

# WORKING PAPERS IN ECONOMICS

GENERAL REPORT OF THE 1980 SURVEY  
OF WORK PATTERNS OF MARRIED WOMEN  
IN THE SYDNEY METROPOLITAN REGION

by

Russell T. ROSS

No. 62

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## 1 INTRODUCTION

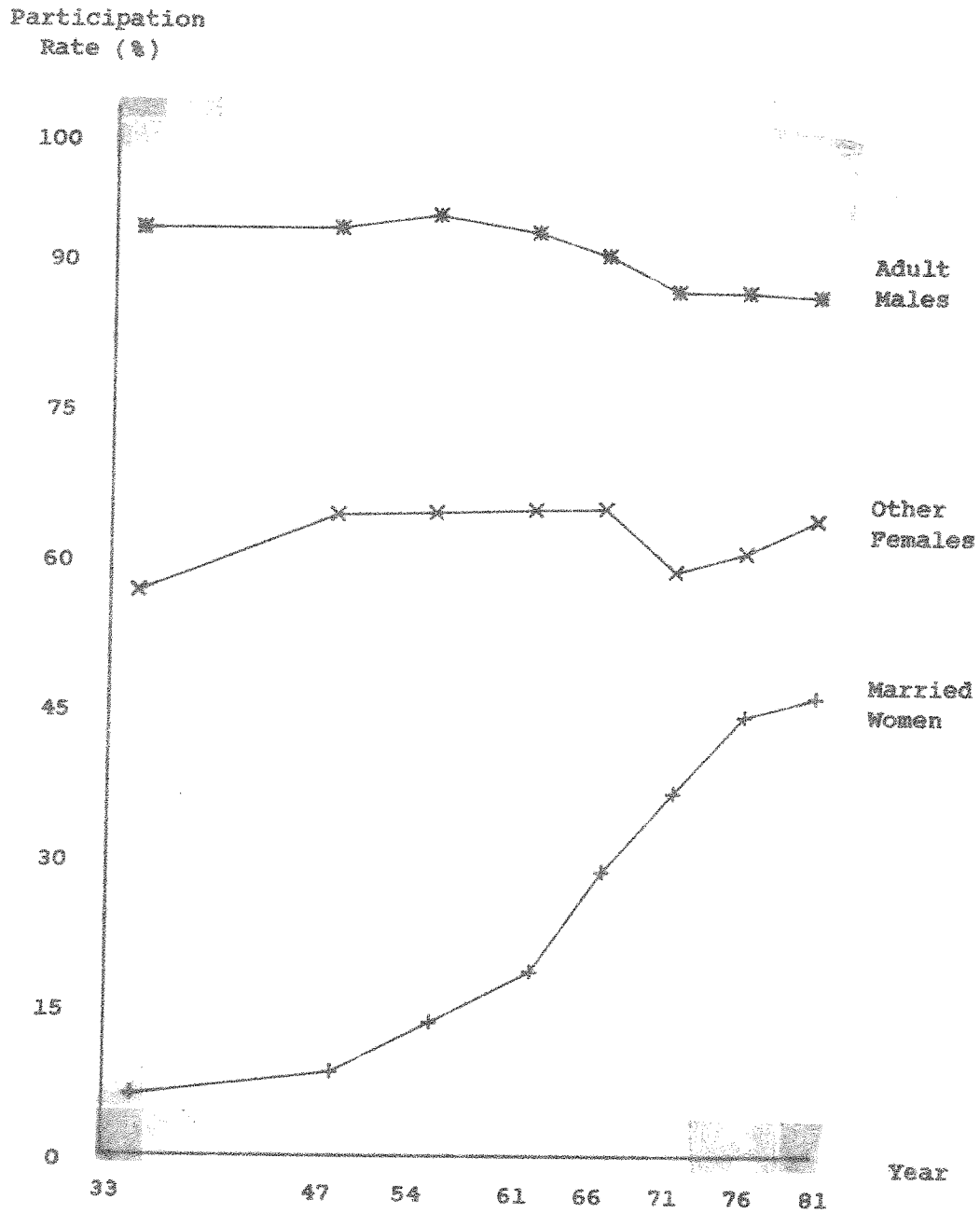
### 1.1 Background

Casual inspection of the labour force data, of virtually all western industrialised countries, indicates that one of the most significant changes in the makeup of labour markets in the post-Second World War era has been the sustained, and in some cases rapid, rise in labour force participation rates of married women. The labour force participation rate, which is defined as the proportion of the available population who are classified as being in the labour force, indicates the proportion of the population who either are employed or are looking for employment. In the case of married women, the available population is defined as "the population of working age married women, including women in long term de facto relationships, who are residing with their spouses". Participation rates are therefore important indicators of the availability of labour within an economy.

The situation in Australia is typical. As can be seen from Figure 1, the labour force participation rate for working age married women has risen substantially during the last half-century. Prior to the second World War the participation rate was fractionally over 6%. By 1961 the rate had risen to 18% and reached 36% in 1971. The most recent figure available, for March 1982, is 47%. If the current rate of increase continues in the near future, as appears likely, the participation rate will exceed 50% within the next two to four years. This is especially significant as the participation rates for both unmarried women (including widows, divorcees and women legally separated from their spouses) and adult males have generally been falling over this same period (see Figure 1). Indeed, it is only a matter of time before the participation rate for married women will be similar to that for unmarried women.

Married women in this country have clearly become an important source of labour. However, although the trend to an ever increasing participation rate has been well documented, the reasons underlying the trend are not so clear. The two most common reasons advanced are 'economic factors' and 'changing societal and familial attitudes'. Neither of these is particularly helpful to labour economists, nor to anyone else trying to determine the effect of various government policies on the labour market. Everytime there is a change in government policy, or merely the hint of a change, on matters ranging from the value of the family allowance, to the provision of subsidised pre-school care, to the marginal rate of income tax, it is desirable that the impacts of these policy initiatives on the size and composition of the labour force be readily determined. Vague terms such as 'economic factors' and 'changing societal and familial pressure' are of little help to this end as what is required is a more detailed understanding of these pressures and factors. This would allow more

FIGURE 1: Labour Force Participation Rates for  
Working Age Persons, Australia, 1933-1981



Source: See Appendix A.

informed judgements to be made of the impact on the labour force of governmental policy and initiatives originating from trade unions and employer organisations.

Until recently, lack of disaggregate data has prevented a thorough examination of the factors influencing the decisions on whether or not to seek employment being taken by individual married women in Australia. This has meant that it has not been possible to assess the impact of various social and economic policy options such as increased child care provision, better educational incentives, increased child allowances, alterations to the income tax structure, and a whole range of other changes to the welfare and economic systems, on these decisions, which determine the observed labour force participation behaviour of married women.

