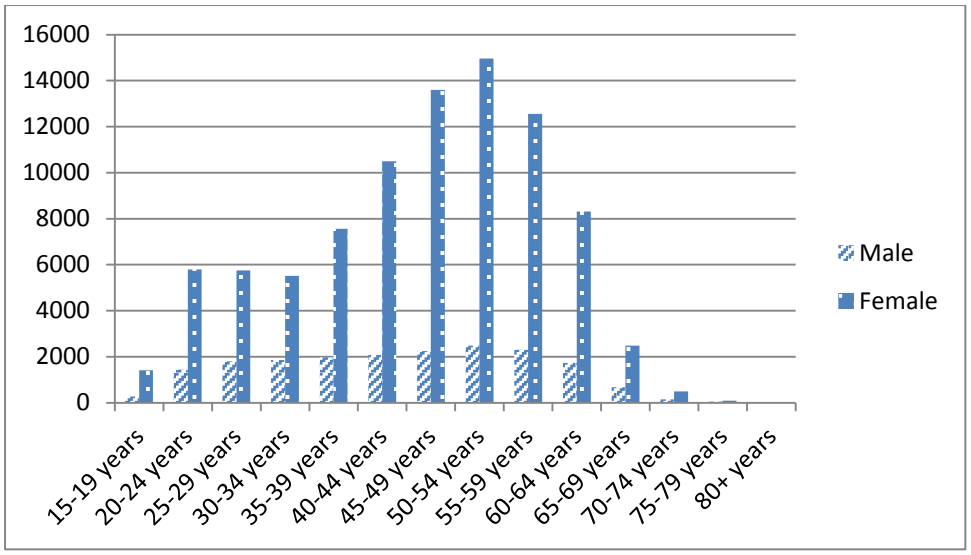
### AGE PROFILE

The median age for aged and disabled carers is 47 years (45 years for men and 48 years for women) which is higher than the median age of 40 years for all employed persons (both men and women).

Overall, 46,376 carers aged 50 years and over (38.8% of men and 43.7% of women in this occupation) provided assistance to someone with a disability, or to someone who was aged 60 years or older, in their homes. A total of 14,075 people in this occupation group are aged 60 years and over (13% of all aged and disabled carers).

There were 23,867 aged and disabled carers aged 15–34 years in Australia in 2011. This age group made up 37.1% of all aged and disabled carers in comparison to 37.1% for all employed persons.

**Figure 1 Aged and disabled carers, by sex and five year age groups**

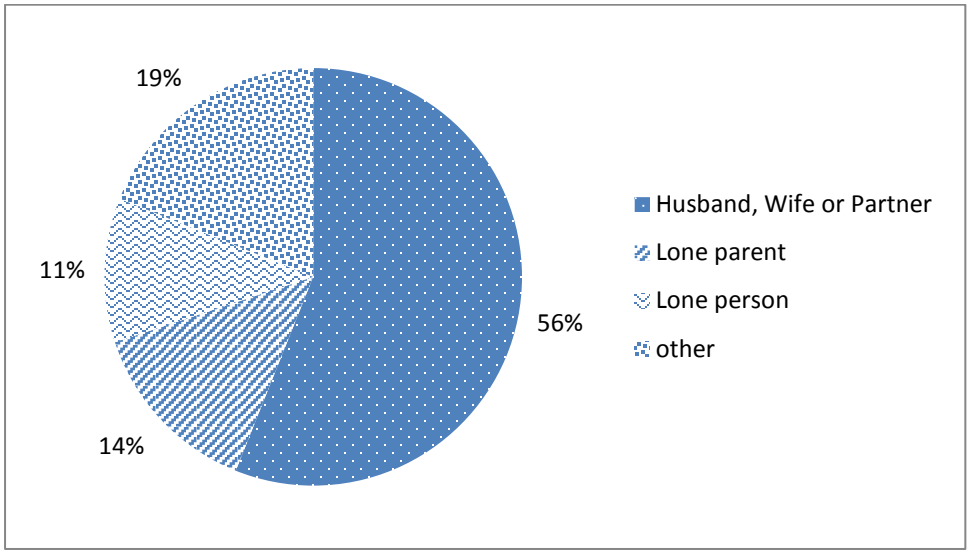



Source: ABS 2011 Census of Population and Housing

### MARITAL STATUS

More than half of all aged and disabled carers are partnered (56%). Another 14% are lone parents, while 11% are living by themselves. In contrast, 61.8% of all employed persons are partnered, 9% are living by themselves and 4.9% are lone parents.

### Figure 2 Aged and disabled carers, by status in household [(a)]




*(a) Other includes group household member, non-dependent child, visitor (from within Australia), unrelated individual living in family household, dependent student, brother/sister, father/mother, nephew/niece, cousin, non-dependent grandchild, uncle/aunt, grandfather/grandmother, other related individual (nec).*

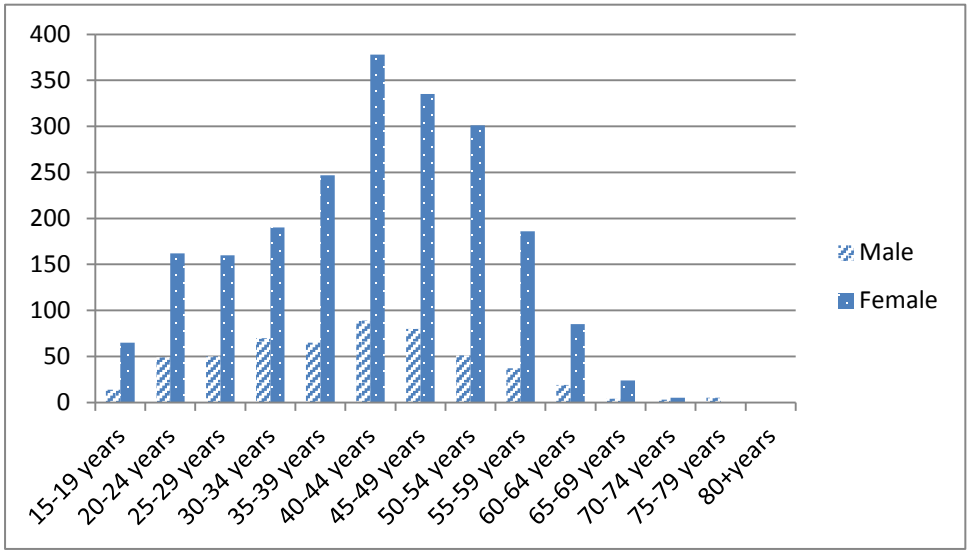
Source: ABS 2011 Census of Population and Housing

## INDIGENOUS WORKFORCE

In 2011, 2,494 Aboriginal and Torres Strait Islander (ATSI) carers aged 15 years and over were identified by the Census. Indigenous carers make up 2.8% of male and 2.4% of female carers. This compares to 4.5% of ATSI men and 3.1% of ATSI women in the total workforce.

ATSI carers were on average 4 years younger than the total aged and disabled care workforce with a median age of 40 years for male ATSI carers, and 42 years for female ATSI carers.

### Figure 3 Indigenous carers by age and sex




Source: ABS 2011 Census of Population and Housing

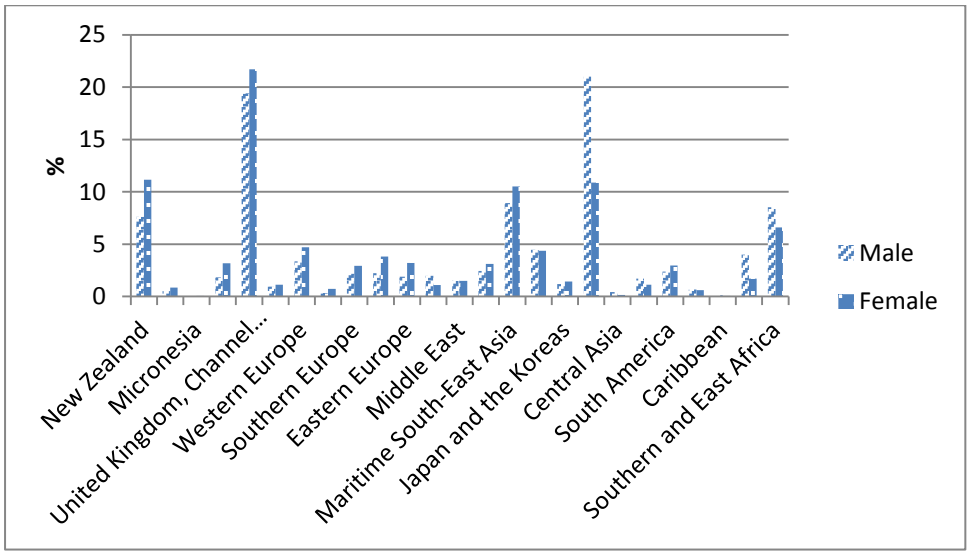
## MIGRATION STATUS

More than 65% of aged and disabled carers are born in Australia and a total number of 36,853 (34%) carers are born overseas (40% of male carers and 33% of female carers). This compares to 71.1% of all employed persons being born in Australia and a total number of 2,907,386 (28.9%) born overseas (30% of all employed men and 28% of all employed women).

Of those carers born outside Australia, their main birthplace is in North-West Europe (27.5%), Oceania and Antarctica (15.8%), Southern and Central Asia and South-East Asia (13.2% both).

The majority of overseas born carers are from the United Kingdom (21.2%), New Zealand (10.4%), Southern Asia (13%), Maritime South East Asia (10.2%) and Southern and Eastern Africa (7%) (see Figure 4).

**Figure 4 Overseas born aged and disabled carers, by country of birth and sex**

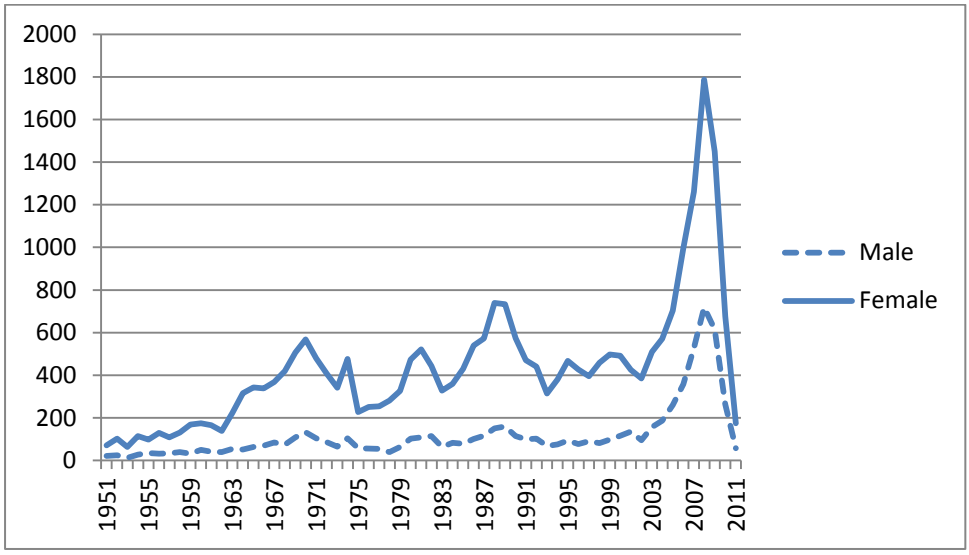



Source: ABS 2011 Census of Population and Housing

Figure 5 shows the year of arrival for migrant carers. Approximately 40% of overseas born carers have migrated to Australia since 2001.

Of the overseas born aged and disabled carers, half speak a language other than English at home. Spanish, Italian, Tagalog, Punjabi and Mandarin are the top five languages spoken at home making up 25% of those speaking a language other than English (see Table 11).

**Figure 5 Overseas born aged and disabled carers, by year of arrival and sex**




Source: ABS 2011 Census of Population and Housing

## EMPLOYMENT CHARACTERISTICS

### TYPE OF EMPLOYMENT

The vast majority of aged and disabled carers are employees (97.3%), with 1.5% of workers in this occupational group being 'contributing family workers'[1]. The majority of both men and women in this occupational group are employed in the private sector and less than 14% work in the government sector.

More than 86% of the aged and disabled workers are employed in the health care and social assistance industry, 7.7% of them are employed in public administration and safety and less than 2% in administrative and support services.

