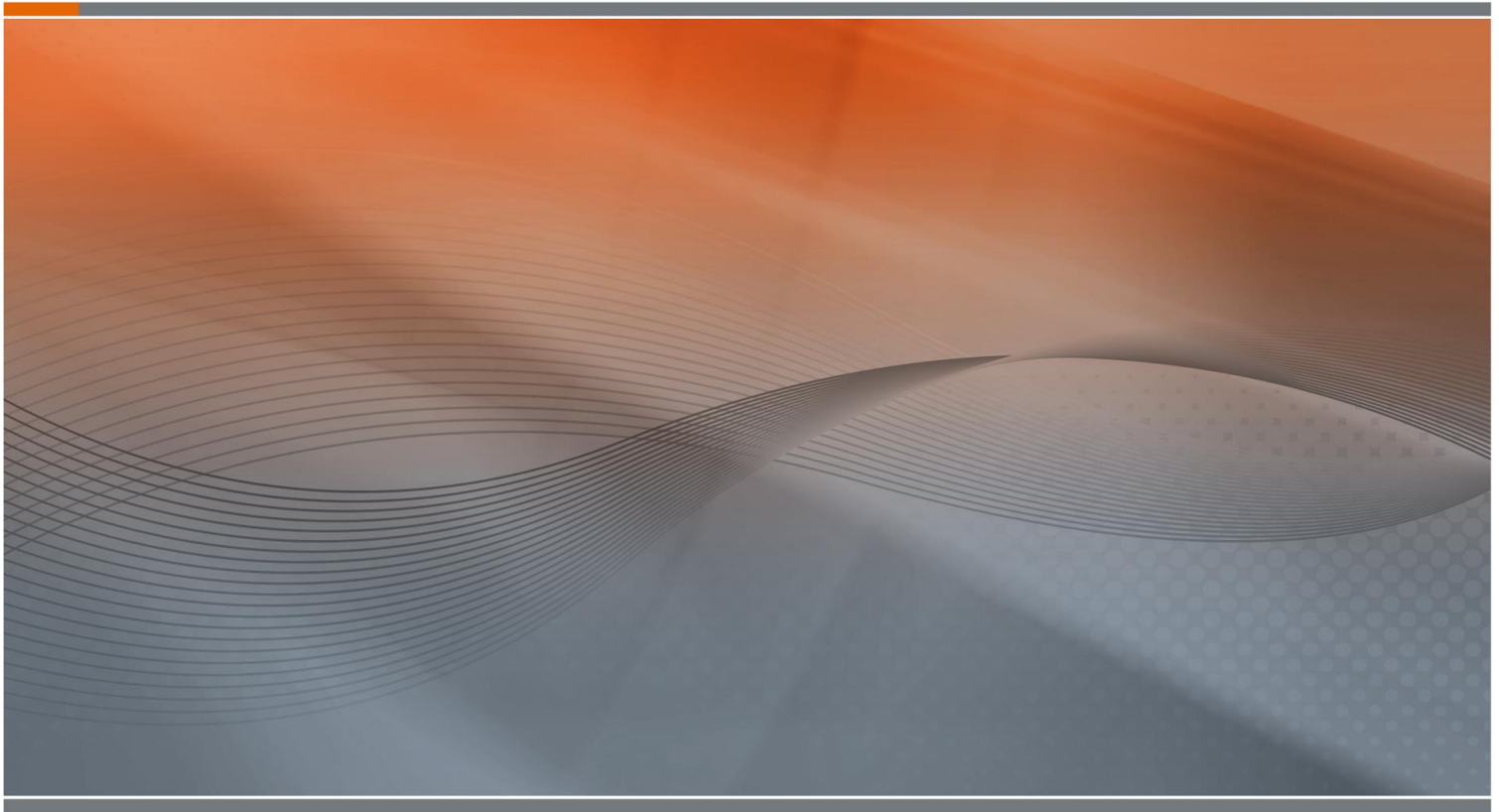




Australian Government
Department of Defence

Defence Census Workforce Compositional Change: 1991-2019



Workforce Planning Branch

DPIR-TR-010/2020

November 2020



ISBN 978-1-925890-36-5 (print)

ISBN 978-1-925890-36-1 (online)

© Commonwealth of Australia 2020

This work is copyright. Apart from use as permitted under the *Copyright Act 1968*, no part may be reproduced by any process without prior written permission from the Department of Defence.

Preface

The Department of Defence initiated a voluntary census of the Defence workforce in 1991, collecting detailed information on the characteristics and housing of workforce members and their families. The Defence Census has evolved and been repeated every four years, providing a series of eight snapshots over two decades. These Censuses have each been previously analysed. This report analyses data from all eight Censuses to examine the ways in which the Defence workforce has changed over time. As the response rate varies by sector and over Censuses, the data used in this report have been weighted to ensure representativeness of the total members of each sector at each Census.

The report was prepared by Dr Meg Kingsley and Professor Heather Booth of the School of Demography, Australian National University on behalf of the Defence People Group, Department of Defence.

Glossary of Terms

Term	Explanation
ADF	Australian Defence Force
ADF(P)	ADF Permanent Force (SERCAT 7 and 6)
ADF(R)	ADF Reserve Force (SERCAT 5, 4 and 3)
ADF rank groups	
- OR/JNCO	Other Ranks/Junior Non-Commissioned Officer - includes SMN/PTE/AC/W, AB/PTE(P)/LAC/W, LCPL, LS/CPL
- SNCO/WO	Senior Non-Commissioned Officer/Warrant Officer - includes PO/SGT/SSGT, CPO/WO2/FSGT, WO/WO1/WOFF
- JNR OFFR	Junior Officer - includes MIDN/SCDT/OCDT/ OFFCDT, ASLT/2LT/PLTOFF, SBLT/LT/FLGOFF, LEUT/CAPT/FLTLT, LCDR/MAJ/SQNLDR
- SNR OFFR	Senior Officer - includes CMDR/LTCOL/WGCDR, CAPT/COL/GPCAPT, CDRE/BRIG/AIRCDRE and above. See this document for further details: https://www.defence.gov.au/Badges/Badges_of_rank.pdf
APS	Australian Public Service
APS classification groups (substantive)	
- APS TR-4	APS Classification Band includes Trainee/Apprentice, Graduate APS (including Cadets), APS Levels 1-4 and Science and Technology Levels 1 & 2
- APS 5-6	APS Classification Band includes APS Levels 5-6 and Science and Technology Levels 3 & 4
- EL 1-2	APS Classification Band includes Executive Levels 1 & 2 and Science and Technology Levels 5-8
- SES	Senior Executive Service (or equivalent, including comparable science and Technology classifications 7-8 since 2015)
Defence APS	Civilian personnel of the Department of Defence employed under the Public Service Act 1999
Defence Service	
- Navy	Royal Australian Navy
- Army	Australian Army
- Air Force	Royal Australian Air Force
MWD	Members with Dependants: an ADF(P) member who maintains a home for dependants and lives in the home with one or more of those dependants; for example: married with children; married without children; in ADF recognised interdependent partnership; single parent with a child residing with them for more than 90 nights a year.
MWD(U)	Members with Dependants (Unaccompanied): an ADF(P) member with dependants who elects to move on posting unaccompanied by his/her dependants who continue to reside in their current location. MWD(U) is usually elected by serving members for the purpose of maintaining geographic stability for their families.
MWOD	Members without Dependants: an ADF(P) member without ADF-recognised dependants; for example: single; divorced without children; divorced with children living elsewhere; in interdependent relationship (includes de facto relationship) not recognised by ADF; living apart from family for personal reasons).

Executive Summary

This report presents an analysis of changes in the composition of the Defence workforce using data collected over eight Censuses between 1991 and 2019. Data are weighted to adjust for different response rates for each sector and at each Census. Analyses are conducted by the three sectors of the Defence workforce: the Permanent Australian Defence Force (ADF(P)), the Reserve Australian Defence Force (ADF(R)) and Australian Public Service employees in the Department of Defence (Defence APS). This is the first report to draw together results of the Census since it began. It highlights areas of transformation and provides a foundation for future analyses of change.

Workforce Size

Over the period of this study, the size of the Defence workforce has fluctuated, peaking in 2011. From 2003 to 2019, the ADF(P) grew by 15.4 per cent, with the Army having the strongest growth. Over the same period, the ADF(R) decreased by 3.5 per cent. While the size of the Naval Reserve and Army Reserve decreased, the Air Force Reserve grew. The Defence APS decreased by 9.3 per cent between 2003 and 2019.

Gender

Compared with the Australian workforce, the Defence workforce had a lower female proportion in 2019. However, representation of females in the workforce has improved in the ADF(P) and the Defence APS. In both the ADF(P) and ADF(R), the Navy and Air Force lead the Army on representation of women.

Ageing

The overall Defence workforce is ageing, with considerable variation by sector. The ADF(P) workforce is younger than the Australian workforce. In contrast, the ADF(R) and the Defence APS is older than the Australian workforce. Within the ADF(P), males are older than females and the Air Force is older than the Navy and Army.

Service Length

There has been a steady proportional increase in longer service lengths. Proportionate losses over time of people with different service lengths suggest that there may be room for improvement in the retention of males in the ADF(P) with service lengths of 10 to 19 years and females with less than 10 years of service. For the ADF(R) and the Defence APS, there appears to be a case to increase retention of those who have served 1 to 4 years. The proportion of the workforce who entered in the last year (new entrants) has varied over time, with changes in the new entrant

rate sensitive to operations, economic conditions, and policy changes. Amongst the ADF(P), the Air Force appears to be the most affected by deployments and changes in government and policy response. In the Defence APS, changes in the new entrant rate aligned with changes to recruitment policy over the past decade. There is evidence of a recent increase in new entrants to the female workforce for all sectors.

Diversity

There is evidence that the representation of Australians from culturally and linguistically diverse backgrounds, as well as Aboriginal and Torres Strait Islander Australians, has generally improved. There has been an increase in the proportion of the non-Australian born workforce who were from Asian countries. The proportion of the workforce who identify as Aboriginal and Torres Strait Islander has also increased, particularly in the ADF(P).

Educational Attainment

The proportion of the Defence workforce with a Bachelor's degree or higher has increased across all sectors. Compared with the Australian workforce, the ADF(R) and the Defence APS have had a higher level of educational attainment since 2003 while the level of educational attainment of the ADF(P) has been similar to that of the Australian workforce. Improvements within the ADF(P) were greatest in the Air Force and at the Senior Officer rank.

Location and Housing

The proportion of the Defence workforce residing in the ACT has increased over time. For members of the ADF(P) there has been a shift towards privately rented accommodation with Rental Assistance. This has occurred across all Services, particularly for Members with Dependants (Unaccompanied) (MWD(U)) and Members without Dependants (MWD).

Families

Across all sectors of the Defence workforce there has been a slight decrease in the proportion of members who were separated or divorced, while the trend away from marriage towards de facto partnerships, seen in the employed Australian population, was also observed for members of the ADF(P). The proportion of the ADF(P) who were MWD declined over the 20-year period, while the proportion categorised as MWD(U) increased. There have also been changes in the family life of members of the ADF(P): an increasing proportion have employed partners, and a lower proportion have children living with them.

Table of Contents

Preface	i
Glossary of Terms	ii
Executive Summary	iii
Table of Contents	v
Introduction	1
Size of the Workforce	3
Size of the ADF	4
Size of the Defence APS	6
Gender	7
Permanent ADF	7
ADF Reserve	9
Defence APS	11
Age	12
Workforce Pyramids Since 2003 by Sector	12
Age Profile within Sectors	16
Permanent ADF	16
ADF Reserve	18
Defence APS	21
Length of Service	23
Permanent ADF	23
ADF Reserve	25
Defence APS	27
Trends in New Entrants	27
Country of Birth	32
Aboriginal and Torres Strait Islander People	34
Educational Attainment	35

Permanent ADF.....	36
ADF Reserve.....	38
Defence APS.....	40
Place of Residence	41
Housing of Permanent ADF Personnel	42
Marital Status	45
Families of Permanent ADF Personnel	47
Category.....	47
Accommodation by Category	48
Employment of Partners.....	49
Children.....	50
Other Dependants	51
Dependants with Special Needs	52
Conclusion	53
References.....	54
Appendix A – Notes on the Data	57
Appendix B – Data Tables.....	59
Size of the Workforce	59
Gender	60
Age.....	61
Length of Service	67
Country of Birth	71
Educational Attainment	72
Place of Residence	77
Housing of Permanent ADF Personnel	78
Marital Status	80
Families of Permanent ADF Personnel	81
Appendix C – Detailed Workforce Pyramids	85

Introduction

The Department of Defence holds a repository of Defence Census data collected from eight Censuses which have been held every four years since 1991. The Census collects information on a range of characteristics of the workforce.

The Defence workforce includes three sectors: The Permanent and Reserve Australian Defence Force (ADF) and Australian Public Service (APS) employees in the Department of Defence. The ADF Permanent Force (ADF(P)) was first surveyed in 1991 and the ADF Reserve Force (ADF(R)) began being surveyed in 1999. The Reserve Census population was drawn from members who had undertaken a minimum of one day of service in the 12 months prior to the Census period. The Reserve Census population is less than the actual number of ADF(R) members. The public servants in the Department of Defence (Defence APS) were included in the Census in 2003.

Previous reporting on the results of these Censuses has been limited to each individual Census with only minor comparative analyses across Censuses. Where possible, this report presents an analysis of all eight Censuses undertaken from 1991 to 2019 and provides an overview of compositional change by selected variables in the Defence workforce over that time period.

Participation in the Census is voluntary. As the response rates vary over Census years, the data used in this report are weighted up to the total specified populations for each sector to ensure representativeness of the populations. This is consistent with previous publications of the results of Defence Censuses. Further information on the data used is provided in Appendix A.

Analyses are conducted by sector, Service, rank, and level where applicable. Within the ADF(P) there are three Service types: The Royal Australian Navy (Navy), the Australian Army (Army) and the Royal Australian Air Force (Air Force). In the ADF(R), there are also three Services: the Naval Reserve, the Army Reserve, and the Air Force Reserve.

Within both sectors of the ADF, members can be classified by rank. For the purposes of these analyses the ranks are aggregated to four groups: Other Ranks/Junior Non-Commissioned Officer (OR/JNCO), Senior Non-Commissioned Officer/Warrant Officer (SNCO/WO), Junior Officer (JNR OFFR) and Senior Officer (SNR OFFR).

Within the Department of Defence, APS employees are classified by level. For the purposes of these analyses the levels are aggregated to four groups: APS trainee to level 4 (APS TR-4), APS levels 5 and 6 (APS 5-6), Executive Levels 1 and 2 (EL 1-2)

and the Senior Executive Service (SES). These groups include relevant Science and Technology (S&T) levels.

This report provides information on how the composition of the Defence workforce has changed with respect to the following topics:

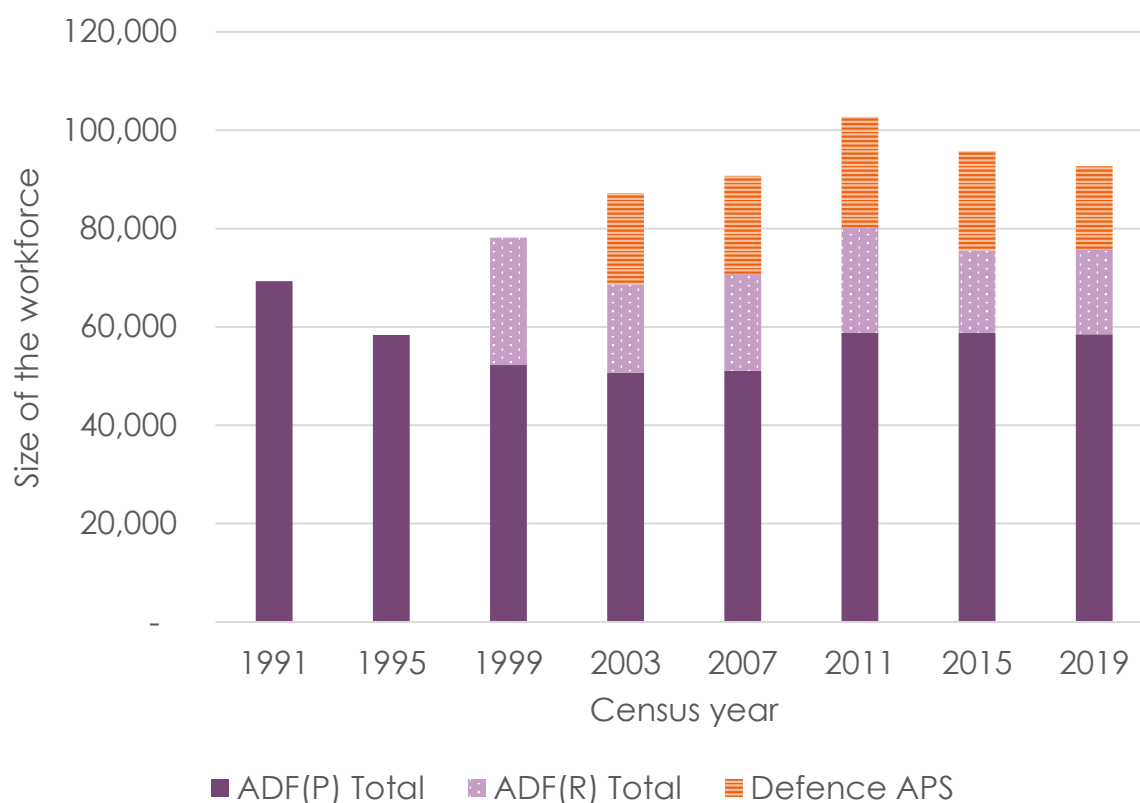
- size of the workforce
- gender
- age
- length of service
- country of birth
- Aboriginal and Torres Strait Islander people
- educational attainment
- place of residence
- housing of Permanent ADF personnel
- marital status
- families of Permanent ADF personnel.

Data tables underlying the charts in each section are provided in Appendix B.

Size of the Workforce

Figure 1 shows how the size of the Defence workforce, as covered by the Defence Census, has changed over time by sector.

Figure 1. Size of the Defence workforce by sector, 1991-2019



Source: Author calculations based on Defence Census 1991-2019. **Note:** Data on ADF(R) only available from 1999, data on APS employees only available from 2003.

In 2019, there were around 92,600 paid members of the combined Defence workforce. Between 2003 (when the total size of the workforce was first available) and 2019, the size of the combined Defence Census in-scope workforce increased by 6.3 per cent. In comparison, the number of employed people in Australia grew by 28.7 per cent between 2001 and 2016.

While there has been a steady increase in the number of people employed across all of Australia, the size of the Defence workforce has fluctuated over the observation period, with the greatest numbers seen in 2011 at which time the ADF was deployed in both East Timor and the Middle East.

This section analyses changes in the size of the ADF workforce by Service and rank and the Defence APS by level.

Size of the ADF

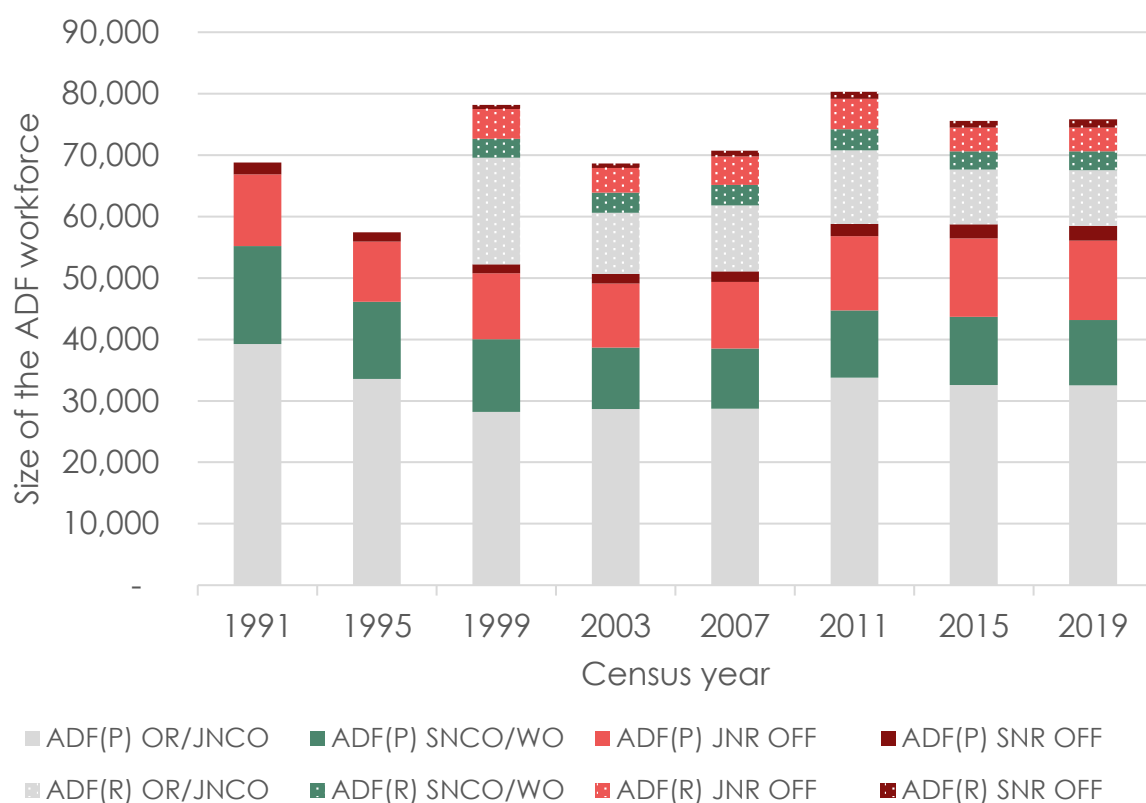
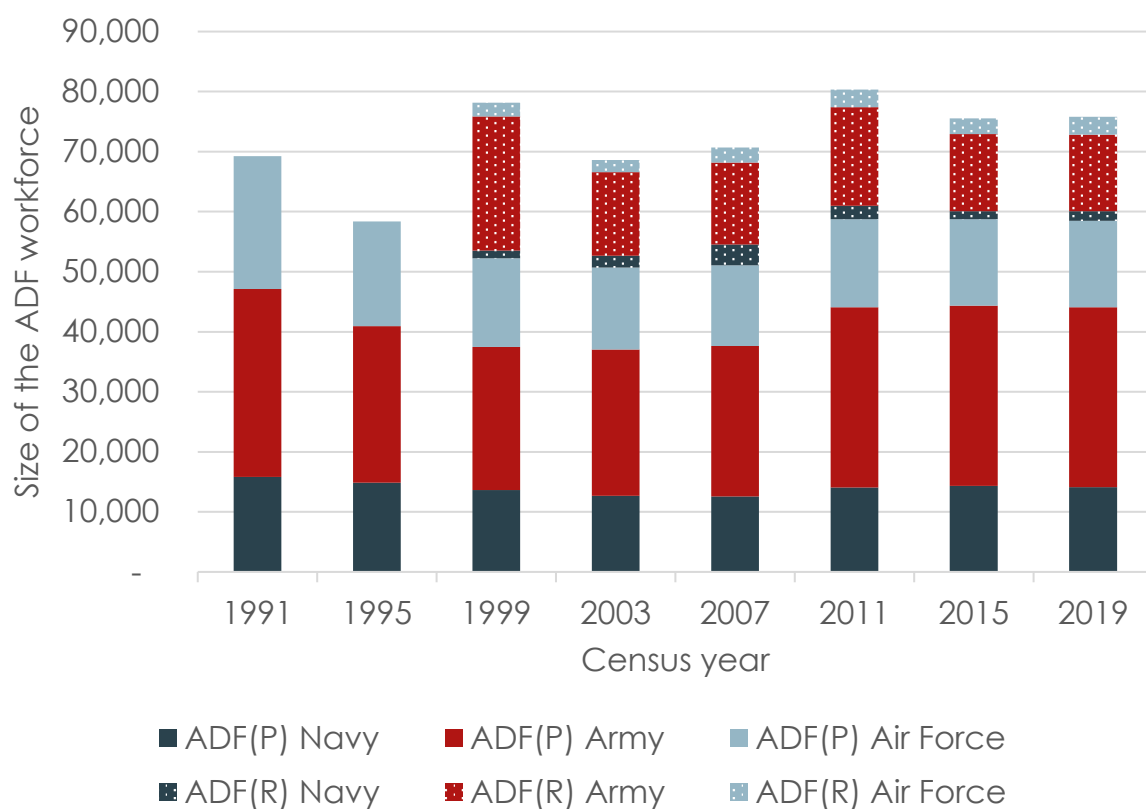
The ADF comprises the Permanent (ADF(P)) and Reserve (ADF(R)) forces. The ADF(P) is made up of the Navy, Army and Air Force. The ADF(R) comprises the Naval Reserve, Army Reserve and Air Force Reserve. The top panel of Figure 2 shows the size of the ADF by Service within both the Permanent and Reserve sectors of the workforce.

The ADF(P) decreased substantially in the 1990s and early 2000s, reaching its lowest size in 2003. The number of people in the ADF(P) increased in 2007 and 2011 but plateaued in 2015 and 2019.

Between 1991 and 2019 the size of the ADF(P) workforce decreased by 15.6 per cent, driven by a decrease in the Air Force (a reduction of 35.2 per cent). The size of the Navy and Army also decreased, by 10.8 and 4.1 per cent respectively, over that timeframe. As a result of fluctuations in the size of the workforce over time, calculation of relative change in each sector is sensitive to the base year used in the estimation. Using 2003 as the base year so as to enable comparisons to the ADF(R) and the Defence APS, shows growth in the ADF(P) of 15.4 per cent (11.5, 23.1 and 5.3 per cent in the Navy, Army and Air Force respectively).

The Reserve Force was introduced into the Census in 1999 (refer to Appendix A for an explanation of the ADF(R) population). Between 1999 and 2019, the size of the selected ADF(R) workforce decreased by 33.2 per cent, driven by a decrease in the Army Reserve (a reduction of 43.2 per cent). On the other hand, the size of the Naval Reserve and Air Force Reserve grew (by 27.6 and 30.2 per cent respectively). As in the ADF(P), the size of the Reserve workforce fluctuated over the period. Using 2003 as the base year shows a reduction in the size of the ADF(R) of only 3.5 per cent. Between 2003 and 2019, the size of the Naval Reserve and Army Reserve decreased by 17.7 and 9.0 per cent respectively, while the Air Force Reserve grew by 48.3 per cent. Over this period, the size of the Reserve workforce was highest in 2011 and lowest in 2015.

In addition to sector and Service, the growth of the Permanent and Reserve Defence Force can be examined by rank. Expansion and contraction of the ADF by rank is shown in the bottom panel of Figure 2. In particular, the number of Senior Officers in the ADF, particularly the Reserve workforce, has increased over the years. Within the ADF(P), the proportion of the workforce at the OR/JNCO and SNCO/WO ranks has decreased while the proportion at the Junior and Senior Officer ranks has increased. In the ADF(R), the proportion of the workforce at the OR/JNCO rank has decreased while the proportion at the other rank groups has increased.

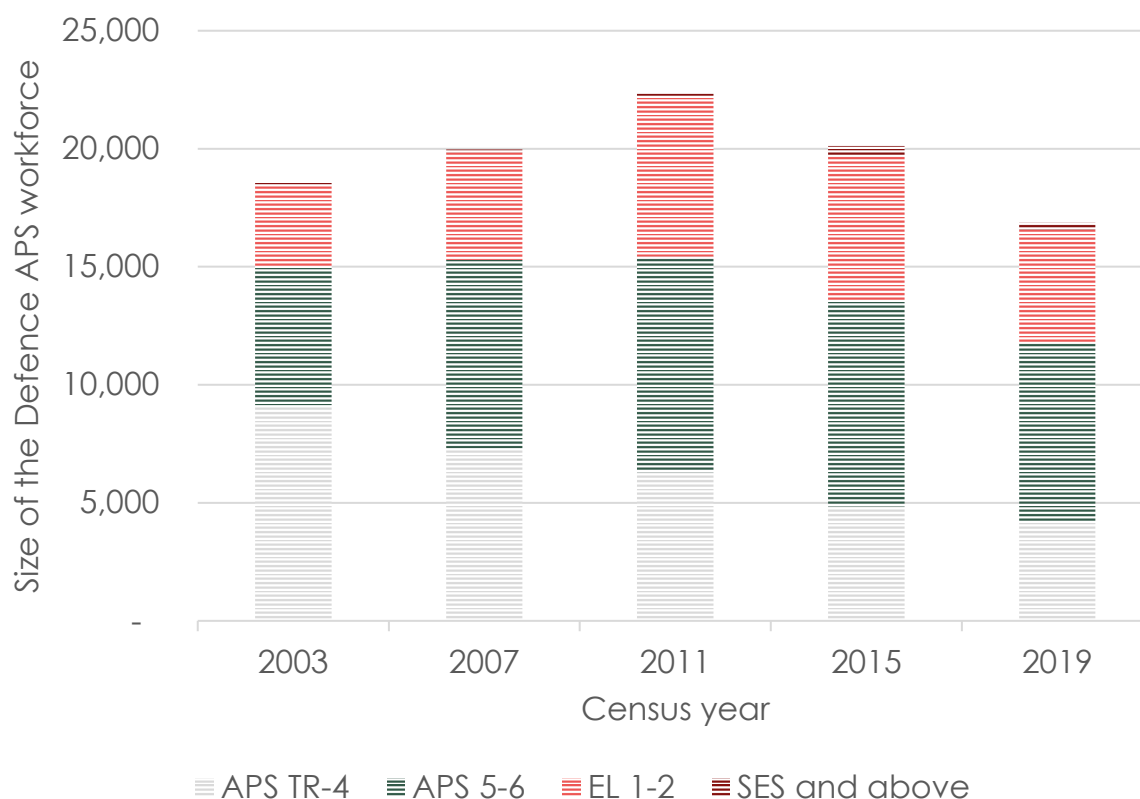
Figure 2. Size of the ADF workforce by Service, rank and sector, 1991-2019


Source: Author calculations based on Defence Census 1991-2019. **Note:** Data on ADF(R) only available from 1999.

Size of the Defence APS

APS employees in the Department of Defence began being included in the Defence Census in 2003. Between 2003 and 2019 the size of the Defence APS decreased by 9.3 per cent. This was driven by a substantial reduction in the number of staff at the most junior levels (Figure 3). While there has been an increase in size at other levels between 2003 and 2019, the main increase was in the earlier part of this period. The workforce at the APS 5-6, EL 1-2 and SES levels peaked in size in 2011. Stagnation in the size of the Defence APS at subsequent Censuses may be related to the implementation of several recruitment freezes in the overall APS since 2010. Furthermore, over the period 2013 to 2017 pay levels were static in the Defence APS. It should also be noted that as a result of Machinery of Government changes in 2019, the Australian Signals Directorate was created as a separate agency within the Defence portfolio. In line with this change, APS staff were transferred from the Department of Defence to the Australian Signals Directorate.