The only permanent source of disaggregate data in Australia is the ABS (Australian Bureau of Statistics), which gathers information through five-yearly Censii and monthly population sample surveys. Regrettably these data are currently unavailable to researchers, by law, at the disaggregate (i.e. individual) level - the level necessary for this type of analysis. Although access to the ABS's disaggregate data is likely to be easier in the future for bona fide researchers, due to a recent amendment to the statutes governing the ABS's activities, there is a further problem with the data collected by the ABS. Frequently, these data are not detailed enough to facilitate an in depth analysis of the type being undertaken here. This is because the ABS uses a fairly small core set of questions and supplements this set, on an irregular basis, with more detailed questions on one or more aspects of labour force participation.

In the last several years, a small number of surveys have been carried out, mainly by university researchers, which have resulted in the collection of much more detailed information on the labour force participation of married women. For example, Willis [1978] describes a survey carried out in Waverley (Victoria) and Eyland et. al. [1978, 1981, 1982] describe two surveys carried out in Eastwood (a Sydney suburb) in which such data were collected. Langley and Paterson have separately and jointly undertaken and analysed surveys in several towns in Victoria (Bendigo, Shepparton), New South Wales (Leeton) and Queensland (Townsville); (see Langley [1979, 1980a, 1980b], Langley and Paterson [1980], and Paterson [1981]).

The above studies illustrate that the need for a nationwide sample survey has not yet been satisfied. Each of these studies either concentrated on a small localised labour market or collected incomplete participation information as part of a study of wider issues. In either event the data collected cannot be used as the basis for a major study of national labour market behaviour.

Other studies have reported on labour force participation at more aggregate levels. Four such studies are those undertaken by Leaper and Silberberg [1976], Manion [1976], Filmer and Silberberg [1977], and Volker and Miller [1982].

The conclusions that can be drawn about the labour force participation of married women from the above studies are that, other things being equal, the labour force participation rate for working age married women will:

- i. rise with increases in the wages the women expect to receive,
- ii. fall with greater access to other sources of income such as spouse's earnings and interest receipts,
- iii. fall with increases in the birthrate (implying a greater presence of very young children), and
- iv. rise as the number of family members living at home increases.

The present paper is the general report of a survey, which generated a data bank containing comprehensive information, relevant to the participation decisions of a random sample of working age married women residing with their spouses in the largest labour market in Australia, i.e. that of the Sydney metropolitan region.

In the following sections can be found a detailed description of the methodology used in the data collection process, some summary labour force statistics derived from the survey, an overview of the responses given by the women to a series of questions designed to illuminate the reasons which individual women regard as the most important influences on their decisions whether to be in the labour force or not, and an indication of the future course of this project.

A companion paper is in preparation which compares the sample characteristics (e.g. means and distributions of the key variables) with corresponding information published by the ABS at a more aggregated level. A series of papers will be released in the near future in which the economic analysis of the data will be presented.

## 1.2 Objectives

This study seeks to explore the basis on which working-age married women decide their participation in the labour force, i.e. whether or not to offer themselves for paid employment in the labour market. For those women who do decide to seek work, the study also addresses the depth of participation, i.e. the number of hours worked on a weekly basis and on an annual basis.

### 1.3 Funding

The project has been funded in three stages. The Reserve Bank of Australia through its Economic and Financial Research Fund financed an initial grant for a pilot survey to test the suitability of the proposed questionnaire. Upon completion of the analysis of this preliminary data, the Reserve Bank provided a further grant for the main study. This second grant covered the costs of designing and printing the final questionnaire, the salary of one research assistant employed half-time for a period of six months, postage and other incidentals.

Processing of the data from the main study took considerably longer than anticipated and a successful application was made to the Bureau of Labour Market Research for a supplementary grant.

## 2 DATA COLLECTION

### 2.1 Pilot Survey

A pilot survey was conducted to test the suitability of the questionnaire. Fifteen senior students from the Department of Economics were each given between 25 and 50 questionnaires and asked to deliver them to eligible women (i.e. working age married women living with their spouses) in their suburb. Each student was thoroughly briefed on the contents of the questionnaire and the aims of the study. This process resulted in 257 usable responses, as well as much valuable information as to the weaknesses of the questionnaire. As the purpose of this pilot survey was to test the questionnaire design only minimal efforts were made to obtain a random sample, although the students did live in a wide cross-section of Sydney's suburbs. Interested readers can find further discussion of the pilot survey in Ross [1979].

### 2.2 Main Survey

For the main survey, the target was to obtain data for a random sample of 800 to 1000 working age (i.e. 16-64 years of age) married women living with their spouses in the Sydney metropolitan region. A mail method of data collection was decided upon because of the substantially higher costs of methods involving the use of interviewers. For example, it was estimated by the University of Sydney's Sample Survey Centre that, at the time the data was to be collected in 1980, it would cost at least \$6,500 to obtain 1,000 usable observations if the interviewers only delivered and picked up the questionnaires. However, if the interviewers also administered the questionnaires this cost was likely to rise to between \$12,500 and \$16,000. One important reason contributing to the high cost of using interviewers in this sort of research is that much of the actual contact with the married women can often only occur in the evening and at the weekend. As the proportion of married women who work continues to rise, this particular problem will also rise in importance. By comparison, the cost of getting the same number of usable observations from a mailing method was estimated to be \$1175, including follow up letters and all return postage charges

(this figure is based on a mailing list of 2,000 to 2,500 and assumed that no more than seventy per cent of the questionnaires would be returned, blank or completed).

Previous experience with mail surveys administered by the Sample Survey Centre indicated that given the nature of the questions to be asked (especially the amount of detail requested on income) a response rate of no more than fifty percent could be expected. As indicated above, the aim was to generate a sample of size 800 to 1,000. Therefore, an effective mailing list of 2,000 married women living in the Sydney metropolitan region with their spouses was needed.

The next step was then to determine the source of the mailing list. The Electoral Rolls were seen as the best available source and were therefore adopted as the base from which the random sample of eligible women would be drawn. However the Electoral Rolls are not an ideal source as the only information they publish on individuals are name, address, occupation, and sex. A voter's marital status is not specified and therefore it was necessary to develop a criterion for determining the eligibility of a female voter for inclusion in the random sample. The criterion adopted was that a name was eligible for inclusion only if the voter had, according to the Roll, the same address as a male with the same surname. However, it was known that there would be some imprecisions in developing a sample from this source. Specifically, the mobile nature of the population meant that some addresses drawn would be incorrect, it would not be possible to screen out women who were not of working age (i.e. aged sixty-five and older), some women would be included in the sample even though they were unmarried, and married women who had different surnames to their spouses, including those women living in de facto relationships, would not be included.

Most of these sources of imprecision could however be compensated for. The Electoral Office estimated that about 5% of all addresses on the rolls would be out of date. ABS figures from the 1976 Census indicated that, nationwide, 7.9% of all married women were aged sixty-five or older.

