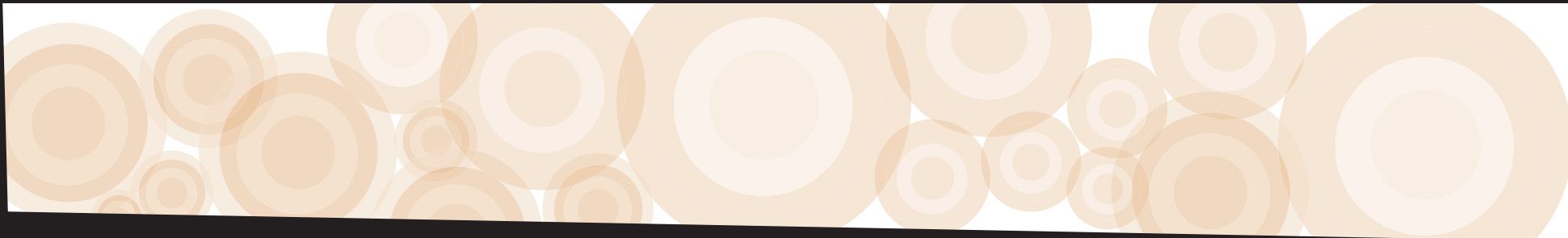




Australian Government
Australian Public Service
Commission
Office for Women

Lifting & raising the Bar



'I was not permitted to aspire to a career, saw less qualified (and in some cases less competent) men appointed to posts, and was forced to listen to a rhetoric about academic merit which was dishonest and unjust.... Initially there was no maternity leave, let alone child care. Study leave benefits were different for married women. Married women were continually reminded that they were an anomaly.'

(Sawer, 1996)

Cited photos in this publication are from the collection of the National Archives of Australia and the National Library of Australia.

© Commonwealth of Australia 2006

This work is copyright. Apart from any use as permitted under the *Copyright Act 1968*, no part may be reproduced by any process without prior written permission from the Commonwealth. Requests and inquiries concerning reproduction and rights should be addressed to the Commonwealth Copyright Administration, Attorney-General's Department, Robert Garran Offices, National Circuit, Barton, ACT 2600, or posted at <http://www.ag.gov.au/cca>.

ISBN 0 9775590 4 1

Single women were apparently never considered as aspiring to anything more than a temporary job to tide them over until marriage, despite the fact that many of the postmistress and female assistants who transferred to the Commonwealth Public Service were widows with dependents, or had been in their jobs for long periods of time. In the Victorian Post Office for instance, 63 of the 109 postmistresses and female assistants employed in 1901 had occupied their position for more than 15 years.

Lifting the Bar

This year, 2006, marks the 40th anniversary of the lifting of 'the marriage bar' in the Australian Public Service. The marriage bar meant that married women could not be employed on a permanent basis in the Commonwealth Public Service.

This policy had been in place since the inception of the Commonwealth Public Service in 1901. Regulation 139 stated that 'the employment of married women in the Service is deemed undesirable, but if in any special case it should be considered advisable to depart from this rule, employment may be sanctioned upon the recommendations of the Permanent Head and the special certificate of the Commissioner in each case.'