Figure 3. Size of the Defence APS workforce by level, 2003-2019



Source: Author calculations based on Defence Census 2003-2019. **Note:** Data on the APS only available from 2003.

Gender

The Department of Defence has previously identified an increase in the representation of women in the Defence workforce as a key priority (Department of Defence 2012). This section examines how the proportion of the workforce represented by females has changed over time within sectors.

Compared with the most recent data on the Australian workforce, the Defence workforce had a lower proportion female in 2019 (Table 1). For Australia overall, the proportion of employed people that were female increased from 44.1 per cent in 1996 to 47.5 per cent in 2016. In the Defence workforce, improvements over time have varied by sector, as well as by Service and rank within the forces. These changes are discussed below.

Table 1. Proportion of the workforce that were female (%), 1991-2019

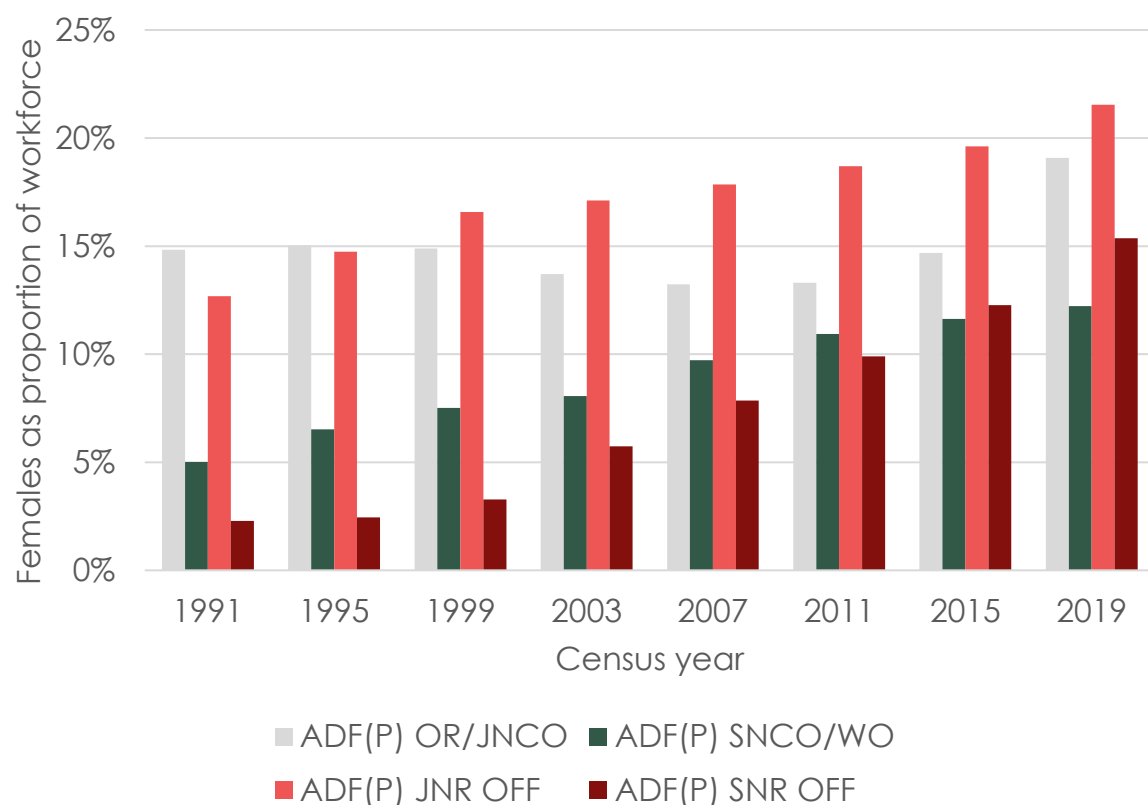
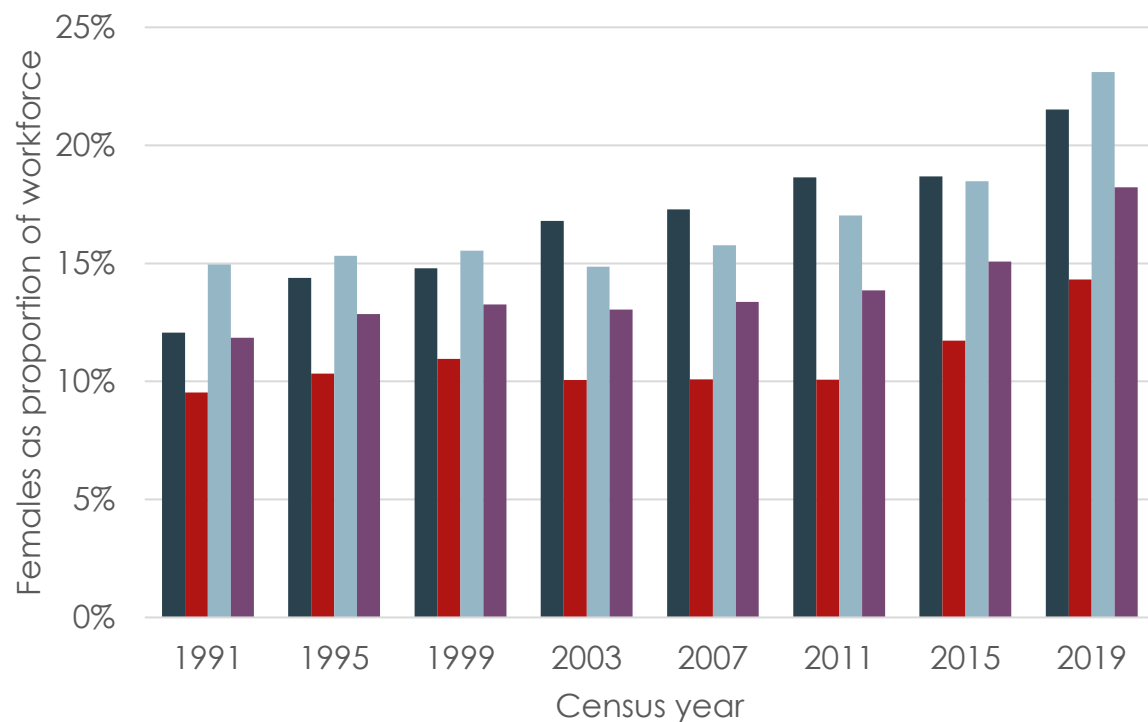
Year of Census Defence (Population)	Defence sector			Australian workforce
	ADF(P) total	ADF(R) total	Defence APS total	
1991	11.8	-	-	-
1995 (1996)	12.9	-	-	44.1
1999	13.3	17.6	-	-
2003 (2001)	13.0	17.7	35.3	45.2
2007 (2006)	13.4	16.1	39.1	46.1
2011 (2011)	13.9	15.6	40.3	46.6
2015 (2016)	15.1	15.3	40.4	47.5
2019	18.1	17.2	42.9	-

Source: Author calculations based on Defence Census 1991-2019, ABS Census of Population and Housing 1996-2016. **Note:** Denominator in 2015 and 2019 includes those who answered 'Prefer not to say' or 'X (Intersex, Indeterminate, Unspecified)'.

Permanent ADF

Between 1991 and 2019 the proportion of the ADF(P) that were female increased by 6.4 percentage points to stand at 18.1 per cent. Amongst the ADF(P), the Navy had the largest increase in the proportion of its workforce that were female (up 9.5 percentage points to stand at 21.5 per cent in 2019). The Army had the lowest increase of 4.8 percentage points (to stand at 14.3 per cent in 2019) and most of this increase occurred after 2011. Since 1991, the Navy and Air Force have had substantially higher proportions of females than the Army. The proportion of females in the ADF(P) by Service is shown in the top panel of Figure 4.

Figure 4. Proportion of the ADF(P) that were female by Service (top) and rank (bottom), 1991-2019



Source: Author calculations based on Defence Census 1991-2019.

The ADF(P) data may also be examined by rank. This shows that the largest percentage point increase in the proportion of the workforce that were female was seen in the Senior Officer ranks (12.9 percentage points), compared with an increase of 4.0 percentage points for the OR/JNCO ranks (bottom panel of Figure 4). By 2019, the lowest proportion female was for SNCO/WO ranks.

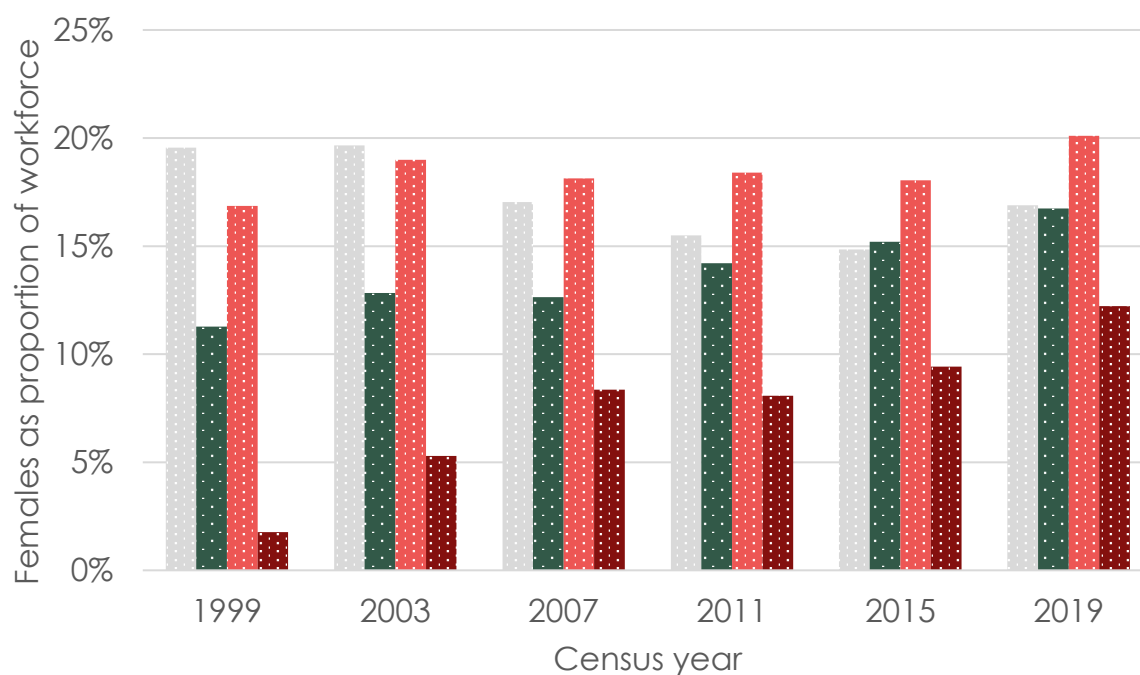
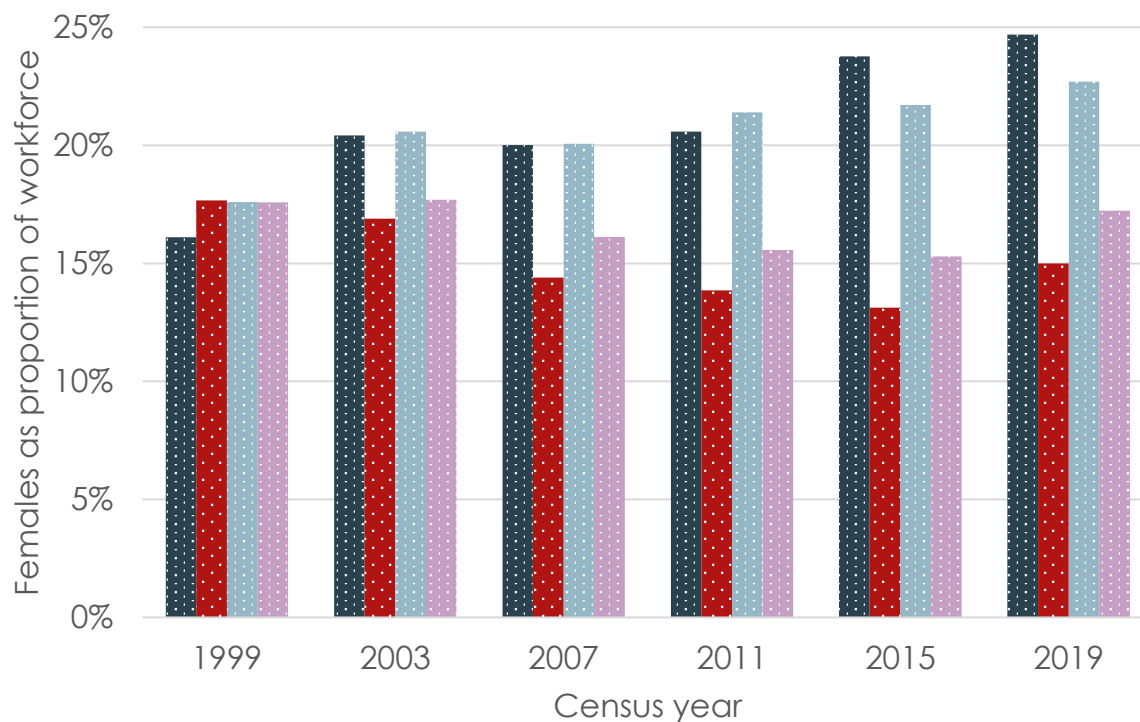
The improvement in gender diversity in the ADF over time may be linked to several changes in policy. In May 1990, the government announced that women could serve for the first time in many combat positions across the three Services such as warships, Air Force combat squadrons and many positions in the Army. However, women were barred from positions involving physical combat, and were unable to serve in infantry, armoured, artillery and engineering units in the Army and submarines, clearance diving and ground defence positions in the Navy and Air Force, respectively.

In 2012 the Department of Defence implemented Pathway to Change – Evolving Defence Culture which was a 5-year plan to tackle cultural challenges in the Defence workforce. Another 5-year plan was launched in 2017. Several measures in the plans are aimed at employing more women and improving work conditions for them (Department of Defence 2012). Furthermore, in 2013 the restriction on women from positions involving physical combat was removed. Women were allowed to apply for all positions other than special forces roles in the Army from 1 January 2013; this remaining restriction was removed in 2014 once the physical standards required for service in these units were determined. Women have been directly recruited into all frontline combat positions since late 2016.

ADF Reserve

In the ADF(R), like the ADF(P), the Naval Reserve and Air Force Reserve have had increases in the proportion of their workforces that are female. In the Naval Reserve, the proportion of the workforce that were female increased by 8.6 percentage points from 1999 to stand at 24.7 per cent in 2019. In the Air Force Reserve, the proportion increased by 5.1 percentage points to stand at 22.7 per cent in 2019. In contrast, in the Army Reserve, the proportion female decreased by 2.7 percentage points to stand at 15.0 per cent in 2019. Given that the Army Reserve is the largest reserve Service (see Figure 1), this reduction drove an overall stagnation in the proportion of Reservists that were female between 1999 and 2019 (see Table 1). The proportion of females in the ADF(R) by Service is shown in the top panel of Figure 5.

Figure 5. Proportion of the ADF(R) that were female by Service (top) and rank (bottom), 1999-2019



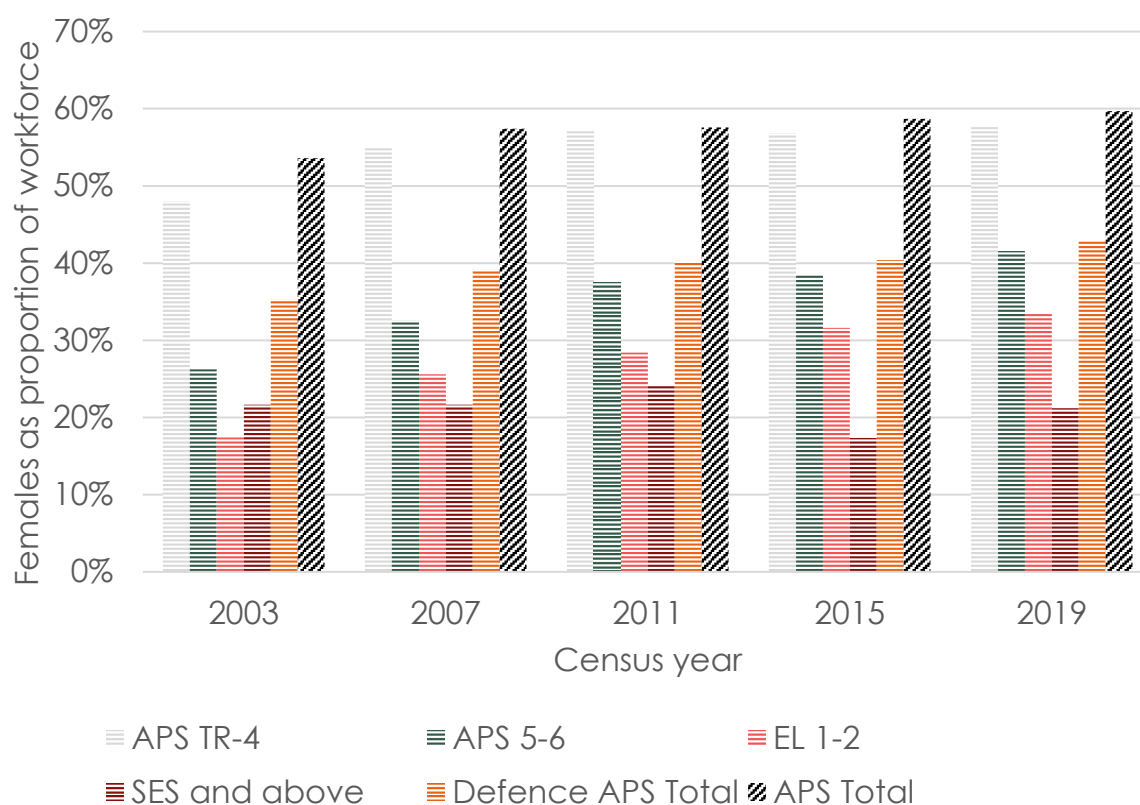
Source: Author calculations based on Defence Census 1999-2019.

Looking at the ADF(R) data by rank (bottom panel of Figure 5) shows that while the proportion female has increased for most ranks (particularly the Senior Officer rank), the proportion of OR/JNCOs that were female has decreased since 1999.

Defence APS

Turning to the Defence APS, the proportion of the workforce that were female has been higher than that of the ADF(P) and ADF(R) (since 2003), but lower than the proportion in the Australian workforce or the overall APS. However, between 2003 and 2019 the proportion of the workforce that were female increased by 7.6 percentage points from 35.3 per cent in 2003 to 42.9 per cent in 2019. By APS level, increases were seen across the board, but were particularly strong in the junior Executive Levels (Figure 6).

Figure 6. Proportion of the Defence APS that were female by level, 2003-2019



Source: Author calculations based on Defence Census 2003-2019, Australian Public Service Commission 2020.

Age

A key objective in Defence's Diversity and Inclusion Strategy is to be an employer of choice for all age groups but particularly young Australians, while also supporting mature age employment (Department of Defence 2020a). This section examines how the age profile of the Defence workforce has changed over time by, and within, each sector. The age groups used in this section are consistent with previous analyses and public reports using the Defence Census data.¹

Workforce Pyramids Since 2003 by Sector

Workforce pyramids bring together the age and gender composition of the workforce, with the changing shape of the pyramid over time showing whether the workforce is ageing. Figure 7 compares pyramids for the sectors of the Defence workforce with those for the Australian workforce (those who were employed). Data for the general population are sourced from the national Census of Population and Housing (Australian Bureau of Statistics 2001, 2006, 2011, 2016). The data points do not exactly align temporally with those of the Defence Census; however, they still offer a useful comparison of change. The 2003 Defence Census has been used as the first data point to facilitate comparison between sectors.

The salient feature of the general Australian workforce is quite advanced ageing, as indicated by the large and increasing proportion aged 50 years and older. Although the overall Defence workforce is also ageing, there is considerable variation by sector. Figure 7 shows that the ADF(P) workforce is younger and ageing more slowly than the Australian workforce. In contrast, the ADF(R) and the Defence APS is older than the Australian workforce. The pyramids further highlight the under-representation of females in the ADF(P) and ADF(R) compared with the Defence APS and the Australian workforce shown in the previous section. They also show how the age profile of the male and female segments of the workforce compare in each sector.

In the ADF(P) (top left in Figure 7), the proportion of the workforce aged less than 30 years old decreased from 51.7 per cent in 2003 to 46.1 per cent in 2019. Amongst the male workforce, the proportion under the age of 30 decreased by 6.0 percentage points, and amongst the female workforce, the decrease was 7.6 percentage points.

For the ADF(R) (top right), the proportion of the workforce aged less than 30 years old decreased from 36.4 per cent in 2003 to 20.6 per cent in 2019. As in the ADF(P), these total figures represent a decrease for both males and females. Amongst the male

¹ Additionally, age was only collected by the age groups used in this section for the ADF(P) and ADF(R) in 1999.

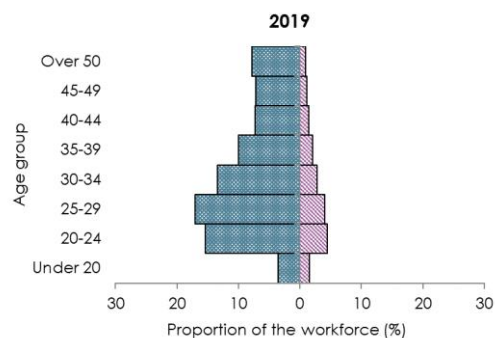
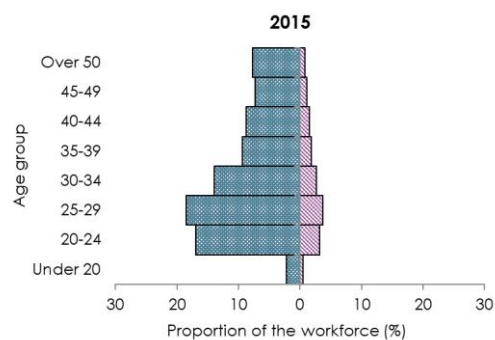
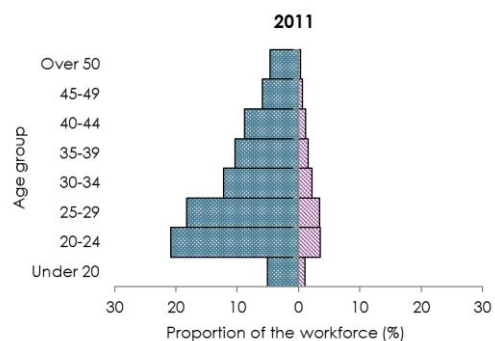
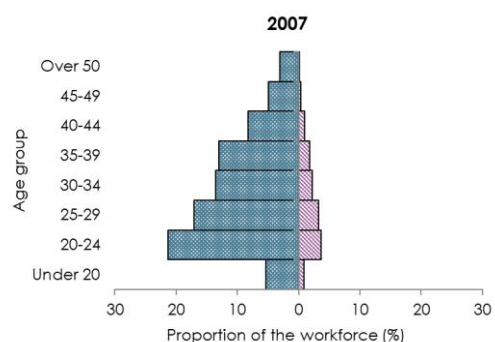
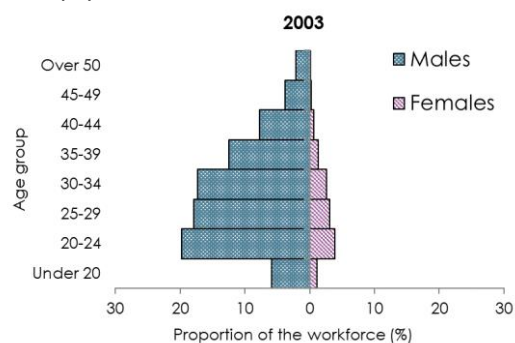
workforce, the proportion under the age of 30 decreased by 15.1 percentage points, and amongst the female workforce, the decrease was 18.9 percentage points.

The shape of the Defence APS workforce (bottom left) resembles an inverted pyramid. Compared with the Australian workforce, ageing is more pronounced. The proportion of the Defence APS aged less than 30 years old decreased from 15.7 per cent in 2003 to 11.0 per cent in 2019. The gender profile of the Defence APS is more balanced than the ADF(P) and ADF(R), but the genders are ageing slightly differently. Amongst the male workforce, the proportion under the age of 30 decreased by 2.6 percentage points, but amongst the female workforce the decrease was higher at 9.4 percentage points.

In comparison, the proportion of the Australian workforce aged less than 30 years old decreased from 28.3 per cent in 2001 to 25.5 per cent in 2016. Amongst the male workforce, the proportion under the age of 30 decreased by 2.1 percentage points, and amongst the female workforce, the decrease was 3.6 percentage points.

Figure 7. Workforce pyramids by age and gender for Defence workforce sectors and Australian workforce

ADF(P)



ADF(R)

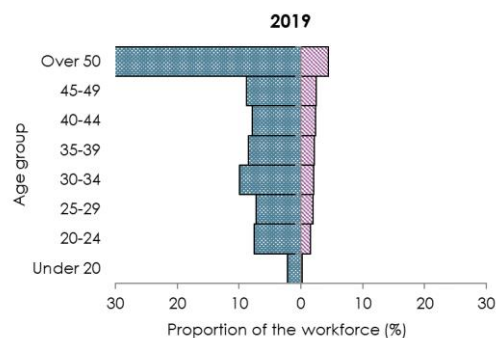
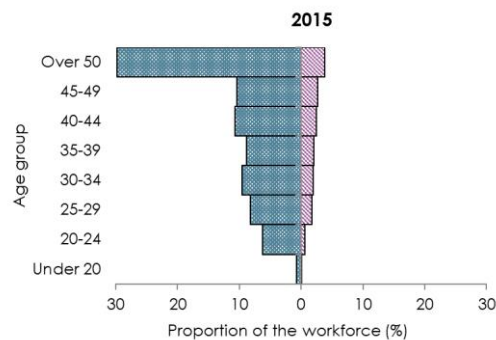
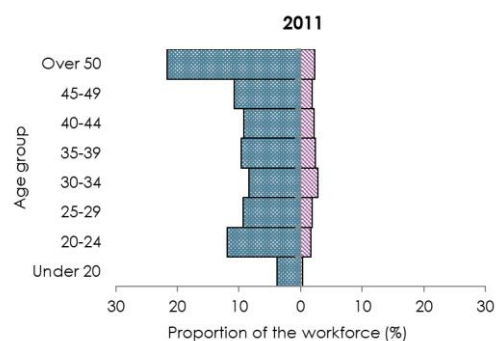
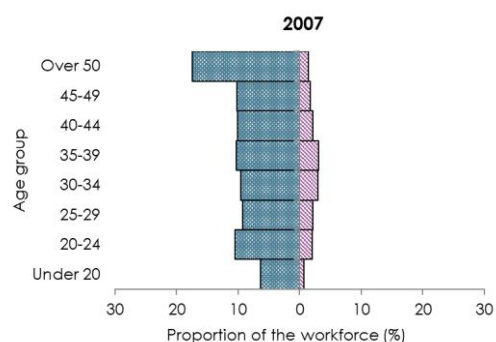
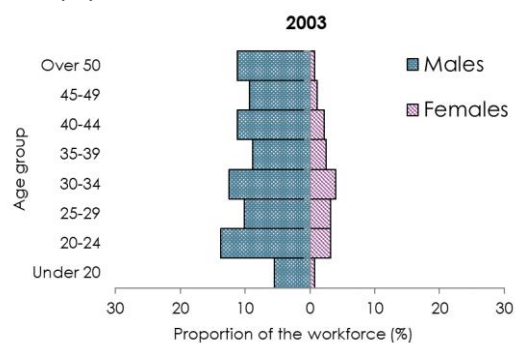
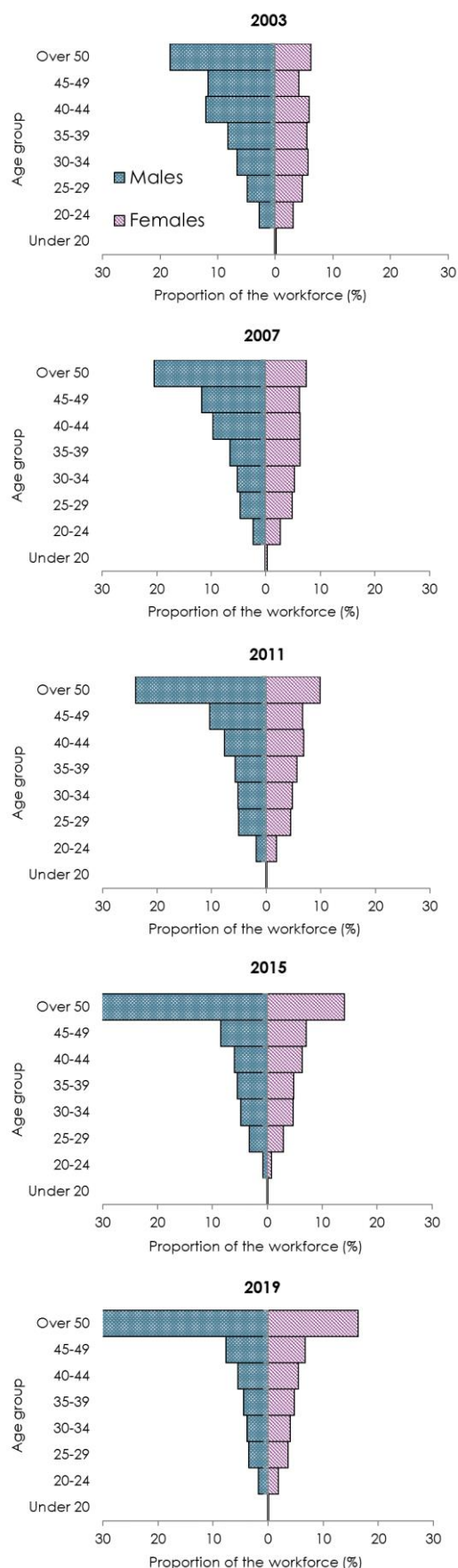
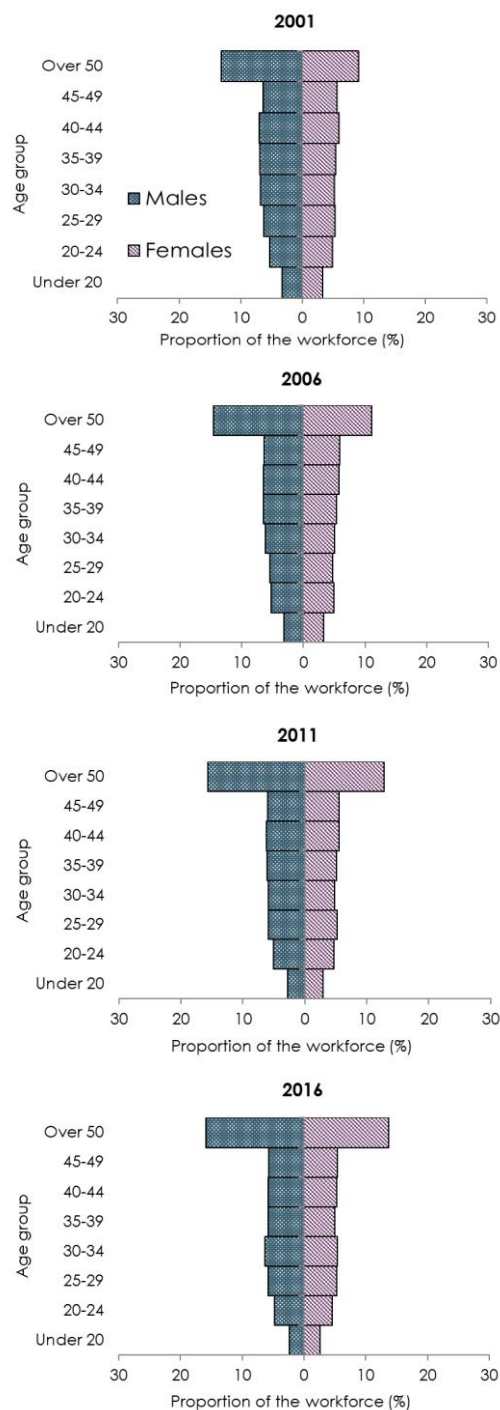


Figure 7. Workforce pyramids by age and gender for Defence workforce sectors and Australian workforce

Defence APS



Australian Workforce



Source: Author calculations based on Defence Census 2003-2019, ABS National Census 2001-2016.