Information as to the proportion of questionnaires which would be erroneously sent to unmarried women was limited. All that was known was that the sample selection method used could result in an unmarried woman's name being put on the mailing list if she had the same address as a male with the same surname - in which case the relationship was probably a daughter/father, mother/son or sister/brother relationship. If there was also a married woman living at the same address the woman to whom the questionnaire was addressed was asked to pass the questionnaire on to the second woman. To allow for this source of imprecision in the sample selection method, it was decided to increase the size of the sample by 10-15%. This range (10-15%) will probably overstate the extent of this source of imprecision, although this is readily admitted to be a subjective judgement. The actual figure settled on was 12%, which apart from being within the range mentioned also meant that the overall increase in the sample size would be exactly 25% when all anticipated sources of imprecision were taken into account. A twenty-five percent increase in the sample size amounted to an extra 500 names, increasing the mailing list to an aggregate figure of 2,500 names.

However, as already mentioned, this method of deriving the mailing list had several other shortcomings, each of which is not overcome in this research project. Firstly, this procedure does not permit the inclusion on the mailing list of any married woman whose spouse has a different surname to her. Secondly, all married women who are aged less than eighteen, and therefore are ineligible to vote, do not appear on the electoral rolls and hence will not be represented in the sample drawn. Finally, there is a significant number of married women, of voting age, who are ineligible to vote due to residency restrictions. These women, who could loosely be described by the umbrella term 'migrants' will not be represented in the sample drawn. The extent to which these exclusions bias the results and implications drawn from this data base remains to be seen. My own view is that the first mentioned short-coming will be more serious in the future, the second short-coming is very minor since there are very few married women aged less than eighteen, but that the third short-coming is one which must be addressed at some stage by researchers. Indeed, I anticipate being involved in a study of the labour market participation patterns of migrants at some stage within the next five years.

Having decided to get 2,500 names and addresses it still remained to determine exactly how to draw the names from the Electoral Rolls. Each electorate, of which there are twenty-three covering the Sydney metropolitan region, has its own Roll containing on average ten to twelve sub-divisions. Each sub-division contains names and addresses of between 1,500 and 15,000 voters (female and male combined).

It was felt that no more than ten to fifteen percent of all sub-divisions need be included in the sample in order to get a representative sample. A final figure of thirty-six sub-divisions was decided upon. This represents a slightly more than twelve percent coverage.

For the purposes of this exercise, all sub-divisions were systematically assigned a number and a computer-based random number generating technique was used to obtain from the list of two hundred and ninety-one sub-divisions on the Rolls a group of thirty-six sub-divisions upon which the mailing list would be based. In fact, there are more than two hundred and ninety-one sub-divisions in the Sydney metropolitan region. In order to avoid the possibility that the random sample was overly concentrated in 'small' sub-divisions, defined here to include all sub-divisions with less than 5,000 voters, each 'small' sub-division was combined with the sub-division immediately preceding it on the Roll.

From the electoral rolls of the chosen sub-divisions the first eligible woman's name and address on each page were selected until a total of 70 names per subdivision had been compiled. The next chosen subdivision was begun at the following letter in the alphabet and the same procedure was followed. This process provided a mailing list of 2,520 names and addresses drawn from fourteen of the twenty-three electorates in the Sydney region. Appendix B lists the thirty-six sub-divisions, categorised into the general geographical sub-regions North (10 sub-divisions in the sample), West (8 sub-divisions), South (9 sub-divisions), and Central (9 sub-divisions). Although the distribution favours the northern area at the expense of the western area, it was decided not to tamper with the list of

sub-divisions as drawn from the random number process, as this would interfere with the inherent randomness of the procedure. In any case, the degree of 'favouritism' is a priori very marginal and hence not of real concern.

On the basis of the experience gained from the pilot survey, a revised questionnaire and an accompanying letter were written. A follow up letter was also drafted to be sent out one month after the questionnaire to those women who had not responded to the original letter. Copies of each of these documents are contained in Appendices C (questionnaire), D (accompanying letter), and E (follow up letter).

In October 1980, a questionnaire, together with a covering letter and reply-paid envelope, was mailed to each of the 2,520 women selected. Five weeks later a follow-up letter and second questionnaire were sent to those who had not responded by that time.

From this mailing list, 1059 questionnaires were returned. The status of the returned questionnaires was as follow:

Total number of questionnaires returned		1059
Questionnaires returned but not usable		
Address on Electoral Roll incorrect	112	
Respondent not 16-64 years	114	
Respondent unmarried or not living with spouse	99	
Questionnaire returned unanswered	127	
Questionnaire only partially completed or with inconsistent answers	51	
Total returned but not Usable		493
Questionnaires which related to working-age married women living with their spouse and were completely answered		566

Of the 51 questionnaires which were returned only partially completed or with inconsistent answers, most were rejected because of incomplete responses to the questions relating to the woman's employment status and/or the family's income situation. These women either did not fill in this section of the questionnaire or filled out all the information except their own earnings and the family's amount of other income (including that of their spouse). Thirty-six of these incompletely answered questionnaires have been included in those parts of the following analysis where the information they contain could be validly used.

In addition to the questionnaires actually returned, the research team spent considerable time engaged in telephone conversations with recipients of the questionnaire (and one very irate husband!).

An exact count of these calls was not kept but the number of conversations would have been in the vicinity of eighty to one hundred. Roughly one-third of the calls were from women opposed to the project, another third were supportive, and the final third were senior citizens relishing the chance to talk to someone new.

Working on an effective sample size of 2000, the 566 completely usable responses represented a response rate of 28.3%. For those parts of the analysis where it was valid to include the thirty-six partially completed questionnaires referred to earlier, the effective response rate rose to 30.1% (602 questionnaires). In retrospect these are quite acceptable response rates but are both considerably below the 40-50% rate anticipated.

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TABLE 1: Geographical Summary of the  
Data Generation Procedure

	Sub-Region				Total
	North	West	Central	South	
1. Number of Questionnaires Mailed Out	700	560	630	630	2,520
2. Effective Sample Size	560	450	500	500	2,010
3. Number of Usable Responses Received	180	122	130	134	566
4. Effective Response Rate(%)	32	27	26	26	28
5. Percentage of Final Sample From Sub-Region(%)	32	21	23	23	100

Note:

Row 2 is obtained by deducting from row 1 an allowance for the fact that twenty percent of the questionnaires would be mailed to an ineligible respondent. The figures in rows 3 - 5 are based on row 2 not on row 1.

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As can be seen from Table 1, the northern geographical sub-region is disproportionately over represented in the survey data since it had the highest number of questionnaires (rows 1 and 2) and the highest response rate (row 4). Conversely, the western geographical sub-region is slightly underrepresented in the sample. Although it had a high effective response rate (row 4), it is under represented due to the random number generating process used resulting in fewer sub-divisions being selected for this sub-region than for any other sub-region.

