

Mothers' Labour Force Participation

Executive summary

Analysis of comparative data from both the 2001 and 2006 Census of Population and Dwellings showed that, while the labour force participation rate of women with dependent children increased more than men and women without dependent children, their participation rate remained lower. A buoyant economy and improved labour market conditions over this time increased the percentage working full-time and reduced the proportion that was unemployed.

Key findings of mothers' labour force participation are outlined below.

- The labour force participation rate for women with dependent children increased by 2.0 percentage points from 68.8 percent (302,298) to 70.8 percent (333,120) between 2001 and 2006.
- Participation varied considerably by the age of the mother. Younger mothers were less likely to be in the labour force than older mothers, an outcome influenced by the age of the youngest child.
- Mothers with younger children had a lower participation rate than mothers with school-aged children. The participation rate for women with a youngest child aged under one year was less than 40 percent, while for women with a youngest child aged ten years or older, the participation rate was over 80 percent.
- The labour force participation rate was higher for mothers with a post-school qualification. The participation rate for mothers with a post-school qualification was 76.4 percent in 2006, compared to 70.9 percent for mothers with a school qualification, and 58.9 percent for mothers with no qualifications.
- Partnered mothers (73.9 percent) had a higher participation rate than sole mothers (61.2 percent).

Background

In 2005, Grant Johnston¹ completed a comprehensive analysis of women's labour force participation rates² using data from the 2001 Census of Population and Dwellings. He showed that, while full-time participation rates for women doubled between 1951 and 2001, women's participation is still lower than men's, with mothers' participation lower still. In 2001, for example, 88.4 percent of men were in the labour force (either employed or unemployed) compared to 82.0 percent of women without a dependent child, and 68.8 percent of women with at least one dependent child.

Further to his analysis, Johnston highlighted that, for women with at least one dependent child, their labour force participation rate:

¹ Johnston, Grant (2005). *Women's Participation in the Labour Force*. Wellington: The Treasury.

² The labour force participation rate measures the proportion of the population that are either employed or unemployed.

- generally increased with age
- was higher for mothers with post-school qualifications
- was higher if they were a partnered mother as opposed to a sole mother
- increased as the age of the youngest child increased
- declined with a higher number of dependent children.

Using data from both the 2001 and 2006 Census of Population and Dwellings (Census), this paper builds on the analysis of Johnston (2005) by undertaking a quantitative examination of mothers' labour force participation in 2006 and compares these patterns to those seen in 2001. This analysis is timely for three reasons.

Firstly, it provides further information about the characteristics of mothers and their families that can help explain their lower participation rate when compared with men and women without dependent children. This information is useful to government in formulating future policies in relation to both employment and the care of children. It may also highlight areas that need further attention by government.

Secondly, there have been significant changes within the New Zealand labour market over this time. Between 2001 and 2006 New Zealand experienced strong economic growth and a buoyant labour market. Male and female unemployment rates in 2001, for example, were 6.0 percent and 5.7 percent respectively but, by 2006, both rates had declined by 2.5 percentage points and 1.5 percentage points to reach 3.5 percent and 4.2 percent respectively. This indicates there were more employment opportunities for both men and women in 2006, and we would expect labour force participation rates to have increased over this time period.

Finally, there have been three policy interventions that may have contributed to improving women's labour force participation. Paid Parental Leave (PPL) came into effect on 1 July 2002 and provided 12 weeks of paid leave for mothers if they had worked for the same employer for an average of at least ten hours a week for the year leading up to the baby's expected due date. The scheme was extended to 13 weeks in December 2004, and 14 weeks in December 2005, while the eligibility rules were also expanded in December 2004. This allowed mothers to qualify for PPL if they had worked continuously with the same employer for an average of at least ten hours a week for the previous six months. Although 12 months of unpaid leave was available prior to the introduction of PPL, the introduction of PPL and expanded eligibility rules could be expected to increase mothers' attachment to the labour force.

Increases in the minimum wage between 2001 and 2006 may also have made employment a more attractive prospect. When the Census was undertaken in March 2001 the adult minimum wage was \$7.70 per hour, but by the time the 2006 Census was undertaken, the adult minimum wage had increased to \$9.50 per hour. This increase may have enticed lower skilled women into the labour market because the reward for working was now higher in 2006.

Initial stages of Working for Families were introduced before the 2006 Census was undertaken. In particular, Childcare Subsidy and Out-of-School and Recreation Subsidy rates were increased in October 2004 and October 2005, while the thresholds were increased in October 2004 as well. As these subsidies provide financial assistance to low- to

middle-income families, increases in the rates may enable those families to more easily cover the cost of childcare and move into the labour force.³

Analytical approach

With these developments in mind, data from 2001 and 2006 was used to examine labour force participation rates of:

- men, and women, with and without dependent children
- mothers by age
- sole and partnered mothers
- mothers by the number of dependent children they have
- mothers by the age of youngest child
- mothers by age, and by age of youngest child
- sole and partnered mothers by age of youngest child and highest qualification.

The analysis in the sections that follow was restricted to women with at least one dependent child (often referred to as 'mothers') who are aged 20 to 54 years. Where dependent children are referred to, this analysis follows the standard definition whereby a child is classified dependent if they are living with at least one parent, aged under 18, and not in full-time employment. The 20 to 54 year age bracket is used as few mothers are aged outside of this age bracket. Of the 492,429 women who had at least one dependent child in 2006, only 4,071 (or 0.8 of one percent) were aged under 20, and 10,416 (or 2.1 percent) were aged 55 years or over. Removing these women from the analysis limits the amount of movement in the labour force participation rate caused by these small groups.

Women's labour force participation rate is lower than men's

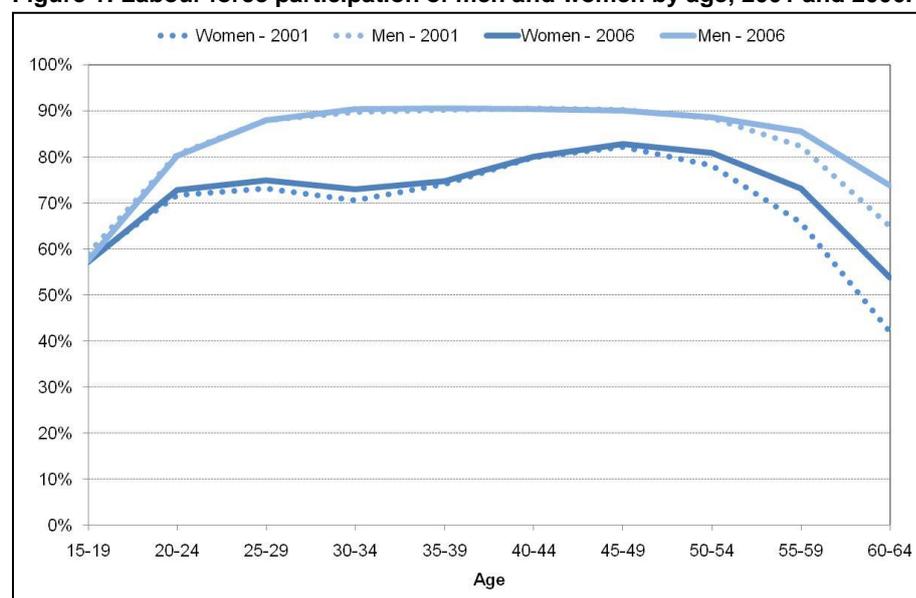
One of the most interesting long-term employment trends in New Zealand has been the increase in women's participation in paid employment, coupled with a relative stagnation in men's participation. In 1989, 53.9 percent of women were in the labour force. This increased to 54.3 percent in 1994, 57.1 percent in 1999, 59.6 percent in 2004, and reached an all-time high of 62.5 percent in 2009. For men, however, the labour force participation rate in 1989 was 75.8 percent and declined to 73.3 percent in 1994, before making a slow recovery to reach 73.4 percent in 1999, 73.8 percent in 2004 and 75.2 percent in 2009.