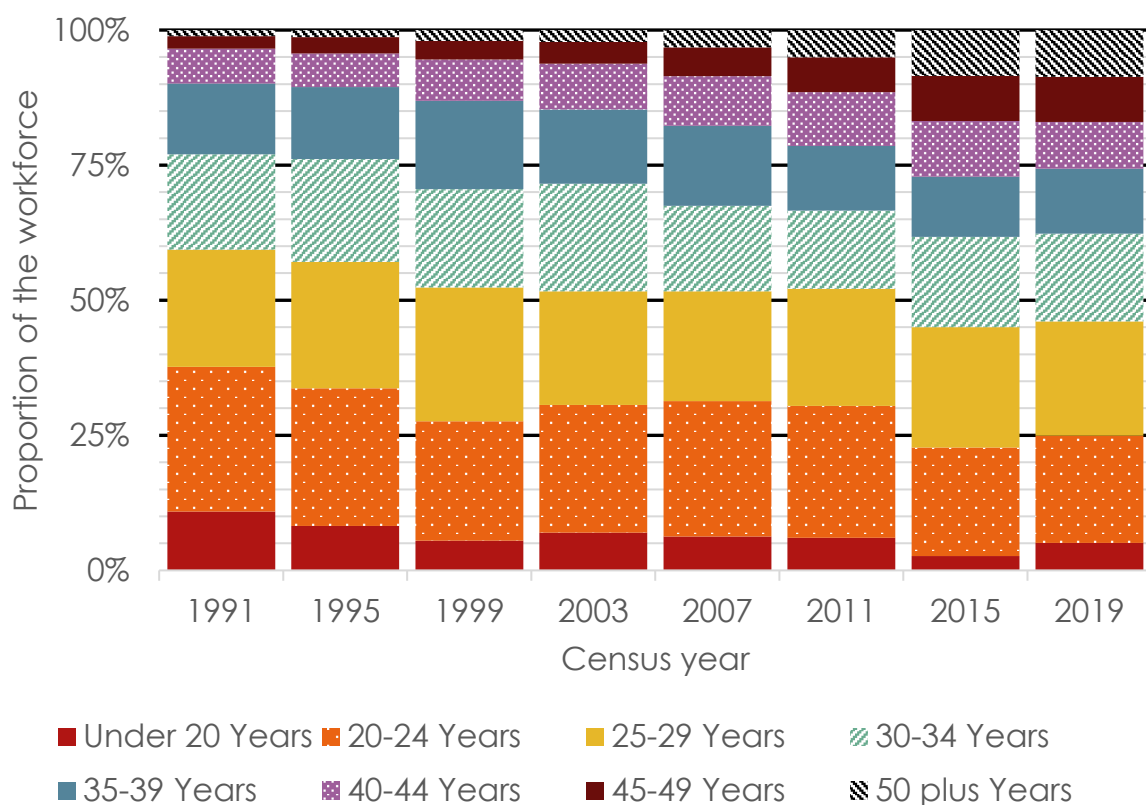
Age Profile within Sectors

In addition to the above differences by sector, there is variation in the changing age structure of the workforce by Service and rank in the ADF and level in the APS. This section examines these differences in further detail.

Permanent ADF

The changing age profile of the overall ADF(P) is shown in Figure 8. Between 1991 and 2019 there has been ageing throughout the workforce. The proportion of the Permanent workforce aged less than 30 years decreased from 59.3 per cent in 1991 to 46.1 per cent in 2019 while the proportion of the Permanent workforce aged 45 years and over increased by 14.1 percentage points to stand at 16.5 per cent in 2019.

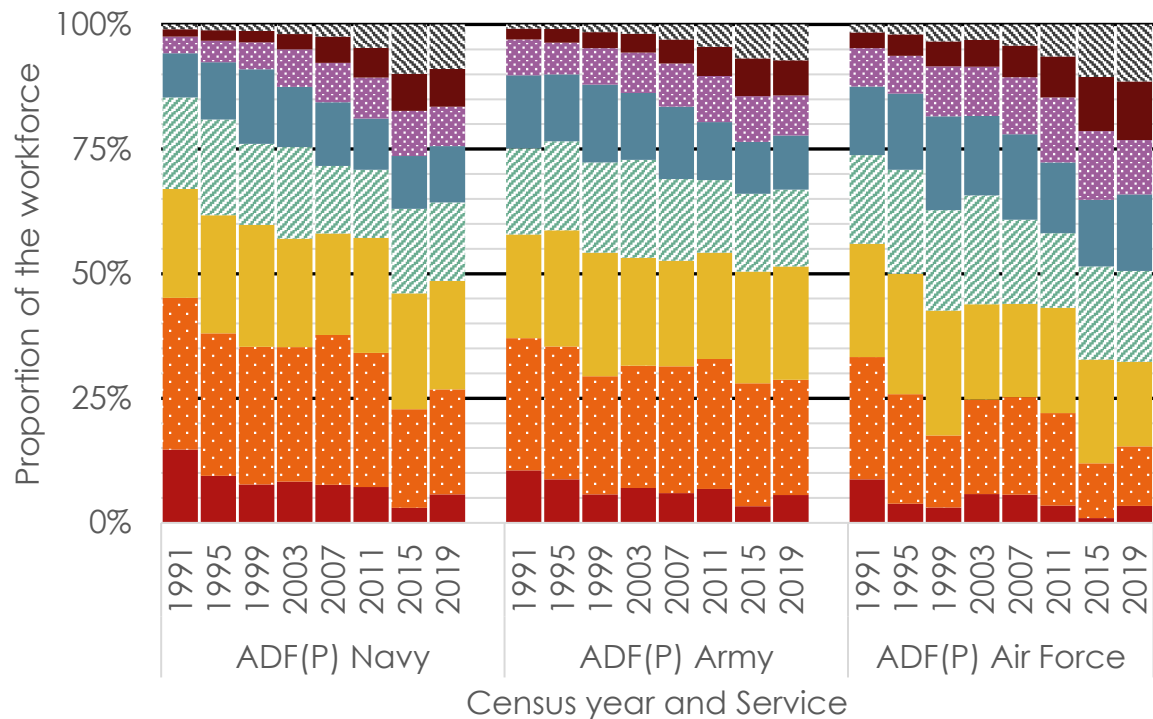
Figure 8. Profile of the ADF(P) workforce by age group, 1991-2019



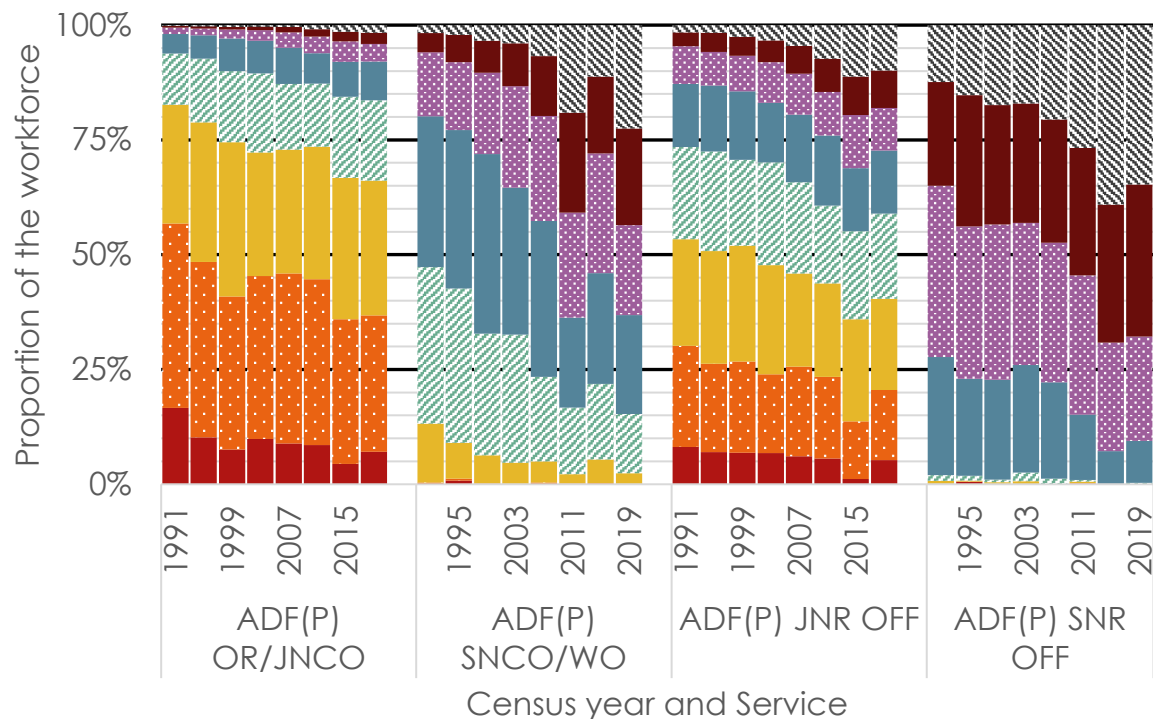
Source: Author calculations based on Defence Census 1991-2019.

Figure 9 shows the age profile of the ADF(P) workforce by Service (top panel) and rank (bottom panel). The Service with the largest decrease in the proportion of its workforce who were aged less than 30 years was the Air Force (down 23.7 percentage points compared with 18.4 and 6.4 in the Navy and Army respectively).

Figure 9. Age profile of the ADF(P) workforce, 1991-2019, by Service (top) and rank (bottom)



■ Under 20 ■ 20-24 ■ 25-29 ■ 30-34 ■ 35-39 ■ 40-44 ■ 45-49 ■ Over 50



■ Under 20 ■ 20-24 ■ 25-29 ■ 30-34 ■ 35-39 ■ 40-44 ■ 45-49 ■ Over 50

Source: Author calculations based on Defence Census 1991-2019.

The age profile of each rank within the ADF(P) is quite different but ageing is evident across all ranks. The proportion of the workforce aged less than 30 years decreased by 16.5, 10.8 and 12.9 percentage points for the OR/JNCO, SNCO/WO and Junior Officer ranks

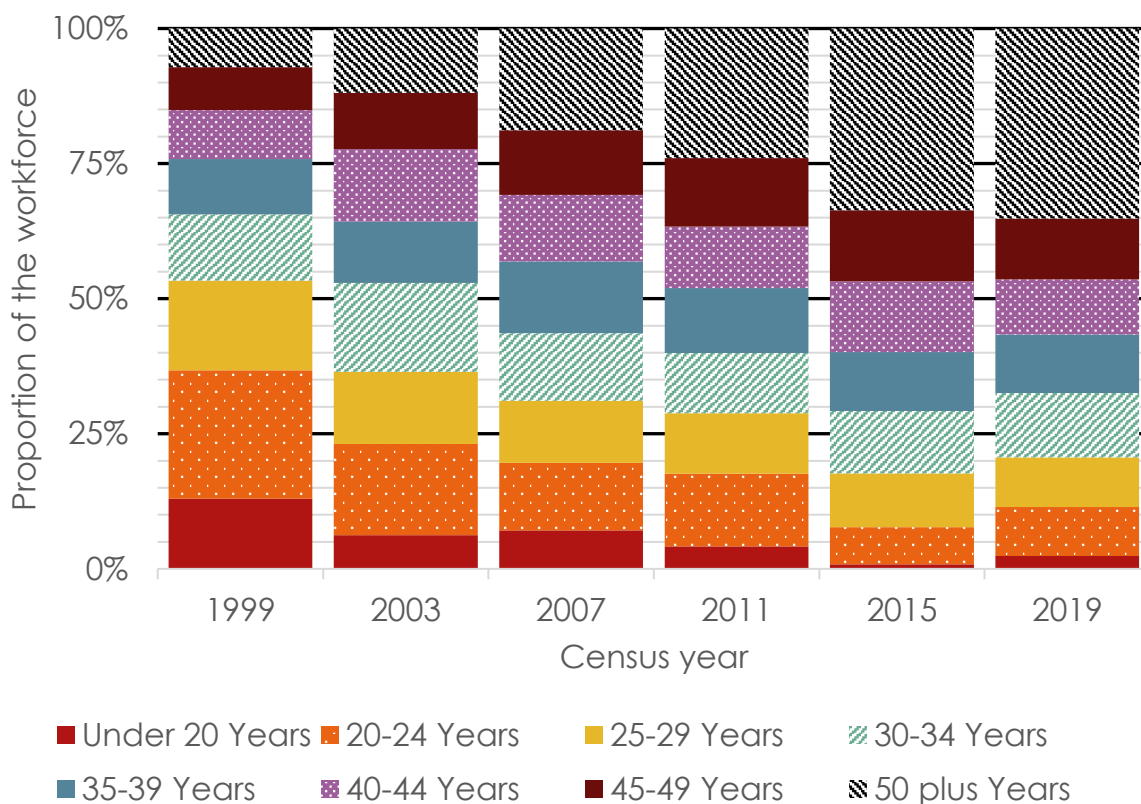
respectively between 1991 and 2019. The Senior Officer workforce is understandably older, and the proportion of Senior Officers aged 45 years and older increased by 32.8 percentage points between 1991 and 2019.

Over the observation period there have been changes to retirement ages in the ADF that have affected the age profile of the workforce. Prior to 1995, Other Ranks (OR) were to retire at age 55, Officers up to Major (equivalent) were to retire at age 47, Lieutenant Colonel (equivalent) at age 50 and higher ranks to retire at older ages. In October 1995, a standard retirement age of 55 years was implemented for all ranks. In June 2007, the retirement age in the ADF(P) was increased to 60 years, and between 2007 and 2011 the proportion of the workforce aged 50 years and over grew most notably at the SNCO/WO and Senior Officer ranks. Selected workforce pyramids by Service and rank are provided in Figures C1 and C2 in Appendix C.

ADF Reserve

Turning to the ADF(R), between 1999 and 2019 the proportion of the Reserve workforce aged 45 years and over increased by 31.3 percentage points to stand at 46.4 per cent in 2019 while the proportion aged less than 30 years decreased from 53.3 per cent in 1999 to 20.6 per cent in 2019. The age profile of the ADF(R) at each Census is shown in Figure 10.

Figure 10. Profile of the ADF(R) workforce by age group, 1999-2019



Source: Author calculations based on Defence Census 1999-2019.

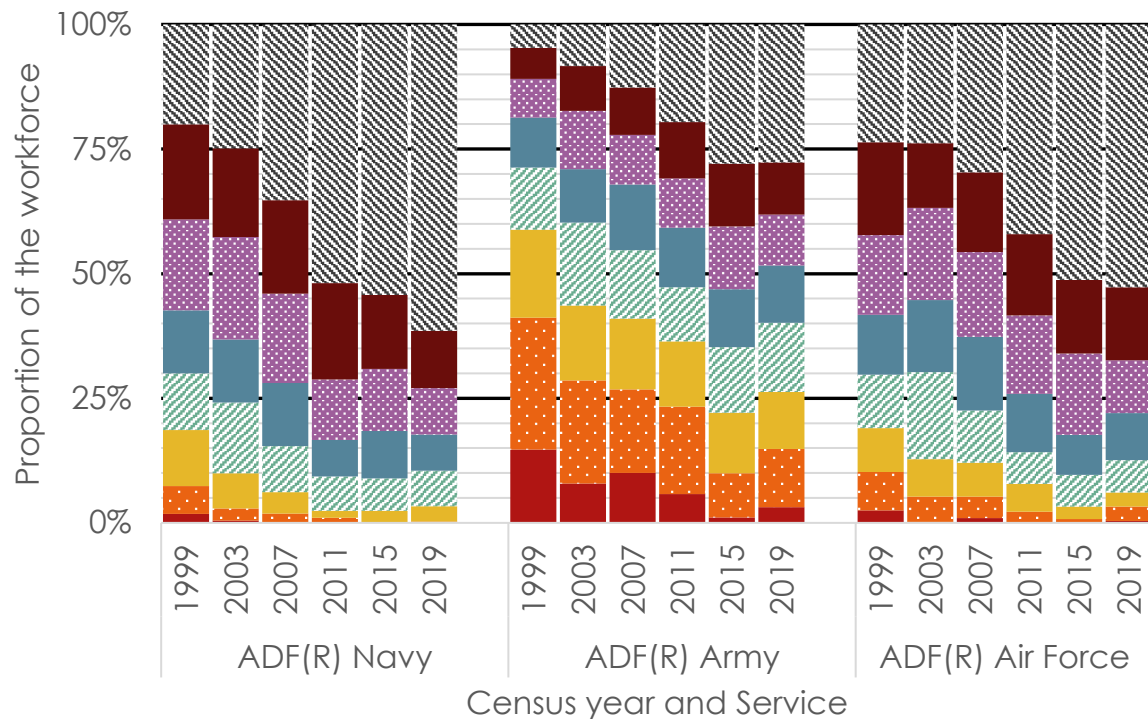
Looking within the ADF(R) at the age profile of the workforce by Service (top panel in Figure 11) and rank (bottom panel) shows that while the Army Reserve has had a younger profile

than the Naval Reserve and Air Force Reserve, the proportion of Army Reservists aged less than 30 years has decreased substantially by 32.6 percentage points (compared with 15.3 and 13.0 percentage points in the Naval Reserve and Air Force Reserve respectively).

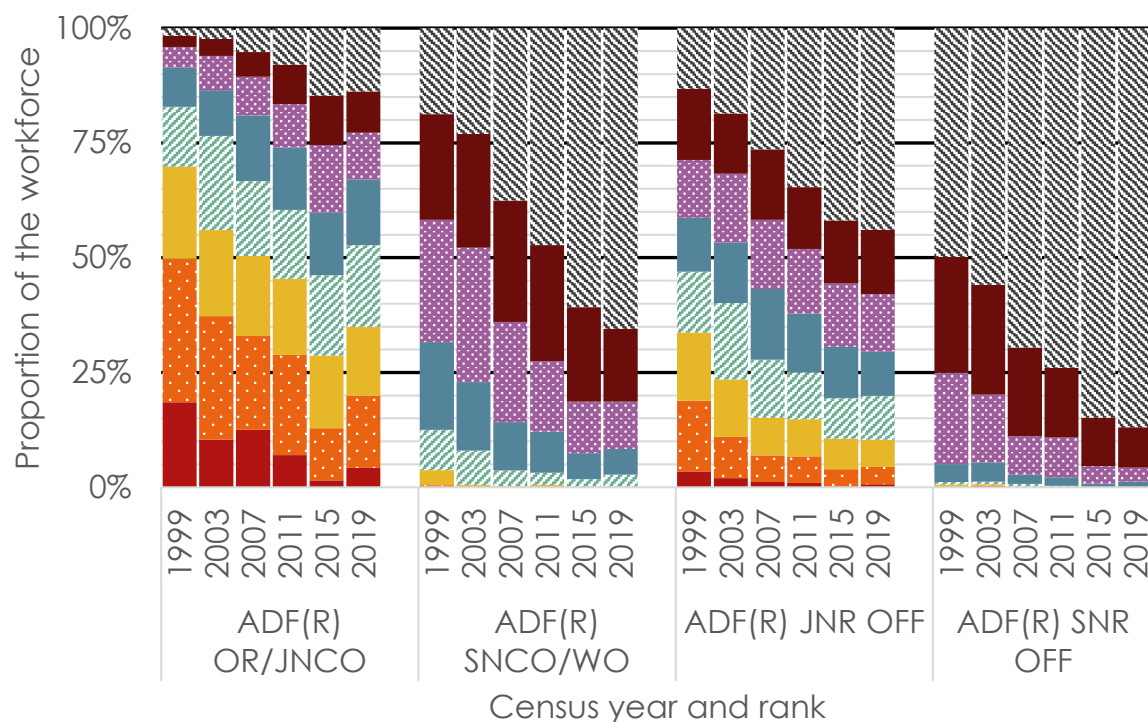
As in the ADF(P), the age profile of each rank within the ADF(R) is quite different, but again, ageing is evident across all ranks. The proportion of the workforce aged less than 30 years decreased by 34.9, 3.7 and 23.4 percentage points for the OR/JNCO, SNCO/WO and Junior Officer ranks respectively between 1999 and 2019. The proportion of Reservists at Senior Officer ranks who were aged 45 years and older increased by 20.7 percentage points between 1999 and 2019.

In June 2007, the retirement age for Reservists was increased to age 65, boosting growth in the proportion of Reservists aged 50 years and over. This growth was particularly notable in the Naval Reserve and Air Force Reserve and at the SNCO/WO rank.

Selected workforce pyramids by Service and rank for the ADF(R) are provided in Figures C3 and C4 in Appendix C.

Figure 11. Age profile of the ADF(R) workforce, 1999-2019, by Service (top) and rank (bottom)


■ Under 20 ■ 20-24 ■ 25-29 ■ 30-34 ■ 35-39 ■ 40-44 ■ 45-49 ■ Over 50



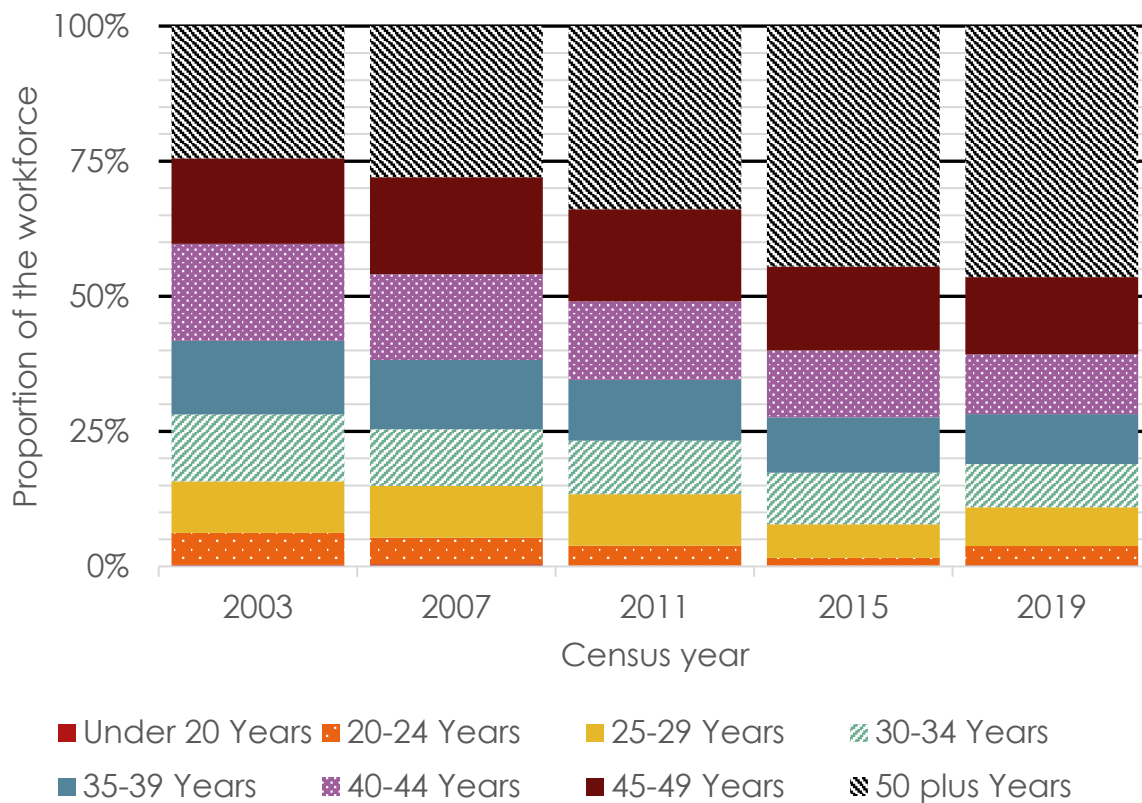
■ Under 20 ■ 20-24 ■ 25-29 ■ 30-34 ■ 35-39 ■ 40-44 ■ 45-49 ■ Over 50

Source: Author calculations based on Defence Census 1999-2019.

Defence APS

The age profile of the Defence APS at each Census is shown in Figure 12. Between 2003 and 2019 the proportion of the Defence APS workforce aged 45 years and over increased by 20.5 percentage points to stand at 60.8 per cent in 2019. The compulsory retirement age in the public service was removed when the Public Service Act 1999 came into effect in December 1999, prior to the inclusion of the Defence APS in the Census in 2003.

Figure 12. Profile of the APS workforce by age group, 2003-2019

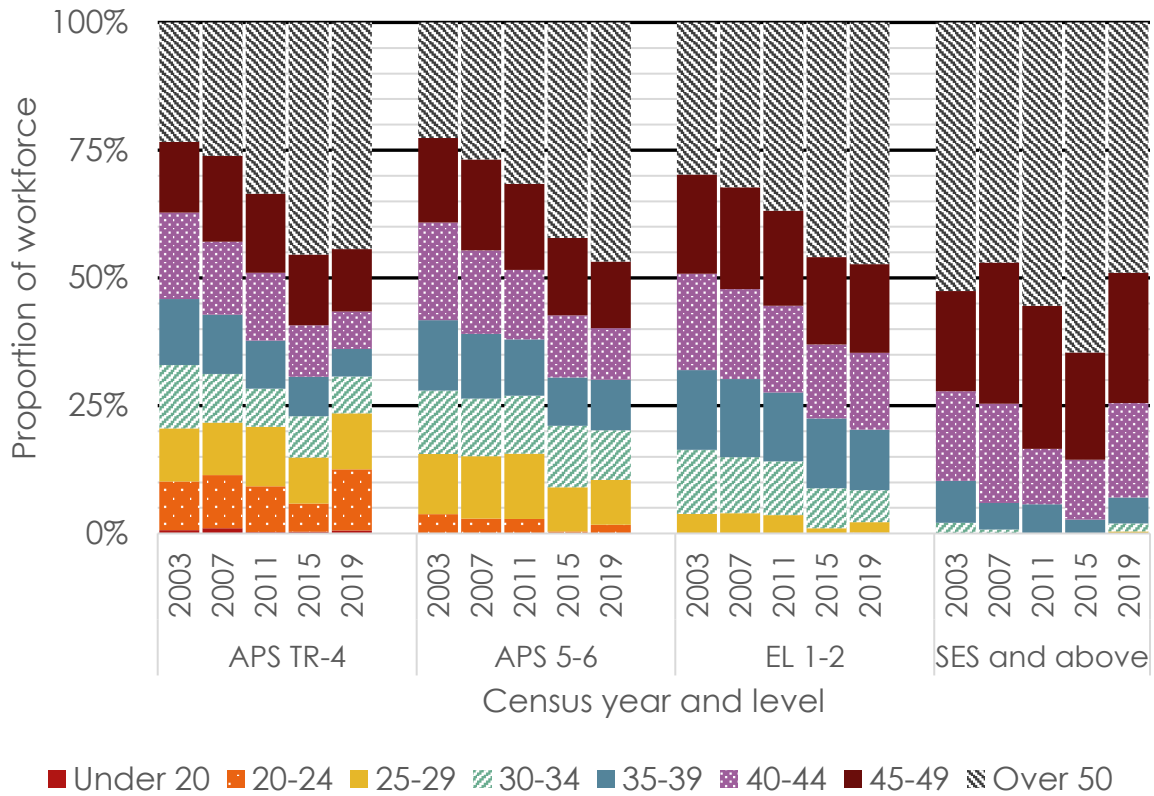


Source: Author calculations based on Defence Census 2003-2019.

Looking within the Defence APS at the age profile of the workforce by level (Figure 13) shows that while the SES understandably had an older profile than the lower levels, the proportion of senior executives in the older age groups decreased in 2019 (contributing to a 3.6 percentage point decrease in the proportion of the SES aged 50 and over between 2003 and 2019). In contrast, the proportion of the APS and EL 1-2 levels in the oldest age group each increased by around 20 percentage points between 2003 and 2019.

Selected workforce pyramids by level in the APS are provided in Figure C5 in Appendix C.

Figure 13. Age profile of the Defence APS workforce, 2003-2019, by level



Source: Author calculations based on Defence Census 1999-2019.

Length of Service

In general, the structure of the ADF in terms of length of service has been relatively stable, but with a steady proportional increase in longer service lengths. This is consistent with trends in the general population: people are living longer and remaining in work longer. The proportion of the Defence workforce who entered in the last year (new entrants) has varied somewhat over time. This section examines service length by sector and trends in new entrants.