### 3 SUMMARY LABOUR FORCE STATISTICS FROM THE SURVEY

#### 3.1 Participation Rates for the Sydney Metropolitan Region

The estimated labour force participation rate for married women aged 18-64 residing with their spouses in the Sydney metropolitan region is 55.8%, with a standard error of 2.0 percentage points. Thus, of the 602 women, 336 were classified as being in the work force; of the women in the work force, 312 were in employment and 24 were unemployed. The estimated unemployment rate, i.e. the percentage of the work force classified as unemployed, is 7.1%. The estimated employment rate, which states the percentage of the total population of working age married women who have jobs, is estimated to be 51.8% (i.e. 312 as a percentage of 602). The difference between the participation rate and the employment rate is that the unemployed are included in the former but not in the latter. Thus, the participation rate can be used as an indicator of the supply of labour while the employment rate will more accurately indicate the demand for labour by employers.

The estimated participation rate, unemployment rate and employment rate are compared with ABS figures in Table 2. A range of ABS estimates are presented for several reasons. Firstly, it is not possible to extract from ABS documents an estimate of the labour force participation rate for working age married women living in the Sydney metropolitan region. The closest approximations are those presented in the second and third rows of the table. Note that in the second row, i.e. ABS Sydney Married Women aged 15+, are included women aged 65 or more. As this group has a very low participation rate (3.2% nationally for November 1980; ABS [1981a], Table 10), the figure in the second row will be a significant underestimate of the participation rate for working age married women. The national figure estimated in the third row is also certain to be an underestimate. Inspection of ABS statistics covering the period 1966 to the present reveals that the participation rate for married women aged 15+ in Sydney has always been above the national average, usually by at least several percentage points. While this comparison is based on figures which include women aged 65 or more, there is no doubt that the same conclusion can be reached when these women are omitted from the calculations. Further, there is absolutely no reason to believe that the situation for Sydney in November 1980 was atypical. The second reason for presenting a range of ABS estimates is to place the Sydney estimates within the broader perspective of the labour market for the whole of Australia.

Table 2 also contains, in the last row, estimates drawn from another private survey undertaken in 1980. This survey, done by Eyland et al, covered the Sydney suburb of Eastwood.

While it could be argued that the two private surveys, Eyland et al and the present one, have over-estimated the three sets of statistics, it is worth noting that both surveys present very similar results. Further, both private surveys use a more liberal definition of unemployment than that used by the ABS, and the estimates for the participation rate and the unemployment rate are automatically higher than the ABS estimates. The difference in the definitions of unemployment is as follows. The ABS

definition only includes in the unemployed persons who have actively sought work within the last four weeks prior to the survey date. The two private surveys use a broader definition. Included in the unemployed are those persons who while not actively searching for employment would nevertheless take a job if a suitable one became available. Inclusion of this last group of people increases the estimate of unemployment and also increases the estimate of the size of the labour force. This results in larger estimates

TABLE 2: Comparative Labour Force Statistics  
for Married Women, November 1980

Source	Population/Age Group	Participation Rate(%)	Unemployment Rate(%)	Employment Rate(%)
Ross	Sydney 18-64	55.8	7.1	51.8
ABS	Sydney 15+	43.8	4.8	41.7
ABS	National 15-64	46.7	4.8	43.9
ABS	National 15+	42.8	4.7	40.8
ABS	NSW 15+	41.4	4.9	39.4
Eyland et al	Eastwood 20-59	56	11	50

Sources:

Ross; present study.  
ABS; ABS [1981a] for national figures,  
ABS [1981b] for New South Wales and Sydney figures.  
Eyland et al; Eyland, Lapsley and Mason [1981].

Notes:

Sample size for Ross was 566. Sample size for Eyland et al was approximately 170. The ABS figures are based a one-half of one percent sample coverage, which amounts to some 5100 women for the Sydney region.

of the participation rate and the unemployment rate (in the latter case although both numerator and denominator both increase the increase is proportionally larger in the numerator). The use of the broader definition of unemployment is in line with other recent work in which attention is given to the concept of hidden unemployment. Sheehan and Stricker [1981] have estimated that the level of hidden unemployment has been rising in the last few years and is currently of the same magnitude as official

unemployment (i.e. unemployment as estimated by the ABS). Taking these differences in definitions into account, the three sources of unemployment rates are very similar. As will be discussed in the following sub-section (3.2), estimated unemployment rates from the 1980 Sydney Survey for suburbs of similar demographic character to Eastwood are around 10-11%, the same as the Eyland et al estimate for Eastwood.

However, not all of the difference in the estimates from the various sources can be attributed solely to the differential use of the term 'unemployment'. After allowing for the standard errors associated with the estimates, there is still a gap of about two percentage points between the ABS and the private estimates of the participation rates and a gap of the same value for the employment rate estimates. There is no significant gap for the unemployment rates once the definitional difference is accounted for.

Based on these sets of data, it is quite clear that the labour force participation rate for working age married women in the Sydney region has reached fifty percent. That is, one in every two married women in Sydney now either have a job or are looking for one. Further, putting the 1980 figures into an historical perspective, the implication must be that the participation rate for married women will continue to rise, although it will do so at a declining rate of increase.

### 3.2 Geographical Variations in the Labour Force Statistics within the Sydney Region

There were significant differences in the labour force statistics between the four broad geographical sub-regions of Sydney. The summary statistics for each of the sub-regions - North, West, Central (including the eastern and some inner western suburbs), and South - are presented in Table 3.

Several interesting points can be drawn from Table 3. The situation in the western portion of the Sydney metropolitan region appears to be very similar to that for the whole of Australia (compare the figures for the West with those in the third row of Table 2). However, compared to the rest of Sydney, it must be concluded that the job prospects facing married women in the western suburbs were very bleak in late 1980. There is clearly a strong discouraged worker effect being experienced in the west of Sydney. The discouraged worker effect states that when job prospects are bleak, many unemployed people are so discouraged that they give up looking for employment altogether. Consequently, the participation rate is lowered, as also is the unemployment rate. The final pointer to the lack of job prospects in the west is the employment rate. Recall from earlier discussion that the employment rate reflects the strength of demand by employers for labour. As is evident from Table 3, the employment rate is lower in the west than in any other sub-region, indicating that demand for labour is relatively low in the west.

The figures for the northern sub-region indicate that the situation in the north is quite different. There appears to be very little unemployment, and consequently the participation and employment rates are very similar. This suggests that, in the northern suburbs, those married women who wish to be employed have little difficulty in finding employment.

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TABLE 3: Geographical Variations in the  
Summary Labour Force Statistics

Sub-region Statistic	North	West	Central	South	Total
Participation Rate(%)	56.8	48.0	59.0	58.1	55.8
Unemployment Rate(%)	1.8	4.9	11.9	10.8	7.1
Employment Rate(%)	55.8	45.7	52.1	51.7	51.8
Number of Questionnaires	190	127	142	143	602

Note:

Included in this table are thirty-six questionnaires which, although insufficiently completed to permit inclusion in the final sample for full analysis, were sufficiently well filled out to permit their inclusion in this table. Of these thirty-six, twenty-six related to women not in the labour force, nine related to women who were in employment, and one to an unemployed woman.