Despite this convergence, Figure 1 below illustrates that women's labour force participation rate was still lower than men's at all age groups except for 15 to 19 years. Men's pattern of participation exhibits the classic 'n' shape with relatively low participation at younger age groups and older age groups. Their participation rate peaks at 90.5 percent for both the 30 to 34 and 35 to 39 age groups. For women, participation by age is represented by an 'm'

³ Ministry of Social Development and Inland Revenue Department (2007). *Receipt of the Working for Families Package*. Wellington: Ministry of Social Development and Inland Revenue Department.

pattern with two localised peaks at 25 to 29 years (74.9 percent) and 45 to 49 years (82.9 percent) that are separated by a dip during the typical child-bearing and rearing years.

Figure 1: Labour force participation of men and women by age, 2001 and 2006.



Source: 2001 Census of Population and Dwellings, 2006 Census of Population and Dwellings.

Table 1 below shows the percentage of women who had at least one dependent child by the age of the youngest child and the age of the mother. It shows that for the age groups where women's participation dips, a high proportion of these women have at least one dependent child. For example, the fact that only 40.5 percent of women aged 30 to 34, and 27.3 percent of women aged 35 to 39, did not have a dependent child suggests that the presence of children, and especially young children, was a leading cause of reduced participation for these age groups.

Table 1: Percent of women with a dependent child by age of mother and age of youngest dependent child, 2006.

	0-4 years	5-9 years	10-17 years	No children
20-24 years	15.1%	1.1%	0.2%	83.5%
25-29 years	29.3%	7.1%	1.0%	62.7%
30-34 years	39.8%	14.7%	5.1%	40.5%
35-39 years	32.6%	24.6%	15.5%	27.3%
40-44 years	13.0%	23.2%	33.5%	30.3%
45-49 years	2.7%	10.3%	34.6%	52.4%
50-54 years	0.8%	2.3%	16.2%	80.7%
Total	19.2%	12.6%	15.9%	52.3%

Source: 2006 Census of Population and Dwellings

The table also reveals that approximately half (47.7 percent) of women aged 20 to 54 years in 2006 had at least one dependent child. Women aged 35 to 39 were least likely to have no dependent children (27.3 percent), while women aged 20 to 24 were most likely to have had no dependent children (83.5 percent). The table also shows a clear relationship between the age of the mother and the age of her youngest child. That is, younger mothers are more likely to have a youngest child aged 0 to 4 years, while older mothers are more likely to have a youngest child aged 10 to 17 years.

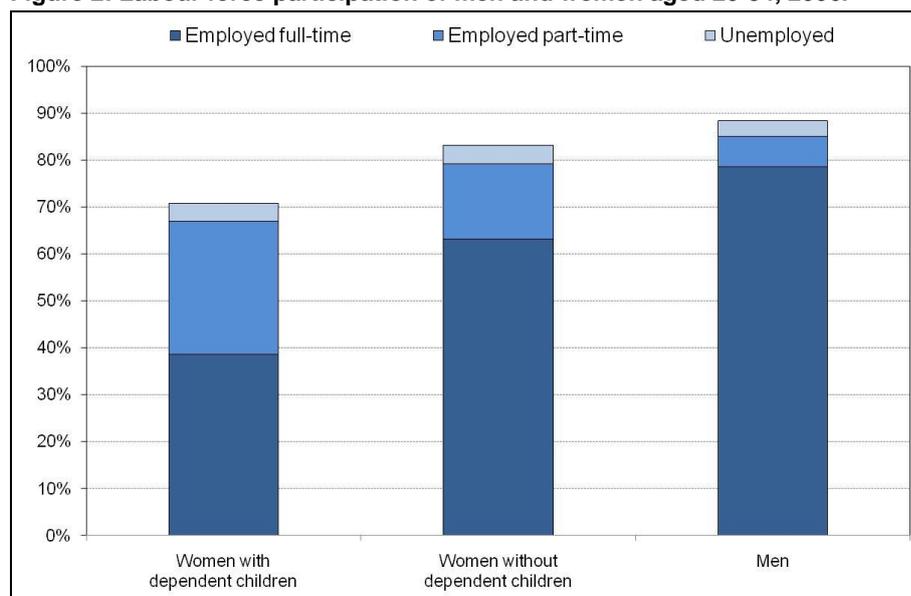
Table A1 in the appendix shows that, between 2001 and 2006, men's labour force participation experienced very little movement across all age groups. Two exceptions were men aged 55 to 59 and 60 to 64 years, whose participation rates increased by 3.2 and 8.7 percentage points to reach 85.5 and 73.8 percent respectively in 2006.

For women, participation increased for each of the age groups with the exception of the 15 to 19 age group where participation declined by 0.4 of one percentage point. As with men, women aged 55 to 59 years and 60 to 64 years experienced the greatest increase of 7.4 and 11.7 percentage points respectively. Women aged 30 to 34 years also had a noticeable increase of 2.4 percentage points to reach 73.0 percent in 2006, which is likely to be due to continued increases in the age of first birth for mothers.

Overall participation rate of mothers

The presence of at least one dependent child remains a strong predictor of a woman's participation in the labour force. Figure 2 below shows that, in 2006, the labour force participation rate for mothers was 70.8 percent, compared with 83.7 percent for non-mothers, and 88.4 percent for men.

Figure 2: Labour force participation of men and women aged 20-54, 2006.



Source: 2006 Census of Population and Dwellings.

Women with dependent children were more likely than women without dependent children and men to work part-time. More than 28 percent of mothers work less than 30 hours per week, whereas this is the case for 16.1 percent of non-mothers and just 6.4 percent of men.

While women with and without dependent children experienced an increase in their labour force participation rate between 2001 and 2006, men's participation rate remained unchanged. The participation rate of women with dependent children increased by 2.0 percentage points over this time, whereas the corresponding increase for women without dependent children was 1.1 percentage points.

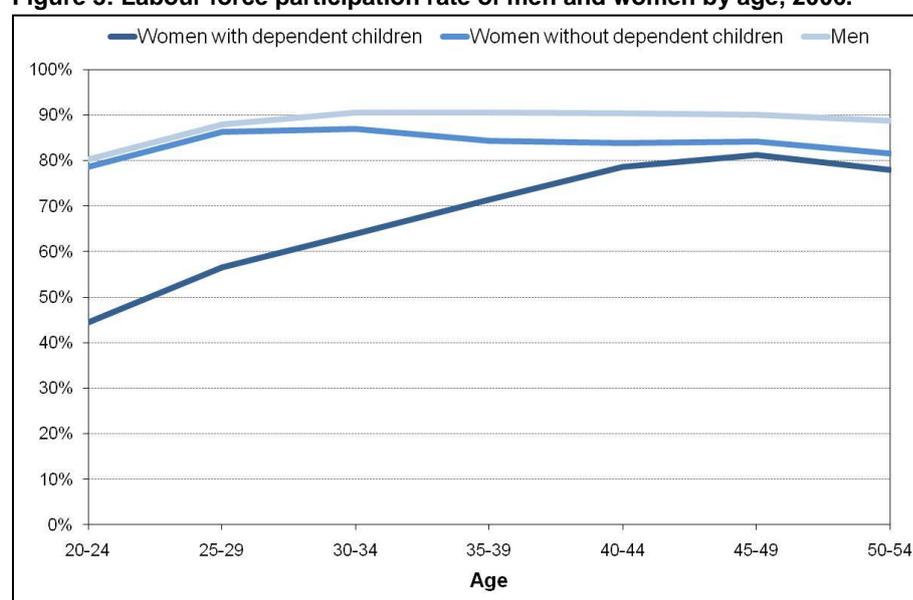
Full-time employment also increased for all three groups. For women with dependent children in particular, the proportion working full-time increased sharply by 4.2 percentage

points, from 34.4 percent (151,104) to 38.6 percent (181,566) between 2001 and 2006. In comparison, the participation rate of women without dependent children and men increased by 2.1 and 1.7 percentage points respectively. The growth in full-time employment, accompanied by a decline in the proportion who are unemployed, is to be expected given the strong growth in labour demand.