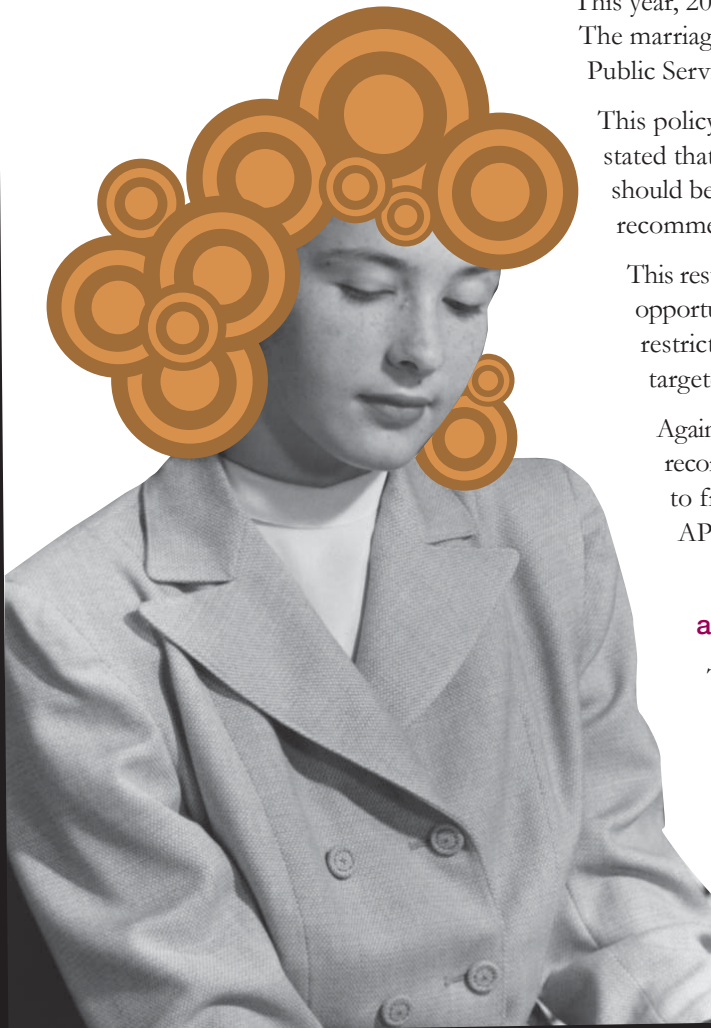
This restriction meant that married women could only be employed as temporary staff, restricting their promotion opportunities (only permanent staff could be in a supervisory position). Being a temporary employee also restricted the ability of married women to accumulate superannuation and meant that they were the first to be targeted for redundancies when significant downsizing of the APS occurred in the early 1950s.

Against this background, the decision to abolish regulation 139 was significant. The removal of the bar was first recommended by the Boyer Committee in 1958, although it took another eight years before these ideas came to fruition. The lifting of the bar marked not only the trigger for greater numbers of women working in the APS but also the evolution of the integration of women's issues into public policy.

and raising it

The APS is now very different. The bar has not only been lifted but raised. Women's representation at all levels continues to increase. In 2006 women represent 56% of the permanent APS. Flexible working arrangements which benefit all employees in the APS have been particularly useful for women enhancing their ability to balance their personal and professional lives.

This booklet provides some snapshots of the historical events and changes that have affected women in the APS now. Though not a comprehensive history, it provides a brief reminder of the fact that equality for women in the APS is only a recent achievement. It includes observations and quotes that may seem humorous or even outrageous today but which illustrate just how far the bar has been raised.



The *Public Service Act 1902* explicitly **required women to resign on marriage**, but allowed for equal pay. Shortly after Federation open competitive examinations leading to appointment directly into clerical and administrative positions were closed to women.

Early telegraph exchange, Melbourne 1908



NAA: A6180/8, (24-3-77-19)

Public Service Act requires women to resign on marriage

1902

Years 1902 to 1954

Industrial decisions begin to erode equal pay principle

1916–1920

1903

Most APS employees work in the Postmaster General's Department

1922

Public Service Act 1922 passed

In the Postmaster General's Department Base Grade entry to the public service was normally as a telegraph messenger. Public Service Regulations only allowed boys between 13 and 16 to be appointed as telegraph messengers. Before this was introduced, there were many girls who were telegraph messengers.

only boys allowed

The second Commonwealth Public Service Act was passed in 1922. It introduced a four level Divisional structure. The new classifications brought lower wages to most staff, with women facing the greatest reductions. While exact comparisons cannot be made, the First Division consisted of Permanent Heads (now

agency heads) and the Second Division equated to the current SES. Entry into the Third Division required a minimum completion of Year 12 and included classifications equivalent to APS 1–EL2. The Fourth Division required a minimum of Year 10 with classifications ranging from APS 1–6.

In 1923, the Public Service Arbitrator laid down clearly for the first time the reason for the difference between men's and women's wages and established principles which survived in the public service until altered by the Arbitration Court in 1953.