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The situation in the southern and central suburbs (including the eastern suburbs) is, again, different. Although the participation rates in these two sub-regions are higher than in the west and north, the employment rates are in fact lower than in the north, although still higher than for the west. Consequently, the unemployment rates for the south and central areas are considerably higher than elsewhere. It is interesting to note that the summary labour force statistics for the south and central sub-regions (as presented in the table) are very similar to those statistics derived for the suburb of Eastwood by Eyland et al (see Table 2).

#### 4 REASONS GIVEN BY THE WOMEN FOR THEIR CURRENT LABOUR FORCE STATUS

##### 4.1 Background

Examination of the responses given to Questions 21 and 22 indicate clearly that the main reasons given for working are financial and the main reasons for not working usually reflect traditional attitudes about the role of a married woman in society. As can be seen from Appendix C, Question 21 was asked only of those women who were not in paid employment at the time of the survey. This question sought to elicit the main reasons why those women were not employed [Question 21(a)]. In addition, Question 21 sought to find out the factors which would need to change in order for these women to consider seeking a job, either part-time [21(b)] or full-time [21(c)]. Question 22 on the other hand was asked only of those women who were in paid employment and sought to find out the main reasons why these women had jobs [Question 22(a)]. Question 22 also sought information on the kinds of factors which would influence these women to either decrease their hours of work [22(c)] or stop work altogether [22(d)]. In addition, those women who had part-time jobs were asked for the main reason why they would consider increasing their weekly hours of market work [22(b)]. For both sets of questions, a list of potential reasons was provided, although women were also able to suggest other reasons if they wished (see page 3, Appendix C).

Inspection of Tables 4 - 5 (which relate to Question 21) and 6 - 8 (Question 22) reveals some very definite patterns in the responses provided.

##### 4.2 Reasons Given by Women not in Paid Employment

From Table 4, it can be seen that the most common reason given by those women who were not in paid employment was that the woman believed that she should be at home with her family. In fact, of those women who responded to this question (note from the table that 5% of eligible women did not respond to this question) slightly over fifty percent said they were at home because either they or their families thought that they should be. Other common reasons given were the woman's own poor health, a consideration that she was too old or too young for employment, and a preference for doing 'other things'. The women who cited the 'too young/too old' reason were mostly aged fifty or more. Unfortunately, the women who cited the 'other things' reason were not asked to expand on this reason.

Surprisingly, very few women cited as their main reason for not working the lack of adequate child care facilities. Evidently, married women in Sydney do not see lack of child care facilities as a major deterrent to employment. Perhaps the explanation is that some form of child care can usually be obtained by agreeing to a barter arrangement with other mothers in a similar position, or even by resorting to a 'back street minder' (see Horin [1982]).

Another surprising result was that of the twenty-four women classified as unemployed, only thirteen cited as their main reason for not being in paid employment either the 'discouraged by the high level of unemployment'

TABLE 4: Responses to Question 21(a),  
Main Reasons for Not Working

Reason	Main Reason Given(%)
Prefer to do other things	9
Do not need the income	4
Cannot find an interesting job	1
Transport problems	-
Poor health	8
Believe a mother should stay home and look after her family	37
Cannot find suitable child care	-
Family or husband prefer me to stay home	11
Discouraged by the level of unemployment	2
Lack job skills or experience	1
Looking after sick or disabled family members	1
Considered too young or too old for employment	8
Too busy with household activities	7
Cannot find a suitable job	3
Other	4
No reason given	5

Note:

263 women were eligible to answer this question. Figures given are rounded to the nearest whole percentage point and so may not sum exactly to one hundred percent.

TABLE 5: Responses to Questions 21(b) and (c),  
Main Reasons For Considering a  
Part-Time or Full-Time Job

Reason	Main Reason Given For Considering	
	Part Time Job (%)	Full Time Job (%)
Need money for family necessities, husband working	15	13
Need money for family necessities, husband not working	9	14
Need money for other things	7	6
Want to be financially independent	8	4
Need social contact with fellow workers	8	2
For own development or self-esteem	8	6
Want to get or use training or experience	5	6
Enjoyable job	4	3
Satisfactory arrangements made for child care	2	2
No young children in the household	5	8
Other	2	3
No response given	27	34

Note:

see note to Table 4.

reason or the 'cannot find a suitable job' reason. My interpretation of these findings is that with the growth in the availability of part-time jobs in recent years, more married women are able to find suitable jobs if they want to; hence unemployment may not be a serious factor in their deliberations (this may also reflect the fact that very few married women are eligible for unemployment benefits and so many might not regard themselves as being unemployed).

The dominant reasons why non working women might consider looking for employment are financial ones. Inspection of Table 5 reveals that of those women who indicated that they might look for a job, and bearing in mind that a substantial proportion of non working women did not respond to these questions (i.e. Questions 21(b) and (c)), over fifty percent said that the main reason why they would do so would be a need for more financial resources. Thus, of the seventy three percent of non working women who responded to Question 21(b), fifty-three percent cited financial reasons as the factor which would most influence them to seek a part-time job. Similarly, of the sixty-six percent who responded to Question 21(c), fifty-six percent cited financial reasons as being the factor most likely to induce them to seek a full-time job.

Of these women, i.e. the ones who cited financial reasons, two-thirds cited a need for money for family necessities as their precise reason, as opposed to one of the other financial reasons. Not surprisingly, many more women said they would contemplate looking for a full-time job rather than a part-time job if their spouse was out of a job (e.g. unemployed) thus lending support for the notion of the 'added worker hypothesis', which states that as one member of the household becomes unemployed another member of the household will, if at all possible, seek work in order to maintain the family's income stream. In terms of the reasons given for considering a part-time job, the most common non-financial reasons offered were those relating to a desire to improve their own self-esteem through either the social contact with other workers or personal development. In contrast, the main non-financial reasons given by those women who would consider looking for a full-time job was the absence of a young child in the household, although there was also some support for the desire for personal development and also the wish to use or get job-related skills (through training and/or experience).

However, by far the most common response to Questions 21(b) and (c) was simply to not respond. Thus, twenty-seven percent of non working women did not offer any reason for considering a part-time job and an even higher percentage, thirty-four percent, did not offer any reason for considering a full-time job. Presumably, these women felt that there were no realistic circumstances that would necessitate them seeking to enter, or return to, the labour force.

#### 4.3 Reasons Given by Women in Paid Employment

The responses to Question 22 (i.e. the set of questions asked only of working women) produced a similar pattern (see Tables 6 - 8). From Table 6 it is apparent that financial factors are the dominant reason why married women work. Fifty-eight percent of the women with part-time jobs and fifty-four percent of those with full-time jobs indicated that the main reason why they were working was a financial one. One-third of working women said that they were working in order to provide the family with a second source of income for the purchase of necessities. Clearly many families are resorting to two sources of earnings simply to enable the family to meet expenses considered by them to be essential.