Older mothers have a higher labour force participation rate than younger mothers

As with the pattern shown in Figure 1, the participation rates of women with and without dependent children varied considerably with age (Figure 3). For women with dependent children, labour force participation was lower for those women aged between 20 and 24 years (44.5 percent) and rises with each subsequent age group, before peaking for women aged 45 to 49 (81.3 percent).

Figure 3: Labour force participation rate of men and women by age, 2006.



Source: 2006 Census of Population and Dwellings.

It is interesting to note that labour force participation rates for men and women without dependent children were similar for the two youngest age groups, but the two rates diverged from the 30 to 34 age group and beyond. The dissimilarity at older ages is perhaps not surprising, as women without dependent children at these ages may have had dependent children in the past. Past employment patterns for these women, including time out during child-rearing years, and possibly more traditional views surrounding the role of men and women, may explain some of the difference.

The 30 to 34 years age group is interesting because it is likely that few, if any, of these women have ever had a dependent child. Differences in qualifications seem not to explain the difference as women aged 30 to 34 are, on average, more qualified than men aged 30 to 34. For example, 32.3 percent of women and 25.6 percent of men aged 30 to 34 have a bachelors degree or higher, while 47.4 percent of women and 49.3 percent of men aged 30

to 34 have a post-school qualification.⁴ Therefore, there does not appear to be a clear explanation as to why the participation rate of women aged 30 to 34 years without dependent children was lower than that of men in the same age bracket. One hypothesis may be that some partnered women were not in the labour force because there was no financial imperative to undertake paid work.

Labour force participation rates increased both for women with and without dependent children between 2001 and 2006. The greatest increase for both groups was in the 50 to 54 age bracket. The labour force participation rate for women aged 50 to 54 with dependent children increased by 5.6 percentage points to reach 78.0 percent in 2006, while there was a 2.5 percentage points increase for women in the same age bracket without dependent children. Although large in percentage points terms, the increase in participation for women aged 50 to 54 with dependent children equates to an additional 7,137 women in the labour force in 2006.

Women with dependent children aged 25 to 29, 30 to 34 and 45 to 49 also experienced noticeable increases in their labour force participation rates of 1.2, 1.6, and 1.3 percentage points respectively. However, although participation rates for women aged 25 to 29 and 30 to 34 with dependants increased, the actual number in the labour force declined by 2,454 and 1,185 respectively between 2001 and 2006, reflecting fewer women with dependants in each of the age groups between 2001 and 2006. On the other hand, 15,837 more women aged 45 to 49 with dependent children were in the labour force in 2006 compared to 2001.

Partnered mothers are more likely to be in the labour force than sole mothers

While there were significant differences between mothers, non-mothers and men, there were also a number of differences within mothers as a group. Figure 4 below shows that labour force participation, full-time and part-time employment, and unemployment differs according to whether mothers have a partner or not. At 61.2 percent, the labour force participation rate for sole mothers was significantly lower than for partnered mothers (73.9 percent).

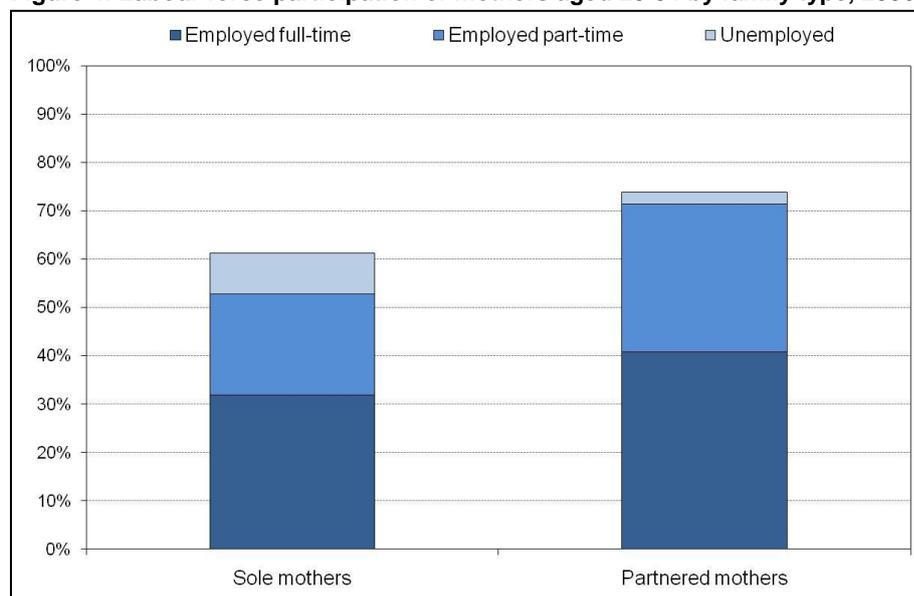
A higher proportion of partnered mothers were employed full-time and part-time than sole mothers. Almost one-third (31.8 percent) and just over one-fifth (21.0 percent) of sole mothers were employed full-time and part-time respectively. In comparison, 40.8 percent of partnered mothers worked 30 hours or more per week, while 30.6 percent worked part-time. The differences between sole and partnered mothers could be a result of many factors including: financial disincentives for sole parents to move from means-tested benefits to paid employment, an inability to share childcare responsibilities with a partner, and a preference to care for their own children.

Mothers' labour force participation rates increased for both sole and partnered mothers between 2001 and 2006 (see Table A4). Sole mothers' labour force participation rate increased by 1.7 percentage points to reach 61.2 percent in 2006, while partnered mothers'

⁴ Statistics New Zealand. 2006 Census of Population and Dwellings – QuickStats About Education and Training. Wellington: Statistics New Zealand.

participation rate increased by 2.0 percentage points over the same time period to reach 73.9 percent.

Figure 4: Labour force participation of mothers aged 20-54 by family type, 2006.



Source: 2006 Census of Population and Dwellings.

The increases have been driven primarily by increases in the proportion of sole and partnered mothers employed full-time. Sole mothers in particular saw a large increase in the percentage employed full-time from 26.2 percent in 2001, to 31.8 percent in 2006. The number of sole mothers working full-time increased from 29,037 in 2001 to 35,832 in 2006. The number of partnered mothers working full-time increased by 23,661 between 2001 and 2006 to reach 145,737, or 40.8 percent of all partnered mothers. Rises in the percentage of sole and partnered mothers working full-time, along with a corresponding decline in the percentage of both groups unemployed, reflects the improving labour market conditions over this time.

Labour force participation rate declines with a higher number of dependent children

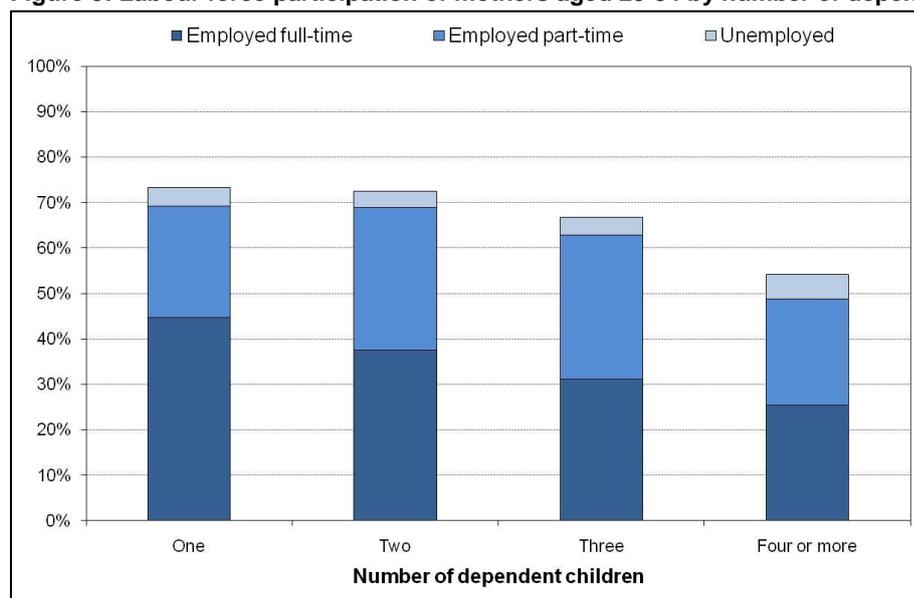
Figure 5 below shows that mothers with larger numbers of dependent children were less likely to be in the labour force. While there was a minimal difference between the labour force participation rates of women with one dependent child (73.3 percent) and two dependent children (72.4 percent), there was a noticeable decline in the participation rate of mothers with three (68.8 percent), and four or more children (54.1 percent), as we would expect.

