

Contents

Preface	vii
Acknowledgements	ix
List of Tables	xvii
1 Introduction	1
1.1 Introduction	1
1.2 Problem Definition	1
1.3 Theoretical Considerations	2
1.4 Methodologies	2
1.5 Organisation of the Book	3
2 Literature Review	5
2.1 Introduction	5
2.2 Studies on Participation	6
2.2.1 Australian Econometric Studies of Participation	6
2.2.2 Australian Non-Econometric Studies of Participation	15
2.2.3 Foreign Econometric Studies of Participation	23
2.2.4 Foreign Non-Econometric Studies of Participation	36
2.3 Studies on Occupational Status	36
2.3.1 Australian Econometric Studies of Occupational Status	37
2.3.2 Australian Non-Econometric Studies of Occupational Status	39
2.3.3 Foreign Econometric Studies of Occupational Status	40
2.3.4 Foreign Non-Econometric Studies of Occupational Status ..	43
2.4 Studies on Unemployment	44
2.4.1 Australian Econometric Studies of Unemployment	44
2.4.2 Australian Non-Econometric Studies of Unemployment	48
2.4.3 Foreign Econometric Studies of Unemployment	49
2.4.4 Foreign Non-Econometric Studies of Unemployment	50

2.5	Aspects of Labour Market Disadvantage	50
2.5.1	Australian Econometric Studies of Labour Market Disadvantage	50
2.5.2	Australian Non-Econometric Studies of Labour Market Disadvantage	51
2.5.3	Foreign Econometric Studies of Labour Market Disadvantage	55
2.6	Conclusion	57
3	Labour Market Participation	61
3.1	Introduction	61
3.2	The Probit Model	61
3.3	Data	62
3.4	A General Model of Participation for NESB Women	63
3.5	Determinants of Labour Market Participation	64
3.5.1	English Proficiency	64
3.5.2	Educational Attainment	66
3.5.3	Labour Market Experience	67
3.5.4	Length of Residence in Australia	68
3.5.5	Age	69
3.5.6	Marital Status	71
3.5.7	Presence of Children	73
3.5.8	Place of Residence	75
3.6	The Model of Participation of NESB Women	77
3.6.1	English Proficiency	79
3.6.2	Educational Attainment	80
3.6.3	Labour Market Experience	81
3.6.4	Length of Residence in Australia	82
3.6.5	Age	82
3.6.6	Marital Status	82
3.6.7	Presence of Children	82
3.6.8	Interaction Variables Containing Age	83
3.6.9	Interaction Variables Containing Presence of Children	84
3.6.10	Place of Residence	84
3.7	Model of Participation of Australian-Born Women	84
3.7.1	Educational Attainment	85
3.7.2	Labour Market Experience	85
3.7.3	Age	86
3.7.4	Marital Status	86
3.7.5	Presence of Children	86
3.7.6	Interaction Variables Containing Age	86
3.7.7	Interaction Variables Containing Presence of Children	87
3.7.8	Place of Residence	87

3.8	A Comparison of NESB and Australian-Born Women's Participation	87
3.8.1	Unspecified Differences	88
3.8.2	Educational Attainment	88
3.8.3	Labour Market Experience	90
3.8.4	Age	90
3.8.5	Marital Status	91
3.8.6	Presence of Children	91
3.8.7	Interaction Variables Containing Age	92
3.8.8	Interaction Variables Containing Presence of Children	93
3.8.9	Place of Residence	93
3.8.10	Summary	93
3.9	Conclusion	94
4	Primary Sector Employment	97
4.1	Introduction	97
4.2	Primary and Secondary Sectors in the Labour Market	97
4.2.1	Occupational Status	98
4.2.2	Approaches to Rating Occupations	99
4.2.3	Australian Occupational Ratings	100
4.2.4	Application of the ANU2 Scale	102
4.2.5	Approaches to Assigning Individuals to the Primary and Secondary Sectors	103
4.2.6	Our Assignment of Individuals to the Primary and Secondary Sectors	104
4.3	Data	110
4.4	The General Model for Being Employed in the Primary Sector	110
4.5	Determinants of Primary Sector Employment	111
4.5.1	English Proficiency	112
4.5.2	Educational Attainment	113
4.5.3	Labour Market Experience	116
4.5.4	Length of Residence in Australia	117
4.5.5	Age	118
4.5.6	Marital Status	119
4.5.7	Presence of Children	121
4.5.8	Place of Residence	122
4.6	Employment of NESB Women in the Primary Sector	123
4.6.1	English Proficiency	124
4.6.2	Educational Attainment	126
4.6.3	Labour Market Experience	126
4.6.4	Length of Residence in Australia	127
4.6.5	Age	127
4.6.6	Marital Status	127
4.6.7	Presence of Children	128
4.6.8	Interaction Variables Containing Presence of Children	128