'The general experience throughout the world, as indicated by statistics published in many countries, is that the effective service of women is considerably below that of men, even in the same occupation, and that this is due principally to (1) loss of services through marriage, (2) greater absences on account of sickness, and (3) sapping vitality of unmarried women at an earlier age of life.

While the expectation of life is greater in the case of women than of men, the effective service of women ceases at an earlier age. If these factors are taken into account, equal services to those of men are not as a general rule rendered by women.'

Sorting mail in the General Post Office, Sydney 1940s



GPO Sydney, 1940s. NLA

Reason for the difference between men's and women's wages spelt out

1923

Women amongst the first targeted for retrenchments

1951-1954

1949

Permanent appointments allowed to some positions

From an advertisement in the *Sydney Sun*, 29 November 1918, p. 7 NLA

Follow the typewriter route to progress
Extract from a 1918 School of Commerce advertisement



From 1949, women could be appointed permanently to clerical and professional positions in the Third Division (APS 1-6, with minimum of Year 12 certificate).

During 1951-54 abolition of certain functions and structural changes to the public service led to significant reductions in positions.

Married women; women over the compulsory retiring age; and single women and widows were amongst the first four groups to be targeted for retrenchment.

Julia Ryan worked for the Department of Primary Industry in Sydney in 1958, while finishing her university degree at night... In the same year she achieved what was then regarded as the major goal for women—the status of a married woman. The paradox was that this achievement had to be kept absolutely secret as far as the Department was concerned.

Julia used to travel into the city by train, wearing her ring. She felt married and wanted to be seen as a married woman with the added status that gave her. She also had to be a married woman for the benefit of her landlady. But she had to arrive at the other end of the journey as a single woman. Central Station was the watershed where the ring came off and was carefully hidden in her purse before getting on the underground to Wynyard.

She was one of the many women of the time for whom marriage was both a matter of pride and a guilty secret.

(Sawer, 1996)

Female operatives working on the rear fuselage of a plane, 1944



Women's Activities in Australia, prepared by Dr Edith Summerskill, 1944. NLA album 613

1957

Years 1957 to 1960

Boyer Committee established

In 1957 a Committee of Inquiry into Public Service Recruitment was established. The Committee was known as the Boyer Committee after its Chairman, Sir Richard Boyer.

The Committee's recommendations including on the abolition of the marriage bar were predicted by Robert Parker (Reader in Public Administration at the Australian National University) in a paper released to a national conference on public service recruitment. This was organised by the Australian Regional Groups of the Royal Institute of Public Administration (now the Institute of Public Administration Australia).

The removal of the marriage bar was indeed formally recommended by the Boyer Committee. The Committee argued the point 'in terms of women's citizenship rights, as well as advantage to the service'.

(Sawer, 1996)

advantage to the service

'These provisions may be considered from two points of view: that of the advantages and disadvantages to the service of employing married women, or continuing them in employment, and that of the rights of married women as citizens and as officers of the service.'

'We recommend, therefore, that sub-sections (1) and (2) of section 49 be repealed, and replaced by a subsection providing that married women shall be eligible for permanent or temporary employment in the service on such terms and under such conditions as are prescribed.'

(Sawer, 1996)

In 1960 seventeen per cent of the public service was made up of women. There were no women amongst the senior management of the APS.

In 1963, a minute from an Assistant Director to his Director advised that 'it was difficult to find reasons to support the appointment of women Trade Commissioners'. The reasons included:

- Women are not employed, except to an extremely minor degree, as career Trade Commissioners in any known service.
- It is difficult to visualise them as Trade Commissioners, firstly because they could not mix nearly as freely with businessmen as men do. Most men's clubs, for instance, do not allow women members.
- It is extremely doubtful if a woman could, year after year, under a variety of conditions, stand the fairly severe strains and stresses, mentally and physically, which are part of the life of a Trade Commissioner.
- A man normally has his household run efficiently by his wife, who also looks after much of the entertaining. A woman Trade Commissioner would have all this on top of her normal work.
- If we engaged single graduates as trainees, most of them would marry within 5 years.
- A spinster lady can, and very often does, turn into something of a battleaxe with the passing of the years. A man usually mellows.