Of the non-financial reasons offered, the most common one given by both women in part-time and in full-time employment was the desire to improve their own self-image. Beyond this, the next most common reason given by part-timers was that they had an enjoyable job, while for full-timers, the next most common reason was that they wanted to get or use their training or experience. These responses reflect fairly closely those given by the non-working women when they gave factors which would influence them to seek some form of employment.

The reasons offered by working women for the circumstances in which they might consider reducing their hours of work or even stopping work altogether are presented in Table 7. With a few exceptions, the reasons given for a reduction in the extent of participation were the same irrespective of whether the woman had a full-time or part-time job and whether the question related to merely a reduction in hours or a stopping of work altogether. By and large, women would reduce the extent of their labour force participation if either they did not need the extra income, or they experienced poor health, or they simply preferred to do 'other things'.

There were only three exceptions to the consistency of the responses across the four columns of Table 7. Firstly, whereas the most important factor why full-time workers would consider stopping work altogether was the presence of a young child in the family, this factor was relatively unimportant in each of the other three columns of the table. It is interesting to note that of the twenty-eight percent of full-time workers who cited the 'believe a mother should stay home and look after the family' reason, almost all had no children living at home at the time of the survey.

Secondly, part-timers were much more likely to both reduce hours of work and stop working in order to look after a sick or disabled member of the household than were full-timers. Finally, both part-timers and full-timers were more likely to reduce hours worked than they were to stop working altogether if they were 'too busy with household activities'.

TABLE 6: Responses to Question 22(a),  
Main Reason for Working

Reason	Main Reason Given by Women Working	
	Part Time (%)	Full Time (%)
Need money for family necessities, husband working	34	35
Need money for family necessities, husband not working	2	4
Need money for other things	14	9
Want to be financially independent	9	6
Want social contact with other workers	4	3
Own personal development or self-esteem	13	18
Want to use or get training or experience	4	9
Enjoyable job	7	5
Satisfactory arrangements made for child care	-	-
No young children in the household	4	3
Other	3	3
No reason given	6	3

Note:

303 women were eligible to answer this question. 119 women were classified as having part-time jobs and as having full-time jobs. A job was classified as being full-time if the hours worked were at least thirty-two per week. Figures given have been rounded to the nearest whole percentage point and so may not sum to exactly one hundred percent.

TABLE 7: Responses to Question 22(c) and (d),  
Main Reason for Reducing Hours or  
Stopping Work Altogether

	Part-timers		Full-Timers	
	Reduce Hours (%)	Stop Work (%)	Reduce Hours (%)	Stop Work (%)
Prefer to do other things	15	15	21	15
Do not need the income	11	18	16	11
Cannot find an interesting job	1	-	2	1
Transport problems	1	2	2	1
Poor health	15	21	9	13
Believe a mother should stay at home and look after her family	6	8	8	28
Cannot find suitable child care	3	5	4	4
Family or husband prefer me to stay at home	4	4	3	2
Discouraged by the level of unemployment	-	1	-	1
Looking after sick or disabled family member	11	5	3	1
Considered too young or too old for employment	1	2	3	5
Too busy with household activities	8	-	9	2
Cannot find a suitable job	-	3	-	-
Other	3	3	4	4
No response given	19	15	15	11

Note:

see note to Table 6.

TABLE 8: Responses to Question 22(b),  
Main reasons why Part-timers  
Would Increase Hours Worked

Reason	Percentage Giving Reason (%)
Need money for family necessities, husband working	19
Need money for family necessities, husband not working	8
Need money for other things	13
Want to be financially independent	5
Own personal development or self-esteem	4
Want to use or get training or experience	4
Enjoyable job	11
Satisfactory arrangements made for child care	3
No young children in the household	3
Other	5
No response given	25

Note:

119 women were eligible to answer this question. Figures have been rounded to the nearest whole percentage point and so may not sum to exactly one hundred percent.

The reasons given by part-timers in response to Question 22(b), which sought to find out in what circumstances these women would seek to work longer hours, are summarised in Table 8. Of the those who responded to this question, over fifty percent cited one of the financial reasons as being the main reason why they would seek to work longer hours each week. The most common non-financial reason cited was that they would consider working longer hours if they felt the job was enjoyable. However, one quarter of the part-timers indicated, by not responding to this question, that they could not conceive of any reason why they would seek to increase the extent of their participation in the work force.

#### 4.4 Overview of Responses

To summarise the information presented in Tables 4 through 8. The dominant reason for working is financial. In all relevant situations - i.e. working full-time, working part-time, increasing hours of work by part-timers, and non-workers considering looking for jobs - over fifty percent of the respondents cited a financial reason as their own main reason. Of these financial reasons, by far the most common one was that of a 'need money for family necessities, husband working'.

On the other hand, the reasons why women either were not working or would reduce their hours of work were more varied. There is still strong support for the notion that married women should stay at home to look after the children, although this notion is less supported by working women than by non working women. Other important reasons seen as deterrents to participation were poor health (especially amongst workers), and the lack of a need for financial resources (again more important for workers considering leaving the work force).

### 5 FUTURE DIRECTIONS OF THIS PROJECT

A companion paper, Ross [1982b], is in preparation in which statistics from the 1980 Sydney Survey are compared with more aggregate statistics derived from ABS published documents. This comparison is undertaken to ascertain the extent to which the Survey is a representative survey of Sydney's working age married women. Although that paper is not yet ready in final form, the conclusion reached in the analysis it contains is that the 1980 Sydney Survey does represent a random sample of working age married women in the Sydney region. As will be evident from the paper, this conclusion is based on a comparison of statistics ranging from the labour force characteristics, to the age distribution, to educational qualifications held, to family size, and the distribution of earnings and incomes.

The initial portion of the economic analysis of the 566 completely usable responses has already been completed. A paper based on this analysis was presented to the national workshop on labour force participation participation organised by the Bureau of Labour Market Research, (Ross [1982a]).

Further economic analysis of the data will continue over the next six to twelve months. The results of that analysis will appear in due course in professional journals.

If sufficient demand is forthcoming, more detailed reports will be produced on specific topics for which the Survey collected data. Currently, it is envisaged that three such reports will cover the occupational segregation of the working women, the use of and satisfaction with child care facilities, and a more detailed analysis of the attitudinal responses.

It is hoped that, by adding to the scarce, but growing, stock of knowledge existing in Australia about the work patterns of married women, this research project will act as a stimulant to further research by others.

## APPENDIX A: Data for Figure 1

## Labour Force Participation Rates for Working Age Persons, Australia

Year	Married Women	Other Females	Adult Males
1933	6.1	56.6	93.0
1947	8.4	64.3	93.3
1954	13.4	64.5	94.3
1961	18.5	64.8	92.6
1966	28.5	64.9	90.3
1971	36.4	58.6	86.7
1976	44.1	60.5	86.6
1981	46.0	63.8	86.2

## Note:

These figures relate to persons aged fifteen to sixty-four. Figures are for the month of June, except for the two female figures for 1976 which are for May.