### WORKING HOURS

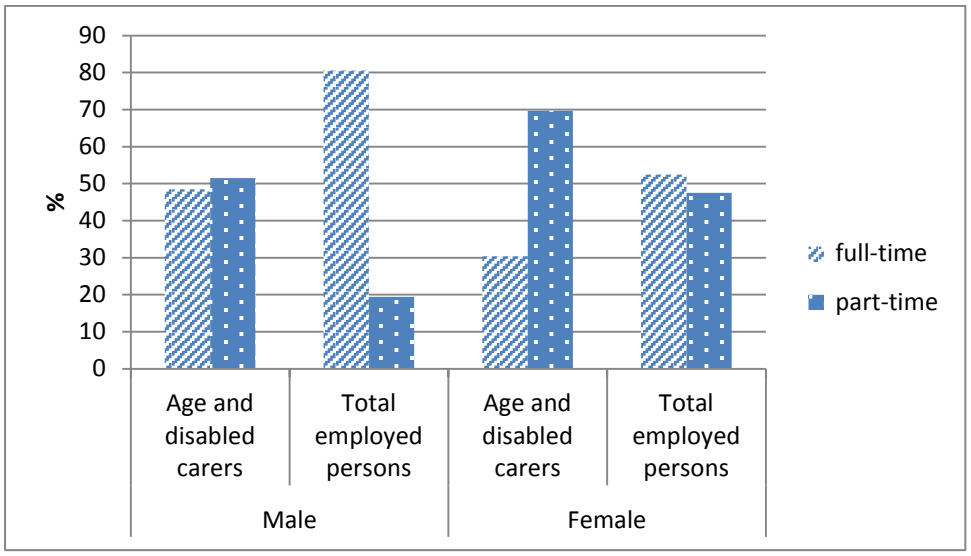
In 2011, 33,554 (34%) aged and disabled carers were employed full-time and a further 66,267 (66%) part-time. This goes against the total employment trend in Australia where 67% of workers are employed full time and 32% part-time (19% of all male workers and 49% of all female workers are employed part- time) (see Table 16). Female carers made up the majority of part-time aged and disabled carers (86.1% female and 13.9% male). This reflects the trend for all employed persons where 68% of part-time workers are female and 32% are male.

Aged and disabled carers work on average fewer hours than is the case for all employed persons. Of aged and disabled carers, 16.2% work 15 hours or less per week (12.4% of men and 18.7% of women). This is somewhat higher than is the case for all employed persons, 11.5% of whom work 15 hours or less per week (7.1% of men and 16.6% of women).

On the other hand, 6.1 % of aged and disabled carers work more than 48 hours per week (9.2% of male and 5.4% of female carers), compared to 17.7% of all employed persons (25.2% of men and 9.2% of women).

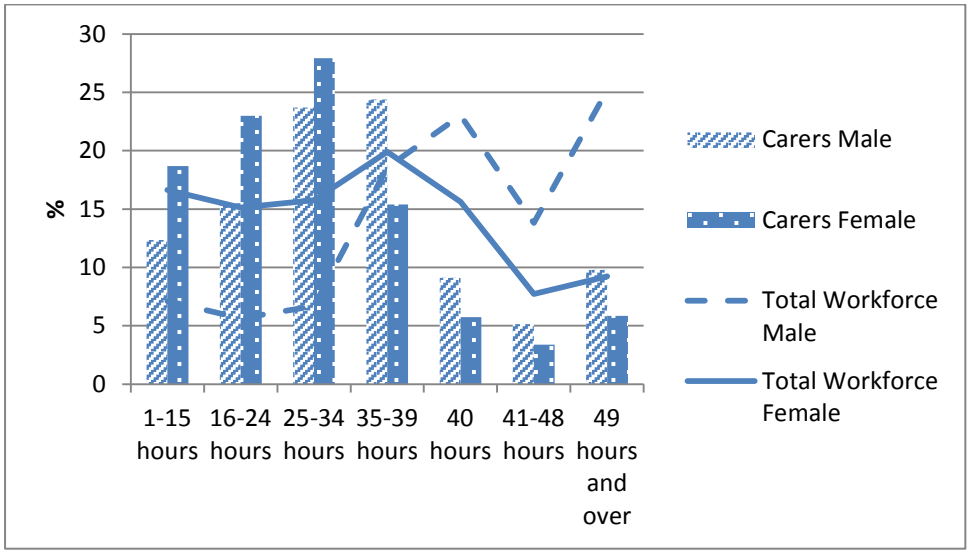
[1] A contributing family worker is a person who works without pay in an economic enterprise operated by a relative.

**Figure 6 Aged and disabled carers, by full-time/ part-time status and sex compared to all employed persons**




Source: ABS 2011 Census of Population and Housing

**Figure 7 Aged and disabled carers, by hours worked and sex compared to all employed persons**



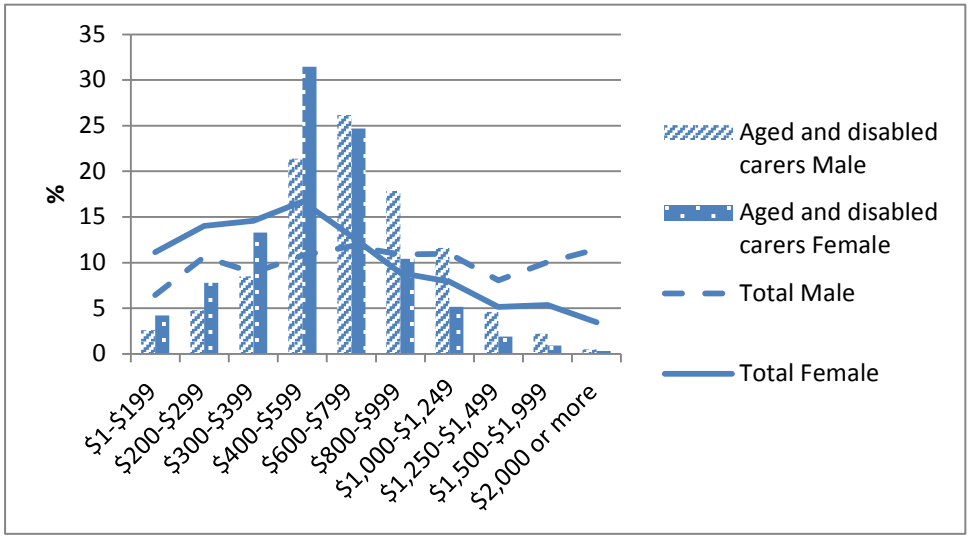

Source: ABS 2011 Census of Population and Housing

Overall, aged and disabled carers worked fewer weekly hours compared to the total Australian workforce. This difference is depicted in Figure 7. While the distribution of hours worked by all employed persons peaks at 40 hours per week for men and 35-40 hours per week for women, the distribution of hours worked for aged and disabled carers peaks at 35-40 hours per week for men and 25-34 hours per week for women.

## INCOME

Of aged and disabled carers whose income could be determined, 20% fell into the low income group of between $200 and $399 weekly income (the second and third income deciles).[2] Just over 10% of all employed persons were in this income band.

**Figure 8 Aged and disabled carers average weekly income, by sex compared to all employed persons**




Source: ABS 2011 Census of Population and Housing

Overall a smaller proportion of male carers have low incomes[3] compared to female carers (13.2% of men compared to 21.1% of women). This compares to 7% of all employed men and 13.6% of all employed women.The median weekly income for aged and disabled carers falls in the 4th decile of income ($400-$599 per week). This is lower than the median weekly income for all employed persons which falls in the 6th decile of income ($800-$999 per week).

[2] 'Income' refers to the total income from all sources that a person usually receives each week. Weekly income deciles as depicted in figure 9 are as follows (annual equivalent income in parentheses):

$1-$199 ($1-$10,399)
$200-$299 ($10,400-$15,599)
$300-$399 ($15,600-$20,799)
$400-$599 ($20,800-$31,199)
$600-$799 ($31,200-$41,599)
$800-$999 ($41,600-$51,999)
$1,000-$1,249 ($52,000-$64,999)
$1,250-$1,499 ($65,000-$77,999)
$1,500-$1,999 ($78,000-$103,999)
$2,000 or more ($104,000 or more)

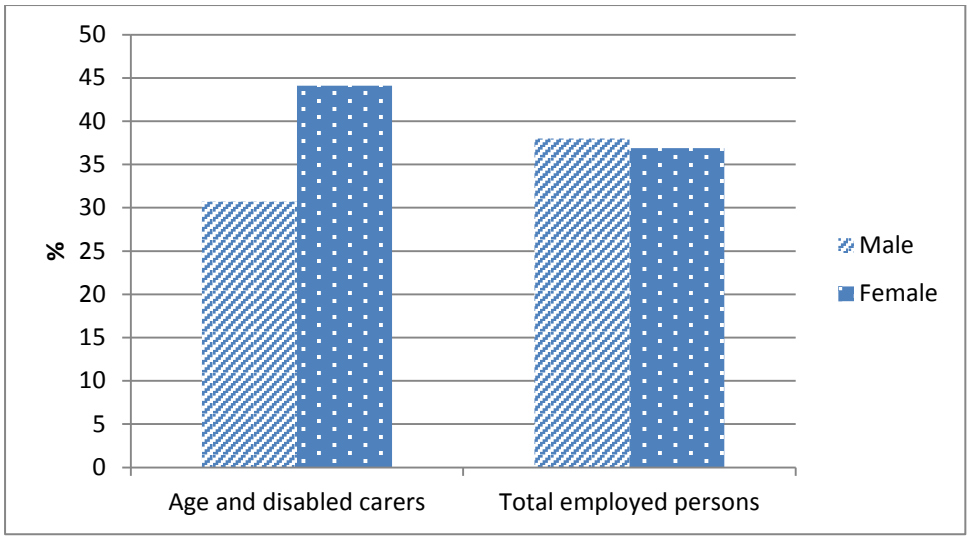
[3] $200- $399 per week

## EDUCATION

### SCHOOL QUALIFICATIONS

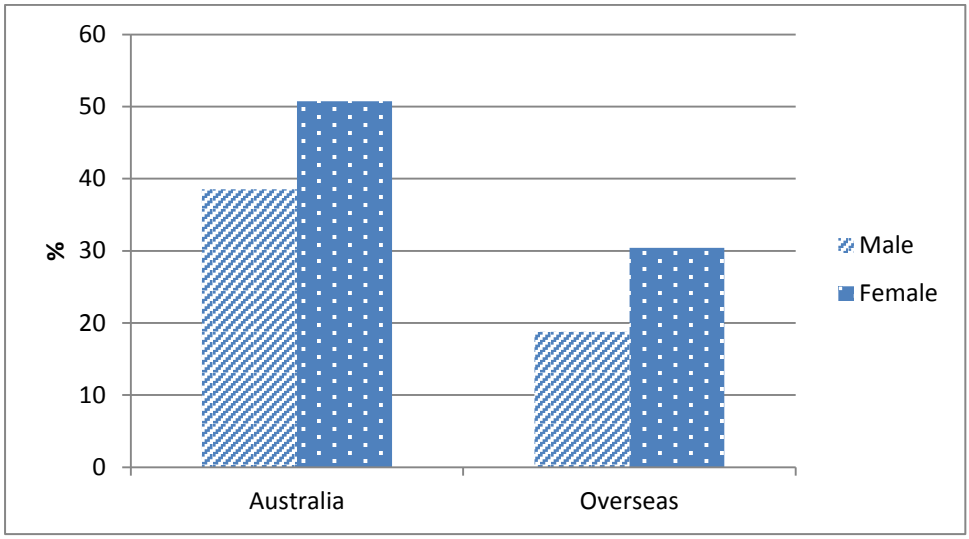
In 2011, around 42% of aged and disabled carers had left school at Year 10 or earlier (30.7% of men and 44.1% of women). Female carers are more likely to leave school at Year 10 or earlier than is the case for all employed women (see Figure 9). Aged and disabled carers born in Australia have higher rates of leaving school at or before Year 10 than those born overseas (see Figure 10).