(Department of Trade, 1963)

Cabinet fails to act on marriage bar recommendations

1960

1960

Action on married women postponed

"I think she'd be suitable for the job if she dressed more conservatively, was middle-aged and a man"



In 1960, the Public Service Board released a report to Cabinet addressing the implications of lifting the marriage bar. Despite the fact that it supported the Boyer Committee's recommendations, *Cabinet did not act on the matter of the marriage bar*. The reason for this failure to act was the belief that: 'the Australian social structure would be best served if there were no change, and that the Commonwealth Government should not lead in encouraging married women away from their homes and into employment'.

(Sawer, 1996)

Some recommendations of the Boyer Committee were legislated for, but actions on married women were postponed pending a report from the Public Service Board.

In 1965, Merle Thornton and Ro Bogner chained themselves to a public bar in Brisbane. Women were banned from public bars and this protest was against the forced resignation of Merle from the ABC whilst pregnant with her first child.

She had hidden her marriage up until that point.

Merle founded the Equal Opportunity for Women Association, which had as its main goal the removal of the marriage bar, using the publicity from this event.

‘A newspaper article [about Thornton and Bogner] began ‘Two married women...’ and described them as the wives of Queensland University lecturers. They weren’t jailed, but were left with the words ‘have a good night—girls’.

Questions were raised in Parliament about who was caring for the children of these protesters and whether they should be taken into care.’

(Sawer, 1996)

Merle Thornton and Ro Bogner
Courier Mail



Merle Thornton and Ro Bogner chain themselves to the bar

1965

Years 1964 to 1969

1964

First woman appointed to Second Division

1965

Bill Hayden submits a private member’s motion

In 1964 Cynthia Teague became the first woman to be appointed to the Second Division (equivalent to the Senior Executive Service). She was Assistant General Manager Prestige and Special Projects.

first woman

‘First of all, if a woman enters the public service she can immediately be satisfied that henceforth she will pay a continuing penalty in the form of receiving a lower wage than a man for the work she performs, regardless of whether she is employed as a librarian, a school teacher or in any other capacity where men are doing the same sort of work on a higher wage rate. A woman will not receive the same pay as a man. That is the first way in which a woman is penalised because of her sex when she joins the Commonwealth Public Service. But, my goodness, should she compound the offence of being a woman by committing the

heinous act of marrying, she is immediately eliminated from the service. There is no future for her. Her services are no longer required within the structure of the Public Service Act.’

‘During the calendar year 1964 there were 1,613 female separations from the permanent staff of the Commonwealth Public Service because of the marriage bar, in a total of 5,154 female separations. So the separations because of the marriage bar represent 31 per cent of the total number of female separations. That total number includes separations because of transfers or movements from one division to another.

If we take into account the people who were actually pushed out of permanent employment in the public service because of their age and for other reasons, the percentage of female separations because of the marriage bar would be much higher. Admittedly, some of these women are re-employed on a temporary basis. But that is what we arguing about. That is not good enough because, if a single woman occupies a position today, she is married tomorrow and returns next week to a temporary position, she may have to work under someone who was junior to her and is inferior to her in respect of capacity to perform duties.’

(Bill Hayden, 1995)

The Bill removing the marriage bar and introducing confinement leave came into effect on 18 November 1966.

The number of women employed in the APS rose from 3606 in 1967 to 10,940 in 1970.

'Mr Bury: The Bill removes an element of discrimination against one section of our work force, or potential workforce—an element deriving from social attitudes of another era... henceforth the Commonwealth will be permitted to retain on its permanent staff trained and experienced female officers who marry, and to recruit qualified married women. (Public Service and Merit Protection Commission, 2001)

Marriage bar removed

1966

1969

Equal pay principle established

Switch-girl who is blind at Social Services Canberra 1969



The equal pay test case in 1969 established the principle of 'equal pay for equal work'.

At the end of the 1960s, women comprised 21% of the permanent APS workforce.