4.7	Employment of Australian-Born Women in the Primary Sector	128
4.7.1	Educational Attainment	129
4.7.2	Labour Market Experience	129
4.7.3	Age	129
4.7.4	Marital Status	130
4.7.5	Presence of Children	130
4.7.6	Interaction Variables Containing Age	130
4.7.7	Interaction Variables Containing Presence of Children	131
4.7.8	Place of Residence	131
4.8	A Comparison of NESB and Australian-Born Women's Employment	131
4.8.1	Unspecified Differences	132
4.8.2	Educational Attainment	132
4.8.3	Labour Market Experience	134
4.8.4	Age	134
4.8.5	Marital Status	135
4.8.6	Presence of Children	135
4.8.7	Interaction Variables Containing Age	135
4.8.8	Interaction Variables Containing Presence of Children	136
4.8.9	Place of Residence	136
4.8.10	Summary	136
4.9	Conclusion	137
5	Unemployment	139
5.1	Introduction	139
5.2	Data	139
5.3	A General Model of Unemployment for NESB Women	140
5.4	Determinants of Unemployment Status	141
5.4.1	English Proficiency	141
5.4.2	Educational Attainment	143
5.4.3	Labour Market Experience	145
5.4.4	Length of Residence in Australia	147
5.4.5	Age	149
5.4.6	Marital Status	151
5.4.7	Presence of Children	153
5.4.8	Place of Residence	154
5.5	Unemployment Model for NESB Women	155
5.5.1	English Proficiency	158
5.5.2	Educational Attainment	158
5.5.3	Labour Market Experience	159
5.5.4	Length of Residence in Australia	159
5.5.5	Age	159
5.5.6	Marital Status	159
5.5.7	Presence of Children	160
5.5.8	Place of Residence	160

5.5.9	Interaction Variable Containing Presence of Children	160
5.5.10	Interaction Variable Containing Age	161
5.6	Unemployment Model for Australian-Born Women	161
5.6.1	Educational Attainment	162
5.6.2	Labour Market Experience	162
5.6.3	Age	162
5.6.4	Marital Status	163
5.6.5	Presence of Children	163
5.6.6	Place of Residence	163
5.6.7	Interaction Variable Containing Presence of Children	164
5.7	A Comparison of NESB and Australian-Born Women's Unemployment	164
5.7.1	Unspecified Differences	166
5.7.2	Educational Attainment	166
5.7.3	Labour Market Experience	166
5.7.4	Age	167
5.7.5	Marital Status	167
5.7.6	Presence of Children	168
5.7.7	Interaction Variables Containing Age	168
5.7.8	Interaction Variables Containing Presence of Children	168
5.7.9	Place of Residence	169
5.7.10	Summary	169
5.8	Conclusion	169
6	Bivariate Probit Models of Labour Market Status	171
6.1	Introduction	171
6.2	Applications of the Bivariate Probit Model	173
6.3	Sample Selectivity Problem	177
6.4	Participation and Primary Sector Employment	177
6.5	Participation and Primary Sector Employment of NESB Women	179
6.5.1	Participation and Length of Residence in Australia	183
6.5.2	Participation and Age	183
6.5.3	Participation and Marital Status	183
6.5.4	Participation and Presence of Children	183
6.5.5	Participation and Place of Residence	184
6.5.6	Primary Sector Employment and English Proficiency	184
6.5.7	Primary Sector Employment and Educational Attainment	184
6.5.8	Primary Sector Employment and Labour Market Experience	185
6.5.9	Primary Sector Employment and Length of Residence in Australia	185
6.6	Participation and Primary Sector Employment of Australian-born Women	185
6.6.1	Participation and Age	187
6.6.2	Participation and Marital Status	187

6.6.3	Participation and Presence of Children	188
6.6.4	Participation and Place of Residence	188
6.6.5	Primary Sector Employment and Educational Attainment . . .	188
6.6.6	Primary Sector Employment and Labour Market Experience	188
6.6.7	Primary Sector Employment Status Variables	189
6.6.8	Participation Status Variables	189
6.7	Participation and Unemployment of NESB Women	189
6.7.1	Participation and Length of Residence in Australia	192
6.7.2	Participation and Age	193
6.7.3	Participation and Marital Status	194
6.7.4	Participation and Presence of Children	194
6.7.5	Participation and Place of Residence	194
6.7.6	Unemployment and English Proficiency	194
6.7.7	Unemployment and Educational Attainment	195
6.7.8	Unemployment and Labour Market Experience	195
6.7.9	Unemployment and Length of Residence in Australia	195
6.8	Participation and Unemployment of Australian-born Women	196
6.8.1	Participation and Age	196
6.8.2	Participation and Marital Status	197
6.8.3	Participation and Presence of Children	197
6.8.4	Participation and Place of Residence	198
6.8.5	Unemployment and Educational Attainment	198
6.8.6	Unemployment and Labour Market Experience	198
6.8.7	Unemployment Status Variables	198
6.8.8	Participation Status Variables	199
6.9	Conclusion	199
6.9.1	Participation and Primary Sector Employment	199
6.9.2	Participation and Unemployment	200
7	Conclusions	203
7.1	Introduction	203
7.2	Main Contributions Made in Various Chapters	203
7.3	Limitations	206
	References	209
	About the Authors	219