Full-time employment was highest for mothers with just one dependent child. Of this group, 44.6 percent were employed full-time, compared with 37.5 percent of mothers with two children, 31.1 percent of mothers with three children, and 25.4 percent of mothers with four or more dependents.

The negative relationship between the number of dependent children and labour force participation is not surprising. Given that the two most common age groups of mothers with

one dependent child are 40 to 44 years and 45 to 49 years, the vast majority of these children would be of school age.⁵ In comparison, a third of women with four or more dependent children were aged 35 to 39, which indicates there was likely to be at least one child aged under six. As mothers with a high number of dependants were more likely to have children spanning a number of key school-age age groups than mothers with one or two children, the greater childcare responsibilities associated with young children are likely to reduce the availability for employment.

Figure 5: Labour force participation of mothers aged 20-54 by number of dependent children, 2006.



Source: 2006 Census of Population and Dwellings.

A rise in the proportion of mothers employed full-time appears to have driven an increase in the labour force participation rates in all but one of the number of dependent children sub-categories between 2001 and 2006. Mothers with two dependent children had the greatest increase in labour force participation, increasing from 70.3 percent in 2001 to 72.4 percent in 2006. This included a 4.2 percentage point increase in the proportion employed full-time.

Mothers with one dependent child followed a similar pattern with increases in the proportion working full-time and the labour force participation rate. The percentage of mothers with one dependent child who were in the labour force increased by 2.0 percentage points to reach 73.3 percent in 2006, while the proportion working full-time increased from 40.1 percent in 2001 to 44.6 percent in 2006.

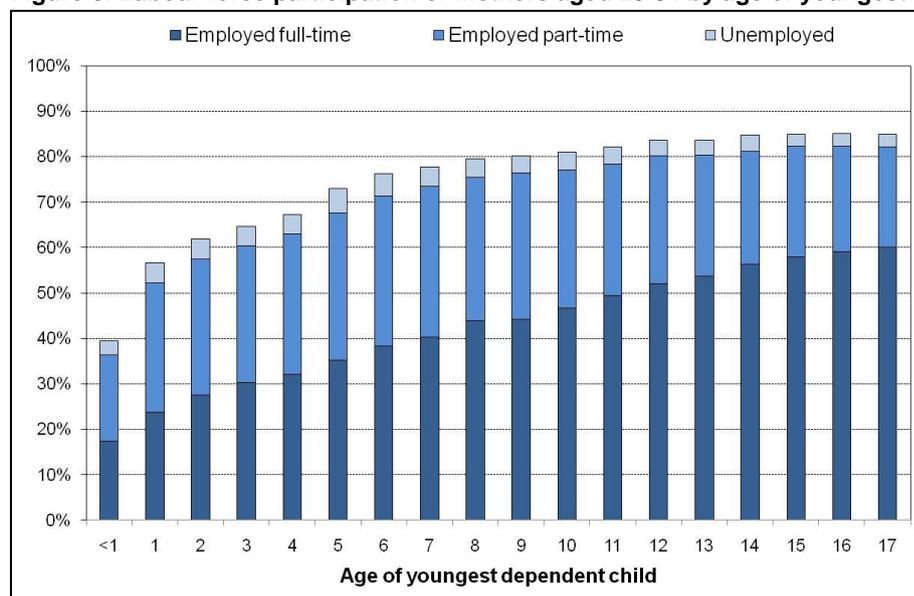
Mothers with young children are less likely to be in the labour force than mothers with school-aged children

Figure 6 below shows mothers' labour force participation was positively related to the age of the youngest child. Mothers with a youngest child aged under one year old had a labour

⁵ Of those women aged 20-54 who have one dependent child, 19.4 percent are aged 40-44 years and 19.1 percent are aged 45-49 years.

force participation rate of 39.5 percent in 2006, while participation peaked at 85.0 percent for mothers whose youngest child was aged 16.

Figure 6: Labour force participation of mothers aged 20-54 by age of youngest dependent child, 2006.



Source: 2006 Census of Population and Dwellings.

There was a large difference in participation rates for mothers with a youngest dependent aged under one year (39.5 percent) and for mothers with a youngest dependent aged one year old (56.6 percent).

Although not nearly as large, there was a noticeable increase in participation when youngest dependants were aged four and five years old. The increase in labour force participation from 67.2 percent to 73.0 percent suggests mothers are more likely to seek employment once their youngest child is at school.

It is also interesting to note that the labour force participation rate for women with no dependent children was 83.1 percent, a rate that was lower than the rate for mothers with a youngest dependant aged 12 years and over (83.6 percent). It is not clear what the explanation for this is. Although the labour force participation rate of mothers with a dependant aged 12 years was higher, the percentage of women working full-time (52.0 percent) is lower than women without dependants (63.1 percent).

Labour force participation rates increased for mothers in all but three of the 18 categories for age of youngest child in 2001 and 2006 (see Table A6). Excluding mothers with a youngest child aged under one year old, who had identical participation rates between 2001 and 2006, mothers with a youngest child of pre-school age experienced the largest growth in labour force participation. The participation rate for mothers with a child aged one year, for example, increased by 3.4 percentage points to reach 56.6 percent in 2006. Similarly, there was a 3.3 percentage point increase for mothers whose youngest child was aged two years or three years, and a 3.2 percentage point increase for mothers whose youngest child was aged four years. The majority of all other age groups had minimal changes of less than 1.0 percentage point.

As with patterns outlined in previous sections, full-time employment increased between 2001 and 2006, with the proportion of mothers working full-time increasing by at least

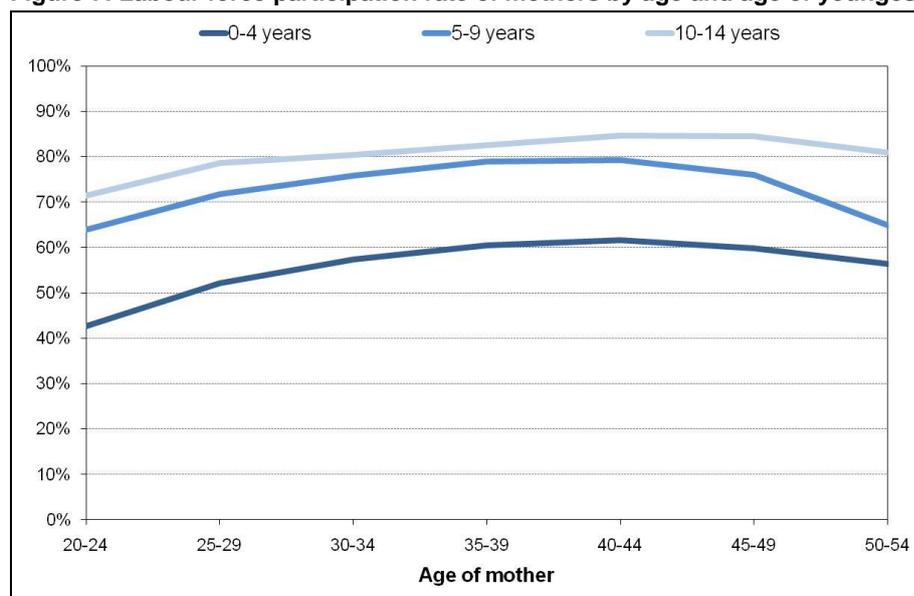
2.0 percentage points for all age groups. The largest increase occurred for mothers with a youngest child aged 8 years, with their labour force participation rate rising from 38.4 percent in 2001 to 43.8 percent in 2006.