## Source:

For 1933-1971, all figures are derived from the relevant Census documents. For 1976, the adult male figure is also from that source but the two female figures are from the May quarterly labour force survey. For 1981, all figures are from the monthly labour force survey for the month of June.

## APPENDIX B: Sub-Divisions from which the sample was drawn

Sub-division	Electorate	Sub-Region
Annandale	Sydney	Central
Arncliffe East	Barton	South
Auburn North	Reid	West
Beecroft West	Dundas	North
Brockvale	Warringah	North
Burnside	Dundas	North
Camperdown/Camperdown South	Sydney	Central
Chullora	Blaxland	West
Como	Hughes	South
Coogee	Phillip	Central
Coogee South	Phillip	Central
Cronulla North/Gray's Point	Cook	South
Epping	Dundas	North
Epping East	Benelong	North
Forestville	Bradfield	North
Gymea	Cook	South
Harbord	Warringah	North
Hyde Park	Wentworth	Central
Kensington	Phillip	Central
Kensington North	Wentworth	Central
Kingsford	Phillip	Central
Kogarah	Barton	South
Lane Cove North	Benelong	North
Lansvale	Blaxland	West
Lindfield West	Bradfield	North
Maroubra	Kingsford-Smith	South
Mascot	Kingsford-Smith	South
Monterey	Barton	South
Parramatta	Parramatta	West
Pendle Hill South	Parramatta	West
Punchbowl West	Blaxland	West
Ryde Central	Benelong	North
Stanmore North	Sydney	Central
Sutherland	Hughes	South
Villawood	Reid	West
Wentworthville North	Parramatta	West

## Note:

In order to protect the identity of the women who were on the mailing list, the sub-divisions are not listed here in the same way as they were for the random number generating procedure. The regions listed here are broad geographical regions. The region listed as Central covers the eastern suburbs and parts of the inner west. The other three categories should be self explanatory.



11. For how many years have you and your husband been married?  
 WRITE IN BOXES e.g. 08 is 8 years    
 (34-35)

12. Is this your first marriage? (36)  
 Yes.....1  
 No.....2

13. How many children do you have in each of the following age groups? (Do not include children who live away from home unless you and your husband are their main source of financial support). WRITE THE NUMBER IN THE APPROPRIATE BOX.

Number of children aged less than 2 years  (37)

Number of children aged 2-3 years  (38)

Number of children aged 4  (39)

Number of children aged 5-9  (40)

Number of children aged 10-14  (41)

Number of children aged 15 and over  (42)

14. (a) Are child care facilities available in your area? (43)  
 Yes.....1  
 No.....2  
 Don't Know.....3

(b) If yes, have you ever used them? (44)  
 Yes.....1  
 No.....2

(c) Please fill in the following table if you have used the child care facilities in the last week. Make a separate entry for each child.

Age of child	Type of child care e.g. at someone's home, preschool, etc.	Total hours child was left there	Cost for the week to the nearest \$1
(45)	(46)	(47-48)	(49-50)
(51)	(52)	(53-54)	(55-56)
(57)	(58)	(59-60)	(61-62)

15. In general, how satisfied are you with the child care facilities mentioned above? (63)  
 Very satisfied.....1  
 Satisfied.....2  
 Dissatisfied.....3  
 Very dissatisfied.....4

16. Are there any members of your household who require special attention from you? PLEASE CIRCLE APPROPRIATE CODE(S).

No.....1 (64)  
 Disabled or handicapped child.....2 (65)  
 Disabled or handicapped adult.....3 (66)  
 Elderly adult.....4 (67)  
 Sick child or adult.....5 (68)  
 Other (SPECIFY) \_\_\_\_\_  (69)

17. (a) If you do have such a person in your household, does the presence of this person in your household restrict your hours of work? (70)  
 Yes.....1  
 No.....2  
 Does not apply.....9

(b) If yes, by how many hours a week would you estimate your working week is restricted? WRITE IN   (71-72)

18. (a) Is a share of the housework regularly undertaken by anyone other than yourself? If so, who is this person or persons? CIRCLE APPROPRIATE CODE (73)  
 No one else.....1  
 Family members only.....2  
 Hired help only.....3  
 Both family help and hired help.....4

(b) If any hired help is employed, for how many hours did you have such help in the last two weeks? WRITE IN   (74-75)

(c) How much did the help cost? WRITE IN TO THE NEAREST \$.   (76-77)

19. (a) How many hours have you spent in unpaid community work in the last two weeks? WRITE IN BOXES.   (78-79)

(b) What was the nature of this work? (e.g. meals-on-wheels, church activities etc.)  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_ (80)

20. Have you ever been forced to work shorter hours or give up a job because of poor health? CIRCLE APPROPRIATE CODE. (6)  
 Forced to give up a job.....1  
 Prevented from looking for a job.....2  
 Had to work part-time rather than full-time.....3

**Instructions**

Lists 1 and 2 below are relevant to Q21 and Q22. Please write the appropriate code from these lists in the boxes provided. Answer Q21 if you are not currently in paid employment. Answer Q22 if you are currently in paid employment.

LIST 1

Code	Reason
01	Prefer to do other things
02	Do not need the extra income
03	Cannot find an interesting job
04	Transport problems
05	Poor health
06	Believe a mother should stay home to look after the family
07	Cannot find suitable child care
08	Family or husband prefers me to stay at home
09	Discouraged by the high level of unemployment
10	Lack job skills and/or experience
11	Looking after sick or disabled family members
12	Considered too young or too old for employment
13	Too busy with household activities
14	Cannot find a suitable job
08	Other reasons

LIST 2

Code	Reason
A	Need money for family necessities - husband working
B	Need money for family necessities - husband <u>not</u> working
C	Need money for other things
D	Want to be financially independent
E	Need social contact with fellow workers
F	For own personal development/self-esteem
G	Want to <u>use</u> training and/or experience
H	Want to <u>get</u> training and/or experience
J	Enjoyable job
K	Satisfactory arrangements made for looking after young children while at work
L	No young children in household
M	Other reasons

**21. FOR THOSE NOT IN PAID EMPLOYMENT**  
WRITE CODES IN BOXES BESIDE THE QUESTION

(a) From List 1 above -

Which is the main reason why you do not have a job?

--	--

(7 - 8)

FOR "OTHER REASONS" PLEASE SPECIFY REASON HERE

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

21. (cont'd)

(b) From List 2 opposite -

Which is the most likely reason why you would take up a part-time job?

--

(9)

FOR "OTHER" SPECIFY HERE

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

(c) From List 2 opposite -

Which is the most likely reason why you would take up a full-time job?

--

(10)

FOR "OTHER" SPECIFY HERE

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**22. FOR THOSE IN PAID EMPLOYMENT**  
WRITE CODES IN BOXES BESIDE THE QUESTION

(a) From List 2 opposite -

Which is the main reason why you work?

--

(11)

FOR "OTHER" SPECIFY HERE

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

(b) From List 2 opposite -

Which is the most likely reason why you would increase your weekly hours of work if you are not working full-time?