**Figure 9 Aged and disabled carers, by rate of leaving school at or before Year 10, by sex and compared to all employed persons**




Source: ABS 2011 Census of Population and Housing

**Figure 10 Aged and disabled carers, by rate of leaving school at or before Year 10, sex and place of birth**

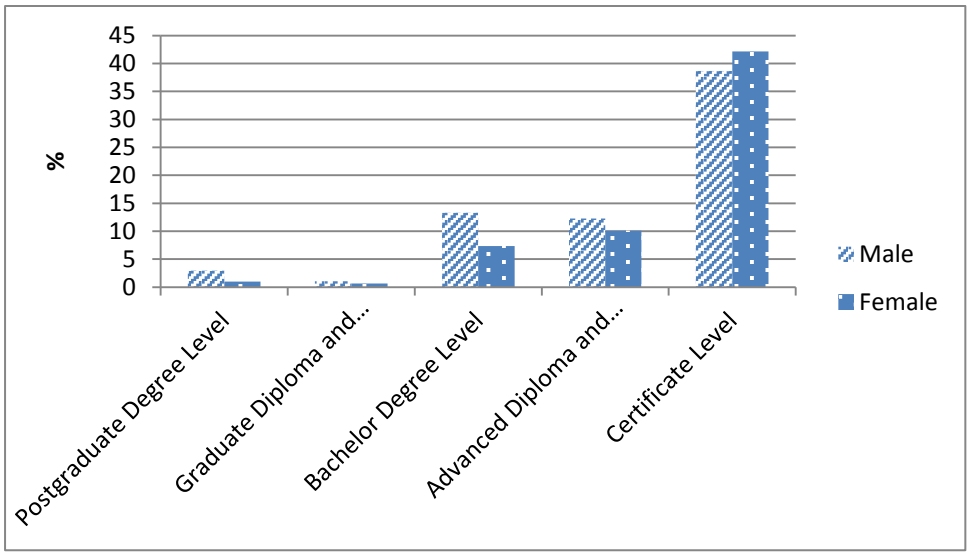



Source: ABS 2011 Census of Population and Housing

## POST-SCHOOL QUALIFICATIONS

The majority (68.4%) of male carers had a post-school qualification such as a certificate or diploma (51%) or less commonly a bachelor degree or higher qualifications (17.4%). Female carers were less likely than men to have a post-school qualification (61.3%): 52.1% had a certificate or diploma and 10.4% had a bachelor degree or higher qualification.

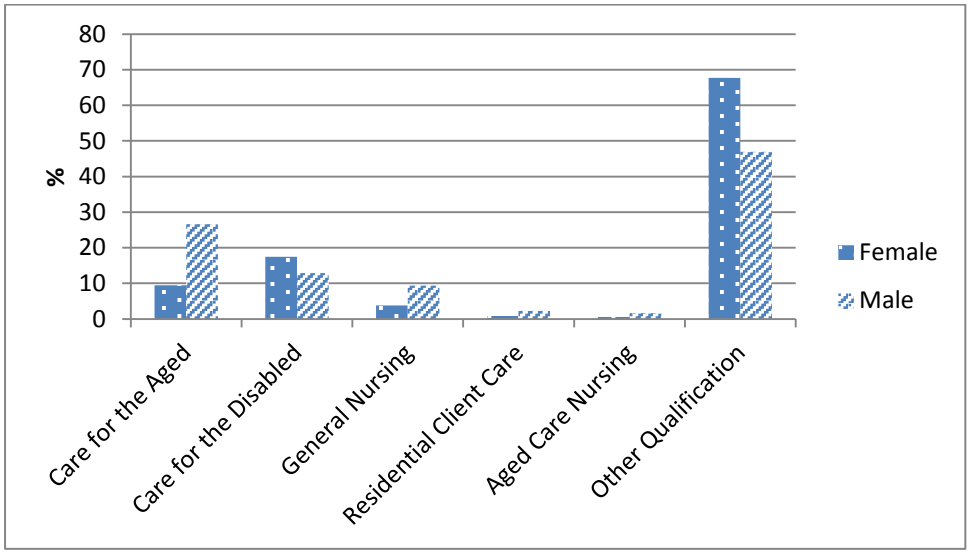
**Figure 11 Aged and disabled carers, by sex and level of post-school qualifications**




Source: ABS 2011 Census of Population and Housing

Among those with a post-school qualification, only 15.2% had a qualification in an area related to aged and disabled care (see Figure 12).

**Figure 12 Aged and disabled carers, by type of post-school qualification and sex**



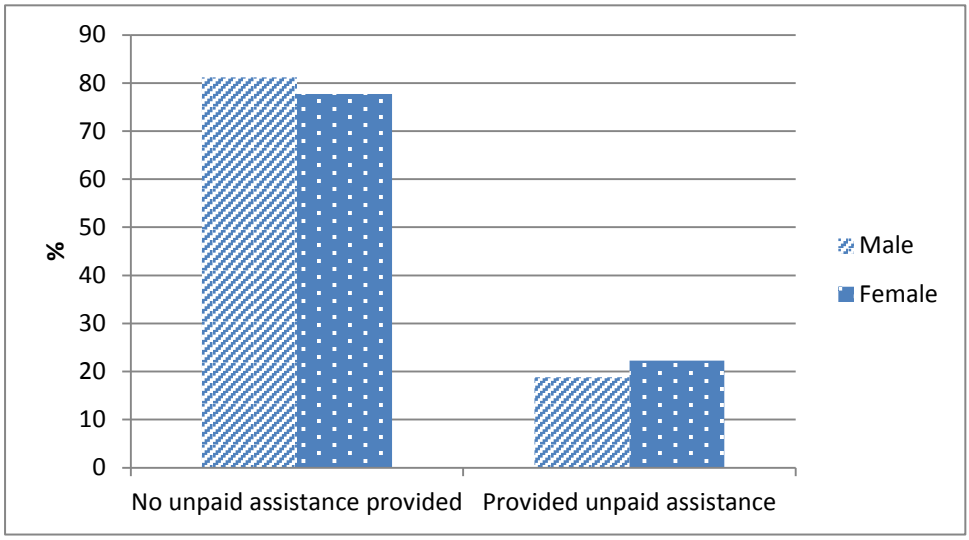

Source: ABS 2011 Census of Population and Housing

## UNPAID WORK

### UNPAID ASSISTANCE TO A PERSON WITH A DISABILITY

About 22% of women and 19% of men in the aged and disabled care occupation provide unpaid care to a disabled person (see Figure 13), which is nearly double the figure for all employed persons (14.2% of all employed women and 9.5% of all employed men).

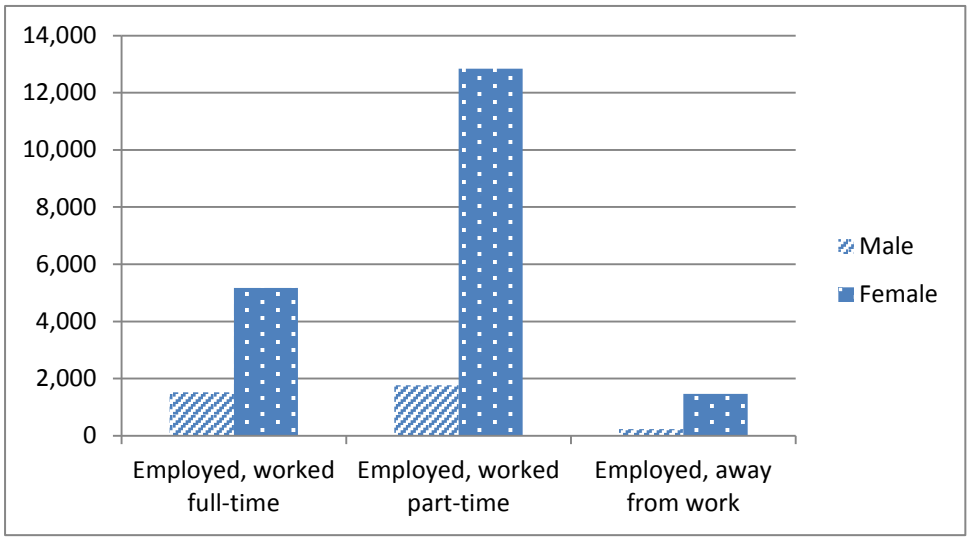
**Figure 13 Aged and disabled carers, by sex and unpaid assistance to a person with a disability**




Source: ABS 2011 Census of Population and Housing

Of those aged and disabled carers who provided unpaid care to a disabled person, 46% of men and 28.7% of women were working full-time compared to 78% of all employed men and 46% of all employed women providing unpaid care.

**Figure 14 Aged and disabled carers, by sex, type of employment and unpaid assistance to a person with a disability**

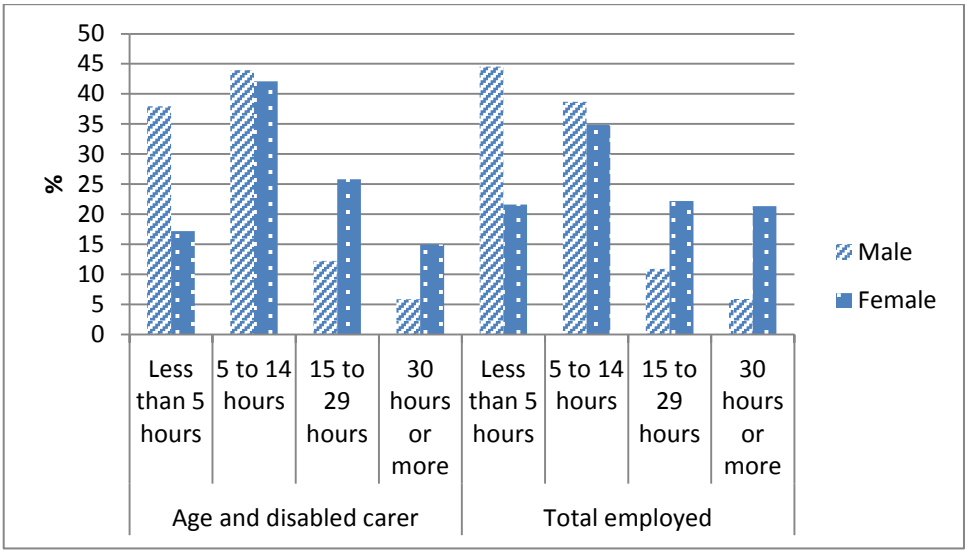



Source: ABS 2011 Census of Population and Housing

## HOURS SPENT IN UNPAID DOMESTIC WORK

On average, aged and disabled carers spend more time on domestic work than is the case for all employed persons. The median weekly hours spent in domestic work is 15-29 hours per week for aged and disabled carers and 5-14 hours per week for all employed persons. Female carers spend more hours compared to male carers on unpaid domestic work. This trend is similar to that for all employed persons (see Figure 15).

**Figure 15 All employed persons, by hours spent in unpaid domestic work, by sex and occupation**



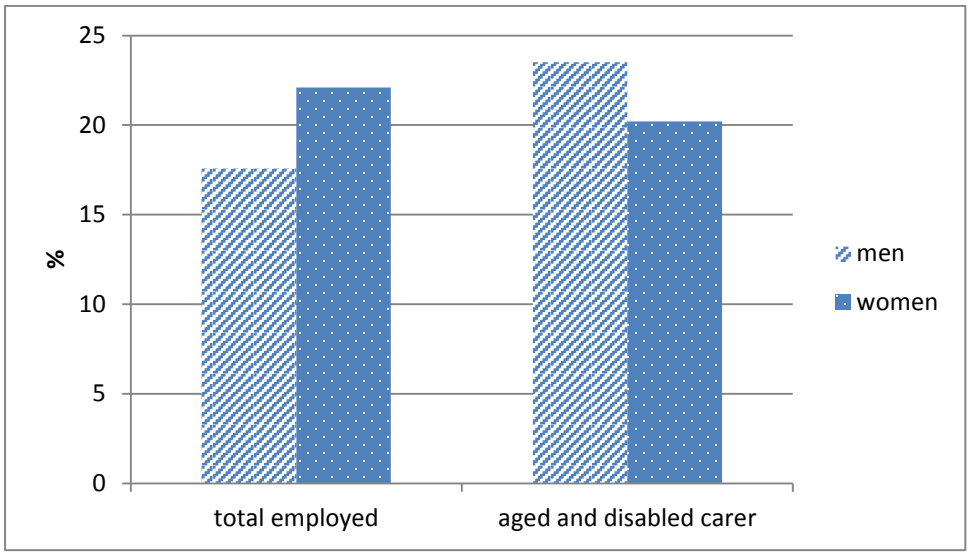

Source: ABS 2011 Census of Population and Housing

The amount of time spent on domestic work also changes depending on whether the person works full-time or part-time.

## VOLUNTARY WORK FOR AN ORGANISATION OR GROUP

As seen in Figure 16, 23.5% of men and 20.2% of women in the aged and disability care occupation work voluntarily for an organisation in addition to their main job. This compares to voluntary work undertaken by all employed persons (17.6% of men and 21.3% of women).