Typists made up more than a quarter of all female appointments to the Fourth Division in 1970–71



In 1972, the Women's Electoral Lobby was founded by Beatrice Faust, an abortion law reform activist, who thought the women's movement in Australia needed to become more action oriented.

In 1973 Elizabeth Reid was appointed as the first Women's Advisor to the Prime Minister. This position raised the visibility of women's issues and heard concerns of women across the country.

The equal pay test case extended the 'equal pay for equal work' principle to 'equal pay for work of equal value'.

Abolition of 'men only' and 'women only' jobs began.

In 1972, The Australian Government ratified the 1958 International Labour Organisation Convention on discrimination in employment and decided to repeal the remaining provisions of the *Public Service Act 1922* which discriminated against women.

Abolition of higher selection test pass mark for women

1970

The Women's Electoral Lobby founded

1972

Marie Coleman first woman to be appointed as head of a Commonwealth statutory authority, the Social Welfare Commission

1972

Years 1970 to 1975

1971

Many positions opened up to both men and women

1973

Elizabeth Reid appointed as Women's Advisor to the Prime Minister

In 1971, all offices in the Second (equivalent to SES) and Third Divisions (equivalent to APS 1–EL2 with Year 12 qualifications), except for dental therapist and pre-school teacher positions, were opened to both men and women. In the Fourth Division (APS 1–6 with Year 10 qualifications) offices such as typist, accounting machinist and data processing were normally only staffed by women, and others, such as motor driver and meat inspector, where only staffed by men.

staffed by women

The *Maternity Leave (Commonwealth Employees) Act 1973* allowed women in the APS to access paid leave for six weeks before and six weeks after their expected date of confinement, and access unpaid maternity leave.

Recruitment brochure issued by the Public Service Board, 1973

Hi! Come and join us in Canberra
A week in the life of 3 young girls in Canberra—a typist a stenographer and a secretary



In 1974, the Australian Government ratified International Labour Organisation (ILO) Convention 100—Equal Remuneration. This committed Australia to the principle of equal pay for work of equal value through (a) national laws or regulations, (b) legally established or recognised machinery for wage determination, (c) collective agreements between employers and workers; or (d) a combination of these various means.

In 1974, the Women's Affairs Section was established in the Department of the Prime Minister and Cabinet to support the Prime Minister's Advisor on Status of Women. This provided greater resources to support the focus on women's issues in the bureaucracy. It opened up opportunities for women to be employed in influencing the broader policy agenda by working in the public service. It has changed names over the years and is now the Office for Women under the Department of Families, Community Services and Indigenous Affairs.

The Women's Affairs Section established

1974

International Women's Year

1975

1973

Abolition of upper age limits for clerical/keyboarding appointment

In 1975, an Equal Employment Opportunity (EEO) Section was established in the Public Service Board to 'provide a focal point for the further development of policies and activities related to equal employment opportunity'. This section focussed on the needs of women, people with disability, Aboriginal and Torres Strait Islanders and people from a non-English speaking background.

Significant discussion occurred on whether merit or quotas should be the guiding principles in assisting these groups.

'There would ... be a major departure from the merit principle if measures were adopted which positively favoured the selection and/or advancement of individuals merely on the basis of their membership of

a particular racial, sexual or other grouping. The Board... would not subscribe to a concept of specified levels of numerical 'representation' in the service of, or preference for, various groups unless there were overriding reasons of national interest causing the Parliament to legislate accordingly.' (Australian Public Service and Merit Protection Commission, 2001)

Sexism in the Public Service Report was written for the Royal Commission on Australian Government Administration. This report highlighted the level of disadvantage experienced by women in the APS.

'58% of all women in the public service were clerical assistants, typists or steno-secretaries and telephonists-occupations with limited career structures.'

'...a senior male official...expressed the opinion that women in a specialist clerical area are more efficient than men until the age of 28...unmarried women over that age became inefficient, unhappy or disruptive...married women employees are more interested in their homes than their careers and voluntarily accept restricted promotion opportunities.'