--

(12)

FOR "OTHER" SPECIFY HERE

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

(c) From List 1 opposite -

Which is the most likely reason why you would stop working?

--	--

(13-14)

FOR "OTHER" SPECIFY HERE

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

(d) From List 1 opposite -

Which is the most likely reason why you would decrease your weekly hours of work but not stop working altogether?

--	--

(15-16)

FOR "OTHER" SPECIFY HERE

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**SECTION B**

PLEASE ANSWER Q23-27 FOR YOURSELF AND YOUR HUSBAND.

23. What is your present work status?  
CIRCLE APPROPRIATE CODES

	Wife	Husband
	(17)	(18)
Working for wages or a salary.....1.....1		
Self employed.....2.....2		
Working outside the home but not in paid employment.....3.....3		
Unemployed and actively looking for work..4.....4		
Unemployed but not actively looking for work.....5.....5		
Student at an educational institution.....6.....6		
Unpaid household activities.....7.....7		
Not in the workforce and not studying....8.....8		
Other (SPECIFY) _____		
_____ 9.....9		

24. (a) How many jobs do you currently have for which you receive income? WRITE NUMBER IN BOXES

	Wife	Husband
	<input type="text"/>	<input type="text"/>
	(19)	(20)

(b) How many hours do you spend each week in your main job? WRITE NUMBER OF HOURS IN BOXES

	Wife
	<input type="text"/>
	(21-22)
	Husband
	<input type="text"/>
	(23-24)

(c) How many hours do you spend each week in all other jobs? WRITE NUMBER OF HOURS IN BOXES

	Wife
	<input type="text"/>
	(25-26)
	Husband
	<input type="text"/>
	(27-28)

(d) How many weeks have you been in paid employment in the last twelve months? WRITE NUMBER OF WEEKS IN BOXES

	Wife
	<input type="text"/>
	(29-30)
	Husband
	<input type="text"/>
	(31-32)

25. Please state here the names of any trade unions or professional associations of which you are a member.

Wife: \_\_\_\_\_  (33)

Husband: \_\_\_\_\_  (34)

26. During the last two weeks how much gross pay did you receive from all jobs?  
For self-employed write amount for full year.

	<input type="text"/>	<input type="text"/>
	(35-36)	

REMINDER. The amounts disclosed are strictly confidential. The success of the study will be greatly assisted by you being as accurate as possible. However, if you object to disclosing your exact income, PLEASE CIRCLE THE CODES BELOW.

For exact amount WRITE IN TWO WEEKS PAY BELOW

	<input type="text"/>	<input type="text"/>
	(37-38)	(39-40)

Wife: \$ \_\_\_\_\_

Husband: \$ \_\_\_\_\_

INCOME RANGE FOR TWO WEEKS	Wife (43)	Husband (44)
\$1-\$30.....01.....01		
\$31-\$60.....02.....02		
\$61-\$100.....03.....03		
\$101-\$140.....04.....04		
\$141-\$180.....05.....05		
\$181-\$220.....06.....06		
\$221-\$260.....07.....07		
\$261-\$300.....08.....08		
\$301-\$340.....09.....09		
\$341-\$380.....10.....10		
\$381-\$420.....11.....11		
\$421-\$460.....12.....12		
\$461-\$500.....13.....13		
\$501-\$540.....14.....14		
\$541-\$580.....15.....15		
\$581-\$650.....16.....16		
\$651-\$750.....17.....17		
\$751 and over.....18.....18		

27. During the last twelve months how much did you and your husband receive from other sources such as social security benefits, interest on deposits, etc.?

WRITE IN AMOUNT HERE \$ \_\_\_\_\_

OR CIRCLE THE CODES BELOW (45) (46) (47) (48)

INCOME RANGE FOR 12 MONTHS	(49-50)	(49-50)
\$1-\$50.....01 \$901-\$1000.....11		
\$51-\$100.....02 \$1001-\$1200.....12		
\$101-\$200.....03 \$1201-\$1400.....13		
\$201-\$300.....04 \$1401-\$1600.....14		
\$301-\$400.....05 \$1601-\$1800.....15		
\$401-\$500.....06 \$1801-\$2000.....16		
\$501-\$600.....07 \$2001-\$2500.....17		
\$601-\$700.....08 \$2501-\$3000.....18		
\$701-\$800.....09 \$3000 and over....19		
\$801-\$900.....10		

Comments  
Please make any comments here which may be helpful to the survey.



# The University of Sydney

N.S.W. 2006

IN REPLY

PLEASE QUOTE: RTR:TM

DEPARTMENT OF ECONOMICS

TELEPHONE: 692 1122 ext. 3061

or 692-3061

DX 1154

Dear Madam

## Survey of Market Work Patterns of Married Women

For some time now the number of married women in paid employment has been increasing. A study is being carried out within this Department in an attempt to obtain further information about the reasons why married women decide whether or not to be in the labour force.

To provide a basis for the study, a questionnaire has been mailed to a random sample of both working and non-working married women in the Sydney metropolitan region. Your name has been selected from the Electoral Roll and we would like to invite you to participate in this study by filling out the enclosed questionnaire, and returning it in the reply-paid envelope provided.

The questionnaire should only take a short time to complete, and we would urge you to fill it out and return it immediately. Please be assured that your identity will remain strictly confidential and that your answers will be anonymous. Once the questionnaire has been returned, your name and address will be removed from our survey list and it will not be possible to identify you as having taken part in the study.

We would like to emphasise that it is only with each person's assistance that we can obtain the information necessary for this research. Your assistance will be greatly appreciated, and we hope that you will find the questionnaire interesting to answer. If you would like any further information about the study please feel free to contact us on the telephone number at the top of this letter.

Yours sincerely

Dr Russell Ross  
Lecturer

Mrs Caroline Simpson  
Research Assistant

## APPENDIX E: Follow-Up Letter



## The University of Sydney

N.S.W. 2006

IN REPLY  
PLEASE QUOTE:

DEPARTMENT OF ECONOMICS

TELEPHONE: 692 1122

ext. 3061

DX 1154

Dear Madam,

Survey of Market Work Patterns of Married Women

Several weeks ago you were invited to participate in a study we are doing of market work patterns of married women in the Sydney metropolitan region.

The response to date from women who received our questionnaire has been good. However it is important that we receive a completed questionnaire from all persons selected in the sample.

We are seeking information from both women who are currently employed and women who are not currently in the work-force.

At the time of writing this letter we had not yet received your reply and we are sending you another copy of the questionnaire in case you have mislaid the original. We would very much appreciate your taking the time to complete and return the questionnaire to us in the reply-paid envelope. You may have returned a questionnaire already; if so, please disregard this letter and thank you for taking the time to fill the questionnaire out.

We can assure you that your individual answers will remain strictly confidential, and once again we would like to emphasise that the success of the study depends upon each person's participation in it.

Yours sincerely,

Dr Russell Ross  
Lecturer

Mrs Caroline Simpson  
Research Assistant

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