**Figure 16 Aged and disabled carers, by sex and volunt ary work for an organisation or group, compared to all employed persons**

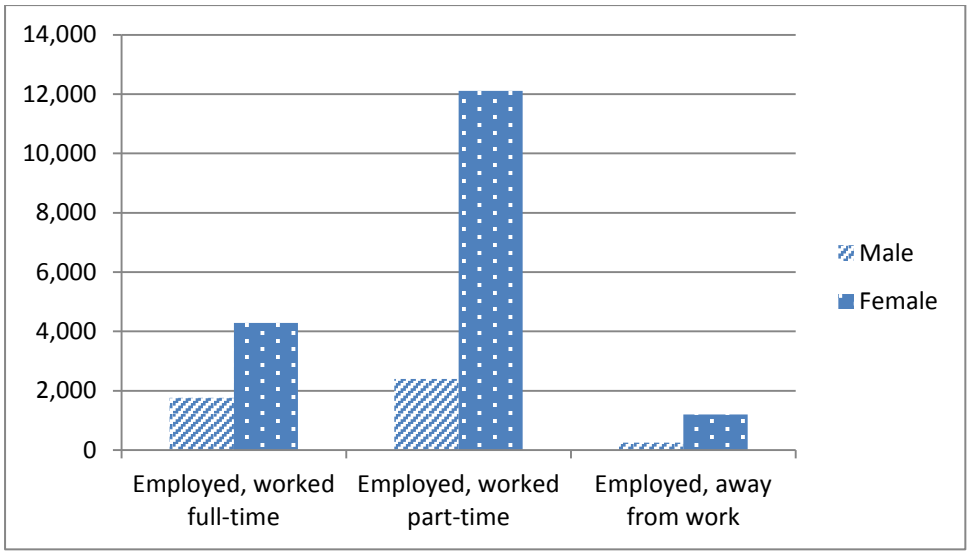



Source: ABS 2011 Census of Population and Housing

Male carers are more likely to undertake voluntary work than are all male employed persons (23.5% of male carers compared to 17.6% of all employed men). However female carers are less likely to undertake voluntary work than are all employed women (20.2% of female carers compared to 22.1% of all employed women).

Volunteer rates are relatively higher for part-time aged and disabled carers (26.5% of men and 21.6% of women) than for full-time carers (20.6% of men and 17.5% of women).

**Figure 17 Aged and disabled carers, by voluntary work for an organisation or group, sex and type of employment**




Source: ABS 2011 Census of Population and Housing

## APPENDIX 1- DEMOGRAPHICS

***Table 1 Five year age groups, by occupation and sex - Percentage and totals***

| | Male | Female | Total |
|---|---|---|---|
| **Aged and disabled carer** | | | |
| 15-19 years | 1.4 | 1.6 | **1,683** |
| 20-24 years | 7.6 | 6.5 | **7,244** |
| 25-29 years | 9.5 | 6.5 | **7,562** |
| 30-34 years | 9.8 | 6.2 | **7,378** |
| 35-39 years | 10.3 | 8.5 | **9,532** |
| 40-44 years | 10.9 | 11.8 | **12,574** |
| 45-49 years | 11.8 | 15.3 | **15,854** |
| 50-54 years | 13.0 | 16.8 | **17,450** |
| 55-59 years | 12.0 | 14.1 | **14,861** |
| 60-64 years | 9.1 | 9.3 | **10,049** |
| 65-69 years | 3.5 | 2.8 | **3,164** |
| 70-74 years | 0.8 | 0.6 | **654** |
| 75-79 years | 0.3 | 0.1 | **149** |
| 80+ years | 0.1 | 0.0 | **49** |
| **Total** | **19,117** | **89,086** | **108,203** |
| | | | |
| **All employed persons** | | | |
| 15-19 years | 5.1 | 6.2 | **565,600** |
| 20-24 years | 9.4 | 10.0 | **974,829** |
| 25-29 years | 11.0 | 11.1 | **1,113,814** |
| 30-34 years | 11.0 | 10.4 | **1,074,114** |
| 35-39 years | 11.5 | 11.0 | **1,134,751** |
| 40-44 years | 11.5 | 11.9 | **1,178,033** |
| 45-49 years | 11.2 | 12.0 | **1,162,095** |
| 50-54 years | 10.5 | 11.2 | **1,088,689** |
| 55-59 years | 8.6 | 8.5 | **862,899** |
| 60-64 years | 6.2 | 5.2 | **577,020** |
| 65-69 years | 2.6 | 1.7 | **217,337** |
| 70-74 years | 0.9 | 0.5 | **70,661** |
| 75-79 years | 0.3 | 0.2 | **24,364** |
| 80+ years | 0.2 | 0.1 | **14,119** |
| **Total** | **5,366,666** | **4,691,659** | **10,058,325** |

Source: ABS 2011 Census of Population and Housing, database of Employment, Income and Unpaid Work.

*Table 2 Indigenous and non-Indigenous status by occupation and sex - Percentage and totals*

| | Non-Indigenous | Aboriginal | Torres Strait Islander | Both Aboriginal and Torres Strait Islander | Total |
|---|---|---|---|---|---|
| **Aged and disabled carer** | | | | | |
| **Male** | 97.2 | 2.6 | 0.2 | 0.1 | **18,949** |
| **Female** | 97.6 | 2.2 | 0.1 | 0.1 | **88,311** |
| Total | 97.5 | 2.3 | 0.1 | 0.1 | **107,260** |
| | | | | | |
| **All employed persons** | | | | | |
| **Male** | 98.6 | 1.3 | 0.1 | 0.1 | **5,327,221** |
| **Female** | 98.5 | 1.4 | 0.1 | 0.1 | **4,661,346** |
| Total | 98.5 | 1.3 | 0.1 | 0.1 | **9,988,567** |

Source: ABS 2011 Census of Population and Housing, database of Employment, Income and Unpaid Work.

*Table 3 Social marital status, by occupation, place of birth and sex - Percentage and totals*

| | Born in Australia | | | Born over seas | | |
|---|---|---|---|---|---|---|
| | **Male** | **Female** | **Total** | **Male** | **Female** | **Total** |
| **Aged and disabled carer** | | | | | | |
| Married in a registered marriage | 40.0 | 42.9 | 42.4 | 56.1 | 55.4 | 55.6 |
| Married in a de facto marriage | 13.7 | 13.0 | 13.1 | 8.6 | 8.3 | 8.4 |
| Not married | 46.3 | 44.1 | 44.5 | 35.3 | 36.2 | 36.0 |
| **Total** | **10,501** | **56,351** | **66,852** | **7,179** | **28,293** | **35,472** |
| | | | | | | |
| **All employed persons** | | | | | | |
| Married in a registered marriage | 49.4 | 46.4 | 62.3 | 57.4 | 53.3 | 49.5 |
| Married in a de facto marriage | 13.3 | 13.0 | 9.7 | 10.2 | 12.2 | 12.2 |
| Not married | 37.3 | 40.6 | 28.1 | 32.3 | 34.5 | 38.3 |
| **Total** | **3,519,975** | **3,225,203** | **5,038,722** | **1,518,747** | **1,267,017** | **4,492,220** |

Source: ABS 2011 Census of Population and Housing, database of Persons and Relationships.

***Table 4 Relationship in household, by occupation and sex - Percentage and totals***

| | Male | Female | Total |
|---|---|---|---|
| **Aged and disabled carer** | | | |
| Husband, Wife or Partner in a marriage | 54.9 | 56.3 | **59,823** |
| Lone parent | 3.4 | 16.1 | **14,813** |
| Lone person | 13.2 | 10.8 | **11,933** |
| Group household member | 8.0 | 4.1 | **5,081** |
| non dependent child | 8.0 | 4.0 | **4,995** |
| Visitor (from within Australia) | 5.6 | 3.8 | **4,399** |
| Unrelated individual living in family household | 2.7 | 1.2 | **1,528** |
| dependent student | 1.4 | 1.3 | **1,403** |
| Brother/sister | 1.8 | 1.1 | **1,263** |
| Father/mother | 0.1 | 0.9 | **778** |
| Nephew/niece | 0.2 | 0.1 | **164** |
| Other related individual (nec) | 0.2 | 0.1 | **129** |
| Cousin | 0.2 | 0.1 | **113** |
| Non-dependent grandchild | 0.1 | 0.1 | **104** |
| Uncle/aunt | 0.1 | 0.1 | **103** |
| Grandfather/grandmother | 0.0 | 0.1 | **98** |
| **Total** | **19,118** | **89,097** | **108,215** |
| | | | |
| **All employed persons** | | | |
| Husband, Wife or Partner in a marriage | 63.43 | 60.05 | **6,074,437** |
| Lone person | 9.21 | 8.72 | **882,194** |
| non dependent child | 10.13 | 7.55 | **876,147** |
| Lone parent | 1.90 | 8.33 | **483,765** |
| Group household member | 5.23 | 4.53 | **481,253** |
| dependent student | 3.12 | 4.86 | **386,797** |
| Visitor (from within Australia) | 3.19 | 2.72 | **291,417** |
| Brother/sister | 1.45 | 1.29 | **135,264** |
| Unrelated individual living in family household | 1.61 | 1.11 | **135,108** |
| Father/mother | 0.10 | 0.33 | **20,464** |
| Nephew/niece | 0.14 | 0.13 | **13,524** |
| Non-dependent grandchild | 0.15 | 0.12 | **13,308** |
| Other related individual (nec) | 0.16 | 0.07 | **11,330** |
| Cousin | 0.13 | 0.10 | **11,094** |
| Uncle/aunt | 0.04 | 0.06 | **4,801** |
| Grandfather/grandmother | 0.00 | 0.03 | **1,457** |
| **Total** | **5,204,738** | **4,617,622** | **6,074,437** |

Source: ABS 2011 Census of Population and Housing, database of Persons and Relationships.

***Table 5 Year of arrival, by occupation and sex- Percentage and totals***

| | 1960 and earlier | 1961 - 1970 | 1971 - 1980 | 1981 - 1990 | 1991 - 2000 | 2001 - 2010 | 2011[(a)] |
|---|---|---|---|---|---|---|---|
| **Aged and disabled carer** | | | | | | | |
| Male | 5 | 10.0 | 10.3 | 15.2 | 12.6 | 46.1 | 0.8 |
| Female | 5.2 | 12.7 | 13.1 | 19.5 | 16.2 | 32.7 | 0.7 |
| **Total** | **5.2** | **12.1** | **12.5** | **18.6** | **15.4** | **35.5** | **0.7** |
| | | | | | | | |
| **All employed persons** | | | | | | | |
| Male | 4.7 | 10.3 | 11.9 | 19.3 | 18.1 | 34.1 | 1.6 |
| Female | 4 | 9.8 | 12.3 | 20.3 | 19.7 | 32.6 | 1.3 |
| **Total** | **4.3** | **10.1** | **12.1** | **19.8** | **18.8** | **33.4** | **1.5** |

(a) Only includes data on 1 Jan to 9 August 2011

Source: ABS 2011 Census of Population and Housing, database of Employment, Income and Unpaid Work.