It is interesting to note that mothers with a youngest dependant aged between one year and four years experienced a strong growth in the percentage working full-time, and were also the only groups to experience an increase in the percentage working part-time.

Mothers with older children have a higher labour force participation rate than mothers with younger children irrespective of the age of the mother

Although Figure 3 showed that labour force participation rates for women with dependent children increased with age, Figure 7 below shows that even after accounting for the age of the youngest dependant, older mothers had a higher participation rate than younger mothers. The lowest participation rate for mothers who had a youngest child aged 0 to 4 is for those mothers aged 20 to 24 (42.6 percent). The labour force participation rate increased with each successive age group and reached its highest level for the 40 to 44 age group (61.5 percent), before declining in the last two age brackets.

Figure 7: Labour force participation rate of mothers by age and age of youngest dependent child, 2006.



Source: 2006 Census of Population and Dwellings.

Excluding the 50 to 54 age bracket, the pattern of labour force participation across the range of age brackets for women with a youngest dependant aged 5 to 9 paralleled the pattern for mothers with a youngest child aged 0 to 4 years but was around 20 percentage points higher. Participation rates peaked at 79.2 percent for the 40 to 44 age group before falling to 64.9 percent for the 50 to 54 age group.

The largest numerical increase in the number of women in the labour force occurred for women aged 40 to 45 whose youngest child was aged 10 to 17 years. Between 2001 and 2006, 11,211 more women in this category were in the labour force.

For mothers with a youngest child aged 0 to 4 years, the biggest numerical increases in the number in the labour force were for those mothers aged 35 to 39 and 40 to 44 years. The

2.5 and 2.1 percentage points increase in the labour force participation rate for the two respective age groups equated to an extra 4,743 and 3,126 women in the labour force in 2006.

Overall, the number and rate of women in the labour force in each of the three broad child age groups increased between 2001 and 2006. While the greatest numerical increase (19,236) was experienced by women who had dependants aged 10 to 17 years, this group had the lowest increase in participation rates (0.7 percentage points). Women with a youngest child aged 0 to 4 had the largest increase in their participation rate (2.4 percentage points), an increase of 7,089 women.

The labour force participation rate of mother's with a post-school qualification is higher than mothers with no or a school qualification

Previous figures above have highlighted the age of the youngest child and whether the mother is partnered or not (family type) as influences on mothers' labour force participation. However, Table 2 shows that highest qualifications were a third significant factor. In fact, when all three dimensions are examined at once, clear differences in labour force participation are evident.

Table 2: Labour force participation rates of mother's aged 20-54 years by age of youngest child and highest qualification, 2006.

	No qualification	School qualification	Post-school qualification	Total
Sole mothers with youngest child aged:				
0-4 years	31.0	45.7	54.3	43.4
5-9 years	51.2	67.2	76.0	65.4
10-17 years	63.2	76.0	83.7	75.2
Total	47.0	62.5	72.6	61.2
Partnered mothers with youngest child aged:				
0-4 years	47.8	58.1	63.7	59.5
5-9 years	72.2	80.7	85.8	81.3
10-17 years	79.2	86.0	90.4	86.5
Total	66.2	73.2	77.3	73.9
All mothers with youngest child aged:				
0-4 years	40.9	55.7	62.4	56.1
5-9 years	64.2	77.6	83.6	77.2
10-17 years	73.7	83.8	88.8	83.6
Total	58.9	70.9	76.4	70.8
For comparison:				
Women with no dependent children	71.3	82.3	89.5	83.1
Men	81.5	87.7	93.4	88.4

Source: 2006 Census of Population and Dwellings.

Higher qualifications were associated with higher levels of labour force participation. For each of the family type and youngest child categories, women with a post-school qualification had higher participation rates than women with a school qualification and women with no qualifications. The participation rate of sole mothers with a youngest child aged 0 to 4 who had no qualifications was the lowest of all groups at 31.0 percent. The participation rate increased to 45.7 percent if they had a school qualification, and to 54.3 percent if they had a post-school qualification.

At the other end of the scale, partnered mothers with a youngest child aged 10 to 17 years who had a post-school qualification had the highest participation rate (90.4 percent). If instead these women had a school qualification or no qualification then the labour force participation rate dropped to 86.0 percent and 79.2 percent respectively.

A second clear pattern was that for each qualification level and youngest child categories, partnered mothers had higher labour force participation rates than the corresponding sole mothers. If we take mothers with no qualifications as an example, 31.0 percent of sole mothers with a youngest child aged 0 to 4 years were in the labour force, compared to 47.8 percent of partnered mothers with a youngest child aged 0 to 4 years. Similarly, the labour force participation rate for sole mothers with a youngest child aged 10 to 17 years was 63.2 percent, compared to 79.2 percent for the corresponding partnered mothers.

In some categories, the participation rate for mothers was greater than the rate for women without dependent children. Across all qualification levels, partnered women with a youngest child aged 10 to 17 years had higher labour force participation rates than women with no dependent children.

Between 2001 and 2006, mothers who had a school qualification experienced a greater increase in the labour force participation rate than mothers with no qualifications or post-school qualifications, as shown by Table A8. With an increase of 2.4 percentage points, the growth in participation rates for mothers with a school qualification was much larger than for mothers with no qualification (0.2 of one percentage point) and mothers with a post-school qualification (-0.3 of one percentage point).

For sole mothers, there was growth in the participation rate for those with school qualifications, but decreases across all child age groups for those with no qualification and those with post-school qualifications. The participation rate of sole mothers with no qualification declined by 1.1 percentage points, the equivalent of 2,094 fewer women in the labour force. There was a 5.0 percentage point decline in the participation rate for sole mothers with no qualifications whose youngest child was aged 5 to 9 years, which represented 1,287 fewer women in the labour force. Although the participation rates of sole mothers with a post-school qualification declined by 0.7 of one percentage point, the increase in the number of women gaining a tertiary education over this time meant there were 7,503 more women in the labour force.

For partnered mothers, those with no qualifications and school qualifications experienced an increase in their labour force participation rate of 1.2 percentage points and 2.5 percentage points respectively. However, because of the recent increase in the number of women gaining tertiary education, there were 4,032 and 177 fewer women in the labour force respectively. For those women with post-school qualifications, there were 35,499 more women in the labour force between 2001 and 2006, equating to a slight decline of 0.2 of one percentage point in the participation rate.

It is also interesting to note that for partnered mothers with a youngest child aged 0 to 4 or 5 to 9 years, the participation rates increased across all three qualification levels. This could be due to a number of factors including improved access to childcare, more equal sharing of childcare responsibilities between partners, and access to paid parental leave.

Conclusion

Key findings from the analysis of data from the 2006 Census of Population and Dwellings showed that, for women with dependent children, the two main factors influencing labour force participation are the mother's qualification and the age of the youngest child. In particular, mothers with a post-school qualification had a higher participation rate than mothers with school qualifications or no qualifications, while participation of mothers was higher as the age of the mother's youngest children increased. Other results show that:

- older mothers have higher participation rates than younger mothers.
- the participation rate for partnered mothers was higher than that of sole mothers
- the participation of mothers was lower when there was a higher number of dependent children.

In relation to changes between 2001 and 2006, the majority of sub-groups of women with dependent children experienced an increase in their labour force participation rate. However, some groups did not. Participation rates for sole mothers with no qualifications or post-school qualifications declined over a time when there was strong labour demand. While accounting for just 3 and 4 percent of all females aged 20 to 54 years respectively, the decline suggests that childcare responsibilities and the associated cost of childcare may make employment a less feasible option. Further quantitative or qualitative research may be appropriate to determine whether these patterns are due to choices made by sole mothers in terms of employment, or whether there are other factors preventing them from entering the labour force.

Appendix

Table A1: Labour force participation of men and women by age, 2006.