'A senior officer with extensive experience as a member of selection committees expressed the opinion...that women are more thoroughly investigated than men when being considered for promotion. They are asked more personal questions about their health, emotions and family responsibilities but are seldom asked questions which give an opportunity to display ability and initiative.'

(Taperell et al, 1975)

In 1976, the Royal Commission on Australian Government Administration (known as the Coombs inquiry) recommended the establishment of women's policy units in individual departments to ensure that issues affecting women were incorporated into policy.

Flexible working hours were implemented by the Public Service Board following some years of being trialled in different departments.

Superannuation arrangements were modified to be more equitable for female staff.

By the end of the 1970s women made up 35% of the permanent workforce in the APS and were 2% of senior managers.

In 1981, the Public Service Board introduced voluntary EEO programmes for women based on the National Labour Consultative Council's Guidelines for Employers: Equal Employment Opportunities for Women to the APS.

The Human Rights Commission was established with a sunset clause of five years.

Women's policy units established in departments

1976

Public Service Board introduces EEO programmes

1981

Years 1976 to 1986

Late 70s

Technology begins to change nature of office work

In the late 1970s the impact of technology on office work emerged and particularly affected the traditional occupations of women in the APS. It also changed the requirements of higher level positions, often occupied by men, who for the first time had to do their own typing and take on more administrative work. This required significant cultural and attitudinal change.

attitudinal change

The International Labour Convention on the Elimination of all Forms of Discrimination Against Women was ratified by Australia.

The *Sex Discrimination Act 1984* made it illegal for women to be discriminated against on the basis of their gender.

In 1984 Seniority was removed as a factor for promotion in the public service.

The *Public Service Reform Act 1984* was passed. For the first time, APS agencies were required to produce equal employment opportunity programmes for four target groups: women, Aboriginals and Torres Strait Islanders, people with disabilities, and people from non-English speaking background. Provisions were also made for permanent part-time employment.

The National Women's Consultative Council was established in 1984. This provided a unified approach for women's groups wishing to influence government.

The first female Secretary, Ms Helen Williams AO, was appointed to the Department of Education and Youth Affairs in 1985. She was one of 31 agency heads.

Sex Discrimination
Act 1984 passed

1984

1985

Parental leave without pay granted
in the APS

1986

Permanent Part-time work introduced



The *Affirmative Action Agency (Equal Employment Opportunity for Women) Act 1984* was passed and the Affirmative Action Agency established.

The *Human Rights and Equal Opportunity Commission Act 1986* was passed. This provided the means for dealing with complaints under the Sex Discrimination Act.

In 1987, opportunities for women were opened up in the APS when a major review of office based occupational categories significantly reduced the number of individual office classifications. Clerical assistant, keyboard and clerical/administrative work streams were combined and typing pools were phased out. This broadbanding led to women developing new skills. This required significant change efforts particularly with senior public servants.

In 1987, flexible working hours became a formal award condition.

‘Since 1984 the APS has undergone other major changes, so much so that when far reaching administrative re-arrangements, including the abolition of the Public Service Board, were announced in 1987 there were many who thought that the days of formal concern for EEO were over. Well they are not!’

(Radford, 1989)

Major review of office work undertaken

1987

Years 1987 to 1991

In 1987 the Public Service Board was abolished. Responsibility for EEO, particularly in the regions, rested more squarely with agencies and the newly created Public Service and Merit Protection Commission was made responsible for monitoring EEO in the APS.

Abolished

‘In November 1987, the Government reiterated its strong commitment to EEO and said that there must be no diminution of effort in this area. Those agencies with approved programs should continue with at least the present level of resources, others should make adequate resourcing a priority and all must strengthen their efforts in the regions.’

(Randall, 1988)

Equal Employment Opportunities Act (Commonwealth Agencies) 1987 came into effect. This legislation only affects those agencies whose employees do not fall under the *Public Service Act 1922*.



In 1990, Australia ratified ILO Convention 156 on work and family. The major focus of ILO Convention 156 is to enable people with family responsibilities the right to engage in employment without being subject to discrimination and, to the extent possible, without conflict between their employment and family responsibilities.