***Table 6 Place of birth, by occupation, sex, and year of arrival – Percentage and totals***

| | Male | Female | Total |
|---|---|---|---|
| **Aged and disabled carer** | | | |
| **Australian Born [(a)]** | 16.1 | 83.9 | **71,101** |
| **Overseas Born** | | | |
| North-West Europe[(b)] | 24.1 | 28.3 | **9,608** |
| Southern and Eastern Europe[(c)] | 6.4 | 10.0 | **3,228** |
| North Africa and the Middle East[(d)] | 3.5 | 2.6 | **985** |
| South-East Asia[(e)] | 11.4 | 13.7 | **4,615** |
| North-East Asia[(f)] | 5.7 | 5.9 | **2,039** |
| Southern and Central Asia[(g)] | 21.4 | 11.1 | **4,637** |
| Americas[(h)] | 4.9 | 4.8 | **1,696** |
| Sub-Saharan Africa[(i)] | 12.5 | 8.4 | **3,232** |
| Oceania and Antarctica[(j)] | 10.0 | 15.3 | **4,962** |
| **Total** | **7,362** | **27,640** | **37,114** |
| | | | |
| **All employed persons** | | | |
| **Australian Born [(b)]** | 52.7 | 47.3 | **7,150,939** |
| **Overseas Born** | | | |
| North-West Europe[(b)] | 55.5 | 44.5 | **755,125** |
| Southern and Eastern Europe[(c)] | 57.0 | 43.0 | **259,524** |
| North Africa and the Middle East[(d)] | 65.5 | 34.5 | **113,741** |
| South-East Asia[(e)] | 47.8 | 52.2 | **395,180** |
| North-East Asia[(f)] | 48.9 | 51.1 | **268,468** |
| Southern and Central Asia[(g)] | 64.4 | 35.6 | **307,804** |
| Americas[(h)] | 52.2 | 47.8 | **135,387** |
| Sub-Saharan Africa[(i)] | 54.5 | 45.5 | **164,375** |
| Oceania and Antarctica[(j)] | 54.6 | 45.4 | **384,462** |
| **Total** | **1,596,639** | **1,310,747** | **2,907,386** |

(a) Includes External Territories.
(b) North-West Europe includes United Kingdom, Channel Islands and Isle of Man, Ireland, Western Europe[including Austria, Belgium, France, Germany, Liechtenstein, Luxembourg, Monaco, the Netherlands and Switzerland] and Northern Europe [including Denmark, Faroe Islands, Finland, Greenland, Iceland, Norway, Sweden, and Aland Islands]
(c) South Eastern Europe includes Albania, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Former Yugoslav Republic of Macedonia, Greece, Moldova, Romania, Slovenia, Montenegro, Serbia, Kosovo, Belarus, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Russian Federation, Slovakia, Ukraine, Andorra, Gibraltar, Holy See, Italy, Malta, Portugal, San Marino, and Spain.
(d) North Africa and the middle east include North Africa [Algeria, Egypt, Libya, Morocco, Sudan, Tunisia, Western Sahara, Spanish North Africa, and South Sudan], Middle East [Bahrain, Gaza Strip and West Bank, Iran, Iraq, Israel, Jordan, Kuwait, Lebanon, Oman, Qatar, Saudi Arabia, Syria, Turkey, United Arab Emirates, and Yemen]
(e) South-East Asia includes Mainland South-East Asia[Burma (Republic of the Union of Myanmar), Cambodia, Laos, Thailand, and Vietnam], and Maritime South-East Asia[Brunei Darussalam, Indonesia, Malaysia, Philippines, Singapore, and Timor-Leste]
(f) North-East Asia includes Chinese Asia [China (excludes SARs and Taiwan),Hong Kong (SAR of China),Macau (SAR of China), Mongolia, Taiwan] and Japan and the Koreas [Japan, Korea, Democratic People's Republic of (North),Korea, Republic of (South)]
(g) Southern and Central Asia includes Southern Asia[Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan, Sri Lanka], Central Asia[ Afghanistan, Armenia, Azerbaijan, Georgia, Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan, Uzbekistan]
(h) Americas include Northern America[Bermuda, Canada, St Pierre and Miquelon, United States of America], South America[Argentina, Plurinational State of Bolivia, Brazil, Chile, Colombia, Ecuador, Falkland Islands, French Guiana, Guyana, Paraguay, Peru, Suriname, Uruguay, Venezuela, Bolivarian Republic of South America, nec], Central America[Belize, Costa Rica, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Panama], Caribbean[Anguilla, Antigua and Barbuda, Aruba, Bahamas, Barbados, Cayman Islands, Cuba, Dominica, Dominican Republic, Grenada, Guadeloupe, Haiti, Jamaica, Martinique, Montserrat, Puerto Rico, St Kitts and Nevis, St Lucia, St Vincent and the Grenadines, Trinidad and Tobago, Turks and Caicos Islands, Virgin Islands, British Virgin Islands, United States St Barthelemy, St Martin (French part), Bonaire, Sint Eustatius and Saba, Curacao, Sint Maarten (Dutch part)]
(i) Sub-Saharan Africa includes Central and West Africa[ Benin, Burkina Faso, Cameroon, Cape Verde, Central African Republic, Chad, Republic of Congo, Democratic Republic of Congo, Cote d'Ivoire, Equatorial Guinea, Gabon, Gambia, Ghana, Guinea, Guinea-Bissau, Liberia, Mali, Mauritania, Niger, Nigeria, Sao Tome and Principe, Senegal, Sierra Leone, Togo], Southern and East Africa[ Angola, Botswana, Burundi, Comoros, Djibouti, Eritrea, Ethiopia, Kenya, Lesotho, Madagascar, Malawi, Mauritius, Mayotte, Mozambique, Namibia, Reunion, Rwanda, St Helena, Seychelles, Somalia, South Africa, Swaziland, Tanzania, Uganda, Zambia, and Zimbabwe]
(j) Oceania and Antarctica includes Australia (includes External Territories), New Zealand, Melanesia, Micronesia, Polynesia (excludes Hawaii) and Antarctica.

Source: ABS 2011 Census of Population and Housing, database of Employment, Income and Unpaid Work.

***Table 7 Place of birth, by region, occupation, age group, and year of arrival – Percentage and totals***

| | Age group | | | Total |
|---|---|---|---|---|
| | **15-34** | **35-64** | **65+** | |
| **Aged and disabled carers** | | | | |
| **Australian Born [a]** | 21.9 | 74.6 | 3.5 | **71,101** |
| **Overseas Born** | | | | |
| North-West Europe[b] | 9.3 | 32.0 | 48.0 | **9,608** |
| Southern and Eastern Europe[c] | 2.5 | 10.9 | 16.1 | **3,228** |
| North Africa and the Middle East[d] | 2.9 | 2.8 | 2.7 | **985** |
| South-East Asia[e] | 12.6 | 13.8 | 6.5 | **4,615** |
| North-East Asia[f] | 6.8 | 5.7 | 2.1 | **2,039** |
| Southern and Central Asia[g] | 34.6 | 7.0 | 4.9 | **4,637** |
| Americas[h] | 4.2 | 5.1 | 3.7 | **1,696** |
| Sub-Saharan Africa[i] | 18.2 | 6.7 | 4.0 | **3,232** |
| Oceania and Antarctica[j] | 9.0 | 15.9 | 12.0 | **4,962** |
| **Total** | **7,987** | **25,569** | **1,445** | **37,114** |
| | | | | |
| **All employed persons** | | | | |
| **Australian Born [b]** | 39.5 | 57.5 | 3.0 | **7,150,939** |
| **Overseas Born** | | | | |
| North-West Europe[b] | 18.7 | 75.2 | 6.2 | **755,125** |
| Southern and Eastern Europe[c] | 17.4 | 74.4 | 8.2 | **259,524** |
| North Africa and the Middle East[d] | 31.7 | 65.1 | 3.3 | **113,741** |
| South-East Asia[e] | 34.5 | 64.0 | 1.4 | **395,180** |
| North-East Asia[f] | 44.2 | 54.6 | 1.2 | **268,468** |
| Southern and Central Asia[g] | 55.1 | 43.3 | 1.7 | **307,804** |
| Americas[h] | 35.4 | 61.8 | 2.8 | **135,387** |
| Sub-Saharan Africa[i] | 32.7 | 64.8 | 2.5 | **164,375** |
| Oceania and Antarctica[j] | 32.1 | 65.4 | 2.5 | **384,462** |
| **Total** | **871,878** | **1,809,419** | **102,766** | **2,907,386** |

(a) Includes External Territories.
(b) North-West Europe includes United Kingdom, Channel Islands and Isle of Man, Ireland, Western Europe[including Austria, Belgium, France, Germany, Liechtenstein, Luxembourg, Monaco, the Netherlands and Switzerland] and Northern Europe [including Denmark, Faroe Islands, Finland, Greenland, Iceland, Norway, Sweden, and Aland Islands]
(c) South Eastern Europe includes Albania, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Former Yugoslav Republic of Macedonia, Greece, Moldova, Romania, Slovenia, Montenegro, Serbia, Kosovo, Belarus, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Russian Federation, Slovakia, Ukraine, Andorra, Gibraltar, Holy See, Italy, Malta, Portugal, San Marino, and Spain.
(d) North Africa and the middle east include North Africa [Algeria, Egypt, Libya, Morocco, Sudan, Tunisia, Western Sahara, Spanish North Africa, and South Sudan], Middle East [Bahrain, Gaza Strip and West Bank, Iran, Iraq, Israel, Jordan, Kuwait, Lebanon, Oman, Qatar, Saudi Arabia, Syria, Turkey, United Arab Emirates, and Yemen]
(e) South-East Asia includes Mainland South-East Asia[Burma (Republic of the Union of Myanmar), Cambodia, Laos, Thailand, and Vietnam], and Maritime South-East Asia [Brunei Darussalam, Indonesia, Malaysia, Philippines, Singapore, and Timor-Leste]
(f) North-East Asia includes Chinese Asia [China (excludes SARs and Taiwan),Hong Kong (SAR of China),Macau (SAR of China), Mongolia, Taiwan] and Japan and the Koreas[Japan , Korea, Democratic People's Republic of (North),Korea, Republic of (South)]
(g) Southern and Central Asia includes Southern Asia[Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan, Sri Lanka], Central Asia[ Afghanistan, Armenia, Azerbaijan, Georgia, Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan, Uzbekistan]
(h) Americas include Northern America[Bermuda, Canada, St Pierre and Miquelon, United States of America], South America [Argentina, Plurinational State of Bolivia, Brazil, Chile, Colombia, Ecuador, Falkland Islands, French Guiana, Guyana, Paraguay, Peru, Suriname, Uruguay, Venezuela, Bolivarian Republic of South America, nec], Central America[Belize, Costa Rica, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Panama], Caribbean[Anguilla, Antigua and Barbuda, Aruba, Bahamas, Barbados, Cayman Islands, Cuba, Dominica, Dominican Republic, Grenada, Guadeloupe, Haiti, Jamaica, Martinique, Montserrat, Puerto Rico, St Kitts and Nevis, St Lucia, St Vincent and the Grenadines, Trinidad and Tobago, Turks and Caicos Islands, Virgin Islands, British Virgin Islands, United States St Barthelemy, St Martin (French part), Bonaire, Sint Eustatius and Saba, Curacao, Sint Maarten (Dutch part)]
(i) Sub-Saharan Africa includes Central and West Africa[ Benin, Burkina Faso, Cameroon, Cape Verde, Central African Republic, Chad, Republic of Congo, Democratic Republic of Congo, Cote d'Ivoire, Equatorial Guinea, Gabon, Gambia, Ghana, Guinea, Guinea-Bissau, Liberia, Mali, Mauritania, Niger, Nigeria, Sao Tome and Principe, Senegal, Sierra Leone, Togo], Southern and East Africa[ Angola, Botswana, Burundi, Comoros, Djibouti, Eritrea, Ethiopia, Kenya, Lesotho, Madagascar, Malawi, Mauritius, Mayotte, Mozambique, Namibia, Reunion, Rwanda, St Helena, Seychelles, Somalia, South Africa, Swaziland, Tanzania, Uganda, Zambia, and Zimbabwe]
(j) Oceania and Antarctica includes Australia (includes External Territories), New Zealand, Melanesia, Micronesia, Polynesia (excludes Hawaii) and Antarctica.

Source: ABS 2011 Census of Population and Housing, database of Employment, Income and Unpaid Work.