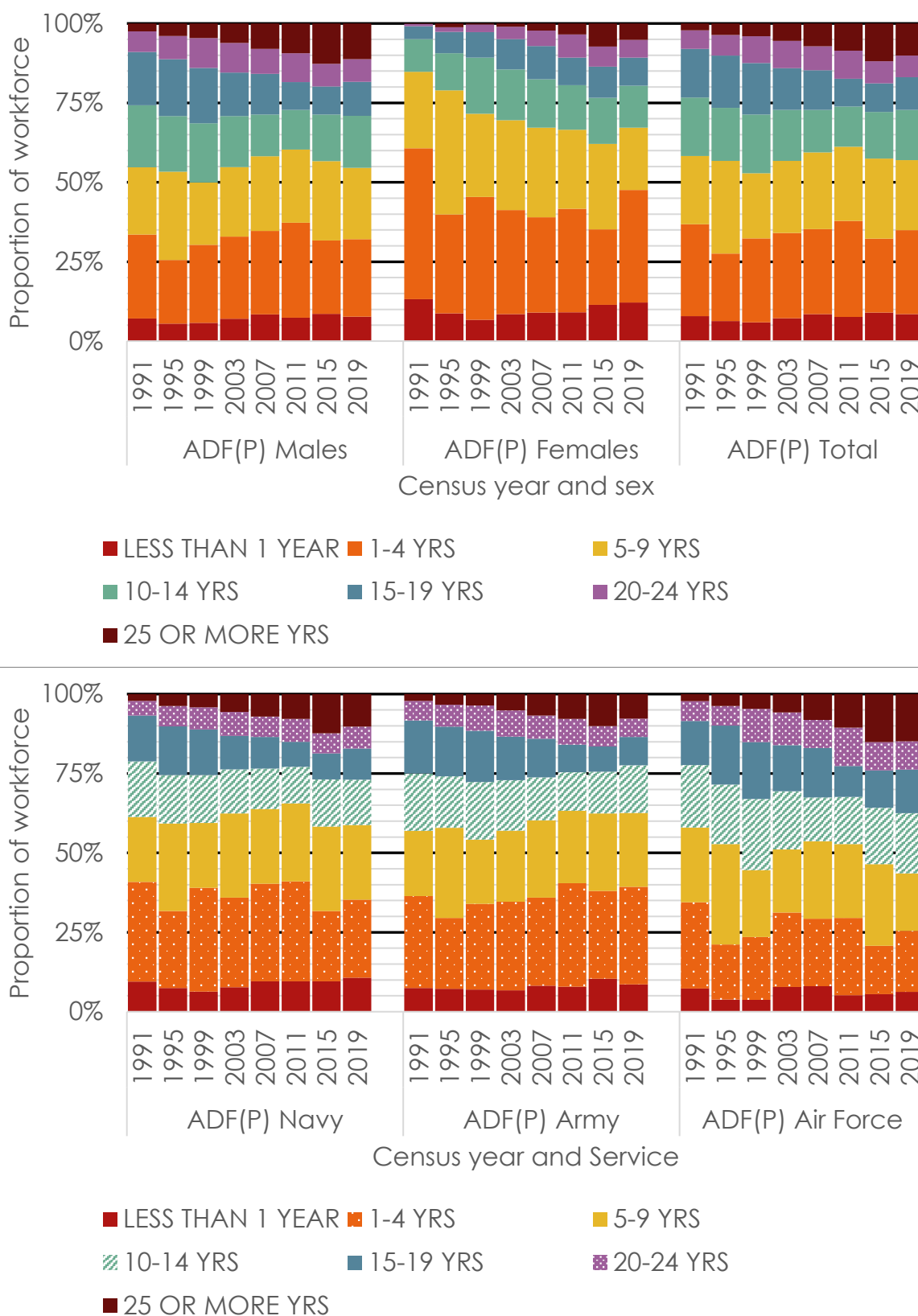
Permanent ADF

In the ADF(P), the proportion of the workforce that has served for 25 years or more has increased by 7.9 percentage points since 1991 to stand at 10.1 per cent of the workforce in 2019. This increase has mostly involved a redistribution towards longer service amongst the proportion serving for 15 years or more, while proportions with shorter service lengths have not changed appreciably over the entire period. Figure 14 (top panel) shows a similar pattern for males (who comprise more than 80 per cent of the ADF(P)). Figure 14 shows that amongst males, while the proportion of the workforce with a service history of 15 years or more has remained fairly constant, the proportion with the longest service history has grown.

Amongst females, there has also been redistribution towards longer service lengths. This has involved an increasing proportion with service lengths of 10 or more years, with notable increases for service lengths of 20-24 and 25 or more years. On the other hand, the proportion of the female workforce with service lengths 9 years or less has decreased. The modest increase in the proportion of the female workforce that were new entrants in 2015 and 2019 may be linked to recent strategies to recruit more females to the ADF (Department of Defence 2020a).

The bottom panel of Figure 14 shows service length composition of the ADF(P) by Service over time. In the Navy and Army workforces there has been a proportionate loss in the workforce who have served between 10 and 19 years and some redistribution towards those who had served for 25 or more years. However, the Air Force has had the most notable redistribution of its workforce towards service lengths of 25 years and over (up from 2.3 per cent in 1991 to 14.9 per cent in 2019). The redistribution of the Air Force workforce has been away from those who had served less than 20 years (particularly 1-4 years and 5-9 years).

Figure 14. Length of service of the ADF(P) workforce, 1991-2019, by gender (top) and Service (bottom)



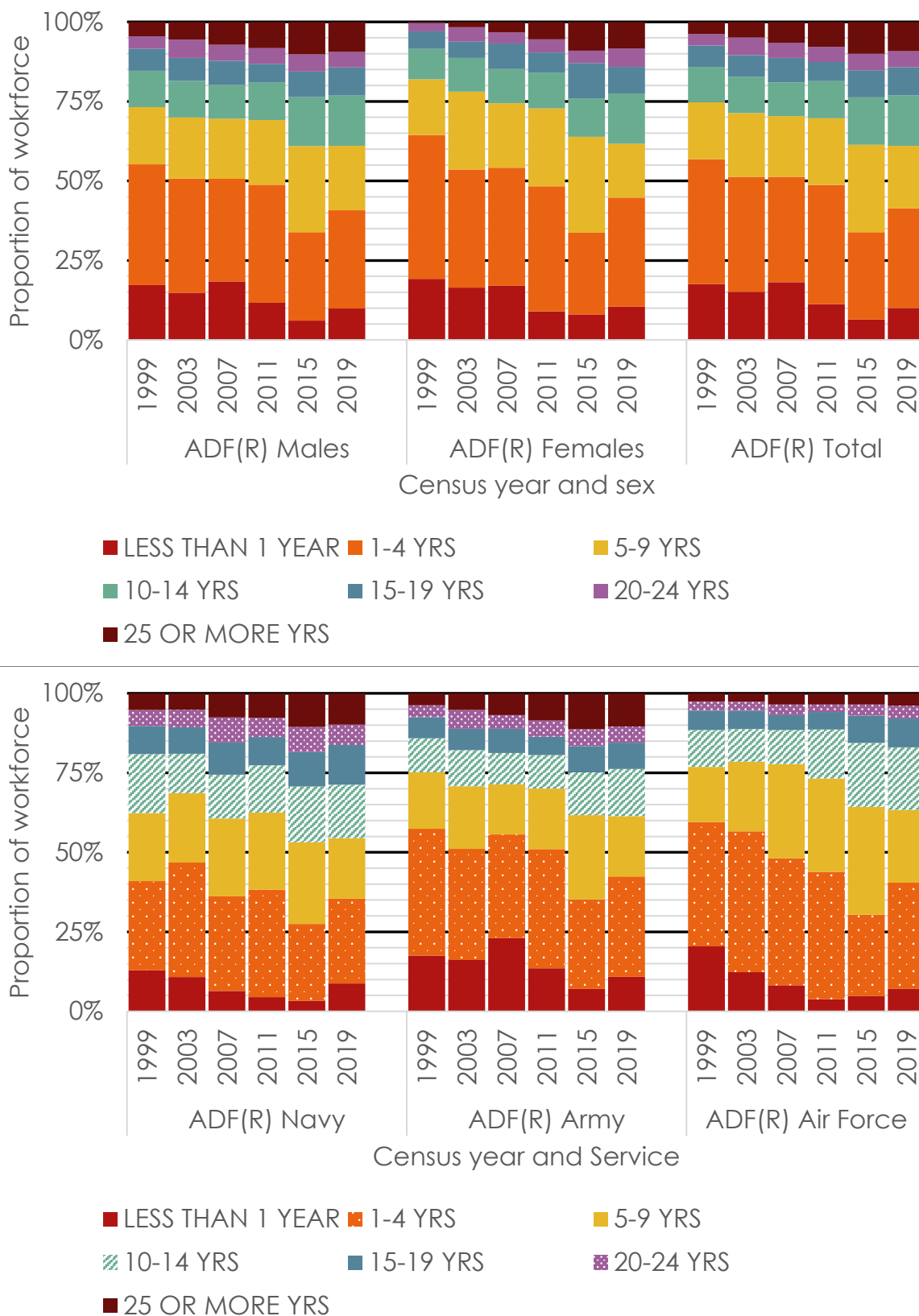
Source: Author calculations based on Defence Census 1991-2019. **Note:** Denominator for totals in 2015 and 2019 includes those who answered 'Prefer not to say' or 'X (Intersex, Indeterminate, Unspecified)' to the Gender question.

ADF Reserve

In the overall Reserve workforce, there has been a redistribution towards longer service lengths and away from shorter service lengths (less than 5 years). This is true of both the male and female segments of the workforce, but particularly of females (Figure 15 top panel). While the service length profile of the female workforce was markedly different from the male workforce in 1999, in recent years it has been more similar as the proportion of the female workforce with service lengths over 10 years has grown. In 2019, 9.4 per cent of male Reservists and 8.3 per cent of female Reservists had served for 25 years or more (increases of 4.9 and 8.0 percentage points respectively). In the Reserve workforce, the proportion of the workforce that were new entrants declined between 1999 and 2019 for both the male and female components of the workforce.

By Service type, the Naval Reserve and Army Reserve have had a stronger redistribution towards the longest service length than the Air Force Reserve. The proportion of the Naval Reserve and Army Reserve who had served for over 25 years increased by 4.6 and 6.6 percentage points respectively compared with 1.3 in the Air Force Reserve (Figure 15 bottom panel). Across all Services in the Reserve workforce, but particularly in the Army Reserve, there has been a proportionate loss of the workforce who had served for 1-4 years (down 1.4, 8.3 and 5.8 percentage points between 1999 and 2019 in the Naval Reserve, Army Reserve and Air Force Reserve respectively).

Figure 15. Length of service of the ADF(R) workforce, 1999-2019, by gender (top) and Service (bottom)

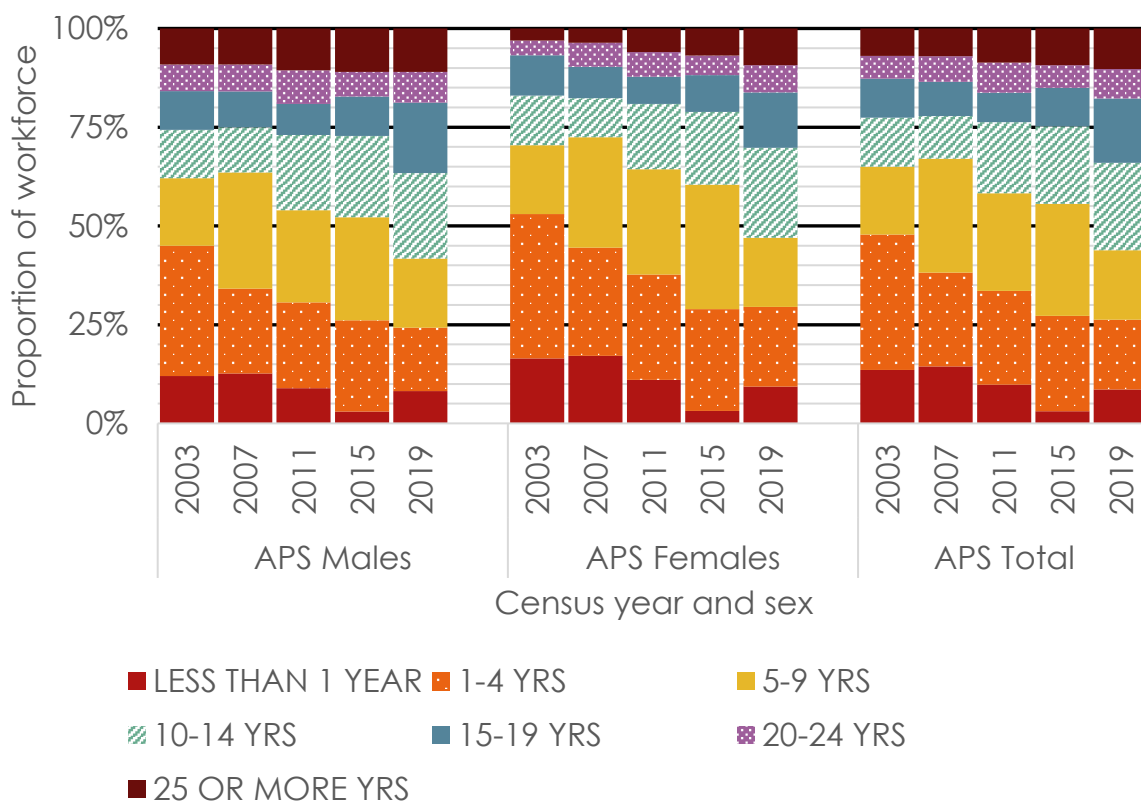


Source: Author calculations based on Defence Census 1999-2019. **Note:** Denominator for totals in 2015 and 2019 includes those who answered 'Prefer not to say' or 'X (Intersex, Indeterminate, Unspecified)' to the Gender question.

Defence APS

In the Defence APS, there has been a redistribution of the workforce away from those who had served in the Department of Defence² for less than 5 years (Figure 16). The proportion of the workforce who had served for 25 years or more has grown for both genders, but particularly for females (up 6.2 percentage points for females compared with 1.9 per cent for males), noting that the proportion of the female workforce who had the longest service history was relatively low in 2003. New entrants, as a proportion of both the male and female workforce, declined in 2015 before increasing again in 2019.

Figure 16. Length of service of the Defence APS workforce, 2003-2019, by gender



Source: Author calculations based on Defence Census 2003-2019. **Note:** Denominator for totals in 2015 and 2019 includes those who answered 'Prefer not to say' or 'X (Intersex, Indeterminate, Unspecified)' to the Gender question.

Trends in New Entrants

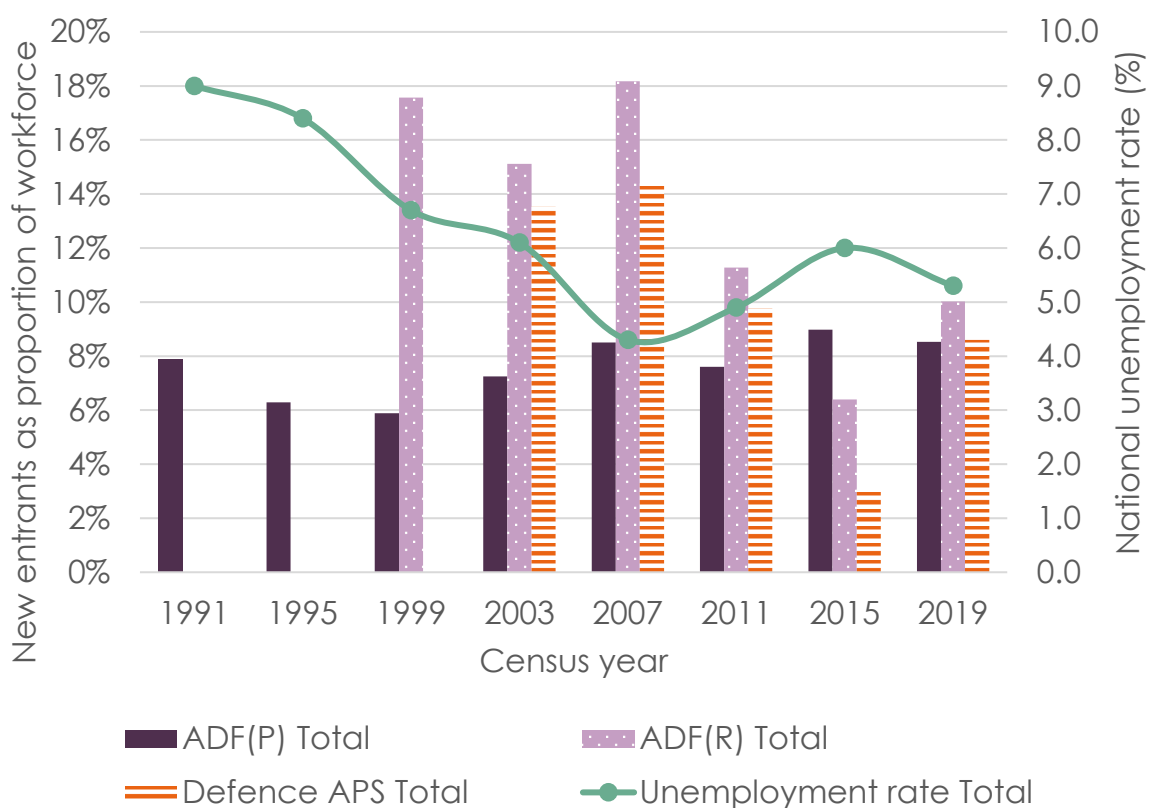
This section focuses on new entrants to the Defence workforce by sector and Service. A new entrant is defined here as someone who entered the ADF workforce in the 12 months preceding each Census. The analysis examines changes over time in the proportion of the workforce in each sector (and Service where applicable) that were new entrants, and tracks these alongside the national unemployment rate.

² This section applies specifically to time in the Department of Defence not the APS more generally.

Figure 17 shows new entrants as a proportion of the workforce by sector over time. Their juxtaposition with the unemployment rate provides no indication that levels of new entrants coincide with high unemployment rates in the general population. Rather, as will be seen, there is a clearer link between new entrants and government policy in relation to international events.

The new entrant rate in the ADF(P) has remained fairly steady at 5.9 to 9.0 per cent over the entire period. This is considerably lower than the new entrant rates for the ADF(R) and Defence APS in the late 1990s and early 2000s, but the three sectors had similar rates in 2019.

Figure 17. Proportion of the workforce that entered in the last year by sector and national unemployment rate, 1991-2019



Source: Author calculations based on Defence Census 1991-2019, ABS Labour Force Survey March 2020.

The new entrant rate to the ADF(P) was lowest in 1995 and 1999. The new entrant rate to the ADF(P) appears to have been sensitive to changes in government policy, funding priorities and overseas operations.

In 1991 the ADF was deployed to the 1991 *Gulf War*, also known as *Operation Desert Storm*. At the 1991 Census new entrants represented 7.9 per cent of the ADF(P) workforce. At the 1995 and 1999 Censuses the new entrant rate was lower at 6.3 and 5.9 per cent respectively. The *Commercial Support Program*, introduced in 1991 to encourage outsourcing of support services to the private sector, was found to affect recruitment to the ADF and reforms were made in 1995 (Australian National Audit Office 1998). Furthermore,

the *Defence Reform Program* introduced in 1997 to enable the ADF to focus on its core functions, also affected recruitment and was reformed in 1999 (Australian National Audit Office 2001).

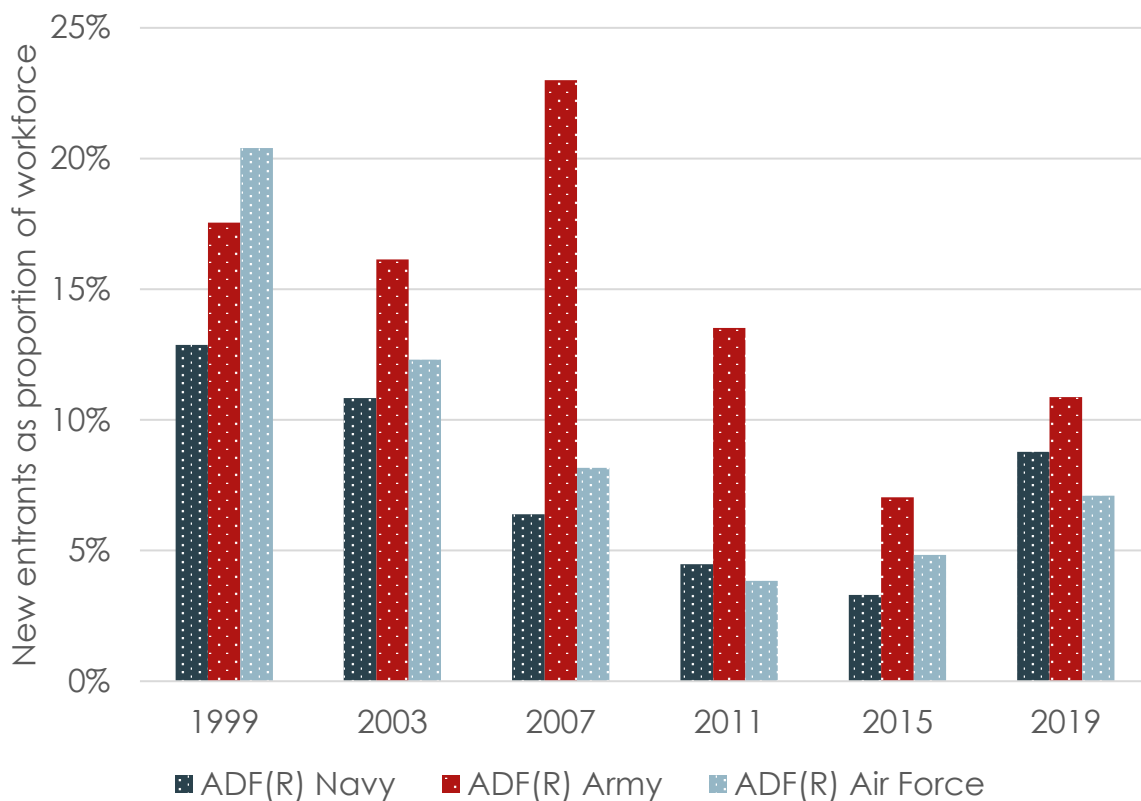
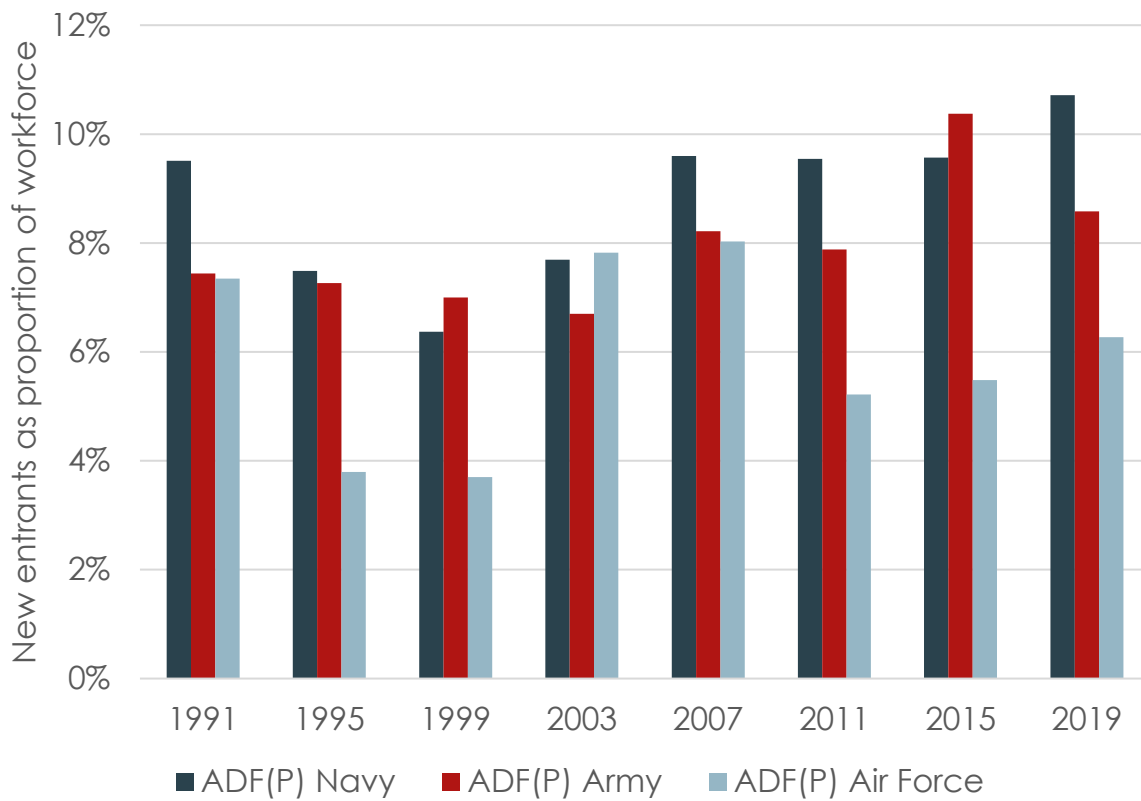
In 1999-2000 the ADF was deployed to East Timor. Other deployments followed: in 2001 the ADF was deployed to Afghanistan, in 2003 the ADF was deployed to Iraq and in 2006 there was a second deployment to East Timor. Consequently, new entrants rose in 2003 and 2007 as military expenditure increased (Trading Economics 2020). The proportion of the workforce that were new entrants decreased slightly in 2011, as Defence expenditure also decreased, especially as the Global Financial Crisis of 2008 left the ADF with more personnel than it could fund, leading to a reduction in recruitment effort (Parnell 2012). This occurred despite continued deployments to East Timor and Iraq until 2013. In 2015 the proportion of the ADF(P) that were new entrants again increased as the recruitment effort was strengthened as the economy recovered and military expenditure increased.

Amongst the ADF(P), the Air Force appears to be the most affected by deployments and changes in government and policy response (Figure 18 top panel). New entrants to the Air Force were low in relative terms in 1995 and 1999 but increased substantially in 2003 before falling again in 2011 (noting the Air Force is the smallest Service in the ADF). Over the entire period, the new entrant rate has been highest for the Navy in six of the eight Census years.

For the ADF(R), the proportion of the workforce represented by new entrants was relatively high at the 1999, 2003, 2007 and 2011 Censuses (see Figure 17 above). New entrants to the Reserve were particularly low in 2015 but increased somewhat in 2019. Within the Reserve workforce, new entrants to the Army Reserve drove the increase seen in 2007. While reduced Army Reserve recruiting targets explains the decrease seen in 2015 (Figure 18 bottom panel).

Some programs may have contributed to these changes. The 1992-96 Ready-Reserve scheme involved ready-reservists undertaking one year's full-time service followed by 50 days of Reserve Service over each of the following four years. The scheme was popular, especially with tertiary students, and attracted many applicants, particularly for the Army positions (James 2007). It was abolished in 2001. However, in 2007 the ADF Gap Year Program was introduced. Participants in the program often continued as Reservists when undertaking tertiary studies after their gap year. The program was cancelled in 2012 due in part to reduced budgetary circumstances but reintroduced in 2015 (Church 2014). Recently *Plan Beersheba* has led to changes to the Army Reserve, including streamlining and shortening the recruitment process (Defence Reserves Association 2016), which is reflected in the higher new entrant rate to the Army Reserve in 2019.

Figure 18. Proportion of the ADF workforce that entered in the last year by Service: ADF(P) 1991-2019 (top), ADF(R) 1999-2019 (bottom)



Source: Author calculations based on Defence Census 1991-2019, ABS Labour Force Survey March 2020.

In the Defence APS, new entrants represented a relatively high proportion of the workforce in 2003 and 2007 (see Figure 17 above). The peak in the new entrant rate in 2007 aligns with a peak in the size of the graduate cohort in the APS in 2007 (Australian Public Service Commission 2018). Since 2010 there have been several recruitment freezes and this is reflected in the lower new entrant rates in 2011 and especially 2015. The size of the APS graduate cohort also declined in the years following 2007, which has been attributed to the impact of the Global Financial Crisis and the consequent tightening of budgetary constraints (Australian Public Service Commission 2018). However, by 2019, the proportion of the Defence APS workforce who were new entrants had increased to 8.6 per cent.

Country of Birth

A key objective of the Diversity and Inclusion Strategy of the Department of Defence is to increase representation of Australians from culturally and linguistically diverse backgrounds to better reflect the Australian community (Department of Defence 2020a). Across all sectors of the Defence workforce, a high proportion of personnel were born in Australia and this has been stable over the years (Table 2). The composition of the non-Australian born Defence workforce has changed over time. This section discusses these changes by sector.

The proportion of the total ADF(P) workforce that was born in Australia decreased by less than 1 percentage point between 2003 and 2019 to stand at 86.8 per cent in 2019. All Services in the ADF(P) reflected this stability.

The proportion of the total ADF(R) workforce that was born in Australia decreased by 3.5 percentage points between 2003 and 2019 to stand at 83.3 per cent in 2019. Within the ADF(R), the proportion of Naval Reserve and Air Force Reserve who were born in Australia was stable, while the Army Reserve showed a decrease of 4.4 percentage points between 2003 and 2019.

The proportion of the Defence APS workforce that was born in Australia increased by 3.5 percentage points between 2003 and 2019 to stand at 81.7 per cent. By comparison, the proportion of the overall Australian workforce who were born in Australia fell by 6.1 percentage points between 2001 and 2016 to stand at 69.3 per cent.

Table 2. Proportion of the workforce that were Australian-born (%), 2003-2019

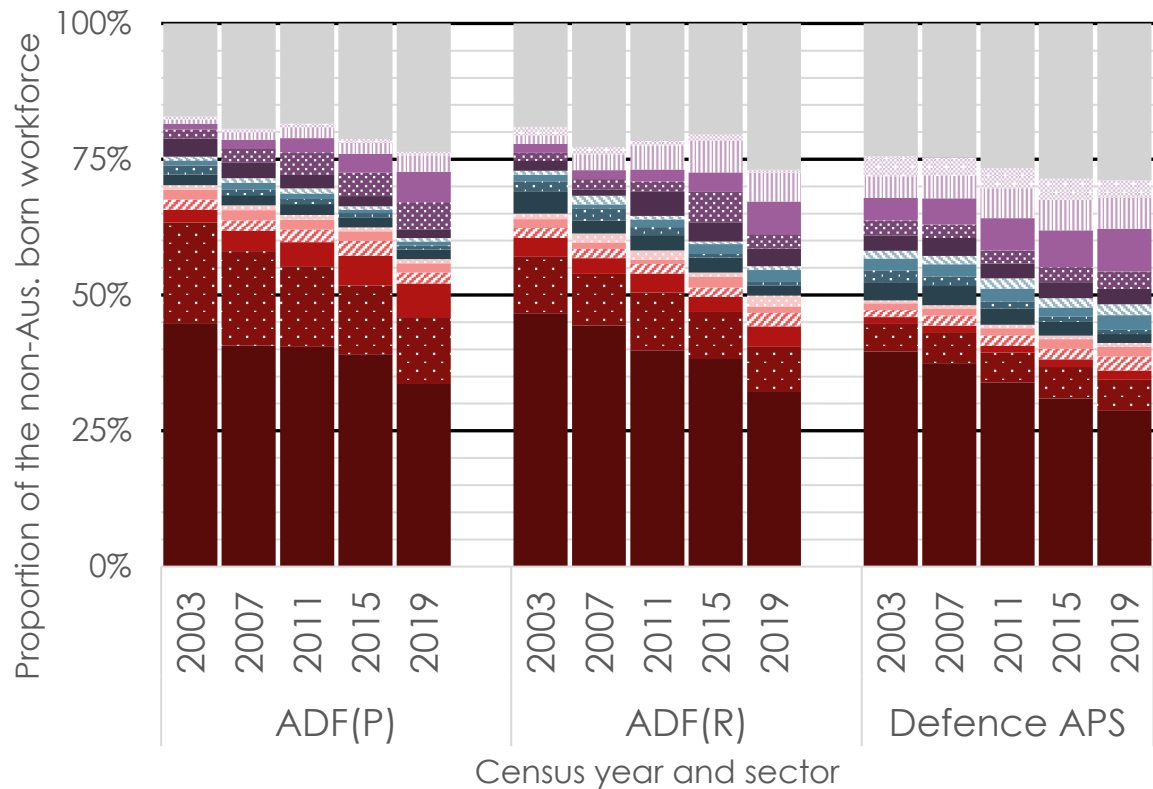
	Year of Defence Census (Population Census)				
	2003 (2001)	2007 (2006)	2011 (2011)	2015 (2016)	2019
ADF(P) total	87.6	87.7	87.5	87.3	86.8
- Navy	87.4	87.4	87.3	86.5	86.7
- Army	88.3	88.1	88.1	87.9	87.3
- Air Force	86.5	87.2	86.7	86.8	86.0
ADF(R) total	86.8	86.3	86.0	85.2	83.3
- Navy	82.8	81.2	83.6	84.6	83.0
- Army	87.8	87.9	87.0	85.8	83.4
- Air Force	83.7	84.3	82.2	82.8	82.8
Defence APS total	78.2	79.6	79.2	79.3	81.7
Australian workforce	75.4	74.5	71.9	69.3	-

Source: Author calculations based on Defence Census 2003-2019, ABS Census of Population and Housing 2001-2016.