The parental leave test case in 1990 established the **right of parents to access permanent part-time work on return from parental leave.**

The Equal Pay Unit in Department of Industrial Relations (now DEWR) was established in 1990.

Re-entry provisions for APS staff resigning to care for children

1990

1988

First Senior Women in Management Programme

1991

Women's service before resignation due to the marriage bar recognised

The first Senior Women in Management (SWIM) Programme was conducted by the Public Service and Merit Protection Commission in 1988.

At the end of the 1980s women comprised 44% of the permanent APS workforce and 10% of the Senior Executive Service. Of the 28 Departmental Secretaries, Ms Helen Williams AO was the only woman.

In 1991, women's service prior to resignation due to the marriage bar for all sick leave purposes was recognised. Guidelines were developed enabling departments and agencies to provide access to **employer supported childcare.**

Six Careers: Women Managers in Australian Public Service provided oral histories for six women (Cathy Argall, Christine Astley-Boden, Edna Barolits, Christine Goode, Zrinka Johnston and Lynne Tacy) who had reached the Senior Executive Service level. These women were:

‘determined to succeed on their merits, on the basis they could do the job. A combination of assertiveness and effective management style has been the dominant strategy used by the six women to counter some of the uneasiness among colleagues and staff in dealing for the first time with a woman in a position of influence’

As well as describing the shift in family responsibilities so that they were shared, Ms Christine Astley-Boden said ‘I have been ‘one of the guys’ for much of my career. Because I was the only woman around, my male colleagues actually forgot I was a woman. Once we had to interview for a senior position and needed a woman on the interview panel. My work colleagues were agonising over who we could have as a woman on the panel. I had to point out that I would fit the bill. I thought that was a classic.’

(PSC, 1992a)

In 1997, agencies began to introduce *more flexible work arrangements* as the decentralisation of the industrial relations framework allowed them to set their own rates of pay, broadband classifications and determine a range of conditions of employment that best suited their needs.

Six Careers: Woman Managers in Australian Public Service published

1992

Years 1992 to 2004

1996

Workplace Relations Act 1996

1997

More flexible work arrangements introduced

The *Workplace Relations Act 1996* removed many of the restrictions imposed through awards and agreements on the use of permanent part-time work leading to an increased take-up of permanent part-time work opportunities.

Opportunities

Cover image from *Six Careers*



The *Public Service Act 1999* legislated APS Values, including creating a fair and equitable workplace. Agencies were required to develop a workplace diversity programme to give effect to the Values.

As the century came to a close, women's representation in the APS workforce reached 49% of ongoing employees, including 25% of the Senior Executive Service. Of 16 Secretaries, one was a woman.

In the early 2000s there was a concerted campaign for 'Five women in five years' with the objective of getting women into Secretary positions.

The historic milestone that saw **women overtake men** as the larger proportion of the APS workforce was reached in 2001 (although women were still under-represented in Senior Executive levels).

Public Service Act 1999

1999

Jane Halton appointed as Secretary of Health and Ageing

2002

2001

More women than men in the APS

2004

Four women appointed as agency heads

In 2004, four more women were appointed to agency head positions:

Patricia Scott, as Secretary, Department of Human Services,

Lynelle Briggs, as Australian Public Service Commissioner,

Joanna Hewitt, as Secretary, Department of Agriculture, Fisheries and Forestry and

Lisa Paul, as Secretary, Department of Education, Science and Training.



In 2005, reports from departmental agencies and the Management Advisory Committee highlighted the importance of flexible working conditions to attract and retain the skilled people the APS needs for the future.