***Table 8 Main birthplaces of overseas born people by country, occupation and sex - Percentage and totals***

| | Male | Female | Total |
|---|---|---|---|
| **Aged and disabled carer** | | | |
| England | 16.1 | 17.8 | **6,107** |
| New Zealand | 7.6 | 11.2 | **3,649** |
| India | 13.6 | 7.2 | **2,986** |
| Philippines | 5.6 | 7.5 | **2,495** |
| China[(a)] | 3.2 | 3.2 | **1,118** |
| Scotland | 2.2 | 2.8 | **923** |
| Germany | 1.6 | 2.0 | **676** |
| Sri Lanka | 2.3 | 1.8 | **666** |
| Italy | 1.4 | 1.9 | **639** |
| Nepal | 3.1 | 1.5 | **635** |
| Zimbabwe | 2.9 | 1.5 | **631** |
| South Africa | 1.2 | 1.9 | **612** |
| Fiji | 1.0 | 1.9 | **596** |
| Poland | 1.0 | 1.8 | **571** |
| Netherlands | 1.0 | 1.7 | **552** |
| Malaysia | 2.0 | 1.4 | **537** |
| Vietnam | 1.3 | 1.6 | **533** |
| Chile | 1.2 | 1.1 | **399** |
| Ireland | 1.0 | 1.2 | **389** |
| Other | 29.5 | 28.2 | **10,294** |
| | | | |
| **All employed persons** | | | |
| England | 17.0 | 16.6 | **488,501** |
| New Zealand | 10.7 | 10.6 | **309,330** |
| India | 7.8 | 5.2 | **192,659** |
| China [(a)] | 4.7 | 6.0 | **154,507** |
| Not stated | 4.0 | 4.1 | **118,423** |
| Philippines | 2.8 | 4.9 | **108,199** |
| Vietnam | 3.3 | 3.4 | **97,507** |
| South Africa | 3.1 | 3.2 | **92,510** |
| Scotland | 2.4 | 2.4 | **68,881** |
| Malaysia | 2.1 | 2.7 | **68,702** |
| Italy | 2.2 | 1.5 | **55,842** |
| Sri Lanka | 1.9 | 1.7 | **53,216** |
| Germany | 1.6 | 1.7 | **46,917** |
| Hong Kong (SAR of China) | 1.4 | 1.7 | **44,348** |
| Ireland | 1.6 | 1.4 | **43,602** |
| United States of America | 1.4 | 1.6 | **43,157** |
| Fiji | 1.2 | 1.4 | **36,394** |
| Korea, Republic of (South) | 1.2 | 1.2 | **35,227** |
| Indonesia | 1.1 | 1.3 | **34,641** |
| Netherlands | 1.1 | 1.0 | **29,870** |
| Other | 27.3 | 26.3 | **780,045** |

(a) excludes SARs and Taiwan

Source: ABS 2011 Census of Population and Housing, database of Employment, Income and Unpaid Work.

***Table 9 Language spoken at home by overseas born carers – Percentage and totals***

| | Sex | | Age group | | | Year of Arrival | | |
|---|---|---|---|---|---|---|---|---|
| | **Male** | **Female** | **15-34** | **35-64** | **65+** | **2001-2011** | **before 2001** | **Total** |
| **Age and disable carer** | | | | | | | | |
| Spoke only English at home | 74.6 | 81.7 | 71.4 | 82.8 | 86.9 | 10.9 | 30.0 | **87,095** |
| Spoke a non-English language at home | 25.4 | 18.3 | 28.6 | 17.2 | 13.1 | 89.1 | 70.0 | **21,120** |
| **Total** | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | **108,215** |
| **All employed persons** | | | | | | | | |
| Spoke only English at home | 81.5 | 82.5 | 80.1 | 82.8 | 87.6 | 55.1 | 56.6 | **8,245,030** |
| Spoke a non-English language at home | 18.5 | 17.5 | 19.9 | 17.2 | 12.4 | 44.9 | 43.3 | **1,813,295** |
| **Total** | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | **10,058,325** |

Source: ABS 2011 Census of Population and Housing, database of Employment, Income and Unpaid Work.

***Table 10 Proficiency in spoken English, by occupation, sex, age and year of arrival - Percentage and totals***

| | Sex | | Age group | | | Year of Arrival | | |
|---|---|---|---|---|---|---|---|---|
| | **Male** | **Female** | **15-34** | **35-64** | **65+** | **2001-2011** | **before 2001** | **Total** |
| **Age and disable carer** | | | | | | | | |
| Spoke English Very well | 61.8 | 56.3 | 63.9 | 56.8 | 58.4 | 65.6 | 55.6 | **12,163** |
| Spoke English Well | 34.0 | 36.3 | 34.6 | 37.8 | 35.4 | 30.3 | 38.9 | **7,555** |
| Spoke English Not well | 2.4 | 4.4 | 1.5 | 5.2 | 6.2 | 4.1 | 5.4 | **830** |
| Spoke English Not at all | 0.1 | 0.2 | 0.0 | 0.2 | 0.0 | 0.0 | 0.1 | **33** |
| **Total** | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | **20,891** |
| **All employed persons** | | | | | | | | |
| Spoke English Very well | 66.4 | 69.2 | 73.4 | 63.9 | 57.5 | 53.9 | 63.4 | **1,204,321** |
| Spoke English Well | 26.2 | 23.9 | 22.7 | 26.7 | 31.5 | 32.4 | 28.1 | **448,619** |
| Spoke English Not well | 6.8 | 6.6 | 3.6 | 8.6 | 10.0 | 12.0 | 8.1 | **117,077** |
| Spoke English Not at all | 0.6 | 0.6 | 0.3 | 0.8 | 1.0 | 1.7 | 0.5 | **10,224** |
| **Total** | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | **1,780,241** |

(a) Only includes those aged 15 years and over who Spoke a non-English language at home

Source: ABS 2011 Census of Population and Housing, database of Employment, Income and Unpaid Work.

*Table 11 Other language spoken at home, by occupation and sex - Percentage and totals*

| | Male | Female | Total |
|---|---|---|---|
| **Aged and disabled carers** | | | |
| **Northern European Languages** | | | |
| Celtic | 0.1 | 0.1 | **24** |
| German and Related Languages | 1.8 | 2.1 | **434** |
| Dutch and Related Languages | 1.1 | 2.2 | **417** |
| Scandinavian | 0.1 | 0.5 | **82** |
| Finnish and Related Languages | 0.2 | 0.3 | **54** |
| **Southern European Languages** | | | |
| French | 2.2 | 1.7 | **386** |
| Greek | 2.8 | 3.4 | **687** |
| Iberian Romance | 5.1 | 6.6 | **1,324** |
| Italian | 3.8 | 5.8 | **1,125** |
| Maltese | 0.3 | 0.8 | **144** |
| **Eastern European Languages** | | | |
| Baltic | 0.1 | 0.1 | **25** |
| Hungarian | 0.4 | 0.7 | **125** |
| East Slavic | 1.2 | 1.6 | **322** |
| South Slavic | 1.9 | 4.1 | **763** |
| West Slavic | 1.8 | 3.6 | **681** |
| Other Eastern European Languages | 0.1 | 0.4 | **75** |
| **Southwest and Central Asian Languages** | | | |
| Iranic | 1.3 | 0.8 | **196** |
| Middle Eastern Semitic Languages | 2.9 | 2.8 | **602** |
| Turkic | 0.5 | 0.6 | **117** |
| Other Southwest and Central Asian Languages | 0.1 | 0.1 | **23** |
| **Southern Asian Languages** | | | |
| Dravidian | 7.7 | 2.6 | **790** |
| Indo-Aryan | 21.8 | 14.8 | **3,469** |
| Other Southern Asian Languages | 0.3 | 0.5 | **99** |
| **Southeast Asian Languages** | | | |
| Burmese and Related Languages | 0.6 | 0.7 | **138** |
| Mon-Khmer | 2.2 | 2.6 | **530** |
| Tai | 0.3 | 1.2 | **203** |
| Southeast Asian Austronesian Languages | 8.9 | 11 | **2,213** |
| **Eastern Asian Languages** | | | |
| Chinese | 9.2 | 9.2 | **1,936** |
| Japanese | 0.5 | 1.2 | **217** |
| Korean | 1.2 | 1 | **225** |
| Other Eastern Asian Languages | 0.6 | 0.1 | **41** |
| **Australian Indigenous Languages** | 1.2 | 1.4 | **278** |
| **African Languages** | 12.5 | 7.5 | **1,821** |
| **Other Languages** | 5.3 | 8 | **1,554** |

*Table 11 continued*

| | Male | Female | Total |
|---|---|---|---|
| **All employed persons** | | | |
| **Northern European Languages** | | | |
| Celtic | 0.2 | 0.1 | **2,717** |
| German and Related Languages | 1.8 | 2.1 | **34,759** |
| Dutch and Related Languages | 2.0 | 2.0 | **35,706** |
| Scandinavian | 0.4 | 0.5 | **8,021** |
| Finnish and Related Languages | 0.1 | 0.2 | **3,040** |
| **Southern European Languages** | | | |
| French | 1.6 | 1.8 | **30,313** |
| Greek | 6.0 | 6.1 | **110,324** |
| Iberian Romance | 4.4 | 4.6 | **81,520** |
| Italian | 7.3 | 7.2 | **131,799** |
| Maltese | 0.7 | 0.7 | **12,901** |
| **Eastern European Languages** | | | |
| Baltic | 0.1 | 0.1 | **1,879** |
| Hungarian | 0.4 | 0.5 | **8,448** |
| East Slavic | 1.1 | 1.5 | **23,623** |
| South Slavic | 5.3 | 5.6 | **98,283** |
| West Slavic | 1.5 | 1.9 | **31,285** |
| Other Eastern European Languages | 0.6 | 0.6 | **10,066** |
| **Southwest and Central Asian Languages** | | | |
| Iranic | 1.6 | 1.0 | **24,302** |
| Middle Eastern Semitic Languages | 6.6 | 4.6 | **103,534** |
| Turkic | 1.4 | 1.1 | **22,579** |
| Other Southwest and Central Asian Languages | 0.3 | 0.3 | **4,678** |
| **Southern Asian Languages** | | | |
| Dravidian | 3.5 | 2.6 | **55,708** |
| Indo-Aryan | 14.3 | 9.8 | **222,518** |
| Other Southern Asian Languages | 0.3 | 0.3 | **5,003** |
| **Southeast Asian Languages** | | | |
| Burmese and Related Languages | 0.4 | 0.4 | **7,425** |
| Mon-Khmer | 5.9 | 6.1 | **108,575** |
| Tai | 1.0 | 1.8 | **24,040** |
| Southeast Asian Austronesian Languages | 5.9 | 8.1 | **124,945** |
| **Eastern Asian Languages** | | | |
| Chinese | 15.5 | 18.6 | **306,889** |
| Japanese | 0.9 | 1.3 | **19,712** |
| Korean | 1.9 | 1.8 | **33,276** |
| Other Eastern Asian Languages | 0.0 | 0.0 | **626** |
| **Australian Indigenous Languages** | 0.7 | 0.8 | **13,397** |
| **African Languages** | 1.5 | 1.5 | **27,618** |
| **Other Languages** | 4.7 | 4.5 | **83,785** |

Source: ABS 2011 Census of Population and Housing, database of Employment, Income and Unpaid Work.

## APPENDIX 2- EMPLOYMENT AND INCOME

***Table 12 Employment type, by occupation, place of birth and sex - Percentage and totals***

| | Born in Australia[(a)] | | | Born Overseas | | |
|---|---|---|---|---|---|---|
| | **Male** | **Female** | **Total** | **Male** | **Female** | **Total** |
| **Age and disabled carers** | | | | | | |
| Employee not owning business | 97.0 | 97.5 | **69,274** | 97.0 | 97.2 | **36,043** |
| Owner managers of incorporated enterprises | 0.5 | 0.2 | **149** | 0.4 | 0.2 | **94** |
| Owner managers of unincorporated enterprises | 1.1 | 0.8 | **611** | 0.8 | 0.7 | **280** |
| Contributing family workers | 0.3 | 0.2 | **129** | 0.3 | 0.2 | **68** |
| Not stated | 1.2 | 1.3 | **941** | 1.5 | 1.7 | **626** |
| **Total** | 100 | 100 | **71,104** | 100 | 100 | **37,111** |
| | | | | | | |
| **All employed persons** | | | | | | |
| Employee not owning business | 78.5 | 87.5 | **5,919,426** | 78.1 | 85.8 | **2,370,818** |
| Owner managers of incorporated enterprises | 8.6 | 4.0 | **459,473** | 9.1 | 4.7 | **205,819** |
| Owner managers of unincorporated enterprises | 10.5 | 6.0 | **597,849** | 10.3 | 6.6 | **251,131** |
| Contributing family workers | 1.5 | 1.8 | **115,646** | 1.4 | 1.8 | **47,054** |
| Not stated | 0.8 | 0.8 | **58,548** | 1.1 | 1.1 | **32,560** |
| **Total** | 100 | 100 | **7,150,942** | 100 | 100 | **2,907,382** |

(a) Includes external territories

Source: ABS 2011 Census of Population and Housing, database of Employment, Income and Unpaid Work.