The composition of the non-Australian born Defence workforce in each sector has changed over the years (Figure 19). Within the ADF(P) a higher proportion of the workforce were born in India, the Philippines, China and South Africa in 2019 compared with 2003. In contrast, over the same period, a decreasing proportion were born in New Zealand and the United Kingdom. In the ADF(R), a similar shift away from the United Kingdom and towards India

and China was observed. In the Defence APS there were similar shifts towards China and India and away from the United Kingdom. In all sectors, the proportion born in Other countries also increased. These changes in the Defence workforce align with strategies to employ more people from culturally and linguistically diverse backgrounds (Department of Defence 2020a).

Figure 19. Proportion of the non-Australian born Defence workforce by country of birth and sector, 2003-2019



Source: Author calculations based on Defence Census 2003-2019. Note: Categories limited by the available timeseries.

Aboriginal and Torres Strait Islander People

The Department of Defence aims to encourage and foster the participation and potential of Aboriginal and Torres Strait Islander people within Defence and to position Defence as an employer of choice for Aboriginal and Torres Strait Islander people (Department of Defence 2020a). This section provides a sectoral overview of changes in the proportion of the workforce who identify as Aboriginal and/or Torres Strait Islander.

The proportion of ADF(P) members who identified as Aboriginal and/or Torres Strait Islander rose between 1999 and 2019, from 1.3 per cent to 3.7 per cent (Table 3). The Navy had the biggest increase (from 1.4 to 4.3 per cent). In the ADF(R) the proportion increased from 1.7 to 2.6 per cent between 1999 and 2019. It should be noted, however, that the proportion of the Army Reserve who identified as Aboriginal and/or Torres Strait Islander was as high as 5.0 per cent in 2011.

In the Defence APS the proportion who identified as Aboriginal and/or Torres Strait Islander increased from 0.9 per cent in 2003 to 2.9 per cent in 2019. By comparison, the proportion of the Australian workforce who identified as Aboriginal and/or Torres Strait Islander increased from 1.2 per cent in 2001 to 1.7 per cent in 2016.

Table 3. Proportion of the workforce that identified as Aboriginal and/or Torres Strait Islander (%), 1999-2019

	Year of Defence Census (Population Census)					
	1999	2003 (2001)	2007 (2006)	2011 (2011)	2015 (2016)	2019
ADF(P) total	1.3	1.4	1.4	1.5	2.3	3.7
- Navy	1.4	1.5	1.6	1.7	2.8	4.3
- Army	1.6	1.6	1.6	1.7	2.4	3.9
- Air Force	0.9	0.8	1.0	0.8	1.7	2.8
ADF(R) total	1.7	2.4	1.8	4.0	1.9	2.6
- Navy	0.2	0.8	1.1	0.4	0.6	1.1
- Army	1.9	2.9	2.2	5.0	2.1	3.1
- Air Force	1.0	1.0	0.6	1.1	1.1	1.6
Defence APS total	-	0.9	0.8	0.7	1.8	2.9
Australian workforce	-	1.2	1.4	1.5	1.7	-

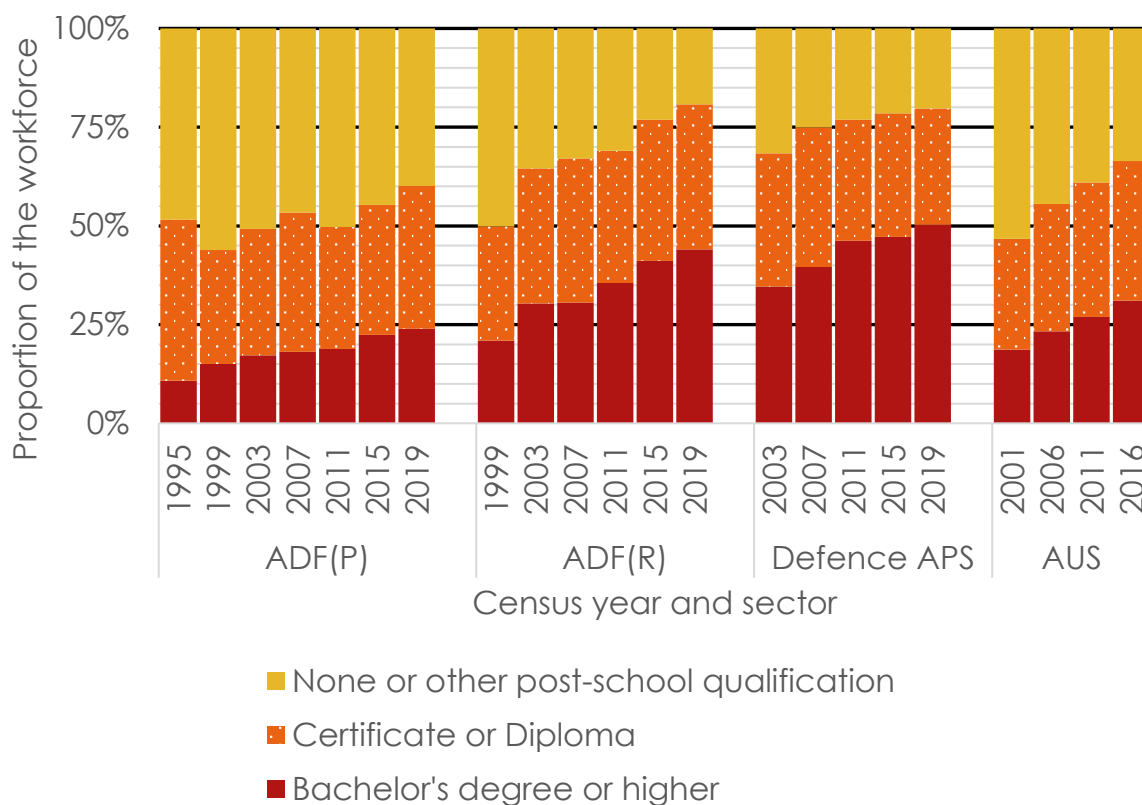
Source: Author calculations based on Defence Census 1999-2019, ABS Census of Population and Housing 2001-2016.

Increases in the proportion of the workforce who identify as Aboriginal and Torres Strait Islander Australians align with objectives to improve the representation of Indigenous people in Defence (Department of Defence 2020a). However, it should be noted that the likelihood that people will identify as Aboriginal and Torres Strait Islander has increased over time (O'Donnell & Raymer 2015) which may confound analyses of improvements in representation.

Educational Attainment

The educational attainment of the Australian population has increased over time, acting to improve Australia's total stock of human capital (Tunny 2006). This is reflected in the educational attainment of the Defence workforce. Figure 20 shows the proportion of members of each Defence sector with a Bachelor's degree or higher, certificate or diploma level qualifications or no post-school qualifications or other type of qualification. The proportions for the Australian workforce at the last four population censuses are also shown. In line with the broader Australian workforce, the proportion of the Defence workforce with a Bachelor's degree or higher has increased across all sectors, Services, and ranks. Compared with the Australian workforce, the ADF(R) and Defence APS have had a higher level of educational attainment since 2003, while the ADF(P) has had a similar level. Improvements in the qualification profile within each sector are discussed below.

Figure 20. Proportion of the Defence workforce with post-school qualifications, 1995-2019



Source: Author calculations based on Defence Census 1995-2019, ABS Census of Population and Housing 2001-2016.

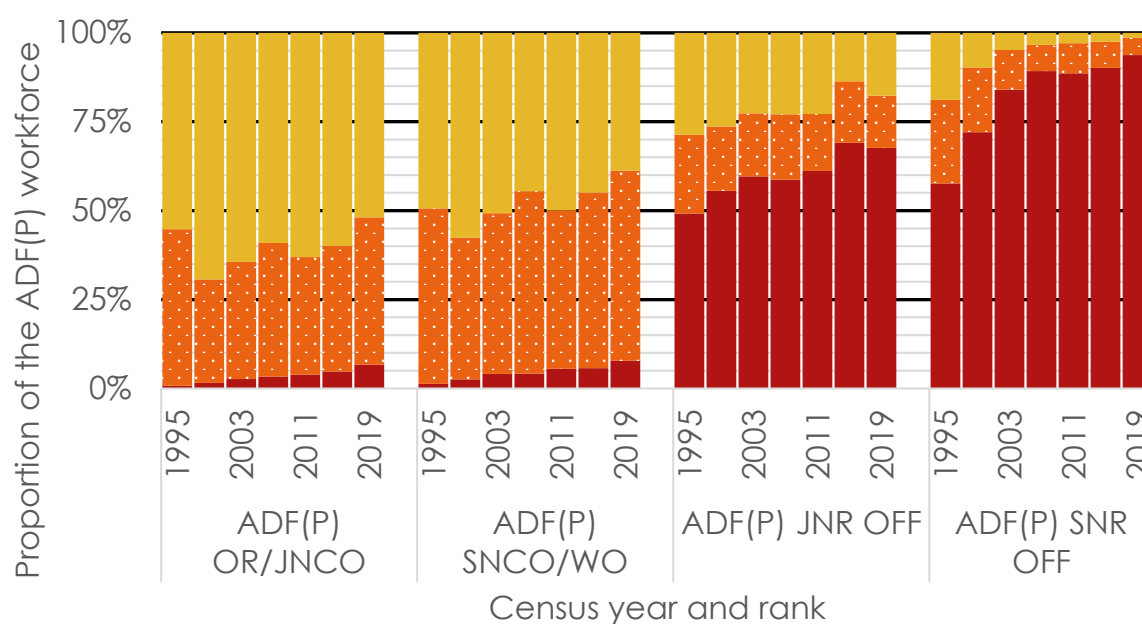
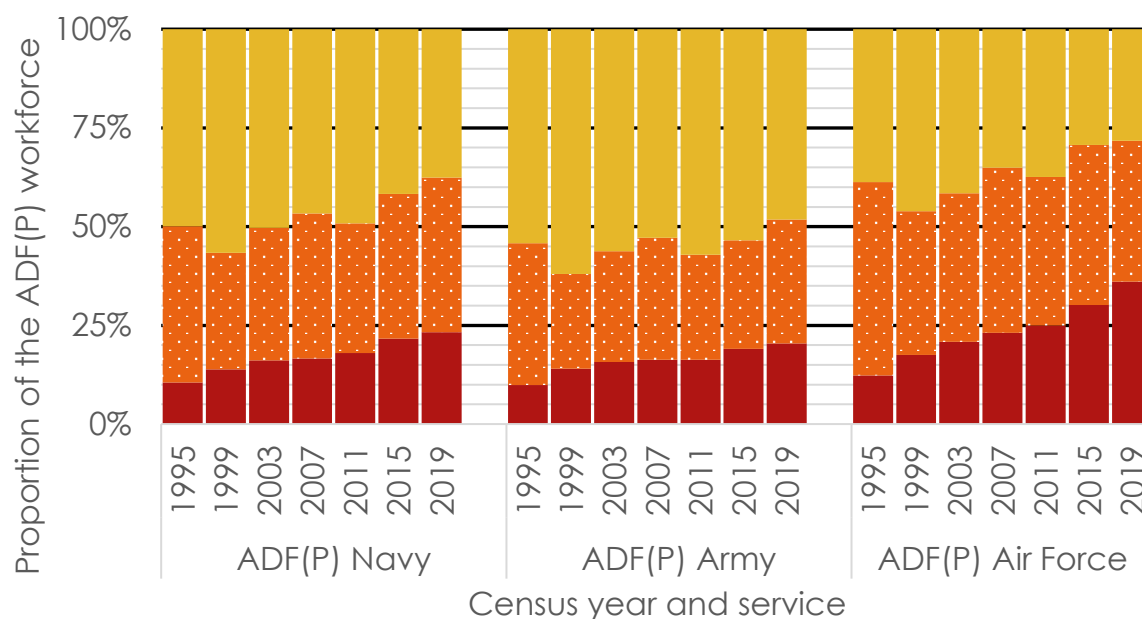
Permanent ADF

The proportion of the ADF(P) with a Bachelor's degree or higher increased by 13.1 percentage points between 1995 and 2019 to stand at 23.9 per cent in 2019. Looking within the ADF(P), the largest gains were seen in the Air Force and Senior Officer rank (Figure 21).

Between 1995 and 2019, the proportion of the Navy with a Bachelor's degree or higher increased by 12.8 percentage points to stand at 23.3 per cent in 2019. In the Army, there was a 10.5 percentage point increase between 1995 and 2019, with 20.4 per cent of the workforce with a Bachelor's degree or higher in 2019. In the Air Force, 31.9 per cent of the workforce had a Bachelor's degree or higher in 2019, which was 19.5 percentage points higher than the proportion in 1995.

Between 1995 and 2019, the proportion of the workforce at the OR/JNCO rank with a Bachelor's degree or higher increased by 5.9 percentage points to stand at 6.7 per cent in 2019. Similar results were seen for the SNCO/WO rank (an improvement of 6.5 percentage points to stand at 7.8 per cent in 2019). Larger improvements in educational attainment were seen at the Junior and Senior Officer levels. At the Junior Officer level, 67.6 per cent of the workforce had a Bachelor's degree or higher in 2019, which was an improvement of 18.4 percentage points between 1995 and 2019. At the Senior Officer level, 93.7 per cent of the workforce had a Bachelor's degree or higher in 2019, an increase of 36.1 percentage points between 1995 and 2019.

Figure 21. Highest educational attainment of the ADF(P) workforce, 1995-2019, by Service (top) and rank (bottom)



Source: Author calculations based on Defence Census 1995-2019.

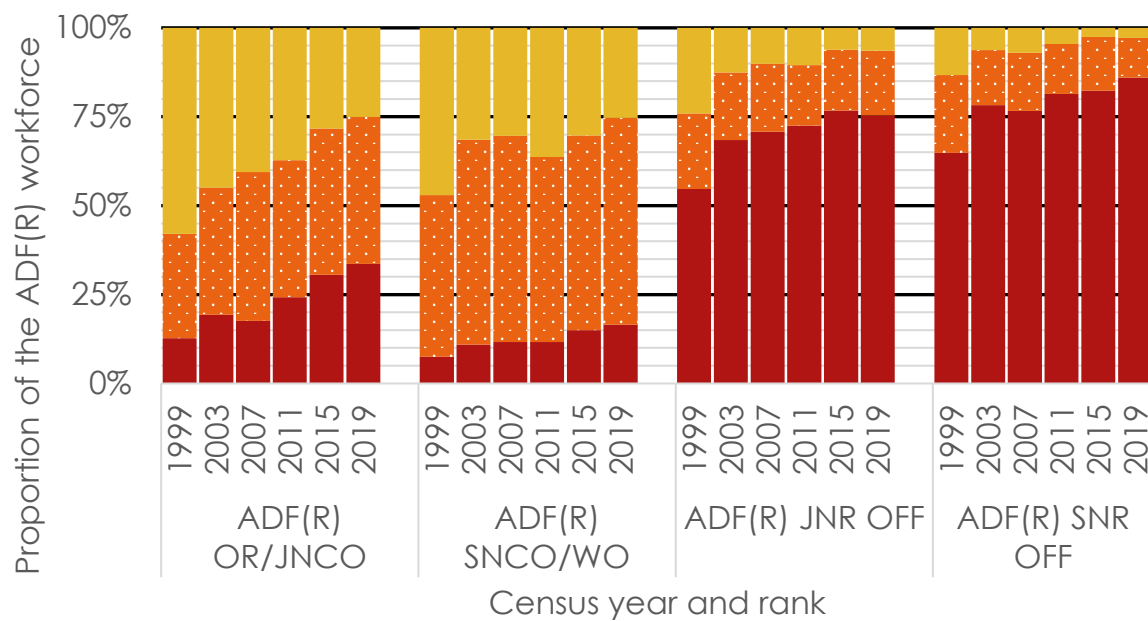
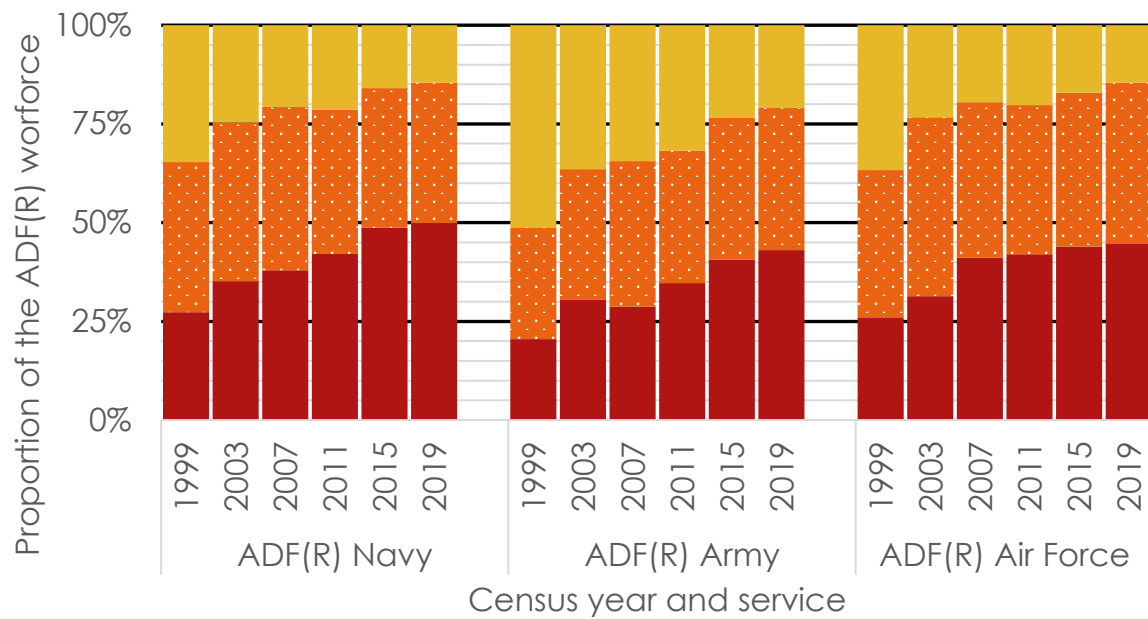
ADF Reserve

The proportion of the ADF(R) with a Bachelor's degree or higher increased by 22.7 percentage points between 1999 and 2019 to stand at 44.0 per cent in 2019. There have been similar improvements across all Services of the Reserve workforce (Figure 22 top panel). Between 1999 and 2019, the proportion of the Naval Reserve with a Bachelor's degree or higher increased by 22.6 percentage points to stand at 49.9 per cent in 2019. In the Army Reserve, there was also a 22.6 percentage point increase between 1999 and 2019, with 43.1 per cent of the workforce having a Bachelor's degree or higher in 2019. In the Air Force Reserve, 44.8 per cent of the workforce had a Bachelor's degree or higher in 2019, which was 18.7 percentage points higher than the proportion in 1999.

Between 1999 and 2019, the highest percentage point increase in the proportion with a Bachelor's degree or higher was at the OR/JNCO ranks (Figure 22 bottom panel). The proportion of the Reserve workforce at the OR/JNCO rank with a Bachelor's degree or higher increased by 20.9 percentage points to stand at 33.6 per cent in 2019. The lowest percentage point increase in the proportion with a Bachelor's degree or higher was at the SNCO/WO levels: the proportion increased by only 9.0 percentage points to stand at 16.5 per cent in 2019.

In 1999, relatively large proportions of the workforce at the Junior and Senior Officer levels had a Bachelor's degree or higher, yet substantial improvements in a Bachelor's degree or higher were still seen between 1999 and 2019. At the Junior Officer level, 75.4 per cent of the workforce had a Bachelor's degree or higher in 2019, which was an improvement of 20.7 percentage points between 1999 and 2019. At the Senior Officer level, 86.0 per cent of the workforce had a Bachelor's degree or higher in 2019, which was an increase of 21.1 percentage points between 1999 and 2019.

Figure 22. Highest educational attainment of the ADF(R) workforce, 1999-2019, by Service (top) and rank (bottom)



Source: Author calculations based on Defence Census 1999-2019.

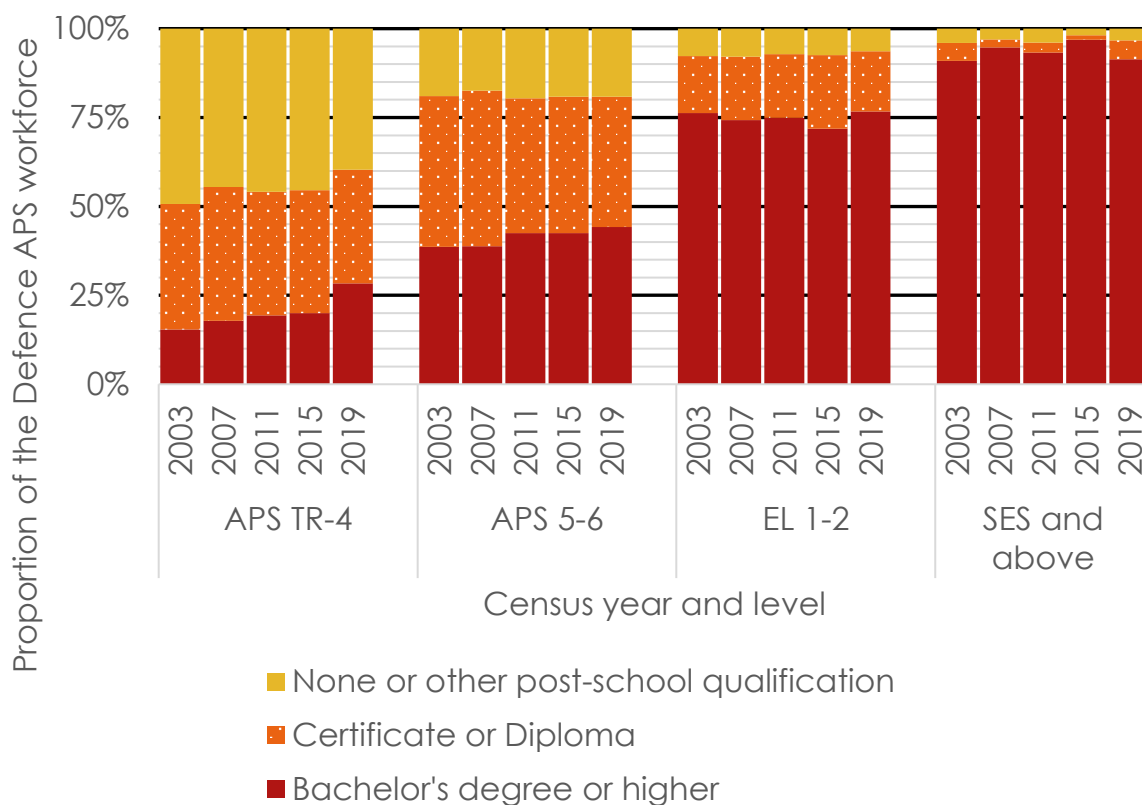
Defence APS

The proportion of the Defence APS with a Bachelor's degree or higher increased by 15.7 percentage points between 2003 and 2019 to stand at 50.3 per cent in 2019. The largest percentage point increase in the proportion of the workforce with a Bachelor's degree or higher was at the junior APS levels, although the proportion of the Executive levels (1-2 and SES) with a Bachelor's degree or higher was already high in 2003 (Figure 23).

Between 2003 and 2019, the proportion of the Defence APS workforce at the APS TR-4 level with a Bachelor's degree or higher increased by 12.9 percentage points to stand at 28.4 per cent in 2019. For the APS 5-6 levels, the proportion with a Bachelor's degree or higher increased by 5.5 percentage points to stand at 44.2 per cent in 2019.

In 2003, around three quarters of the workforce at the EL1-2 levels had a Bachelor's degree or higher, and little change in this proportion was seen between 2003 and 2019. Around 90 per cent of the SES workforce had a Bachelor's degree or higher in 2003, and this proportion was similar in 2019.

Figure 23. Highest educational attainment of the Defence APS workforce, 2003-2019, by level



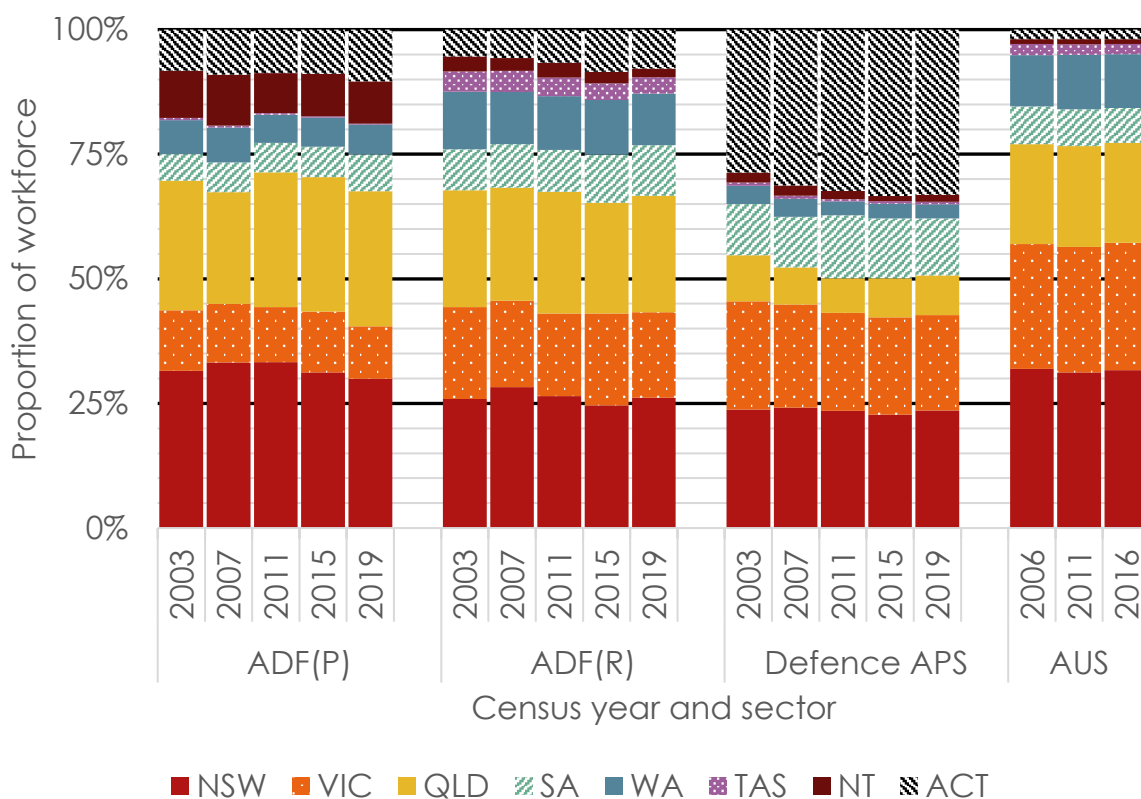
Source: Author calculations based on Defence Census 1999-2019. Note: Includes relevant S&T classifications.

Place of Residence

Over the period 2003 to 2019, around two-thirds of members of the ADF (Permanent and Reserve) resided in New South Wales, Victoria, and Queensland, while only about a half of the Defence APS resided in these states. A slightly lower proportion of the ADF(P) workforce resided in NSW and Victoria in 2019 compared with 2003, while a slightly higher proportion resided in Queensland and South Australia (Figure 24).

Compared with the Australian workforce, across all sectors the proportions residing in New South Wales, Victoria, and Queensland combined are low, while the proportions residing in the ACT and Northern Territory are high. As with the rest of the Australian Public Service (Australian Public Service Commission 2020), the Defence APS is relatively concentrated in the ACT, with the proportion increasing over time (from 28.7 per cent in 2003 to 33.1 per cent in 2019) while the proportions residing in Victoria and Queensland decreased. The Defence APS was also increasingly over-represented in South Australia. The proportion residing in the Northern Territory was largest for the ADF(P) and has decreased slightly for all sectors. Compared with the other sectors, the ADF(R) has been over-represented in Tasmania and Western Australia.

Figure 24. Proportion of the Defence workforce by state/territory of usual residence, 2003-2019



Source: Author calculations based on Defence Census 2003-2019, ABS Census of Population and Housing 2006-2016.