	Employed full-time	Employed part-time	Unemployed	Not in the labour force	Total	Labour force participation rate
Women						
15-19 years	22,152	43,494	16,077	61,092	147,762	57.2%
20-24 years	59,319	25,608	9,744	35,193	135,894	72.9%
25-29 years	65,736	18,063	5,985	30,117	125,223	74.9%
30-34 years	68,253	28,755	5,496	37,968	145,674	73.0%
35-39 years	69,855	39,633	5,280	38,547	158,553	74.9%
40-44 years	80,634	40,770	5,055	31,269	162,798	80.2%
45-49 years	82,827	33,966	3,744	24,963	150,369	82.8%
50-54 years	70,659	27,384	2,556	23,712	128,421	80.9%
55-59 years	54,708	27,057	2,070	30,843	118,347	73.1%
60-64 years	26,739	19,767	1,209	40,935	91,281	53.8%
Men						
15-19 years	38,796	32,532	13,644	62,598	152,439	57.6%
20-24 years	78,405	16,140	8,934	25,452	135,084	80.3%
25-29 years	86,181	7,125	5,034	13,449	117,216	88.0%
30-34 years	103,257	6,264	4,125	11,958	130,884	90.5%
35-39 years	114,309	6,606	3,747	13,086	143,001	90.5%
40-44 years	120,564	7,629	3,480	14,076	150,900	90.3%
45-49 years	114,132	7,605	2,994	13,719	143,055	90.1%
50-54 years	97,299	7,173	2,349	13,578	124,308	88.7%
55-59 years	85,188	8,211	2,124	16,140	115,224	85.5%
60-64 years	52,725	8,883	1,668	22,509	88,335	73.8%
<i>Change since 2001</i>						
Women						
15-19 years	3,942	5,667	-1,194	7,215	17,430	-0.4%
20-24 years	7,503	4,854	-1,701	2,112	14,904	1.2%
25-29 years	1,860	-984	-2,325	-3,318	-3,669	1.7%
30-34 years	6,414	-1,968	-2,358	-3,915	-1,404	2.4%
35-39 years	6,654	-708	-2,295	-372	3,768	0.8%
40-44 years	10,629	2,994	-1,185	2,715	15,678	0.2%
45-49 years	14,352	4,938	-822	2,760	22,110	0.7%
50-54 years	10,125	1,101	-903	-1,536	9,207	2.8%
55-59 years	18,759	6,465	-39	288	26,265	7.4%
60-64 years	9,780	5,685	150	-3,216	12,552	11.7%
Men						
15-19 years	7,773	1,836	-2,253	8,583	17,490	-1.4%
20-24 years	10,467	3,366	-2,862	3,150	16,293	-0.3%
25-29 years	693	492	-3,033	-231	-795	0.0%
30-34 years	2,058	72	-3,114	-1,104	-1,311	0.7%
35-39 years	2,880	-48	-2,871	-432	321	0.3%
40-44 years	11,283	1,011	-2,226	1,497	12,399	-0.3%
45-49 years	16,797	1,473	-1,518	2,070	19,527	-0.2%
50-54 years	7,644	612	-1,704	624	7,356	0.2%
55-59 years	22,782	1,683	-912	726	25,044	3.2%
60-64 years	14,655	1,488	-612	-3,180	12,492	8.7%

Table A2: Labour force participation of men and women aged 20-54, 2006.

	Employed full-time	Employed part-time	Unemployed	Not in the labour force	Total	Labour force participation rate
Women with dependent children	181,566	132,999	18,555	137,103	477,948	70.8%
Women without dependent children	313,524	79,965	19,140	83,895	524,208	83.1%
Men	714,147	58,542	30,663	105,318	944,448	88.4%
<i>Change since 2001</i>						
Women with dependent children	30,462	6,876	-6,516	21	32,307	2.0%
Women without dependent children	31,167	5,211	-3,801	699	32,616	1.1%
Men	51,822	6,978	-17,328	5,574	53,790	0.0%

Table A3: Labour force participation rate of men and women by age, 2006.

	Employed full-time	Employed part-time	Unemployed	Not in the labour force	Total	Labour force participation rate
Women with dependent children						
20-24 years	4,095	3,639	2,046	12,195	22,392	44.5%
25-29 years	12,759	10,227	2,958	19,980	46,692	56.5%
30-34 years	27,528	23,376	3,642	30,768	86,607	63.9%
35-39 years	42,078	34,698	3,864	32,184	114,555	71.5%
40-44 years	49,299	33,918	3,507	23,628	112,098	78.6%
45-49 years	34,188	20,535	1,872	13,008	70,896	81.3%
50-54 years	11,619	6,609	663	5,343	24,708	78.0%
Women without dependent children						
20-24 years	55,224	21,969	7,695	22,995	113,484	78.7%
25-29 years	52,962	7,833	3,021	10,125	78,507	86.3%
30-34 years	40,635	5,340	1,839	7,131	58,830	87.0%
35-39 years	27,342	4,710	1,374	6,168	43,017	84.4%
40-44 years	30,456	6,372	1,485	7,368	48,840	83.9%
45-49 years	48,018	13,074	1,845	11,799	78,180	84.2%
50-54 years	58,875	20,670	1,887	18,312	103,353	81.6%
Men						
20-24 years	78,408	16,140	8,934	25,452	135,087	80.3%
25-29 years	86,181	7,125	5,034	13,449	117,216	88.0%
30-34 years	103,260	6,264	4,128	11,958	130,884	90.5%
35-39 years	114,309	6,606	3,747	13,086	143,001	90.5%
40-44 years	120,564	7,626	3,480	14,076	150,900	90.3%
45-49 years	114,132	7,605	2,997	13,719	143,055	90.1%
50-54 years	97,299	7,176	2,349	13,578	124,311	88.7%
<i>Changes Since 2001</i>						
Women with dependent children						
20-24 years	681	-120	-843	-531	-714	0.4%
25-29 years	576	-1,584	-1,446	-2,943	-5,235	1.2%
30-34 years	2,511	-1,986	-1,710	-2,955	-4,017	1.6%
35-39 years	3,507	-717	-1,689	87	1,482	0.2%
40-44 years	7,899	3,363	-594	2,661	13,599	0.2%
45-49 years	10,488	5,517	-168	2,847	19,074	1.3%
50-54 years	4,800	2,406	-69	858	8,118	5.6%
Women without dependent children						
20-24 years	10,806	7,275	225	4,782	24,984	0.2%
25-29 years	2,004	789	-699	-12	2,616	0.4%
30-34 years	4,032	45	-603	-894	2,010	2.3%
35-39 years	2,922	-156	-615	-543	606	2.1%
40-44 years	2,238	-705	-621	-123	-339	0.6%
45-49 years	3,759	-729	-654	-135	1,860	0.7%
50-54 years	5,394	-1,305	-828	-2,373	882	2.6%
Men						
20-24 years	10,470	3,366	-2,862	3,150	16,296	-0.3%
25-29 years	693	489	-3,033	-231	-795	0.0%
30-34 years	2,061	72	-3,111	-1,101	-1,311	0.7%

35-39 years	2,883	-48	-2,871	-432	321	0.3%
40-44 years	11,280	1,011	-2,226	1,500	12,399	-0.3%
45-49 years	16,797	1,473	-1,515	2,073	19,527	-0.2%
50-54 years	7,644	615	-1,704	624	7,359	0.2%

Table A4: Labour force participation of mothers aged 20-54 by parental status, 2006.

	Employed full-time	Employed part-time	Unemployed	Not in the labour force	Total	Labour force participation rate
Sole mothers	35,832	23,664	9,489	43,656	114,696	61.2%
Partnered mothers	145,737	109,335	9,063	93,450	363,246	73.9%
<i>Change since 2001</i>						
Sole mothers	6,795	-354	-3,351	-1,134	2,829	1.7%
Partnered mothers	23,661	7,236	-3,183	1,161	29,472	2.0%

Table A5: Labour force participation of mothers aged 20-54 by number of dependent children, 2006.