*Table 13 Industry, by occupation and sex - Percentage and totals*

| | Male | Female | Total |
|---|---|---|---|
| **Age and disabled carers** | | | |
| Agriculture, Forestry and Fishing | 0.0 | 0.1 | 0.0 |
| Mining | 0.0 | 0.0 | 0.0 |
| Manufacturing | 0.3 | 0.1 | 0.1 |
| Electricity, Gas, Water and Waste Services | 0.0 | 0.0 | 0.0 |
| Construction | 0.0 | 0.1 | 0.1 |
| Wholesale Trade | 0.1 | 0.0 | 0.0 |
| Retail Trade | 0.1 | 0.1 | 0.1 |
| Accommodation and Food Services | 0.3 | 0.2 | 0.2 |
| Transport, Postal and Warehousing | 0.2 | 0.2 | 0.2 |
| Information Media and Telecommunications | 0.0 | 0.0 | 0.0 |
| Financial and Insurance Services | 0.2 | 0.2 | 0.2 |
| Rental, Hiring and Real Estate Services | 0.0 | 0.1 | 0.1 |
| Professional, Scientific and Technical Services | 0.1 | 0.1 | 0.1 |
| Administrative and Support Services | 2.5 | 1.4 | 1.6 |
| Public Administration and Safety | 9.1 | 7.4 | 7.7 |
| Education and Training | 0.7 | 0.6 | 0.6 |
| Health Care and Social Assistance | 83.6 | 87.1 | 86.5 |
| Arts and Recreation Services | 0.1 | 0.0 | 0.0 |
| Other Services | 1.3 | 1.2 | 1.2 |
| Total | **19,117** | **89,098** | **108,215** |
| | | | |
| **All employed persons** | | | |
| Agriculture, Forestry and Fishing | 3.3 | 1.6 | 2.5 |
| Mining | 2.7 | 0.7 | 1.8 |
| Manufacturing | 12.5 | 5.0 | 9.0 |
| Electricity, Gas, Water and Waste Services | 1.6 | 0.6 | 1.2 |
| Construction | 13.4 | 2.3 | 8.2 |
| Wholesale Trade | 4.9 | 3.0 | 4.0 |
| Retail Trade | 8.3 | 13.0 | 10.5 |
| Accommodation and Food Services | 5.3 | 7.8 | 6.5 |
| Transport, Postal and Warehousing | 6.9 | 2.4 | 4.8 |
| Information Media and Telecommunications | 1.9 | 1.6 | 1.8 |
| Financial and Insurance Services | 3.3 | 4.3 | 3.8 |
| Rental, Hiring and Real Estate Services | 1.5 | 1.7 | 1.6 |
| Professional, Scientific and Technical Services | 7.5 | 6.9 | 7.3 |
| Administrative and Support Services | 2.9 | 3.6 | 3.2 |
| Public Administration and Safety | 6.9 | 6.8 | 6.9 |
| Education and Training | 4.5 | 12.0 | 8.0 |
| Health Care and Social Assistance | 4.6 | 19.7 | 11.6 |
| Arts and Recreation Services | 1.5 | 1.5 | 1.5 |
| Other Services | 3.9 | 3.6 | 3.8 |
| **Total** | **5,366,667** | **4,691,658** | **10,058,325** |

Source: ABS 2011 Census of Population and Housing, database of Employment, Income and Unpaid Work.

***Table 14 Private/government employer, by occupation, place of birth and sex - Percentage and totals***

| | Born in Australia[(a)] | | | Born Overseas | | |
|---|---|---|---|---|---|---|
| | **Male** | **Female** | **Total** | **Male** | **Female** | **Total** |
| **Age and disabled carers** | | | | | | |
| National Government | 5.7 | 2.8 | **2,353** | 4.9 | 2.0 | **966** |
| State/Territory Government | 7.3 | 7.0 | **4,985** | 7.4 | 5.1 | **2,076** |
| Local Government | 2.1 | 4.6 | **2,970** | 2.1 | 3.5 | **1,206** |
| Private sector | 84.3 | 85.2 | **60,466** | 85.0 | 88.5 | **32,574** |
| Not stated | 0.5 | 0.5 | **329** | 0.6 | 0.8 | **290** |
| **Total** | 100.0 | 100.0 | **71,103** | 100.0 | 100.0 | **37112** |
| | | | | | | |
| **All employed persons** | | | | | | |
| National Government | 3.9 | 4.4 | **296,852** | 3.7 | 4.4 | **116,596** |
| State/Territory Government | 7.3 | 14.4 | **760,463** | 6.0 | 11.7 | **249,271** |
| Local Government | 1.7 | 1.6 | **119,936** | 0.9 | 1.1 | **28,649** |
| Private sector | 86.0 | 78.8 | **5,906,714** | 87.9 | 81.5 | **2,471,647** |
| Not stated | 1.0 | 0.9 | **66,976** | 1.5 | 1.3 | **41,222** |
| **Total** | 100.0 | 100.0 | **7,150,939** | 100.0 | 100.0 | **2,907,386** |

(a) Includes external territories

Source: ABS 2011 Census of Population and Housing, database of Employment, Income and Unpaid Work.

***Table 15 Hours worked, by occupation, place of birth and sex - Percentage and totals***

| | Born in Australia [(a)] | | | Born Overseas | | |
|---|---|---|---|---|---|---|
| | **Male** | **Female** | **Total** | **Male** | **Female** | **Total** |
| **Age and disabled carers** | | | | | | |
| None | 4.5 | 6.1 | **4,039** | 3.3 | 4.9 | **1,636** |
| 1-15 hours | 12.7 | 18.2 | **11,991** | 10.6 | 16.5 | **5,525** |
| 16-24 hours | 13.3 | 21.1 | **13,765** | 17.2 | 23.0 | **7,856** |
| 25-34 hours | 22.8 | 26.7 | **18,081** | 22.7 | 25.7 | **9,052** |
| 35-39 hours | 23.2 | 14.1 | **10,777** | 23.7 | 15.5 | **6,197** |
| 40 hours | 8.9 | 5.3 | **4,104** | 8.6 | 5.6 | **2,233** |
| 41-48 hours | 5.2 | 3.3 | **2,486** | 4.6 | 3.0 | **1,200** |
| 49 hours + | 9.4 | 5.3 | **4,166** | 9.4 | 5.9 | **2,390** |
| **Total** | 100.0 | 100.0 | **69,409** | 100.0 | 100.0 | **36,089** |
| | | | | | | |
| **All employed persons** | | | | | | |
| None | 3.7 | 5.1 | **305,243** | 3.1 | 4.4 | **104,072** |
| 1-15 hours | 7.2 | 16.8 | **823,246** | 6.1 | 13.3 | **264,555** |
| 16-24 hours | 4.8 | 14.5 | **658,869** | 6.9 | 14.1 | **288,925** |
| 25-34 hours | 6.3 | 15.2 | **735,224** | 6.8 | 14.5 | **292,157** |
| 35-39 hours | 16.9 | 17.9 | **1,218,478** | 20.3 | 21.5 | **590,400** |
| 40 hours | 21.4 | 13.9 | **1,249,383** | 24.2 | 17.2 | **597,104** |
| 41-48 hours | 13.9 | 7.6 | **761,953** | 12.1 | 6.8 | **274,284** |
| 49 hours + | 25.9 | 9.0 | **1,251,676** | 20.5 | 8.2 | **424,277** |
| **Total** | 100.0 | 100.0 | **7,004,072** | 100.0 | 100.0 | **2,835,774** |

(a) Includes external territories

Source: ABS 2011 Census of Population and Housing, database of Employment, Income and Unpaid Work.

***Table 16 Full time/part-time status, by occupation, place of birth and sex - Percentage and totals***

| | Born in Australia [(a)] | | | Born Overseas | | |
|---|---|---|---|---|---|---|
| | **Male** | **Female** | **Total** | **Male** | **Female** | **Total** |
| **Age and disabled carers** | | | | | | |
| worked full-time | 48.9 | 29.8 | 32.9 | 47.8 | 31.5 | 34.9 |
| worked part-time | 51.1 | 70.2 | 67.1 | 52.2 | 68.5 | 65.1 |
| **Total** | **10,650** | **54,719** | **65,369** | **7,213** | **27,241** | **34,454** |
| | | | | | | |
| **All employed persons** | | | | | | |
| worked full-time | 81.0 | 51.0 | 66.9 | 79.5 | 56.2 | 69.0 |
| worked part-time | 19.0 | 49.0 | 33.1 | 20.5 | 43.8 | 31.0 |
| **Total** | **3,547,438** | **3,151,386** | **6,698,824** | **1,505,857** | **1,225,849** | **2,731,706** |

(a) Includes external territories
(b) Total excludes those away from work and those who haven't stated hours of work.

Source: ABS 2011 Census of Population and Housing, database of Employment, Income and Unpaid Work.

*Table 17 Average weekly income, [(a)] by occupation, place of birth and sex - Percentage and totals*

| | Born in Australia [(b)] | | | Born Overseas | | |
|---|---|---|---|---|---|---|
| | **Male** | **Female** | **Total** | **Male** | **Female** | **Total** |
| **Age and disabled carers** | | | | | | |
| Negative income | 0.1 | 0.1 | 0.1 | 0.1 | 0.2 | 0.2 |
| Nil income | 0.4 | 0.4 | 0.4 | 0.8 | 0.8 | 0.8 |
| $1-$199 | 2.7 | 4.2 | 4.0 | 2.3 | 4.2 | 3.8 |
| $200-$299 | 4.7 | 7.7 | 7.2 | 4.8 | 7.8 | 7.1 |
| $300-$399 | 8.4 | 13.1 | 12.4 | 8.4 | 13.3 | 12.3 |
| $400-$599 | 21.6 | 32.0 | 30.3 | 20.8 | 29.7 | 27.8 |
| $600-$799 | 25.9 | 24.4 | 24.6 | 25.9 | 24.8 | 25.0 |
| $800-$999 | 17.4 | 10.1 | 11.2 | 18.2 | 10.9 | 12.4 |
| $1,000-$1,249 | 11.5 | 5.0 | 6.1 | 11.5 | 5.3 | 6.6 |
| $1,250-$1,499 | 4.7 | 1.8 | 2.3 | 4.2 | 2.0 | 2.4 |
| $1,500-$1,999 | 2.1 | 0.9 | 1.1 | 2.3 | 1.0 | 1.2 |
| $2,000 or more | 0.5 | 0.3 | 0.3 | 0.4 | 0.3 | 0.3 |
| **Total** | **11,280** | **58,597** | **69,877** | **7,551** | **28,938** | **36,489** |
| | | | | | | |
| **All employed persons** | | | | | | |
| Negative income | 0.3 | 0.2 | 0.3 | 0.3 | 0.3 | 0.3 |
| Nil income | 0.7 | 0.8 | 0.7 | 1.0 | 1.1 | 1.0 |
| $1-$199 | 4.2 | 8.0 | 6.0 | 2.4 | 5.2 | 3.7 |
| $200-$299 | 2.9 | 6.0 | 4.4 | 2.9 | 5.6 | 4.1 |
| $300-$399 | 3.9 | 7.7 | 5.7 | 4.2 | 7.4 | 5.6 |
| $400-$599 | 8.7 | 16.3 | 12.3 | 9.2 | 15.8 | 12.2 |
| $600-$799 | 13.2 | 17.0 | 15.0 | 14.0 | 17.5 | 15.6 |
| $800-$999 | 13.2 | 12.5 | 12.9 | 13.5 | 13.2 | 13.3 |
| $1,000-$1,249 | 14.0 | 11.5 | 12.8 | 13.5 | 12.0 | 12.8 |
| $1,250-$1,499 | 10.6 | 7.5 | 9.1 | 10.2 | 8.1 | 9.2 |
| $1,500-$1,999 | 13.5 | 8.0 | 10.9 | 12.8 | 8.3 | 10.8 |
| $2,000 or more | 14.7 | 4.6 | 9.9 | 16.1 | 5.7 | 11.4 |
| **Total** | **3,698,748** | **3,328,932** | **7,027,680** | **1,567,895** | **1,290,765** | **2,858,660** |

(a) Includes income from all sources, equivalised annual income for each category are shown in parenthesis as follows:
$1-$199 ($1-$10,399)
$200-$299 ($10,400-$15,599)
$300-$399 ($15,600-$20,799)
$400-$599 ($20,800-$31,199)
$600-$799 ($31,200-$41,599)
$800-$999 ($41,600-$51,999)
$1,000-$1,249 ($52,000-$64,999)
$1,250-$1,499 ($65,000-$77,999)
$1,500-$1,999 ($78,000-$103,999)
$2,000 or more ($104,000 or more)

(b) Includes external territories

Source: ABS 2011 Census of Population and Housing, database of Employment, Income and Unpaid Work.