Housing of Permanent ADF Personnel

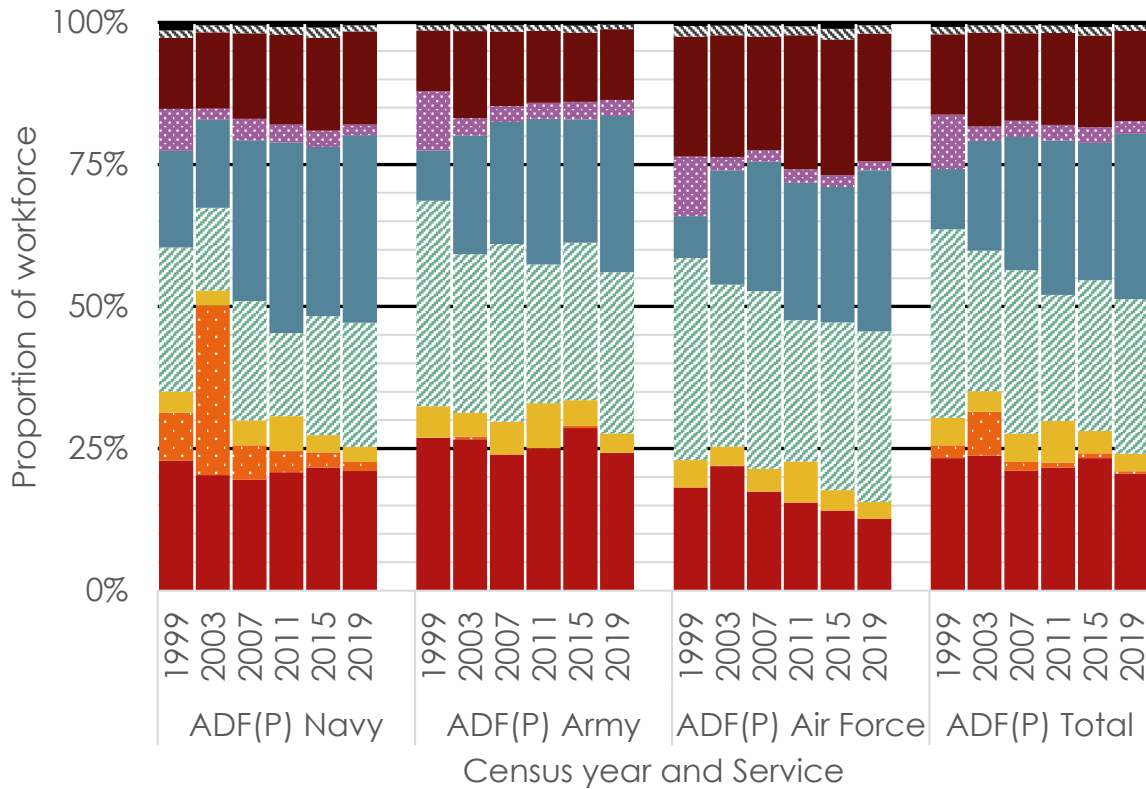
Defence Housing Australia provides housing and related services to Defence members and their families (Defence Housing Australia 2020). Housing options include on-base and off-base Service accommodation, as well as assisted private rentals.

Only the ADF(P) were asked about their accommodation at each Census (Figure 25). Unusually, in 2003, nearly a third of the Navy were living on board a ship. In 2003, four warships were allotted for duty during the war with Iraq (Royal Australian Navy 2020).

Since 1999, there has been a trend away from barracks, on-base and off-base Service residences and unassisted private rentals, towards private rentals with Rental Assistance and home ownership with a mortgage (Figure 25). The proportion of the ADF(P) workforce living in assisted rentals increased from 1999 by 18.5 percentage points to 29.0 per cent in 2019. The proportion living in homes they were paying off increased slightly by 1.7 percentage points to 15.9 per cent in 2019.

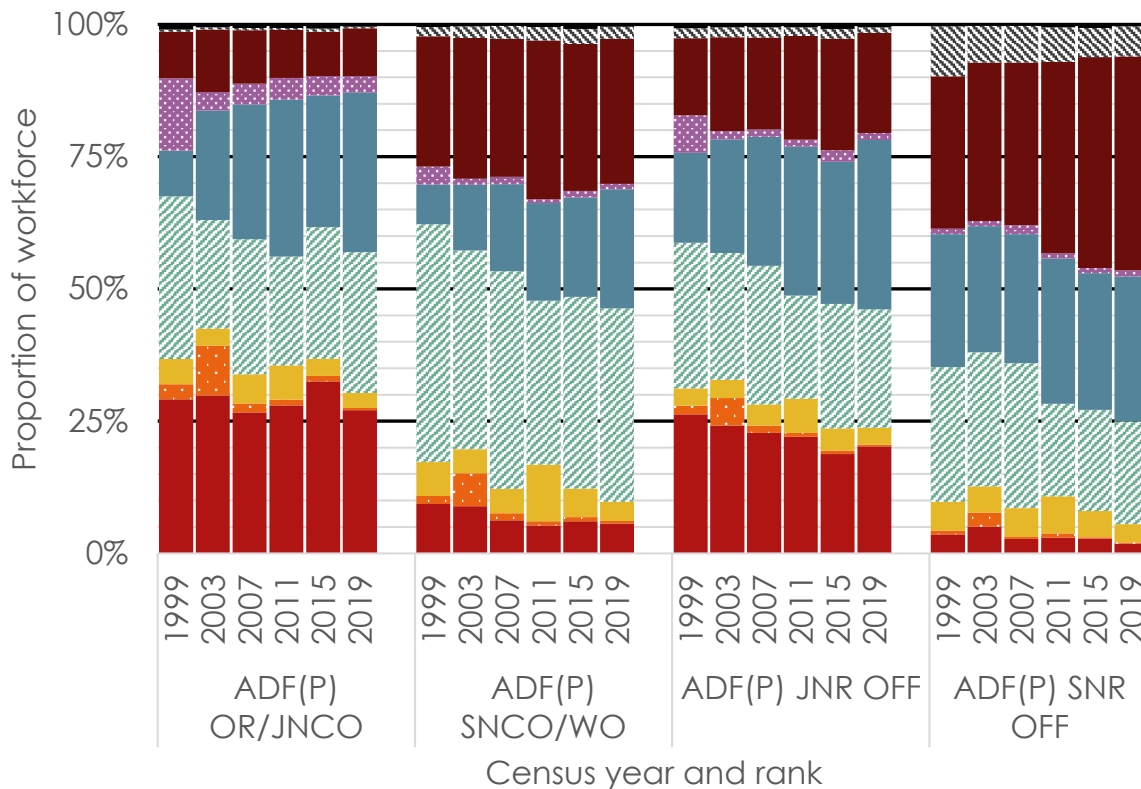
By rank, the shift from renting without assistance to renting with assistance was particularly marked at the OR/JNCO level (an increase of 21.4 percentage points in the proportion renting with assistance to 30.1 per cent in 2019) (Figure 26). The shift towards home ownership with a mortgage was most notable at the Senior Officer level (an increase of 11.6 percentage points to 40.4 per cent in 2019).

Figure 25. Profile of the ADF(P) workforce by accommodation type and Service, 1999-2019



- Rent-free
- ▨ A home that you own that is fully paid off
- A home that you are buying / paying off
- Privately rented accommodation without Rental Assistance (RA)
- Privately rented accommodation with Rental Assistance (RA)
- Other Service residence (SR) off base
- Service residence (SR) on base
- Onboard ship
- Living-in accommodation (service barracks/mess)

Source: Author calculations based on Defence Census 1999-2019. Note: Other Service residence off base includes Member Choice Accommodation.

Figure 26. Profile of the ADF(P) workforce by accommodation type and rank, 1999-2019


- Rent-free
- ▨ A home that you own that is fully paid off
- A home that you are buying / paying off
- Privately rented accommodation without Rental Assistance (RA)
- Privately rented accommodation with Rental Assistance (RA)
- Other Service residence (SR) off base
- Service residence (SR) on base
- Onboard ship
- Living-in accommodation (service barracks/mess)

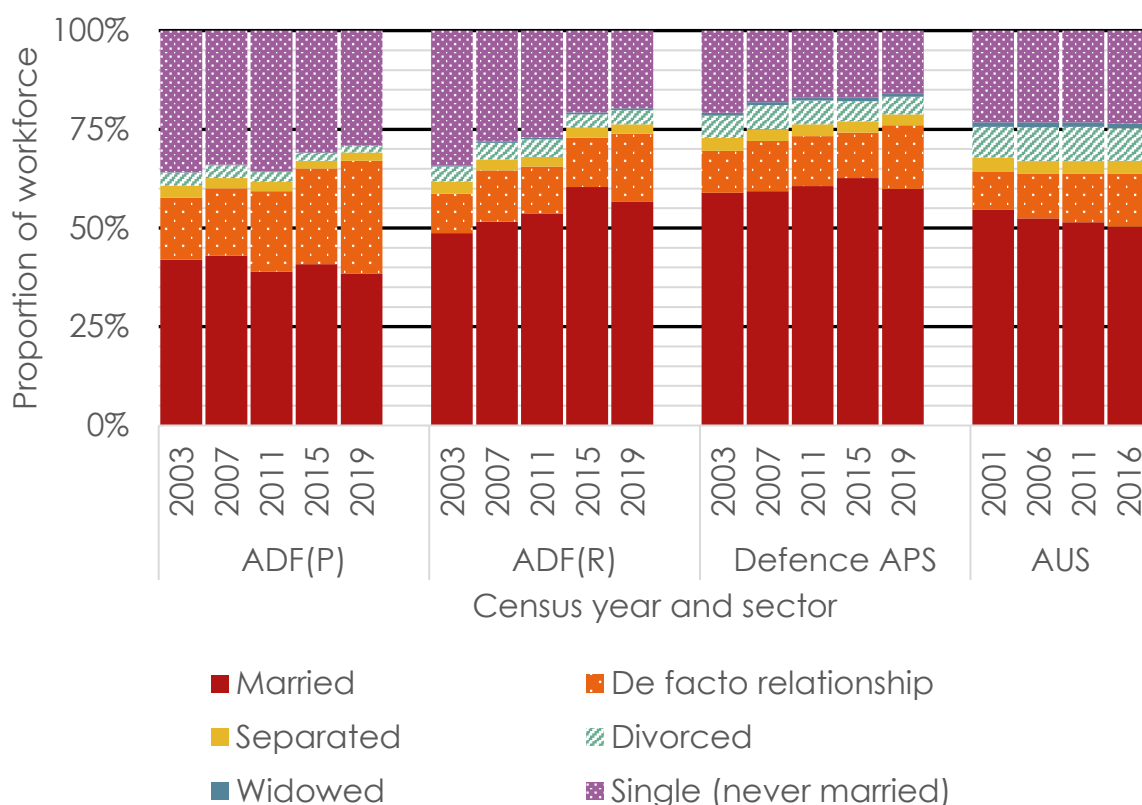
Source: Author calculations based on Defence Census 1999-2019. Note: Other Service residence off base includes Member Choice Accommodation.

Marital Status

There have been some changes in the marital status of the Defence workforce over time. The implications of the 'service lifestyle' for relationships has been a historical concern for the ADF (Snider 1993). However, analysis of trends in marital status since 2003 shows that for all sectors of the Defence workforce there has been a slight decrease in the proportion of members who were separated or divorced. This contrasts with the Australian workforce for which there has been little change in the proportion who were separated or divorced.

Between 2001 and 2016 there was a decline in the proportion of the employed Australian population who were married (Figure 27). As documented in previous research (e.g. Weston & Qu 2014) this trend has been accompanied by an increase in de facto (cohabiting) partnerships.

Figure 27. Proportion of the Defence workforce by marital status, 2003-2019



Source: Author calculations based on Defence Census 2003-2019; ABS Census of Population and Housing 2006-2016.

There has been a similar trend away from marriage towards de facto partnerships in the ADF(P). Between 2003 and 2019, the proportion of the ADF(P) that were in a de facto relationship increased by 12.8 percentage points to 28.5 per cent of the workforce. The proportion that were married decreased by 3.4 percentage points to 38.5 per cent and the proportion that were single decreased by 6.8 percentage points to 29.1 per cent.

In contrast, in the ADF(R), the proportion that were married increased by 8.0 percentage points to 56.8 per cent. The proportion that were in de facto relationships also increased, by 7.2 percentage points. The increase in the proportion that were married or de facto was balanced by a 14.4 percentage point decrease in the proportion that were single (to 19.7 per cent in 2019).

In the Defence APS the proportion that were married was steady between 2003 and 2019, while the proportion that were in de facto relationships increased by 5.6 percentage points to 16.2 per cent. The proportion that were single decreased by 5.0 percentage points to 15.8 per cent.

Differences in marriage between the sectors may be linked to socio-demographic factors. The ADF(R) and the Defence APS are older and have higher levels of educational attainment than the ADF(P). In Australia, age at marriage has been increasing, while those with lower educational attainment are less likely to marry, than those with higher educational attainment, and more likely to form de facto partnerships instead (Heard 2011).

Families of Permanent ADF Personnel

This section provides an overview of the families of personnel in the ADF(P).

Category

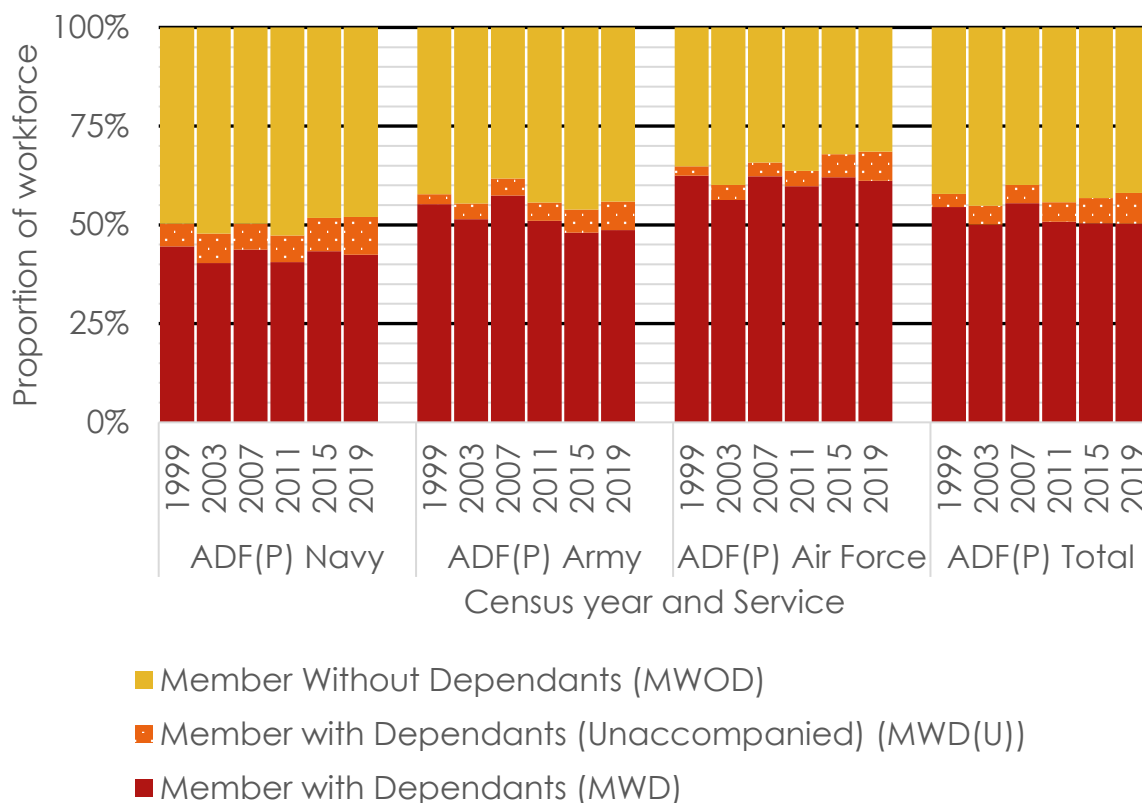
Many conditions of service differ depending on whether or not a member has recognised dependants (Department of Defence 2020b). Members are placed in one of three categories:

- 1) Members with Dependants (MWD): has in their household people who meet the definition of dependant. They need to be providing a home for them at the posting location and live in it with at least one dependant.
- 2) Members with Dependants (Unaccompanied) (MWD(U)): provides a home for dependants but is unable to live with the dependants for service-related reasons.
- 3) Members without Dependants (MWOD): does not qualify under the two categories above.

These categories are used to determine what accommodation-related conditions of service the member is entitled to.

The proportion of the ADF(P) workforce who were classified as MWD declined by 4.2 percentage points from 54.5 per cent in 1999 to 50.3 per cent in 2019. Balancing this, the proportion who were classified as MWD(U) increased from 3.3 per cent in 1999 to 7.8 per cent in 2019. The proportion who were classified as MWOD was relatively stable. However, there have been some fluctuations over the period, as well as differences by Service (Figure 28).

The overall decrease in the proportion of personnel classified as MWD was greatest in the Army (down 6.5 percentage points compared with decreases of 2.2 and 1.2 in the Navy and Air Force respectively). The increase in MWD(U) was greatest in the Air Force (up 5.0 percentage points compared with 3.8 and 4.7 in the Navy and Army respectively). While the proportion of personnel classified as MWOD rose in the Army (up 1.8 percentage points), the proportion fell in the Navy and Air Force (down 1.7 and 3.7 percentage points respectively).

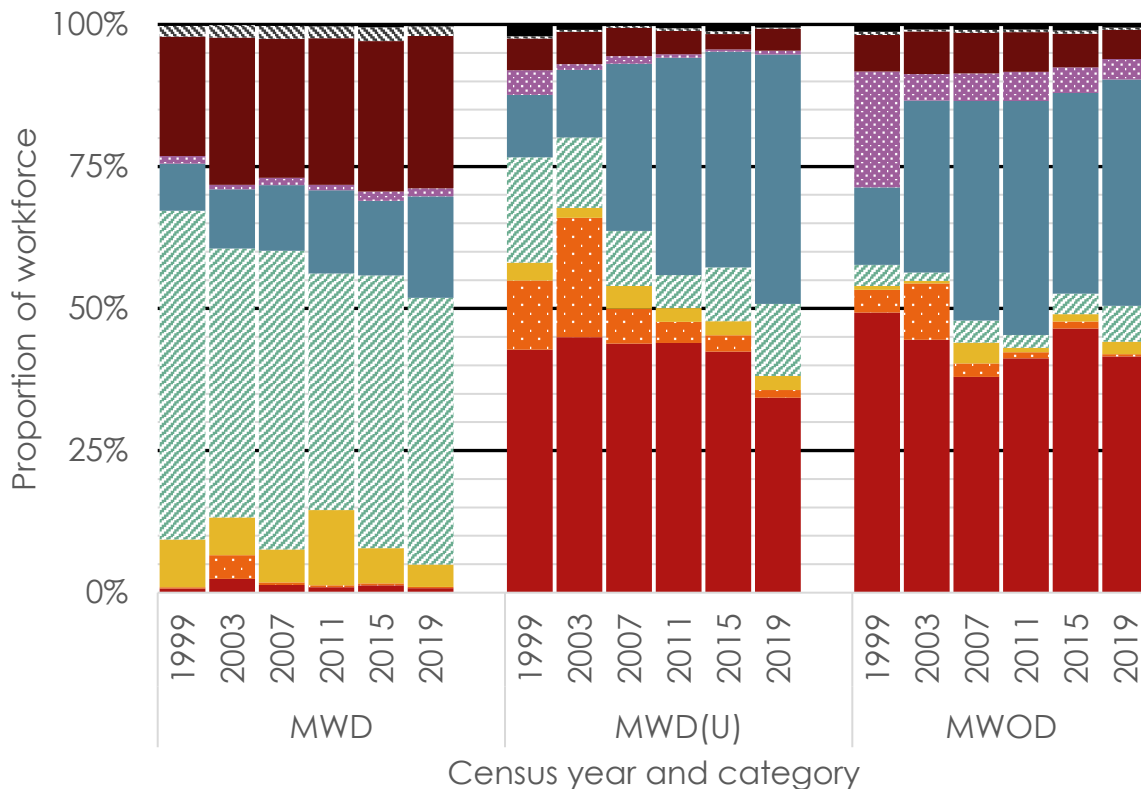
Figure 28. Profile of the ADF(P) workforce by category and Service, 1999-2019

Source: Author calculations based on Defence Census 1999-2019.

Accommodation by Category

Accommodation available to ADF(P) personnel varies depending on their category (Defence Housing Australia 2020). Over the years, members categorised as MWD have been most likely to live in off-base Service accommodation, though this declined from 57.8 per cent in 1999 to 46.9 per cent in 2019 (Figure 29). At the same time, there have been increases in those categorised as MWD living in privately rented accommodation with Rental Assistance (up 9.6 percentage points) and in mortgaged homes (up 5.8 percentage points).

MWD(U) and MWOD categories were most likely to reside in living-in accommodation (Service barracks), but the proportion declined for both categories between 1999 and 2019 (down 8.5 and 7.7 percentage points respectively). In contrast, there have been large increases in the proportion living in privately rented accommodation with Rental Assistance (up 32.9 percentage points to 43.9 per cent for MWD(U) and up 26.2 percentage points to 39.8 per cent for MWOD).

Figure 29. Profile of the ADF(P) workforce by accommodation type and category, 1999-2019


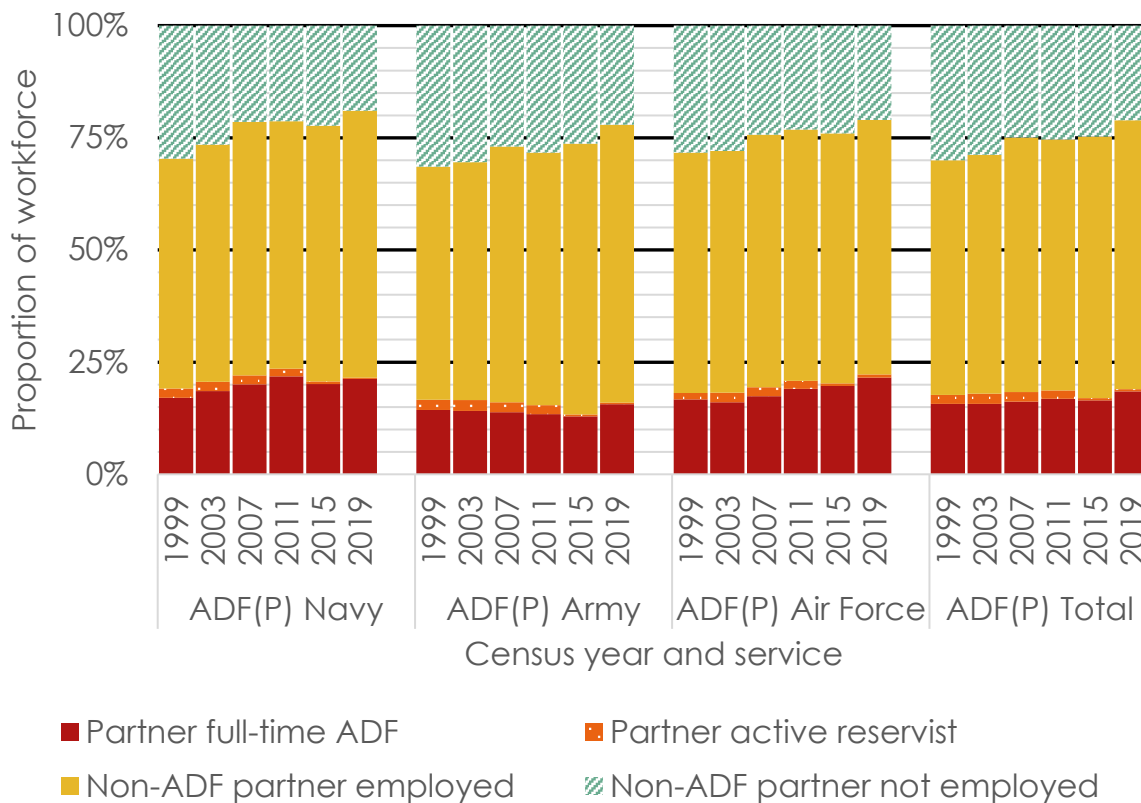
Source: Author calculations based on Defence Census 1999-2019. Note: Other Service residence off base includes Member Choice Accommodation.

Employment of Partners

The employment situation of the partners of ADF(P) personnel may affect the support structures needed to enable work-family balance. Looking at members with partners, the proportion of ADF(P) members whose partners were also full-time members of the Permanent ADF increased by 2.8 percentage points between 1999 and 2019 (to 18.5 per cent), with a larger increase amongst members of the Air Force. There has been a more substantial increase, however, in the proportion of partnered members with employed non-ADF partners and a decrease in the proportion with non-employed partners. Given the higher proportion of members who are male, this likely reflects shifts towards greater female

workforce participation in Australia overall (Australian Bureau of Statistics 2020). There was some variation by Service. Members of the Army had the smallest increase in the proportion with partners who were also full-time ADF members, but also the greatest increase in the proportion with partners employed outside the ADF (Figure 30).

Figure 30. Profile of the partnered ADF(P) workforce by partners' employment status and Service, 1999-2019



Source: Author calculations based on Defence Census 1999-2019.

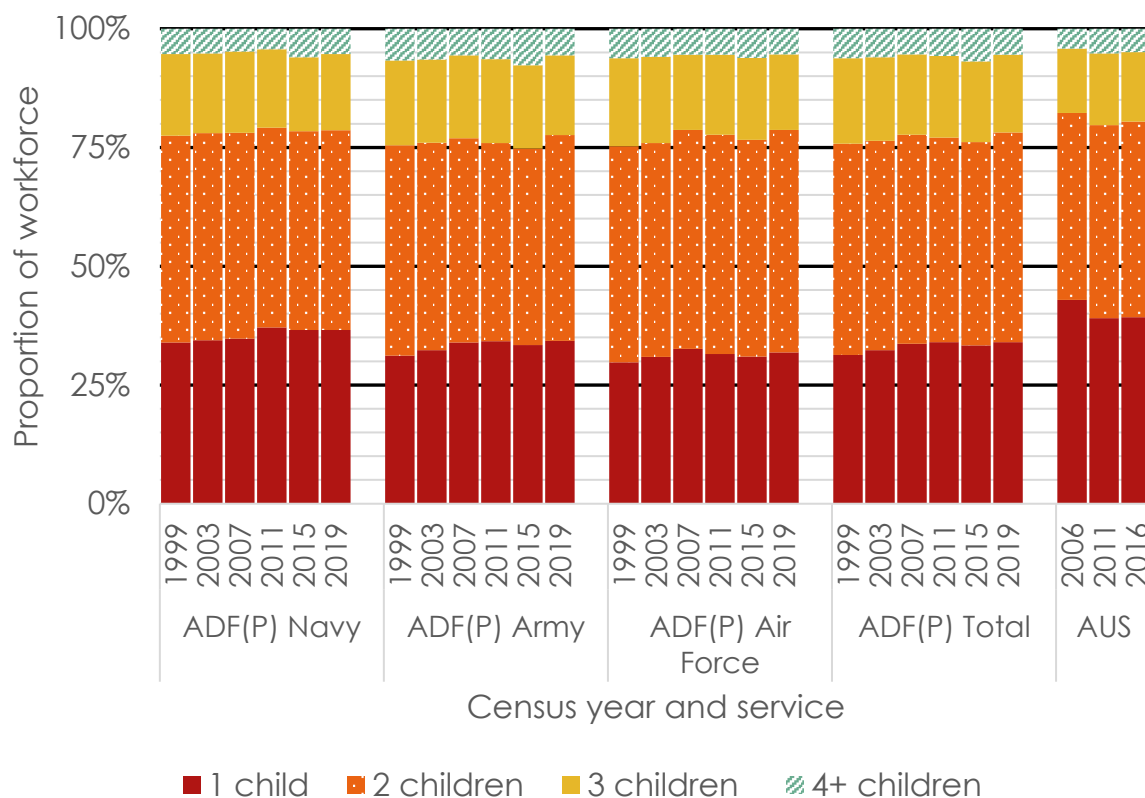
Children

Dependants of ADF(P) members also affect their work-family needs. The proportion of ADF(P) members who had at least one dependant child living with them for more than 90 nights per year was 3.2 percentage points lower in 2019 than in 1999 (Table 4). The largest decrease was in the Army (down 4.9 percentage points). Amongst those members with at least one dependent child, there has been little variation in family size, as shown in Figure 31.

Table 4. Proportion of the ADF(P) workforce with dependent children (%), 1999-2019

Census year	Service			
	Navy	Army	Air Force	Total
1999	32.1	38.0	43.8	38.1
2003	32.1	37.6	40.9	37.1
2007	27.5	35.3	39.9	34.6
2011	28.8	34.7	41.1	34.9
2015	34.5	36.6	46.9	38.6
2019	29.9	33.2	43.5	34.9

Source: Author calculations based on Defence Census 1999-2019.

Figure 31. Profile of the ADF(P) workforce by number of dependent children, 1999-2019


Source: Author calculations based on Defence Census 1999-2019, ABS Census of Population and Housing 2001-2016 (Counting All Families by Place of Enumeration).

Other Dependants

In addition to partners and children, some ADF members had other dependants such as parents or grandparents. For all Services combined there has been an increase of 5.6 percentage points in the proportion of all members who have other dependants, to stand at 7.8 per cent in 2019. Members of the Air Force had a slightly greater percentage point increase in the proportion with other dependants compared with members of the Navy and Army (Table 5).

Table 5. Proportion of the ADF(P) workforce with other dependants (%), 1999-2019

Census year	Service			
	Navy	Army	Air Force	Total
1999	2.1	2.2	2.3	2.2
2003	2.5	2.7	2.6	2.6
2007	2.8	2.7	3.3	2.9
2011	2.9	3.3	3.5	3.2
2015	5.5	4.7	4.8	4.9
2019	8.0	7.3	8.7	7.8

Source: Author calculations based on Defence Census 1999-2019.

Dependants with Special Needs

Members provided information on whether any dependants living with them (including partners, children and others) have special needs. The proportion of all members who have a dependant with special needs decreased by around 1 percentage point between 1999 and 2019, noting that the reduction was greatest in the Navy (Table 6). Over the 20-year period to 2019, the Air Force has had the highest proportion of members who have a dependant with special needs.

Table 6. Proportion of the ADF(P) workforce with dependants with special needs (%), 1999-2019

Census year	Service			
	Navy	Army	Air Force	Total
1999	7.2	7.9	9.1	8.0
2003	6.8	7.7	8.5	7.7
2007	5.0	6.0	7.5	6.1
2011	4.7	6.0	7.9	6.2
2015	4.6	5.2	7.7	5.7
2019	5.8	7.0	9.3	7.3

Source: Author calculations based on Defence Census 1999-2019.

Conclusion

This is the first report to draw together results of the Defence Census since it began. It highlights areas of transformation. The workforce is ageing and service lengths are increasing, with differences by sector, gender, and Service. Females are generally underrepresented in the Defence workforce, particularly in the ADF(P). However, the representation of women is improving and there has been a recent increase in the proportion of the female workforce that are new entrants. There is also evidence that the representation of Australians from culturally and linguistically diverse backgrounds, as well as Aboriginal and Torres Strait people, has increased. These improvements in diversity align with objectives in the Defence Diversity & Inclusion Strategy. In line with the broader Australian workforce, the educational attainment profile of the workforce has also improved over the observation period. There have also been changes in the housing and family circumstances of members of the ADF(P) reflective of the population at large. This study provides a foundation for future analyses of change and more detailed investigation of some of the topics explored in this report.