	Employed full-time	Employed part-time	Unemployed	Not in the labour force	Total	Labour force participation rate
One dependent child	80,628	44,325	7,497	48,249	183,894	73.3%
Two dependent children	69,069	57,933	6,429	50,739	186,720	72.4%
Three dependent children	22,005	22,488	2,823	23,496	71,811	66.8%
Four or more dependent children	7,665	7,047	1,638	13,851	30,744	54.1%
<i>Change since 2001</i>						
One dependent child	16,119	3,873	-2,241	1,992	20,289	2.0%
Two dependent children	12,534	4,002	-2,439	396	14,913	2.1%
Three dependent children	1,155	-519	-1,152	-1,881	-2,277	1.5%
Four or more dependent children	402	-561	-711	-573	-1,299	-0.3%

Table A6: Labour force participation of mothers aged 20-54 by age of youngest dependent child, 2006.

	Employed full-time	Employed part-time	Unemployed	Not in the labour force	Total	Labour force participation rate
Less than one year	8,454	9,276	1,521	29,499	49,662	39.5%
1 year	10,548	12,702	1,941	19,284	45,198	56.6%
2 years	10,104	11,010	1,599	14,010	37,278	61.8%
3 years	9,330	9,273	1,359	10,881	31,305	64.7%
4 years	9,108	8,775	1,212	9,309	28,806	67.2%
5 years	9,714	8,904	1,506	7,428	27,975	73.0%
6 years	9,948	8,553	1,266	6,174	26,289	76.2%
7 years	9,744	8,043	1,038	5,373	24,588	77.8%
8 years	10,383	7,509	963	4,851	24,045	79.5%
9 years	10,116	7,329	876	4,533	23,223	80.2%
10 years	10,734	7,029	912	4,368	23,463	81.0%
11 years	11,103	6,507	867	4,005	22,887	82.2%
12 years	11,409	6,165	762	3,603	22,350	83.6%
13 years	11,667	5,784	699	3,576	22,116	83.5%
14 years	11,991	5,307	762	3,234	21,717	84.8%
15 years	10,896	4,590	498	2,838	19,086	84.9%
16 years	9,246	3,636	429	2,349	15,921	85.0%
17 years	7,086	2,592	327	1,779	12,024	84.9%
<i>Change since 2001</i>						
Less than one year	1,332	120	-780	996	1,917	0.0%

1 year	1,614	684	-651	-1,398	450	3.4%
2 years	1,641	996	-558	-579	1,605	3.3%
3 years	1,380	351	-495	-858	498	3.3%
4 years	1,476	486	-480	-606	945	3.2%
5 years	1,743	354	-528	-360	1,305	2.6%
6 years	1,569	210	-486	123	1,452	0.9%
7 years	1,014	-45	-561	165	663	-0.2%
8 years	1,569	-228	-447	-141	768	1.3%
9 years	837	-99	-414	15	342	0.2%
10 years	1,218	-42	-267	219	1,185	0.0%
11 years	1,707	303	-246	225	2,076	0.6%
12 years	2,373	501	-234	207	2,949	1.4%
13 years	2,337	759	-168	492	3,495	0.4%
14 years	2,688	825	-3	465	4,089	0.8%
15 years	2,745	900	-93	561	4,140	0.4%
16 years	1,839	525	-84	330	2,646	0.5%
17 years	1,395	264	-36	135	1,761	1.3%

Table A7: Labour force participation rate of mothers by age and age of youngest dependent child, 2006.

	Employed full-time	Employed part-time	Unemployed	Not in the labour force	Total	Labour force participation rate
Youngest child aged 0-4 years						
20-24 years	3,459	3,309	1,830	11,565	20,541	42.6%
25-29 years	8,706	8,040	2,022	17,280	36,654	52.1%
30-34 years	14,619	16,290	1,812	24,267	57,831	57.4%
35-39 years	13,353	16,008	1,242	19,986	51,363	60.5%
40-44 years	5,823	6,219	570	7,881	20,844	61.5%
45-49 years	1,230	972	117	1,560	3,984	59.8%
50-54 years	345	186	36	438	1,047	56.4%
Youngest child aged 5-9 years						
20-24 years	498	285	186	546	1,554	64.0%
25-29 years	3,438	1,983	822	2,448	8,829	71.8%
30-34 years	8,988	5,688	1,320	5,082	21,375	75.9%
35-39 years	15,570	13,110	1,527	8,016	38,757	79.0%
40-44 years	14,529	13,425	1,218	7,647	37,326	79.2%
45-49 years	5,850	5,118	498	3,621	15,348	76.0%
50-54 years	1,020	741	90	1,002	2,928	64.9%
Youngest child aged 10-17 years						
20-24 years	135	45	30	84	297	71.4%
25-29 years	612	204	111	252	1,209	78.6%
30-34 years	3,921	1,398	510	1,422	7,401	80.4%
35-39 years	13,155	5,580	1,098	4,179	24,438	82.6%
40-44 years	28,947	14,274	1,716	8,100	53,928	84.7%
45-49 years	27,111	14,442	1,257	7,827	51,564	84.5%
50-54 years	10,254	5,682	540	3,897	20,736	80.9%
<i>Changes Since 2001</i>						
Youngest child aged 0-4 years						
20-24 years	561	-72	-783	-588	-789	0.4%
25-29 years	444	-1,269	-948	-2,562	-4,206	1.2%
30-34 years	1,527	-453	-756	-2,217	-1,779	2.4%
35-39 years	2,763	2,367	-387	1,227	6,225	2.5%
40-44 years	1,557	1,626	-57	1,389	4,629	2.2%
45-49 years	483	339	-18	306	1,167	5.1%
50-54 years	102	78	-18	0	183	8.4%
Youngest child aged 5-9 years						
20-24 years	60	-72	-75	24	-45	-3.0%
25-29 years	144	-297	-474	-378	-969	1.0%
30-34 years	363	-1,389	-783	-768	-2,598	0.6%
35-39 years	594	-1,797	-774	-930	-2,913	0.8%
40-44 years	3,018	1,749	-273	792	5,355	1.0%

45-49 years	2,112	1,737	-24	909	4,833	2.2%
50-54 years	417	273	-30	159	858	6.3%
Youngest child aged 10-17 years						
20-24 years	57	21	9	33	117	0.7%
25-29 years	-18	-18	-30	0	-60	-1.1%
30-34 years	618	-147	-174	33	354	0.5%
35-39 years	150	-1,284	-522	-216	-1,830	-0.4%
40-44 years	3,324	-9	-267	480	3,618	0.1%
45-49 years	7,896	3,438	-123	1,632	13,074	0.9%
50-54 years	4,278	2,055	-18	696	7,077	4.8%

Table A8: Labour force participation rates of mothers aged 20-54 years by age of youngest child and highest qualification, 2006.