## APPENDIX 3- EDUCATION

***Table 18 Highest year of school completed, by occupation and sex - Percentage and totals***

| | Male | Female | Total |
|---|---|---|---|
| **Age and disable carer** | | | |
| Year 12 or equivalent | 57.4 | 41.8 | 44.5 |
| Year 11 or equivalent | 12.0 | 14.1 | 13.7 |
| Year 10 or equivalent | 22.9 | 32.7 | 30.9 |
| Year 9 or equivalent | 5.0 | 7.7 | 7.2 |
| Year 8 or below | 2.5 | 3.5 | 3.3 |
| Did not go to school | 0.3 | 0.2 | 0.2 |
| **Total** | **18,664** | **86,388** | **105,052** |
| | | | |
| **All employed persons** | | | |
| Year 12 or equivalent | 58.1 | 64.5 | 61.1 |
| Year 11 or equivalent | 11.3 | 10.4 | 10.9 |
| Year 10 or equivalent | 23.1 | 19.9 | 21.6 |
| Year 9 or equivalent | 4.7 | 3.5 | 4.2 |
| Year 8 or below | 2.5 | 1.5 | 2.0 |
| Did not go to school | 0.3 | 0.2 | 0.3 |
| **Total** | **5,265,326** | **4,613,428** | **9,878,754** |

Source: ABS 2011 Census of Population and Housing, database of Education and Qualifications.

***Table 19 Level of post-school qualification, by occupation and sex - Percentage and totals***

| | Male | Female | Total |
|---|---|---|---|
| **Age and disabled carer** | | | |
| Postgraduate Degree Level | 4.4 | 1.6 | 2.1 |
| Graduate Diploma and Graduate Certificate Level | 1.6 | 1.1 | 1.2 |
| Bachelor Degree Level | 19.5 | 12.0 | 13.4 |
| Advanced Diploma and Diploma Level | 18.0 | 16.5 | 16.8 |
| Certificate Level | 56.6 | 68.8 | 66.4 |
| **Total** | **13,071** | **54,640** | **67,711** |
| | | | |
| **All employed persons** | | | |
| Postgraduate Degree Level | 8.8 | 8.6 | 8.7 |
| Graduate Diploma and Graduate Certificate Level | 2.8 | 5.6 | 4.1 |
| Bachelor Degree Level | 26.7 | 37.1 | 31.4 |
| Advanced Diploma and Diploma Level | 14.3 | 20.5 | 17.1 |
| Certificate Level | 47.4 | 28.2 | 38.7 |
| **Total** | **3,209,337** | **2,673,620** | **5,882,957** |

Source: ABS 2011 Census of Population and Housing, database of Education and Qualifications.

***Table 20 Level of post-school qualification by occupation, Indigenous status and sex - Percentage and totals***

| | Male | Female | Total |
|---|---|---|---|
| **Age and disable carer** | | | |
| Postgraduate Degree Level | 0.0 | 0.4 | **4** |
| Graduate Diploma and Graduate Certificate Level | 0.0 | 0.6 | **6** |
| Bachelor Degree Level | 6.0 | 4.4 | **60** |
| Advanced Diploma and Diploma Level | 12.3 | 12.7 | **162** |
| Certificate Level | 81.7 | 82.0 | **1,054** |
| **Total** | 100.0 | 100.0 | **1,286** |
| | | | |
| **All employed persons** | | | |
| Postgraduate Degree Level | 2.3 | 3 | **1,652** |
| Graduate Diploma and Graduate Certificate Level | 1.7 | 3 | **1,494** |
| Bachelor Degree Level | 10.8 | 20.6 | **9,840** |
| Advanced Diploma and Diploma Level | 11.4 | 19.6 | **9,734** |
| Certificate Level | 73.8 | 53.8 | **39,687** |
| **Total** | **30,650** | **31,757** | **62,407** |

Source: ABS 2011 Census of Population and Housing, database of Education and Qualifications

***Table 21 Aged and disabled carers, by type of post-school qualifications and sex - Percentage and totals***

| | Female | Male | Total |
|---|---|---|---|
| **Care for the Aged** | 9.5 | 26.7 | **17,595** |
| **Care for the Disabled** | 17.5 | 12.9 | **10,293** |
| **General Nursing** | 3.8 | 9.4 | **6,279** |
| **Residential Client Care** | 0.9 | 2.3 | **1,526** |
| **Aged Care Nursing** | 0.6 | 1.7 | **1,128** |

Source: ABS 2011 Census of Population and Housing, database of Education and Qualifications

## APPENDIX 4- UNPAID WORK

***Table 22 Unpaid assistance to a person with a disability, by occupation and sex - Percentage and totals***

| | No unpaid assistance provided | Provided unpaid assistance | Total |
|---|---|---|---|
| **Age and disabled carer** | | | |
| Male | 81.2 | 18.8 | **18,760** |
| Female | 77.7 | 22.3 | **87,338** |
| **Total** | 78.3 | 21.7 | **106,098** |
| **All employed persons** | | | |
| Male | 91.4 | 8.6 | **5,274,319** |
| Female | 86.9 | 13.1 | **4,626,151** |
| **Total** | 89.3 | 10.7 | **9,900,470** |

Source: ABS 2011 Census of Population and Housing, database of Employment, Income and Unpaid Work.

***Table 23 Unpaid assistance to a person with a disability, by occupation, employment type and sex - Percentage and totals***

| | Employed, worked full-time | Employed, worked part-time | Employed, away from work | Total |
|---|---|---|---|---|
| **Age and disabled carer** | | | | |
| Male | 43.1 | 50.2 | 6.7 | **3,522** |
| Female | 26.5 | 66.0 | 7.5 | **19,471** |
| Total | 26.5 | 66.0 | 7.5 | **19,471** |
| **All employed persons** | | | | |
| Male | 73.7 | 20.5 | 5.8 | **452,911** |
| Female | 43.4 | 50.0 | 6.7 | **606,731** |
| Total | 56.3 | 37.4 | 6.3 | **1,059,642** |

Source: ABS 2011 Census of Population and Housing, database of Employment, Income and Unpaid Work.

***Table 24 Hours spent in unpaid domestic work, by occupation, place of birth and sex - Percentage and totals***

| | Born in Australia[(a)] | | | Born Overseas | | |
|---|---|---|---|---|---|---|
| | **Male** | **Female** | **Total** | **Male** | **Female** | **Total** |
| **Age and disabled carer** | | | | | | |
| Nil hours | 18.3 | 12.5 | 13.5 | 26.6 | 19.7 | 21.1 |
| Less than 5 hours | 31.4 | 14.5 | 17.2 | 27.2 | 14.9 | 17.4 |
| 5 to 14 hours | 35.8 | 36.6 | 36.5 | 32.5 | 34.3 | 33.9 |
| 15 to 29 hours | 9.8 | 22.9 | 20.8 | 9.2 | 20.1 | 17.8 |
| 30 hours or more | 4.7 | 13.5 | 12.1 | 4.5 | 11.1 | 9.7 |
| **Total** | **11,229** | **58,579** | **69,808** | **7,491** | **28,666** | **36,157** |
| | | | | | | |
| **All employed persons** | | | | | | |
| Nil hours | 22.9 | 10.6 | 28.9 | 16.7 | 24.7 | 12.3 |
| Less than 5 hours | 37.3 | 22.4 | 33.9 | 20.3 | 36.3 | 21.8 |
| 5 to 14 hours | 31.2 | 36.6 | 29.3 | 36.2 | 30.7 | 36.5 |
| 15 to 29 hours | 6.5 | 19.4 | 5.9 | 17.9 | 6.3 | 19.0 |
| 30 hours or more | 2.0 | 11.0 | 1.9 | 8.9 | 2.0 | 10.4 |
| **Total** | **3,704,707** | **3,340,741** | **7,045,448** | **1,558,832** | **1,286,503** | **2,845,335** |

(a) Includes external territories

Source: ABS 2011 Census of Population and Housing, database of Employment, Income and Unpaid Work.

***Table 25 Hours spent on unpaid domestic work, by occupation, employment type and sex - Percentage and totals***

| | Employed, worked full-time | Employed, worked part-time | Employed, away from work | Total |
|---|---|---|---|---|
| **Age and disabled carer** | | | | |
| **Male** | | | | |
| Nil hours | 22.5 | 20.0 | 28.2 | **4,048** |
| Less than 5 hours | 30.1 | 30.0 | 25.3 | **5,569** |
| 5 to 14 hours | 34.3 | 35.5 | 27.9 | **6,449** |
| 15 to 29 hours | 9.1 | 10.0 | 10.3 | **1,795** |
| 30 hours or more | 4.1 | 4.5 | 8.2 | **855** |
| **Female** | | | | |
| Nil hours | 16.9 | 13.2 | 21.8 | **12,975** |
| Less than 5 hours | 16.6 | 13.8 | 14.0 | **12,759** |
| 5 to 14 hours | 38.3 | 35.8 | 27.3 | **31,266** |
| 15 to 29 hours | 19.3 | 23.5 | 18.8 | **19,152** |
| 30 hours or more | 8.9 | 13.7 | 18.1 | **11,094** |
| | | | | |
| **All employed persons** | | | | |
| **Male** | | | | |
| Nil hours | 71.5 | 20.8 | 7.8 | **1,300,932** |
| Less than 5 hours | 77.7 | 18.3 | 4 | **1,911,425** |
| 5 to 14 hours | 80.3 | 15.7 | 4.0 | **1,613,173** |
| 15 to 29 hours | 73.2 | 20.4 | 6.3 | **332,926** |
| 30 hours or more | 60.4 | 24.7 | 14.8 | **105,082** |
| **Female** | | | | |
| Nil hours | 47.8 | 41.9 | 10.3 | **567,687** |
| Less than 5 hours | 57.2 | 37.8 | 5.0 | **1,009,181** |
| 5 to 14 hours | 56.9 | 38.8 | 4.4 | **1,688,865** |
| 15 to 29 hours | 40.2 | 54.0 | 5.7 | **878,874** |
| 30 hours or more | 23.1 | 64.8 | 12.1 | **482,638** |

Source: ABS 2011 Census of Population and Housing, database of Employment, Income and Unpaid Work.

***Table 26 Voluntary work for an organisation, by occupation, type of employment, place of birth and sex - Percentage and totals***

| | Born in Australia[(b)] | | | Born Overseas | | |
|---|---|---|---|---|---|---|
| | **Male** | **Female** | **Total** | **Female** | **Male** | **Total** |
| **Aged and disabled carer** | | | | | | |
| worked full-time | 40.0 | 24.4 | 27.3 | 39.4 | 24.3 | 27.7 |
| worked part-time | 53.7 | 68.6 | 65.8 | 55.7 | 69.5 | 66.3 |
| away from work | 6.2 | 7.0 | 6.9 | 4.9 | 6.3 | 6.0 |
| **Total** | **2,857** | **12,358** | **15,215** | **1,554** | **5,232** | **6,786** |
| | | | | | | |
| **All employed persons** | | | | | | |
| worked full-time | 75.2 | 42.7 | 58.1 | 74.2 | 46.6 | 60.0 |
| worked part-time | 20.2 | 51.7 | 36.8 | 21.5 | 48.1 | 35.2 |
| away from work | 4.6 | 5.6 | 5.1 | 4.3 | 5.2 | 4.8 |
| **Total** | **708,991** | **787,630** | **1,496,621** | **220,486** | **233,482** | **453,968** |

Source: ABS 2011 Census of Population and Housing, database of Employment, Income and Unpaid Work.

***Table 27 Overall voluntary work for an organisation, by occupation, place of birth and sex - Percentage and totals***

| | Born in Australia [(b)] | | | Born Overseas | | |
|---|---|---|---|---|---|---|
| | **Male** | **Female** | **Total** | **Male** | **Female** | **Total** |
| **Age and disable carer** | | | | | | |
| Not a volunteer | 74.6 | 78.9 | 78.2 | 79.2 | 81.7 | 81.2 |
| Volunteer | 25.4 | 21.1 | 21.8 | 20.8 | 18.3 | 18.8 |
| **Total** | **11,256** | **58,615** | **69,871** | **7,476** | **28,653** | **36,129** |
| | | | | | | |
| **All employed persons** | | | | | | |
| Not a volunteer | 81.0 | 76.4 | 78.8 | 85.9 | 81.9 | 84.1 |
| Volunteer | 19.0 | 23.6 | 21.2 | 14.1 | 18.1 | 15.9 |
| **Total** | **3,711,450** | **3,339,454** | **7,050,904** | **1,561,720** | **1,286,120** | **2,847,840** |

Source: ABS 2011 Census of Population and Housing, database of Employment, Income and Unpaid Work.

## REFERENCES

ABS — *see* Australian Bureau of Statistics.

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