References

- Australian Bureau of Statistics (ABS). (1996). *1996 Census of Population and Housing. Basic Community Profile, Australia (Place of Enumeration)* (cat. no. 2901.0). Retrieved from https://quickstats.censusdata.abs.gov.au/census_services/getproduct/census/1996/communityprofile/0?opendocument&navpos=220
- Australian Bureau of Statistics (ABS). (2001). *2001 Census of Population and Housing. Working Population Profile, Australia (Place of Employment)* (cat. no. 2006.0). Retrieved from https://quickstats.censusdata.abs.gov.au/census_services/getproduct/census/2001/communityprofile/0?opendocument
- Australian Bureau of Statistics (ABS). (2006). *2006 Census of Population and Housing*. Retrieved using Census TableBuilder Pro <https://www.abs.gov.au/websitedbs/d3310114.nsf/home/about+tablebuilder>
- Australian Bureau of Statistics (ABS). (2011). *2011 Census of Population and Housing*. Retrieved using Census TableBuilder Pro <https://www.abs.gov.au/websitedbs/d3310114.nsf/home/about+tablebuilder>
- Australian Bureau of Statistics (ABS). (2016). *2016 Census of Population and Housing*. Retrieved using Census TableBuilder Pro <https://www.abs.gov.au/websitedbs/d3310114.nsf/home/about+tablebuilder>
- Australian Bureau of Statistics. (2020). *Labour Force, Australia, March 2020* (cat. no. 6202.0). Retrieved from <https://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/6202.0Mar%202020?OpenDocument>
- Australian National Audit Office. (1998). *Audit Report No. 2. Performance Audit. Commercial Support Program. Department of Defence*. Retrieved from <https://www.anao.gov.au/work/performance-audit/commercial-support-program>
- Australian National Audit Office. (2001). *Audit Report No. 16. 2001-2002. Performance Audit. Defence Reform Program Management and Outcomes. Department of Defence*. Retrieved from <https://www.anao.gov.au/work/performance-audit/defence-reform-program-management-and-outcomes>
- Australian Public Service Commission (APSC). (2018). *Graduate Supply and Demand*. Retrieved from <https://www.apsc.gov.au/ch-1-graduate-supply-and-demand>
- Australian Public Service Commission (APSC). (2020). *APS Employment Data – Tables – 31 December 2019 release*. Retrieved from <https://apsc.govcms.gov.au/aps-employment-data-31-december-2019-release-0>

- Church, N. (2014). *The evolution of the Australian Defence Force Gap Year program*. Parliamentary Library Research Paper Series, 2013-14. Retrieved from https://parlinfo.aph.gov.au/parlInfo/download/library/prspub/3153499/upload_binary/3153499.pdf;fileType=application/pdf
- Defence Housing Australia. (2020). *Housing*. Retrieved from <https://www.dha.gov.au/housing>
- Department of Defence. (1991-2019). *Defence Census 1991-2019*. Confidential Data files provided by the Department of Defence.
- Department of Defence. (2012). *Pathway to Change: Evolving Defence Culture*. A Strategy for Cultural Change and Reinforcement. Retrieved from <https://www.defence.gov.au/pathwaytochange/Master/Docs/120410-Pathway-to-Change-Evolving-Defence-Culture-web-version.pdf>
- Department of Defence. (2020a). *Defence Diversity & Inclusion Strategy: Our Identified Priorities*. Retrieved from <https://www.defence.gov.au/Diversity/strategy/priorities.asp>
- Department of Defence. (2020b). *ADF Manual: Categories of member – dependants*. Retrieved from <https://www.defence.gov.au/payandconditions/adf/chapter-8/Part-1/default.asp>
- Defence Reserves Association. (2016). *Conference 2016 - Reserve Transformation*. Retrieved from https://dra.org.au/conference-2016-item/23645/reserve-transformation/?type_fr=684
- Heard, G. (2011). Socioeconomic marriage differentials in Australia and New Zealand. *Population and Development Review*, 37(1), 125-160.
- James, N. (2007). 'Gap Year' program aimed at the future. *ABC News*. Retrieved from <https://www.abc.net.au/news/2007-08-10/gap-year-program-aimed-at-the-future/636432>
- O'Donnell, J., & Raymer, J. (2015) Identification change and its effect on projections of the Aboriginal and Torres Strait Islander population in Australia. *Journal of Population Research* 32(3-4), 297-319
- Parnell, S. (2012, January 6). Army recruits join mining boom. *The Australian*. Retrieved from <https://www.theaustralian.com.au/national-affairs/army-recruits-drop-out-to-join-mining-boom/news-story/7ba599905f8126513a4e55a9a96976dd>
- Royal Australian Navy. (2020). *IRAQ 2003*. Retrieved from <https://www.navy.gov.au/history/battle-honours/iraq-2003>
- Snider, G. (1993). *Families Mobility and Dislocation Study - Public Report*. Australian Institute of Family Studies report to the Australian Defence Force, Canberra.
- Trading Economics. (2020). *Australia Military Expenditure 1950-2018*. Retrieved from <https://tradingeconomics.com/australia/military-expenditure>

Tunny, G. (2006). Educational attainment in Australia. *Economic Round-up* (Autumn 2006), 1-9.

Weston, R., & Qu, L. (2014). Trends in family transitions, forms and functioning: Essential issues for policy development and legislation. *Family Matters* 95, 76-84.

Appendix A – Notes on the Data

The Defence Census collects a variety of information about Defence members and their families. The first Defence Census was conducted in 1991 and involved ADF Permanent Force members only. In 1999 the scope of the Census was expanded to include members of the Reserve. The Census was further broadened in 2003 to include Defence APS employees, thereby changing its scope towards being a full census of all Defence personnel. That scope was retained for the four most recent Censuses conducted in 2007, 2011, 2015 and 2019.

All Permanent and selected Reserve members of the ADF and all Defence APS employees were encouraged to participate in the voluntary Censuses. The Census included all personnel deployed on operations or serving overseas. The Reserve Census population comprised members who had undertaken a minimum of one day's service during the 12 months prior to the Census period. Thus, the Reserve Census population is less than the actual number of Reserve members, and the overall Census population is not equivalent to the Defence headcount. Contract staff are excluded from the scope of the Census population.

As the response rate varies by sector and over Censuses, the data used in this report have been weighted to ensure representativeness of the total members of each sector at each Census. Data for the Reserve Census are weighted to represent the total number of members who had served for at least one day of Reserve service in the current financial year of the census. Weighting of data is consistent with previous analyses of Defence Censuses.

Data from the separate Defence Censuses are not linked in any way. The data are anonymised, and individuals cannot be traced from one Census to the next. Defence Census data are cross-sectional, providing a time series of eight points in time.

Each section of this report uses the longest time series possible for the variable of interest. Variables differ in their degree of consistency over time, limiting the time series available for analysis. For example, the categories of the educational attainment variable for the ADF(P) in 1991 were not comparable with the categories used in later years, so the time series commences in 1995. Similarly, the marital status variable was not collected for the ADF(P) in 1999, so this time series commences in 2003. Comparative data for Australia refer to the employed population by person except for the number of dependent children which is based on all families (regardless of parental employment).

Most charts in this report present the profile of the workforce in terms of proportions. Following standard statistical procedure, the denominator used in these calculations is the number of people who gave a valid answer to the relevant question. Thus, non-responses are omitted, possibly leading to bias. As different questions are subject to different levels of

non-response, the potential for bias also differs. The exception is in calculating proportions with dependants for which the denominator is the total number in each Service in the ADF(P) workforce. This was necessary because of inconsistencies in the questionnaire over time.

Further information on the Defence Census is available from:

<https://www.defence.gov.au/defencecensus/>

Appendix B – Data Tables

Size of the Workforce

Table B1. Size of the ADF(P) workforce by Service and rank, 1991-2019

	Service			Rank				Total P
	Navy	Army	Air Force	OR/JNCO	SNCO/WO	JNR OFFR	SNR OFFR	
1991	15,846	31,250	22,178	39,250	15,943	11,693	1,931	69,274
1995	14,847	26,103	17,436	33,591	12,539	9,777	1,510	58,386
1999	13,619	23,858	14,756	28,220	11,807	10,745	1,461	52,233
2003	12,682	24,336	13,652	28,700	9,993	10,389	1,585	50,670
2007	12,583	25,037	13,472	28,705	9,819	10,850	1,720	51,092
2011	14,053	30,021	14,694	33,788	10,954	12,054	1,970	58,768
2015	14,342	29,994	14,409	32,580	11,078	12,765	2,324	58,745
2019	14,139	29,968	14,369	32,556	10,623	12,905	2,391	58,476

Table B2. Size of the ADF(R) workforce by Service and rank, 1999-2019

	Reserve Service			Rank				Total R
	Navy	Army	Air Force	OR/JNCO	SNCO/WO	JNR OFFR	SNR OFFR	
1999	1,273	22,366	2,302					25,941
2003	1,973	13,958	2,021					17,952
2007	3,467	13,618	2,537	17,334	3,104	4,830	678	19,622
2011	2,225	16,430	2,903	9,953	3,267	4,012	719	21,558
2015	1,317	12,877	2,625	10,709	3,346	4,617	946	16,819
2019	1,626	12,706	2,996	11,995	3,447	4,951	1,163	17,328

Table B3. Size of the Defence APS workforce by level, 2003-2019

	APS TR-4	APS 5-6	EL 1-2	SES and above	APS Total
2003	9,135	5,858	3,491	97	18,581
2007	7,311	7,986	4,545	134	19,976
2011	6,306	9,118	6,726	182	22,332
2015	4,852	8,677	6,198	386	20,113
2019	4,169	7,627	4,764	302	16,862

Gender

Table B4. Proportion of the ADF(P) workforce female by Service and rank (%), 1991-2019

	Service			Rank				Total P
	Navy	Army	Air Force	OR/JNCO	SNCO/WO	JNR OFFR	SNR OFFR	
1991	12.1	9.5	15.0	14.8	5.0	12.7	2.3	11.8
1995	14.4	10.3	15.3	15.0	6.5	14.7	2.5	12.9
1999	14.8	11.0	15.5	14.9	7.5	16.6	3.3	13.3
2003	16.8	10.1	14.9	13.7	8.1	17.1	5.7	13.0
2007	17.3	10.1	15.8	13.2	9.7	17.9	7.8	13.4
2011	18.6	10.1	17.0	13.3	10.9	18.7	9.9	13.9
2015	18.7	11.7	18.5	14.7	11.6	19.6	12.3	15.1
2019	21.4	14.2	23.0	18.9	12.2	21.5	15.3	18.1

Table B5. Proportion of the ADF(R) workforce female by Service and rank (%), 1999-2019

	Reserve Service			Rank				Total R
	Navy	Army	Air Force	OR/JNCO	SNCO/WO	JNR OFFR	SNR OFFR	
1999	16.1	17.7	17.6	19.6	11.3	16.9	1.8	17.6
2003	20.4	16.9	20.6	19.7	12.8	19.0	5.3	17.7
2007	20.0	14.4	20.1	17.0	12.6	18.1	8.4	16.1
2011	20.6	13.9	21.4	15.5	14.2	18.4	8.1	15.6
2015	23.8	13.1	21.7	14.8	15.2	18.0	9.4	15.3
2019	24.7	15.0	22.7	16.9	16.7	20.1	12.2	17.2

Table B6. Proportion of the Defence APS workforce female by level (%), 2003-2019

	APS TR-4	APS 5-6	EL 1-2	SES and above	APS Total
2003	48.0	26.3	17.4	21.6	35.3
2007	55.1	32.5	25.6	21.6	39.1
2011	57.3	37.5	28.4	24.2	40.3
2015	56.8	38.6	31.6	17.4	40.4
2019	57.6	41.6	33.4	21.2	42.9

Age

Table B7. Proportion of the workforce by sector and age group (%), 1991-2019

		Under 20 Years	20-24 Years	25-29 Years	30-34 Years	35-39 Years	40-44 Years	45-49 Years	50 plus Years
ADF(P)	1991	10.9	26.8	21.7	17.7	13.1	6.5	2.3	1.1
	1995	7.5	25.7	23.7	19.1	13.5	6.2	3.0	1.3
	1999	5.5	22.1	24.8	18.2	16.3	7.6	3.5	2.0
	2003	7.0	23.6	21.0	19.9	13.8	8.4	4.1	2.2
	2007	6.3	25.0	20.3	15.8	14.8	9.2	5.3	3.2
	2011	6.0	24.4	21.7	14.5	11.9	10.0	6.5	5.0
	2015	2.7	20.1	22.3	16.7	11.2	10.3	8.3	8.5
	2019	5.1	19.9	21.1	16.2	12.0	8.7	8.4	8.7
ADF(R)	1999	13.0	23.7	16.6	12.3	10.3	9.1	7.9	7.2
	2003	6.2	16.9	13.3	16.5	11.4	13.4	10.4	11.9
	2007	7.1	12.5	11.5	12.5	13.3	12.3	12.0	18.9
	2011	4.1	13.5	11.2	11.2	12.0	11.4	12.7	24.0
	2015	0.8	6.9	9.9	11.6	10.9	13.1	13.1	33.6
	2019	2.4	9.1	9.2	12.0	10.7	10.2	11.3	35.2
Defence APS	2003	0.3	5.9	9.5	12.4	13.7	18.0	15.8	24.5
	2007	0.4	5.0	9.6	10.5	12.8	15.9	18.0	27.9
	2011	0.1	3.7	9.6	9.9	11.2	14.5	17.1	33.9
	2015	0.1	1.5	6.2	9.5	10.2	12.4	15.6	44.5
	2019	0.2	3.6	7.2	8.0	9.3	11.1	14.3	46.4
AUS workforce	2001	6.6	10.1	11.5	12.0	12.4	13.0	12.0	22.3
	2006	6.5	10.2	10.2	11.2	11.8	12.2	12.2	25.7
	2011	5.6	9.7	11.1	10.7	11.3	11.7	11.6	28.4
	2016	5.0	9.3	11.2	11.7	10.9	11.2	11.1	29.6

Table B8. Proportion of the ADF(P) workforce by Service and age group (%), 1991-2019

		Under 20 Years	20-24 Years	25-29 Years	30-34 Years	35-39 Years	40-44 Years	45-49 Years	50 plus Years
Navy	1991	14.7	30.4	21.9	18.3	8.9	3.3	1.5	0.9
	1995	9.4	28.6	23.7	19.2	11.5	4.3	2.1	1.1
	1999	7.7	27.7	24.5	16.2	15.0	5.4	2.3	1.3
	2003	8.3	27.0	21.8	18.3	12.1	7.5	3.1	1.9
	2007	7.7	30.1	20.4	13.5	12.8	7.9	5.2	2.5
	2011	7.2	26.9	23.0	13.7	10.2	8.2	6.0	4.7
	2015	3.0	19.8	23.2	17.0	10.6	9.0	7.5	9.9
	2019	5.7	21.0	21.8	15.7	11.3	7.9	7.6	8.9
Army	1991	10.5	26.5	20.8	17.3	14.7	7.2	2.2	0.9
	1995	8.7	26.7	23.3	17.9	13.4	6.4	2.7	0.9
	1999	5.7	23.7	24.8	18.1	15.6	7.4	3.2	1.6
	2003	7.0	24.5	21.7	19.6	13.4	8.1	3.8	1.8
	2007	6.0	25.4	21.2	16.4	14.5	8.7	4.8	3.0
	2011	6.8	26.1	21.4	14.6	11.6	9.2	5.9	4.5
	2015	3.3	24.7	22.4	15.6	10.4	9.2	7.5	6.8
	2019	5.6	23.1	22.8	15.4	10.8	8.0	7.1	7.2
Air Force	1991	8.8	24.5	22.7	17.8	13.8	7.7	3.1	1.6
	1995	3.9	22.0	24.1	20.9	15.3	7.5	4.3	2.0
	1999	3.1	14.5	25.0	20.2	18.8	10.1	5.0	3.4
	2003	5.8	18.9	19.2	21.8	15.9	9.9	5.4	3.1
	2007	5.7	19.6	18.7	16.9	17.2	11.4	6.3	4.2
	2011	3.5	18.6	21.1	15.0	14.2	13.0	8.2	6.5
	2015	1.0	11.0	20.8	18.6	13.4	13.8	10.8	10.5
	2019	3.4	11.9	17.0	18.3	15.4	10.9	11.8	11.4

Table B9. Proportion of the ADF(P) workforce by rank and age group (%), 1991-2019

		Under 20 Years	20-24 Years	25-29 Years	30-34 Years	35-39 Years	40-44 Years	45-49 Years	50 plus Years
OR/JNCO	1991	16.6	40.2	25.8	11.2	4.3	1.4	0.4	0.2
	1995	10.2	38.3	30.4	13.8	5.1	1.5	0.5	0.2
	1999	7.5	33.3	33.6	15.5	7.1	2.0	0.6	0.4
	2003	9.8	35.5	26.9	17.2	7.1	2.3	0.7	0.3
	2007	8.9	37.1	27.0	14.3	7.9	3.4	1.2	0.4
	2011	8.5	36.1	28.9	13.7	6.6	3.7	1.6	0.9
	2015	4.4	31.5	30.8	17.7	7.6	4.5	2.1	1.5
	2019	7.1	29.7	29.3	17.5	8.4	3.9	2.4	1.7
SNCO/WO	1991	0.0	0.4	12.8	34.1	32.8	13.9	4.2	1.7
	1995	0.8	0.4	7.9	33.6	34.5	14.8	5.9	2.2
	1999	0.0	0.1	6.2	26.5	39.1	17.7	6.9	3.4
	2003	0.0	0.1	4.6	27.8	32.0	22.1	9.4	3.9
	2007	0.1	0.3	4.6	18.4	34.0	22.9	13.0	6.8
	2011	0.0	0.1	2.1	14.5	19.6	22.8	21.7	19.1
	2015	0.0	0.3	5.1	16.5	24.1	26.1	16.7	11.2
	2019	0.0	0.1	2.3	12.9	21.5	19.6	21.1	22.5
JNR OFFR	1991	8.1	22.0	23.2	20.1	13.8	8.2	3.0	1.6
	1995	7.0	19.2	24.5	21.7	14.3	7.4	4.2	1.6
	1999	6.9	19.9	25.2	18.7	14.9	7.7	4.1	2.6
	2003	6.8	17.2	23.7	22.4	13.0	8.9	4.7	3.3
	2007	6.1	19.5	20.3	19.9	14.7	8.9	6.0	4.5
	2011	5.6	17.8	20.3	16.9	15.3	9.4	7.2	7.3
	2015	1.1	12.6	22.2	19.2	13.7	11.6	8.4	11.2
	2019	5.3	15.2	19.9	18.5	13.8	9.2	8.2	9.9
SNR OFFR	1991	0.1	0.1	0.6	1.2	25.7	37.3	22.6	12.4
	1995	0.5	0.1	0.2	1.1	21.1	33.2	28.6	15.3
	1999	0.0	0.1	0.3	0.5	21.8	33.8	26.0	17.4
	2003	0.0	0.1	0.6	1.8	23.5	30.9	26.1	17.0
	2007	0.0	0.0	0.1	1.2	21.0	30.4	26.9	20.5
	2011	0.1	0.2	0.3	0.4	14.2	30.3	27.8	26.7
	2015	0.0	0.1	0.0	0.0	7.2	23.6	30.0	39.1
	2019	0.0	0.0	0.0	0.3	9.2	22.7	33.1	34.7

Table B10. Proportion of the ADF(R) workforce by Service and age group (%), 1999-2019

		Under 20 Years	20-24 Years	25-29 Years	30-34 Years	35-39 Years	40-44 Years	45-49 Years	50 plus Years
Naval Reserve	1999	1.8	5.6	11.2	11.4	12.7	18.2	19.1	20.0
	2003	0.5	2.4	7.1	14.1	12.7	20.5	17.8	24.9
	2007	0.0	1.9	4.3	9.2	12.7	17.9	18.8	35.3
	2011	0.1	1.0	1.4	6.9	7.3	12.1	19.4	51.9
	2015	0.0	0.0	2.5	6.5	9.5	12.4	14.8	54.3
	2019	0.0	0.2	3.1	7.1	7.3	9.3	11.5	61.5
Army Reserve	1999	14.7	26.4	17.7	12.5	10.0	7.8	6.2	4.7
	2003	7.9	20.7	15.0	16.7	10.7	11.7	9.0	8.3
	2007	10.0	16.8	14.2	13.7	13.2	10.0	9.5	12.7
	2011	5.8	17.6	13.1	10.9	11.9	9.9	11.3	19.6
	2015	1.1	8.9	12.2	13.1	11.6	12.6	12.6	27.9
	2019	3.1	11.7	11.5	13.9	11.5	10.2	10.5	27.7
Air Force Reserve	1999	2.5	7.7	8.8	10.7	12.0	16.0	18.6	23.7
	2003	0.2	5.0	7.5	17.5	14.4	18.5	13.0	23.8
	2007	0.9	4.3	6.8	10.5	14.7	17.0	16.0	29.7
	2011	0.0	2.2	5.6	6.4	11.7	15.7	16.3	42.1
	2015	0.0	0.8	2.5	6.4	8.0	16.3	14.8	51.2
	2019	0.4	2.9	2.8	6.5	9.4	10.6	14.7	52.7

Table B11. Proportion of the ADF(R) workforce by rank and age group (%), 1999-2019

		Under 20 Years	20-24 Years	25-29 Years	30-34 Years	35-39 Years	40-44 Years	45-49 Years	50 plus Years
OR/JNCO	1999	18.5	31.2	20.1	13.1	8.5	4.5	2.4	1.7
	2003	10.4	26.9	18.8	20.5	10.0	7.5	3.7	2.4
	2007	12.5	20.5	17.4	16.4	14.3	8.4	5.4	5.2
	2011	7.0	21.8	16.6	15.0	13.6	9.4	8.6	8.0
	2015	1.5	11.4	15.8	17.5	13.7	14.7	10.7	14.7
	2019	4.2	15.7	15.0	17.9	14.3	10.2	9.0	13.8
SNCO/WO	1999	0.2	0.3	3.3	8.8	19.1	26.6	23.0	18.8
	2003	0.0	0.0	0.5	7.5	14.9	29.2	24.8	23.0
	2007	0.0	0.0	0.2	3.4	10.5	21.8	26.4	37.6
	2011	0.0	0.1	0.4	2.6	8.9	15.4	25.3	47.3
	2015	0.0	0.0	0.1	1.7	5.7	11.2	20.5	60.8
	2019	0.0	0.0	0.0	2.8	5.5	10.3	15.9	65.5
JNR OFFR	1999	3.4	15.4	14.9	13.2	11.7	12.6	15.5	13.3
	2003	2.0	9.0	12.5	16.7	13.2	15.0	13.1	18.6
	2007	1.2	5.8	8.2	12.6	15.4	15.1	15.3	26.4
	2011	0.9	5.8	8.1	10.2	12.8	14.0	13.5	34.6
	2015	0.2	3.8	6.7	8.8	11.2	13.8	13.7	41.9
	2019	0.7	3.7	5.9	9.5	9.7	12.5	14.0	43.9
SNR OFFR	1999	0.0	0.0	0.6	0.6	3.8	20.0	25.1	49.9
	2003	0.3	0.1	0.3	0.6	4.2	14.7	23.9	55.9
	2007	0.0	0.0	0.1	0.6	2.0	8.4	19.3	69.6
	2011	0.0	0.0	0.1	0.3	1.8	8.7	15.2	74.0
	2015	0.0	0.0	0.0	0.0	0.8	3.8	10.5	84.9
	2019	0.0	0.0	0.0	0.0	1.2	3.1	8.8	86.9

Table B12. Proportion of the Defence APS workforce by level and age group (%), 2003-2019

		Under 20 Years	20-24 Years	25-29 Years	30-34 Years	35-39 Years	40-44 Years	45-49 Years	50 plus Years
APS TR-4	2003	0.6	9.5	10.4	12.4	12.9	16.9	13.8	23.4
	2007	1.0	10.4	10.3	9.5	11.6	14.3	16.8	26.1
	2011	0.3	8.9	11.7	7.4	9.4	13.3	15.5	33.5
	2015	0.3	5.5	9.0	8.1	7.7	10.1	13.9	45.4
	2019	0.6	11.9	11.0	7.2	5.4	7.3	12.2	44.4
APS 5-6	2003	0.0	3.7	11.8	12.4	13.8	19.1	16.6	22.6
	2007	0.0	2.9	12.3	11.3	12.6	16.4	17.8	26.8
	2011	0.0	2.8	12.8	11.3	11.0	13.6	16.8	31.6
	2015	0.0	0.3	8.7	12.0	9.5	12.2	15.2	42.1
	2019	0.1	1.6	8.8	9.7	9.9	10.1	13.1	46.8
EL 1-2	2003	0.0	0.1	3.8	12.5	15.6	18.9	19.4	29.7
	2007	0.0	0.1	3.9	11.0	15.3	17.6	19.9	32.3
	2011	0.0	0.1	3.5	10.6	13.4	17.0	18.6	36.8
	2015	0.0	0.0	1.0	7.8	13.7	14.5	17.1	45.9
	2019	0.0	0.1	2.1	6.3	11.8	15.0	17.4	47.3
SES and above	2003	0.0	0.0	0.0	2.1	8.2	17.5	19.6	52.6
	2007	0.0	0.0	0.0	0.7	5.2	19.4	27.6	47.0
	2011	0.0	0.0	0.0	0.0	5.7	10.9	28.0	55.4
	2015	0.0	0.0	0.0	0.0	2.7	11.7	21.0	64.6
	2019	0.0	0.0	0.4	1.6	5.1	18.4	25.5	49.0

Length of Service

Table B13. Proportion of the ADF(P) workforce by gender and service length group (%), 1991-2019

		LESS THAN 1 YEAR	1-4 YRS	5-9 YRS	10-14 YRS	15-19 YRS	20-24 YRS	25 OR MORE YRS
Males	1991	7.2	26.4	21.1	19.6	16.8	6.5	2.4
	1995	5.5	20.0	27.8	17.5	17.9	7.3	4.0
	1999	5.7	24.6	19.6	18.6	17.4	9.4	4.6
	2003	7.1	25.9	21.9	16.1	13.7	9.3	6.1
	2007	8.4	26.3	23.5	13.1	12.8	7.9	8.0
	2011	7.4	29.9	23.0	12.5	8.7	9.1	9.3
	2015	8.6	23.2	24.9	14.7	8.8	7.1	12.7
	2019	7.7	24.4	22.4	16.4	10.7	7.1	11.2
Females	1991	13.2	47.5	24.1	10.3	4.0	0.7	0.2
	1995	8.8	31.1	39.1	11.6	6.7	1.4	1.2
	1999	6.8	38.7	26.1	17.7	8.0	2.5	0.3
	2003	8.5	32.7	28.3	16.0	9.5	3.9	1.0
	2007	9.0	29.9	28.2	15.3	10.5	4.9	2.2
	2011	9.1	32.5	25.0	14.0	8.7	7.4	3.4
	2015	11.4	23.7	26.9	14.5	9.8	6.3	7.3
	2019	12.1	35.4	19.7	13.2	8.8	5.6	5.2
Total	1991	7.9	28.9	21.4	18.5	15.3	5.8	2.2
	1995	6.3	21.3	29.1	16.7	16.4	6.5	3.6
	1999	5.9	26.4	20.5	18.5	16.2	8.4	4.0
	2003	7.2	26.8	22.7	16.1	13.1	8.6	5.4
	2007	8.5	26.7	24.1	13.4	12.5	7.5	7.2
	2011	7.6	30.3	23.3	12.7	8.7	8.9	8.5
	2015	9.0	23.3	25.2	14.7	8.9	7.0	11.9
	2019	8.5	26.4	22.1	15.8	10.3	6.8	10.1

Table B14. Proportion of the ADF(P) workforce by Service and service length group (%), 1991-2019

		LESS THAN 1 YEAR	1-4 YRS	5-9 YRS	10-14 YRS	15-19 YRS	20-24 YRS	25 OR MORE YRS
Navy	1991	9.5	31.4	20.4	17.5	14.5	4.6	2.2
	1995	7.5	24.3	27.5	15.3	15.3	6.4	3.8
	1999	6.4	32.6	20.4	15.1	14.4	7.0	4.1
	2003	7.7	28.3	26.5	13.9	10.6	7.5	5.6
	2007	9.6	30.7	23.5	12.8	10.0	6.4	7.1
	2011	9.5	31.5	24.5	11.6	7.8	7.2	7.8
	2015	9.6	22.2	26.6	14.8	8.2	6.3	12.3
	2019	10.7	24.6	23.5	14.3	9.8	6.9	10.2
Army	1991	7.4	29.0	20.5	18.0	16.7	6.2	2.1
	1995	7.3	22.3	28.4	16.2	15.6	6.9	3.3
	1999	7.0	27.0	20.2	18.1	16.1	8.0	3.6
	2003	6.7	27.9	22.4	15.9	13.7	8.3	5.1
	2007	8.2	27.7	24.3	13.5	12.2	7.3	6.7
	2011	7.9	32.6	22.8	12.1	8.7	8.1	7.8
	2015	10.4	27.7	24.4	13.2	7.9	6.4	10.1
	2019	8.6	30.7	23.3	15.0	9.0	5.8	7.7
Air Force	1991	7.3	27.1	23.5	19.7	13.9	6.2	2.3
	1995	3.8	17.4	31.6	18.7	18.6	6.1	3.8
	1999	3.7	19.8	21.1	22.3	17.9	10.5	4.6
	2003	7.8	23.4	19.8	18.4	14.5	10.2	5.8
	2007	8.0	21.2	24.4	13.8	15.5	8.8	8.2
	2011	5.2	24.3	23.2	14.9	9.7	12.1	10.6
	2015	5.5	15.3	25.7	17.7	11.8	8.9	15.1
	2019	6.3	19.2	18.0	19.0	13.7	8.9	14.9

Table B15. Proportion of the ADF(R) workforce by gender and service length group (%), 1999-2019

		LESS THAN 1 YEAR	1-4 YRS	5-9 YRS	10-14 YRS	15-19 YRS	20-24 YRS	25 OR MORE YRS
Males	1999	17.2	38.0	18.0	11.4	7.0	3.9	4.5
	2003	14.8	35.9	19.2	11.5	7.2	5.8	5.6
	2007	18.4	32.3	18.9	10.6	7.6	5.0	7.2
	2011	11.7	37.1	20.4	11.7	6.0	5.0	8.2
	2015	6.1	27.8	27.1	15.4	8.1	5.4	10.2
	2019	9.9	30.9	20.2	15.9	8.8	4.9	9.4
Females	1999	19.2	45.3	17.5	9.6	5.5	2.6	0.3
	2003	16.4	37.2	24.5	10.6	5.2	4.5	1.7
	2007	17.1	37.1	20.2	10.8	8.0	3.5	3.3
	2011	9.0	39.4	24.5	11.3	6.3	4.1	5.4
	2015	8.0	25.7	30.1	12.1	11.1	3.9	9.0
	2019	10.5	34.3	17.0	15.8	8.4	5.8	8.3
Total	1999	17.6	39.3	17.9	11.1	6.7	3.7	3.7
	2003	15.1	36.1	20.1	11.4	6.8	5.6	4.9
	2007	18.2	33.1	19.1	10.6	7.7	4.8	6.6
	2011	11.3	37.5	21.0	11.7	6.0	4.8	7.8
	2015	6.4	27.5	27.6	14.9	8.5	5.2	10.0
	2019	10.0	31.4	19.6	15.9	8.8	5.1	9.2