	Employed full-time	Employed part-time	Unemployed	Not in the labour force	Total	Labour force participation rate
Sole mothers with youngest child aged						
0-4 years						
No qualifications	1,161	1,266	1,149	7,947	11,517	31.0%
School qualifications	2,505	2,487	1,125	7,281	13,380	45.7%
Post-school qualifications	2,904	2,481	1,038	5,403	11,817	54.3%
Total	6,990	6,567	3,603	22,350	40,392	43.4%
5-9 years						
No qualifications	1,425	1,689	948	3,864	7,932	51.2%
School qualifications	3,468	3,009	888	3,588	10,947	67.2%
Post-school qualifications	4,695	3,048	1,011	2,760	11,520	76.0%
Total	10,092	8,118	3,072	11,238	33,018	65.4%
10-17 years						
No qualifications	2,982	2,037	876	3,438	9,342	63.2%
School qualifications	5,964	2,994	750	3,066	12,774	76.0%
Post-school qualifications	9,018	3,453	942	2,619	16,047	83.7%
Total	18,753	8,979	2,817	10,071	41,283	75.2%
Total						
No qualifications	5,568	4,989	2,976	15,240	28,791	47.0%
School qualifications	11,934	8,478	2,772	13,923	37,113	62.5%
Post-school qualifications	16,617	8,988	2,988	10,779	39,372	72.6%
Total	35,832	23,664	9,489	43,653	114,699	61.2%
Partnered mothers with youngest child aged						
0-4 years						
No qualifications	3,705	3,492	807	8,757	16,767	47.8%
School qualifications	14,619	16,083	1,404	23,172	55,281	58.1%
Post-school qualifications	20,964	24,123	1,551	26,568	73,218	63.7%
Total	40,548	44,460	4,029	60,627	151,872	59.5%
5-9 years						
No qualifications	4,809	3,801	537	3,525	12,666	72.2%
School qualifications	15,081	13,506	915	7,053	36,564	80.7%
Post-school qualifications	18,699	14,259	981	5,595	39,534	85.8%
Total	39,810	32,232	2,589	17,139	93,099	81.3%
10-17 years						
No qualifications	8,997	4,680	489	3,711	17,874	79.2%
School qualifications	24,135	13,236	801	6,231	44,406	86.0%
Post-school qualifications	30,378	13,914	1,005	4,809	50,100	90.4%
Total	65,388	32,646	2,445	15,681	118,281	86.5%
Total						
No qualifications	17,511	11,973	1,836	15,999	47,307	66.2%
School qualifications	53,835	42,834	3,126	36,459	136,251	73.2%
Post-school qualifications	70,035	52,302	3,528	36,975	162,846	77.3%
Total	145,737	109,335	9,060	93,450	363,252	73.9%
All mothers with youngest child aged						
0-4 years						
No qualifications	4,866	4,755	1,962	16,707	28,287	40.9%

School qualifications	17,118	18,567	2,532	30,453	68,667	55.7%
Post-school qualifications	23,871	26,613	2,580	31,971	85,041	62.4%
Total	47,535	51,024	7,629	82,977	192,264	56.1%
5-9 years						
No qualifications	6,237	5,490	1,491	7,386	20,598	64.2%
School qualifications	18,549	16,509	1,803	10,650	47,514	77.6%
Post-school qualifications	23,391	17,313	1,992	8,358	51,051	83.6%
Total	49,893	40,350	5,661	28,362	126,117	77.2%
10-17 years						
No qualifications	11,985	6,711	1,365	7,146	27,207	73.7%
School qualifications	30,099	16,230	1,560	9,288	57,174	83.8%
Post-school qualifications	39,399	17,370	1,947	7,425	66,135	88.8%
Total	84,135	41,625	5,262	25,761	159,573	83.6%
Total						
No qualifications	23,076	16,965	4,815	31,236	76,086	58.9%
School qualifications	65,769	51,318	5,895	50,388	173,361	70.9%
Post-school qualifications	86,661	61,287	6,519	47,751	202,224	76.4%
Total	181,566	133,002	18,552	137,106	477,948	70.8%
Women without dependent children						
No qualifications	36,093	12,603	3,375	20,937	73,035	71.3%
School qualifications	101,610	30,918	6,324	29,781	168,636	82.3%
Post-school qualifications	166,788	32,805	7,932	24,348	231,864	89.5%
Total	313,512	79,968	19,146	83,898	524,211	83.1%
Men						
No qualifications	118,689	9,993	8,469	31,200	168,357	81.5%
School qualifications	211,350	21,060	9,105	33,756	275,274	87.7%
Post-school qualifications	354,825	23,550	10,212	27,579	416,166	93.4%
Total	714,153	58,542	30,669	105,318	944,454	88.4%

Changes Since 2001

Sole mothers with youngest child aged						
0-4 years						
No qualifications	111	-273	-672	-1,626	-2,469	-0.5%
School qualifications	12	-501	-501	-1,773	-2,784	1.7%
Post-school qualifications	957	513	15	1,452	2,931	-1.2%
Total	936	-459	-1,452	-2,673	-3,267	1.4%
5-9 years						
No qualifications	-45	-507	-735	-306	-1,590	-4.9%
School qualifications	192	-438	-450	-225	-927	-0.6%
Post-school qualifications	1,458	579	27	765	2,832	-1.0%
Total	1,485	-645	-1,389	48	-303	-0.7%
10-17 years						
No qualifications	486	-168	-288	336	372	-2.2%
School qualifications	990	162	-138	321	1,332	0.0%
Post-school qualifications	2,976	942	36	900	4,866	-1.0%
Total	4,380	747	-504	1,491	6,396	0.1%
Total						
No qualifications	546	-951	-1,689	-1,608	-3,684	-1.1%
School qualifications	1,188	-792	-1,080	-1,686	-2,364	2.0%
Post-school qualifications	5,391	2,040	72	3,114	10,617	-0.7%
Total	6,795	-354	-3,351	-1,140	2,832	1.7%
Partnered mothers with youngest child aged						
0-4 years						
No qualifications	-153	-924	-522	-2,187	-3,777	1.0%
School qualifications	9	-2,583	-792	-4,599	-7,959	2.0%
Post-school qualifications	6,984	7,110	90	8,019	22,209	0.1%
Total	6,504	3,081	-1,515	228	8,703	2.2%
5-9 years						
No qualifications	-171	-942	-459	-600	-2,166	0.0%
School qualifications	585	-843	-396	-639	-1,287	1.0%
Post-school qualifications	5,217	3,135	-30	1,302	9,633	0.2%
Total	5,235	846	-1,041	-225	4,824	1.3%
10-17 years						
No qualifications	219	-753	-351	-228	-1,107	0.0%
School qualifications	3,204	849	-228	252	4,080	0.8%

Post-school qualifications	9,168	3,717	111	1,440	14,439	-0.2%
Total	11,934	3,309	-624	1,149	15,948	1.0%
Total						
No qualifications	-93	-2,613	-1,326	-3,006	-7,056	1.2%
School qualifications	3,792	-2,565	-1,404	-4,983	-5,166	2.5%
Post-school qualifications	21,366	13,968	165	10,761	46,278	-0.2%
Total	23,664	7,233	-3,180	1,158	29,478	1.9%
All mothers with youngest child aged						
0-4 years						
No qualifications	-42	-1,200	-1,188	-3,813	-6,246	0.4%
School qualifications	15	-3,084	-1,290	-6,372	-10,737	2.0%
Post-school qualifications	7,944	7,629	96	9,471	25,140	0.0%
Total	7,440	2,616	-2,967	-2,445	5,436	2.4%
5-9 years						
No qualifications	-210	-1,446	-1,185	-909	-3,759	-1.8%
School qualifications	777	-1,287	-849	-855	-2,211	0.7%
Post-school qualifications	6,675	3,723	3	2,067	12,462	-0.1%
Total	6,711	201	-2,430	-192	4,521	1.0%
10-17 years						
No qualifications	711	-927	-636	105	-741	-1.1%
No qualifications	4,185	1,014	-357	567	5,409	0.6%
School qualifications	12,150	4,665	147	2,340	19,296	-0.4%
Post-school qualifications	711	-927	-636	105	-741	-1.1%
Total	16,308	4,059	-1,131	2,652	22,356	0.7%
Total						
No qualifications	447	-3,561	-3,015	-4,620	-10,752	0.2%
School qualifications	4,983	-3,348	-2,493	-6,663	-7,536	2.5%
Post-school qualifications	26,769	16,005	243	13,875	56,895	-0.3%
Total	30,459	6,879	-6,525	24	32,307	2.0%
Women without dependent children						
No qualifications	-3,762	-3,861	-1,914	-2,763	-12,267	-0.9%
School qualifications	-2,742	2,868	-1,263	600	-528	-0.4%
Post-school qualifications	42,726	8,631	729	6,189	58,260	0.0%
Total	31,155	5,214	-3,795	702	32,619	1.1%
Men						
No qualifications	-6,237	-861	-6,723	360	-13,452	-1.6%
School qualifications	-14,271	1,245	-5,673	447	-18,249	-0.9%
Post-school qualifications	88,749	7,209	-1,263	7,293	101,973	-0.2%
Total	51,828	6,978	-17,322	5,583	53,796	0.0%