MAC reports on the importance of flexible working conditions

2005

Years 2005 to 2006

2006

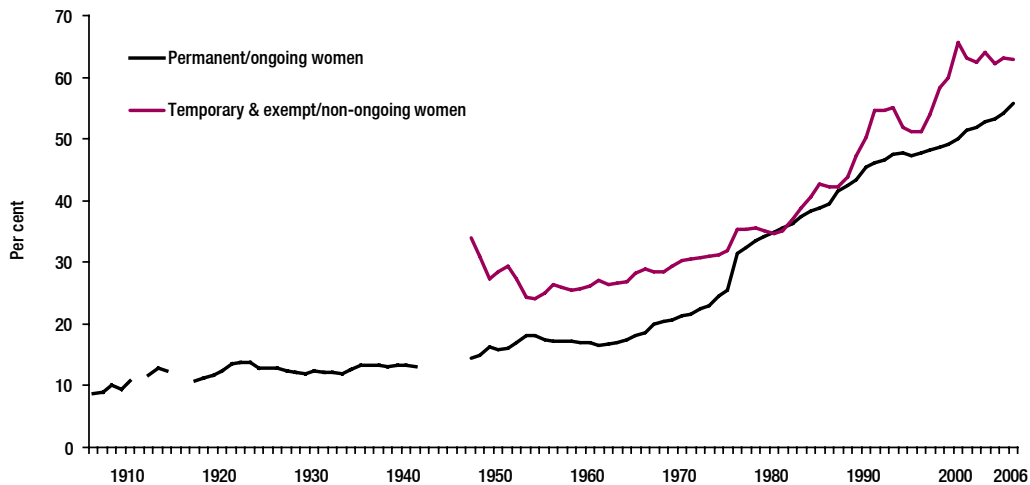
More women than men in APS

Flexible working arrangements have been central to the dramatic improvements in women's participation in the APS workforce. Of course, they are good for men too. **Eighty six per cent of APS employees use some form of flexible working arrangement.** In 2005 the most common flexible arrangements were making maternity leave available at half pay, purchased leave arrangements, providing an automatic right to part-time work on return from maternity leave, and providing paid adoption leave. Other arrangements included time off in lieu arrangements for Executive level employees, paid paternity leave and job share arrangements.

The 2005 employee survey for the annual State of the Service Report shows that:

- Flexible working arrangements consistently rank among the top 5 factors contributing to job satisfaction for women; and
- 81% of APS employees were satisfied that their supervisor would support their use of flexible working practices.





Numbers of women in the APS since 1901

Source: APSED

At 30 June 2006 women represented 55.8% of the ongoing APS workforce and 34.8% of the Senior Executive Service. Of 18 Secretaries five were women.

Fifty per cent (49.9%) of ongoing women in the APS have a bachelor's degree or above, compared to 54.0% of men.

Women represent the following percentage of ongoing employees for each classification:

Trainees	47.4%
Graduates	56.6%
APS 1-2	62.6%
APS 3-4	67.1%
APS 5-6	53.1%
EL 1-2	42.2%
SES (bands 1-3)	34.8%

(band 1 = 37.4% band 2 = 27.6% band 3 = 24.3%)

In 2006 11.3% of all ongoing employees worked part-time. Of women, 17.9% worked part-time, compared to 3.0% of men.

Source: APSED

References:

Australian Public Service Commission (2005) *State of the Service Report*

Australian Public Service Commission (2001) *Serving the Nation: 100 Years of Public Service*

Department of Trade (1963) *Internal minute re Women Trade Commissioners?*

Public Service Commission (1992) *Equal Employment Opportunity: A Strategic Plan for the Australian Public Service for the 1990s* Commonwealth of Australia

Public Service Commission (1992a) *Six Careers: Women Managers in the Australian Public Service* Commonwealth of Australia

Radford, G (1989) 'Equal Employment Opportunity in the Australian Public Service in 1989' A paper presented at the Professional Interest Program at the 1989 National Conference of the Royal Australian Institute of Public Administration on 15 November 1989

Randall, S (1988) 'Equal Employment Opportunity in the Public Service: New Roles New responsibilities', Acting Principal Adviser EEO, Public Service Commission, to the Heads of Agencies Perth 1988. '

Sawer, M (1990) *Sisters in Suits: Women and Public Policy in Australia*, Allen & Unwin

Sawer (ed), M (1996) *Removal of the Commonwealth Marriage Bar: a documentary history*, Centre for Public Sector Management University of Canberra

Taperell, K., Fox, C. and Roberts, M (1975) *Sexism in Public Service: the employment of women in Australian Government Administration*, Royal Commission on Australian Government Administration Discussion Paper No. 3