Table B16. Proportion of the ADF(R) workforce by Service and service length group (%), 1999-2019

		LESS THAN 1 YEAR	1-4 YRS	5-9 YRS	10-14 YRS	15-19 YRS	20-24 YRS	25 OR MORE YRS
Naval Reserve	1999	12.9	28.1	21.4	18.6	8.9	5.0	5.2
	2003	10.8	35.9	21.8	12.4	8.4	5.6	5.1
	2007	6.4	29.8	24.5	13.8	10.1	7.9	7.6
	2011	4.5	33.8	24.2	14.8	9.0	6.1	7.6
	2015	3.3	24.2	25.7	17.5	10.9	7.8	10.6
	2019	8.8	26.7	19.0	16.8	12.5	6.4	9.8
Army Reserve	1999	17.5	39.8	17.8	10.7	6.7	3.7	3.8
	2003	16.1	35.0	19.6	11.4	6.8	5.9	5.2
	2007	23.0	32.6	15.7	9.8	7.7	4.2	6.9
	2011	13.5	37.5	19.0	10.6	5.7	5.1	8.6
	2015	7.0	28.1	26.5	13.5	8.3	5.3	11.3
	2019	10.9	31.6	18.9	14.9	8.2	5.1	10.4
Air Force Reserve	1999	20.4	39.1	17.4	11.5	6.1	2.9	2.6
	2003	12.3	44.3	21.9	10.3	5.7	2.9	2.6
	2007	8.2	40.0	29.6	10.7	4.7	3.3	3.5
	2011	3.8	40.0	29.4	15.4	5.5	2.4	3.5
	2015	4.8	25.6	33.9	20.1	8.6	3.5	3.5
	2019	7.1	33.3	22.9	19.7	9.0	4.1	3.8

Table B17. Proportion of the Defence APS workforce by gender and service length group (%), 2003-2019

		LESS THAN 1 YEAR	1-4 YRS	5-9 YRS	10-14 YRS	15-19 YRS	20-24 YRS	25 OR MORE YRS
Males	2003	12.0	33.0	17.1	12.3	9.8	6.8	9.1
	2007	12.6	21.5	29.4	11.4	9.1	6.8	9.1
	2011	8.9	21.7	23.4	19.0	7.9	8.5	10.6
	2015	3.0	23.1	26.1	20.6	10.0	6.2	11.0
	2019	8.2	16.0	17.5	21.6	17.8	7.8	11.0
Females	2003	16.4	36.6	17.4	12.6	10.2	3.8	3.0
	2007	17.1	27.4	28.0	9.9	7.9	6.1	3.6
	2011	11.0	26.7	26.6	16.5	6.9	6.2	6.0
	2015	3.2	25.7	31.6	18.4	9.3	5.0	6.8
	2019	9.3	20.2	17.5	22.8	14.0	7.0	9.3
Total	2003	13.5	34.3	17.2	12.4	9.9	5.7	7.0
	2007	14.4	23.8	28.8	10.8	8.6	6.5	7.0
	2011	9.8	23.8	24.7	18.0	7.5	7.6	8.7
	2015	3.1	24.2	28.3	19.7	9.7	5.7	9.3
	2019	8.6	17.7	17.5	22.1	16.3	7.5	10.2

Country of Birth

Table B18. Proportion of the non-Australian born workforce by sector and country of birth (%), 2003-2019

Country of birth	ADF(P)					ADF(R)					APS				
	2003	2007	2011	2015	2019	2003	2007	2011	2015	2019	2003	2007	2011	2015	2019
United Kingdom	44.8	40.7	40.4	39.1	33.6	46.6	44.4	39.7	38.2	32.2	39.6	37.4	33.8	31.0	28.7
New Zealand	18.5	17.4	14.9	12.7	12.3	10.5	9.5	10.8	8.7	8.3	5.2	5.7	5.5	5.8	5.7
South Africa	2.4	3.7	4.4	5.4	6.2	3.4	2.9	3.5	2.8	3.8	1.1	1.2	1.3	1.4	1.7
USA	1.9	1.9	2.3	2.8	2.0	1.8	1.7	1.8	1.7	2.5	1.3	1.9	1.9	2.0	2.6
Canada	1.8	1.9	1.9	1.8	1.7	1.7	1.2	0.8	2.0	1.1	1.2	1.3	1.3	1.8	1.7
Ireland	0.8	0.8	0.9	0.7	0.8	1.0	1.6	1.7	0.8	2.1	0.5	0.6	0.6	0.6	0.7
Germany	1.9	1.9	2.0	1.7	1.8	4.1	2.4	2.9	2.8	1.8	3.4	3.6	3.0	2.5	1.7
Netherlands	1.7	1.0	0.9	0.9	0.8	1.9	2.3	1.5	0.6	0.8	2.2	1.7	1.3	1.0	0.7
Croatia/ Serbia/ former Yugoslavia	0.8	1.2	1.0	0.6	0.7	1.1	0.7	1.4	1.8	2.1	2.2	2.3	2.4	1.7	2.7
Poland	0.8	0.9	0.9	0.6	0.6	0.8	1.6	0.6	0.5	0.7	1.4	1.5	1.8	1.7	2.0
Malaysia	3.3	2.9	2.5	1.9	1.6	1.8	1.2	4.5	3.6	3.2	2.8	3.3	2.8	2.9	2.8
Philippines	1.7	2.5	4.2	4.4	5.0	1.5	1.9	1.8	5.5	2.7	2.8	2.5	2.4	2.8	3.2
India	1.0	1.7	2.6	3.5	5.6	1.7	1.7	2.2	3.6	6.0	4.1	4.8	5.9	6.8	7.9
China (incl. Hong Kong)	0.8	1.3	2.0	2.0	3.0	1.6	2.8	4.4	5.9	5.3	4.0	4.1	5.4	5.6	5.6
Vietnam	0.5	0.6	0.6	0.6	0.7	1.5	1.4	0.8	1.1	0.5	3.6	3.4	3.8	3.8	3.3
Other	17.1	19.4	18.5	21.3	23.6	19.0	22.8	21.6	20.5	26.9	24.5	24.7	26.7	28.6	28.9

Educational Attainment

Table B19. Proportion of the workforce by sector and highest educational attainment (%), 1995-2019

		Bachelor's degree or higher	Certificate or Diploma	None or other post-school qualification
ADF(P)	1995	10.8	40.8	48.4
	1999	15.0	28.9	56.1
	2003	17.2	32.0	50.8
	2007	18.2	35.3	46.7
	2011	18.9	30.9	50.3
	2015	22.4	32.9	44.7
	2019	23.9	36.2	39.9
ADF(R)	1999	21.3	29.5	51.2
	2003	31.2	35.1	36.5
	2007	31.9	38.0	34.4
	2011	36.5	34.4	31.8
	2015	41.8	36.3	23.5
	2019	44.0	36.8	19.2
Defence APS	2003	34.6	33.8	31.6
	2007	39.6	35.3	25.1
	2011	46.2	30.7	23.1
	2015	47.2	31.3	21.5
	2019	50.3	29.4	20.3
AUS workforce	2001	18.7	28.0	53.2
	2006	23.3	32.2	44.5
	2011	27.0	34.0	39.0
	2016	31.1	35.3	33.6

Table B20. Proportion of ADF(P) workforce by Service and highest educational attainment (%), 1995-2019

		Bachelor's degree or higher	Certificate or Diploma	None or other post-school qualification
Navy	1995	10.5	39.6	49.9
	1999	13.9	29.5	56.7
	2003	16.1	33.6	50.3
	2007	16.7	36.8	46.8
	2011	18.0	32.9	49.2
	2015	21.6	36.7	41.7
	2019	23.3	39.2	37.6
Army	1995	9.9	35.9	54.2
	1999	14.0	24.0	62.0
	2003	15.7	28.0	56.2
	2007	16.3	31.0	52.9
	2011	16.3	26.6	57.1
	2015	19.1	27.5	53.5
	2019	20.4	31.5	48.2
Air Force	1995	12.3	48.9	38.7
	1999	17.5	36.4	46.1
	2003	20.8	37.6	41.5
	2007	23.1	41.9	35.1
	2011	24.9	37.6	37.4
	2015	30.2	40.5	29.3
	2019	31.9	31.5	25.0

Table B21. Proportion of the ADF(P) workforce by rank and highest educational attainment (%), 1995-2019

		Bachelor's degree or higher	Certificate or Diploma	None or other post-school qualification
OR/JNCO	1995	0.8	43.9	55.2
	1999	1.6	29.1	69.4
	2003	2.6	32.8	63.9
	2007	3.4	37.5	59.1
	2011	3.9	33.1	63.1
	2015	4.8	35.3	59.9
	2019	6.7	41.4	51.9
SNCO/WO	1995	1.3	49.3	49.4
	1999	2.5	39.9	57.6
	2003	4.1	44.8	50.3
	2007	4.2	51.3	44.5
	2011	5.5	44.6	49.9
	2015	5.7	49.4	44.9
	2019	7.8	53.5	38.7
JNR OFFR	1995	49.2	22.1	28.7
	1999	55.6	18.1	26.3
	2003	59.5	17.7	22.6
	2007	58.7	18.4	22.9
	2011	61.2	16.0	22.8
	2015	69.1	17.3	13.6
	2019	67.6	14.7	17.7
SNR OFFR	1995	57.6	23.5	18.9
	1999	72.0	18.2	9.8
	2003	83.9	11.2	4.8
	2007	89.2	7.4	3.4
	2011	88.6	8.4	3.0
	2015	90.2	7.3	2.5
	2019	93.7	4.9	1.4

Table B22. Proportion of ADF(R) workforce by Service and highest educational attainment (%), 1999-2019

		Bachelor's degree or higher	Certificate or Diploma	None or other post-school qualification
Naval Reserve	1999	27.3	38.0	34.7
	2003	35.2	40.2	24.6
	2007	37.9	41.4	20.7
	2011	42.1	36.5	21.4
	2015	48.7	35.3	16.0
	2019	49.9	35.6	14.5
Army Reserve	1999	20.5	28.3	51.2
	2003	30.6	33.0	36.5
	2007	28.7	36.9	34.4
	2011	34.7	33.5	31.8
	2015	40.6	35.9	23.5
	2019	43.1	36.0	20.9
Air Force Reserve	1999	26.0	37.3	36.7
	2003	31.4	45.3	23.3
	2007	41.1	39.4	19.5
	2011	42.0	37.8	20.2
	2015	43.9	39.0	17.1
	2019	44.8	40.7	14.5

Table B23. Proportion of the ADF(R) workforce by rank and highest educational attainment (%), 1999-2019

		Bachelor's degree or higher	Certificate or Diploma	None or other post-school qualification
OR/JNCO	1999	12.7	29.4	57.9
	2003	19.3	35.8	44.9
	2007	17.6	41.9	40.6
	2011	24.3	38.5	37.2
	2015	30.5	41.2	28.3
	2019	33.6	41.4	25.0
SNCO/WO	1999	7.5	45.5	47.0
	2003	10.9	57.6	31.5
	2007	11.7	57.9	30.4
	2011	11.7	52.0	36.3
	2015	15.0	54.7	30.3
	2019	16.5	58.1	25.3
JNR OFFR	1999	54.7	21.2	24.1
	2003	68.5	18.9	12.6
	2007	70.8	19.1	10.2
	2011	72.5	17.0	10.5
	2015	76.7	17.1	6.1
	2019	75.4	18.1	6.5
SNR OFFR	1999	64.9	21.8	13.3
	2003	78.3	15.4	6.3
	2007	76.6	16.4	7.0
	2011	81.4	14.1	4.5
	2015	82.3	15.1	2.5
	2019	86.0	11.2	2.9

Table B24. Proportion of the Defence APS workforce by level and highest educational attainment (%), 2003-2019

		Bachelor's degree or higher	Certificate or Diploma	None or other post-school qualification
APS TR-4	2003	15.4	35.3	49.3
	2007	17.8	37.7	44.5
	2011	19.4	34.8	45.8
	2015	20.0	34.6	45.5
	2019	28.4	31.9	39.7
APS 5-6	2003	38.6	42.4	19.0
	2007	38.8	43.7	17.5
	2011	42.5	38.0	19.6
	2015	42.5	38.4	19.1
	2019	44.2	36.7	19.1
EL 1-2	2003	76.2	16.1	7.7
	2007	74.3	17.9	7.9
	2011	74.9	17.9	7.2
	2015	71.8	20.8	7.4
	2019	76.7	17.0	6.4
SES and above	2003	90.9	5.1	4.0
	2007	94.7	2.3	3.0
	2011	93.3	2.8	3.9
	2015	96.9	1.3	1.8
	2019	91.4	5.3	3.3

Place of Residence

Table B25. Proportion of the workforce by sector and place of residence (%), 2003-2019

		NSW	VIC	QLD	SA	WA	TAS	NT	ACT
ADF(P)	2003	31.6	12.1	26.1	5.3	6.8	0.4	9.5	8.3
	2007	33.2	11.8	22.4	5.9	7.0	0.4	10.2	9.0
	2011	33.3	11.1	27.0	5.9	5.6	0.3	8.0	8.7
	2015	31.2	12.2	27.0	6.2	5.8	0.2	8.6	8.8
	2019	30.0	10.5	27.1	7.4	6.0	0.2	8.5	10.4
ADF(R)	2003	25.9	18.4	23.4	8.2	11.6	4.0	3.0	5.4
	2007	28.3	17.3	22.7	8.7	10.5	4.2	2.6	5.7
	2011	26.5	16.5	24.4	8.4	10.8	3.7	3.0	6.7
	2015	24.6	18.4	22.2	9.7	11.0	3.3	2.3	8.5
	2019	26.1	17.2	23.3	10.2	10.3	3.3	1.8	7.8
Defence APS	2003	23.8	21.7	9.3	10.2	3.7	0.6	2.0	28.7
	2007	24.2	20.7	7.4	10.2	3.6	0.7	2.0	31.3
	2011	23.5	19.6	6.9	12.6	2.8	0.4	1.7	32.4
	2015	22.8	19.5	7.8	12.0	3.0	0.5	1.0	33.4
	2019	23.6	19.2	8.0	11.4	2.8	0.6	1.4	33.1
AUS workforce	2006	32.0	25.0	20.0	7.6	10.3	2.2	1.0	1.9
	2011	31.2	25.2	20.3	7.4	10.9	2.2	1.0	1.9
	2016	31.6	25.6	20.0	7.0	10.8	2.0	1.0	1.9

Housing of Permanent ADF Personnel

Table B26. Proportion of the ADF(P) workforce by Service and housing type (%), 1999-2019

		Living-in accommodation (service barracks/mess)	Onboard ship	Service residence (SR) on base	Other Service residence (SR) off base	Privately rented accommodation with Rental Assistance (RA)	Privately rented accommodation without Rental Assistance (RA)	A home that you are buying / paying off	A home that you own that is fully paid off	Rent-free
Navy	1999	22.8	8.5	3.7	25.4	17.1	7.3	12.5	1.3	1.4
	2003	20.3	29.8	2.7	14.5	15.5	1.9	13.4	1.2	0.5
	2007	19.6	6.0	4.4	21.1	28.3	3.8	15.0	1.3	0.6
	2011	20.9	3.7	6.1	14.7	33.5	3.2	15.8	1.4	0.8
	2015	21.6	2.7	3.1	20.9	29.8	2.9	16.3	1.8	0.9
	2019	21.1	1.6	2.6	21.8	33.1	1.8	16.4	1.1	0.5
Army	1999	26.8	0.1	5.5	36.2	8.9	10.4	10.7	0.9	0.5
	2003	26.6	0.5	4.2	27.9	20.9	3.0	15.4	1.0	0.5
	2007	23.9	0.1	5.8	31.3	21.4	2.8	13.1	1.1	0.5
	2011	25.0	0.1	7.9	24.4	25.7	2.8	12.7	1.0	0.4
	2015	28.6	0.4	4.5	27.7	21.7	3.1	12.2	1.2	0.6
	2019	24.2	0.1	3.4	28.4	27.5	2.8	12.4	0.8	0.4
Air Force	1999	18.1	0.0	4.8	35.6	7.4	10.4	21.1	1.9	0.6
	2003	21.9	0.1	3.3	28.5	20.1	2.4	21.4	1.7	0.5
	2007	17.4	0.0	4.1	31.3	22.8	2.0	20.0	1.9	0.6
	2011	15.5	0.0	7.2	24.9	24.2	2.4	23.6	1.6	0.7
	2015	14.0	0.1	3.5	29.6	23.8	2.1	23.9	1.8	1.1
	2019	12.6	0.0	3.0	30.0	28.3	1.6	22.5	1.5	0.5
Total	1999	23.3	2.3	4.8	33.2	10.6	9.6	14.1	1.3	0.8
	2003	23.8	7.7	3.6	24.7	19.3	2.6	16.5	1.3	0.5
	2007	21.1	1.5	5.0	28.8	23.5	2.8	15.4	1.4	0.5
	2011	21.6	0.9	7.3	22.2	27.2	2.8	16.2	1.2	0.6
	2015	23.3	0.9	3.9	26.5	24.2	2.8	16.1	1.5	0.8
	2019	20.6	0.4	3.1	27.2	29.0	2.3	15.9	1.0	0.4

Table B27. Proportion of the ADF(P) workforce by rank and housing type (%), 1999-2019

		Living-in accommodation (service barracks/mess)	Onboard ship	Service residence (SR) on base	Other Service residence (SR) off base	Privately rented accommodati on with Rental Assistance (RA)	Privately rented accommodati on without Rental Assistance (RA)	A home that you are buying / paying off	A home that you own that is fully paid off	Rent-free
OR/JNCO	1999	29.1	2.9	4.7	30.8	8.7	13.7	8.8	0.5	1.0
	2003	29.8	9.4	3.2	20.5	20.7	3.5	11.8	0.4	0.6
	2007	26.6	1.7	5.5	25.6	25.5	3.9	10.1	0.5	0.6
	2011	28.0	1.1	6.5	20.6	29.7	4.1	9.1	0.4	0.7
	2015	32.5	1.1	3.2	24.9	24.8	3.7	8.4	0.6	0.8
	2019	27.0	0.4	2.9	26.6	30.1	3.2	9.0	0.3	0.4
SNCO/WO	1999	9.3	1.5	6.4	45.0	7.5	3.4	24.6	1.8	0.5
	2003	8.9	6.3	4.5	37.6	12.4	1.2	26.6	2.2	0.4
	2007	6.3	1.3	4.6	41.1	16.5	1.4	26.1	2.5	0.3
	2011	5.3	0.8	10.7	31.0	18.5	0.8	30.0	2.6	0.5
	2015	6.1	0.8	5.4	36.3	18.7	1.3	27.8	2.9	0.8
	2019	5.6	0.5	3.6	36.5	22.6	1.0	27.4	2.3	0.4
JNR OFFR	1999	26.3	1.6	3.3	27.5	17.0	7.1	14.6	1.8	0.7
	2003	24.2	5.2	3.4	23.9	21.5	1.6	17.7	1.9	0.6
	2007	22.8	1.4	4.0	26.2	24.4	1.4	17.4	1.9	0.5
	2011	22.1	0.7	6.5	19.5	28.1	1.3	19.6	1.6	0.5
	2015	18.8	0.7	4.2	23.5	26.9	2.1	21.1	1.9	0.8
	2019	20.2	0.3	3.2	22.4	32.0	1.3	19.0	1.0	0.5
SNR OFFR	1999	3.6	0.8	5.4	25.4	25.1	1.0	28.8	9.4	0.3
	2003	5.1	2.7	5.0	25.3	23.8	1.0	29.9	6.9	0.3
	2007	2.7	0.3	5.5	27.4	24.4	1.7	30.8	6.9	0.2
	2011	3.0	0.8	7.0	17.5	27.5	1.0	36.2	6.5	0.6
	2015	2.8	0.3	4.9	19.1	25.9	1.0	39.9	5.5	0.7
	2019	1.8	0.3	3.5	19.4	27.4	1.1	40.4	5.7	0.3

Marital Status

Table B28. Proportion of the workforce by sector and marital status (%), 2003-2019

		Married	De facto relationship	Separated	Divorced	Widowed	Single (never married)
ADF(P)	2003	42.0	15.7	3.0	3.3	0.1	35.9
	2007	43.0	17.0	2.6	3.2	0.1	34.0
	2011	39.0	20.3	2.3	2.6	0.1	35.6
	2015	40.9	24.2	1.9	1.9	0.2	30.9
	2019	38.5	28.5	2.0	1.6	0.2	29.1
ADF(R)	2003	48.7	9.9	3.0	3.9	0.3	34.1
	2007	51.7	12.9	2.8	4.3	0.3	28.1
	2011	53.6	12.0	2.4	4.4	0.4	27.2
	2015	60.3	12.5	2.7	3.3	0.4	20.7
	2019	56.8	17.1	2.4	3.6	0.5	19.7
APS	2003	59.0	10.6	3.4	5.6	0.7	20.8
	2007	59.3	12.7	3.0	6.1	0.8	18.1
	2011	60.6	12.7	2.9	6.0	0.8	17.0
	2015	62.7	11.5	2.8	5.1	0.9	17.0
	2019	59.9	16.2	2.7	4.5	0.9	15.8
AUS	2001	54.7	9.5	3.6	7.8	1.1	23.3
	2006	52.4	11.3	3.2	8.6	1.1	23.3
	2011	51.5	12.2	3.2	8.6	1.2	23.2
	2016	50.3	13.4	3.3	8.3	1.1	23.6

Families of Permanent ADF Personnel

Table B29. Proportion of the ADF(P) workforce by Service and category (%), 1999-2019

		Member with Dependants (MWD)	Member with Dependants (Unaccompanied) (MWD(U))	Member Without Dependants (MWOD)
Navy	1999	44.6	5.7	49.7
	2003	40.3	7.5	52.2
	2007	43.7	6.6	49.7
	2011	40.6	6.7	52.7
	2015	43.4	8.4	48.3
	2019	42.4	9.6	48.0
Army	1999	55.2	2.5	42.3
	2003	51.4	4.0	44.6
	2007	57.5	4.2	38.3
	2011	51.0	4.7	44.3
	2015	48.1	5.8	46.2
	2019	48.7	7.2	44.1
Air Force	1999	62.4	2.4	35.2
	2003	56.3	3.7	39.9
	2007	62.3	3.5	34.2
	2011	59.8	3.9	36.3
	2015	62.1	5.8	32.1
	2019	61.2	7.4	31.4
Total	1999	54.5	3.3	42.2
	2003	50.0	4.8	45.2
	2007	55.5	4.6	39.9
	2011	50.8	5.0	44.3
	2015	50.4	6.4	43.2
	2019	50.3	7.8	41.9

Table B30. Proportion of the ADF(P) workforce by category and housing type (%), 1999-2019

		Living-in accommodation (service barracks/mess)	Onboard ship	Service residence (SR) on base	Other Service residence (SR) off base	Privately rented accommoda- tion with Rental Assistance (RA)	Privately rented accommoda- tion without Rental Assistance (RA)	A home that you are buying / paying off	A home that you own that is fully paid off	Rent-free
Member with Dependants (MWD)	1999	0.7	0.3	8.4	57.9	8.3	1.3	21.0	1.9	0.2
	2003	2.4	4.2	6.6	47.3	10.4	0.8	25.9	2.2	0.1
	2007	1.3	0.5	5.8	52.6	11.6	1.3	24.5	2.3	0.2
	2011	1.0	0.3	13.3	41.6	14.6	1.0	25.8	2.1	0.3
	2015	1.3	0.4	6.2	48.1	13.1	1.6	26.5	2.4	0.5
Member with Dependants (Unaccompanied) (MWD(U))	2019	0.8	0.2	3.9	46.9	17.9	1.4	26.8	1.7	0.3
	1999	42.7	12.2	3.2	18.5	11.0	4.4	5.6	0.4	2.1
	2003	44.9	21.0	1.7	12.4	11.8	1.1	5.7	0.3	1.0
	2007	43.8	6.2	4.0	9.7	29.4	1.3	5.0	0.3	0.3
	2011	43.9	3.7	2.4	5.8	38.2	0.6	4.1	0.5	0.7
	2015	42.4	2.9	2.5	9.4	38.0	0.4	2.7	0.5	1.2
	2019	34.3	1.4	2.5	12.7	43.9	0.7	3.9	0.2	0.5
Member Without Dependants (MWOD)	1999	49.3	4.0	0.6	3.8	13.6	20.4	6.4	0.6	1.3
	2003	44.5	9.9	0.5	1.5	30.2	4.7	7.5	0.4	0.9
	2007	38.0	2.4	3.7	3.9	38.7	4.8	7.2	0.5	0.9
	2011	41.2	1.1	0.8	2.2	41.2	5.1	7.0	0.4	0.9
	2015	46.5	1.2	1.3	3.6	35.3	4.5	5.9	0.5	1.1
	2019	41.6	0.4	2.2	6.3	39.8	3.6	5.1	0.4	0.6
Total	1999	22.6	2.2	4.9	33.8	10.6	9.5	14.4	1.3	0.7
	2003	23.5	7.6	3.6	24.9	19.5	2.6	16.6	1.3	0.5
	2007	17.9	1.5	4.9	31.1	23.2	2.7	16.7	1.5	0.5
	2011	20.8	0.8	7.2	22.5	27.5	2.8	16.5	1.3	0.6
	2015	23.3	0.9	3.9	26.5	24.2	2.8	16.1	1.5	0.8
	2019	20.6	0.4	3.1	27.2	29.0	2.3	15.9	1.0	0.4

Table B31. Proportion of the ADF(P) workforce with partners by Service and partners' employment status (%), 1999-2019

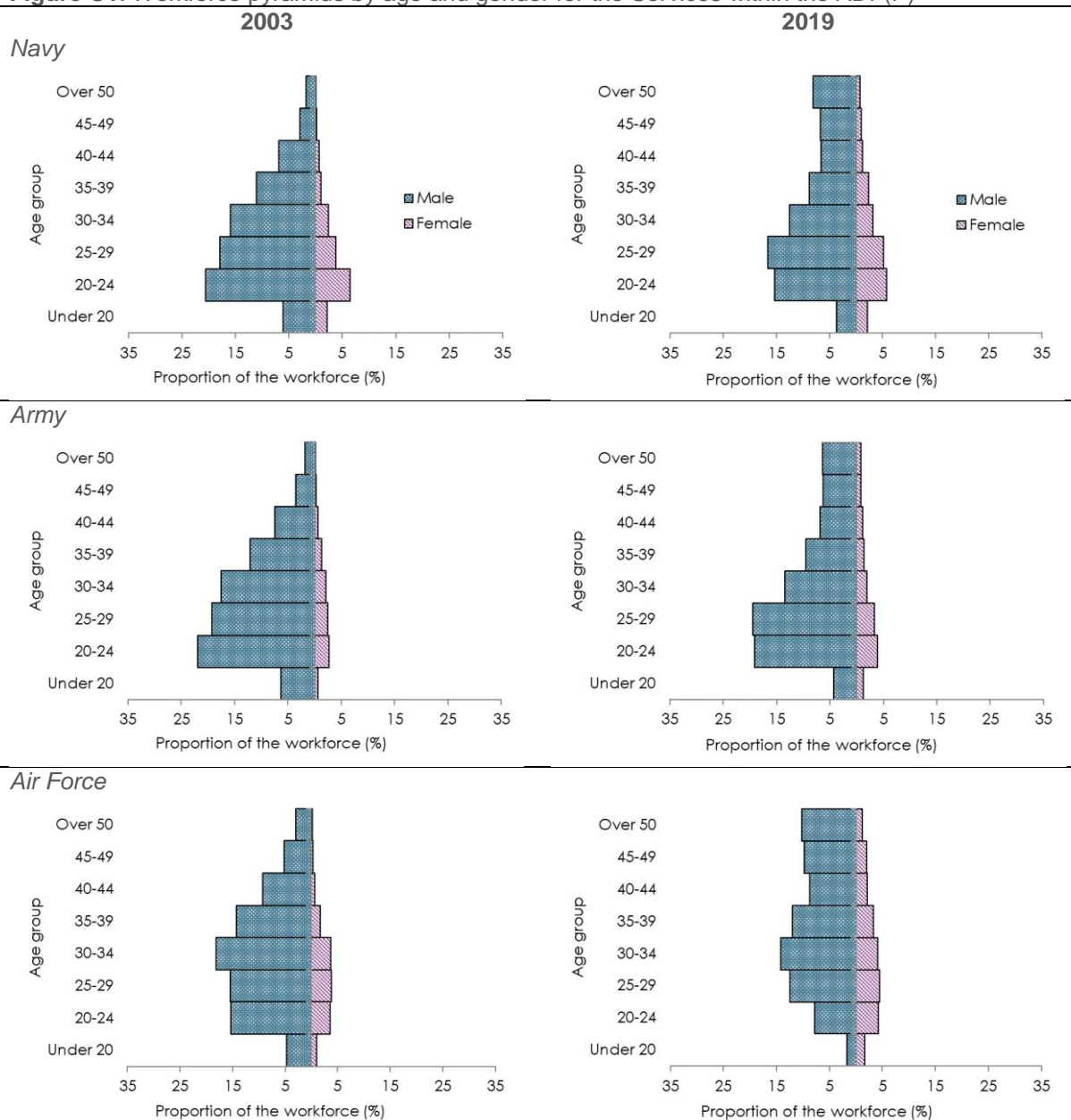
		Partner FT ADF	Partner Reservist	Partner not in ADF and employed	Partner not in ADF and not employed
Navy	1999	17.0	2.1	51.2	29.7
	2003	18.6	2.0	52.9	26.5
	2007	20.0	2.0	56.6	21.4
	2011	21.8	1.7	55.2	21.3
	2015	20.1	0.5	57.0	22.3
	2019	21.2	0.3	59.5	18.9
Army	1999	14.3	2.3	51.9	31.4
	2003	14.1	2.5	53.0	30.5
	2007	13.8	2.2	57.0	27.0
	2011	13.4	2.0	56.2	28.3
	2015	12.9	0.4	60.4	26.3
	2019	15.6	0.4	61.9	22.1
Air Force	1999	16.7	1.4	53.6	28.3
	2003	16.0	2.2	53.9	27.9
	2007	17.4	2.0	56.3	24.3
	2011	19.0	1.8	56.0	23.2
	2015	19.7	0.6	55.7	24.0
	2019	21.5	0.7	56.7	21.0
Total	1999	15.7	2.0	52.3	30.0
	2003	15.7	2.3	53.2	28.8
	2007	16.2	2.1	56.7	25.0
	2011	16.8	1.9	55.9	25.4
	2015	16.5	0.5	58.3	24.7
	2019	18.5	0.5	60.0	21.1

Table B32. Proportion of the ADF(P) workforce with dependent children by Service and number of children (%), 1999-2019

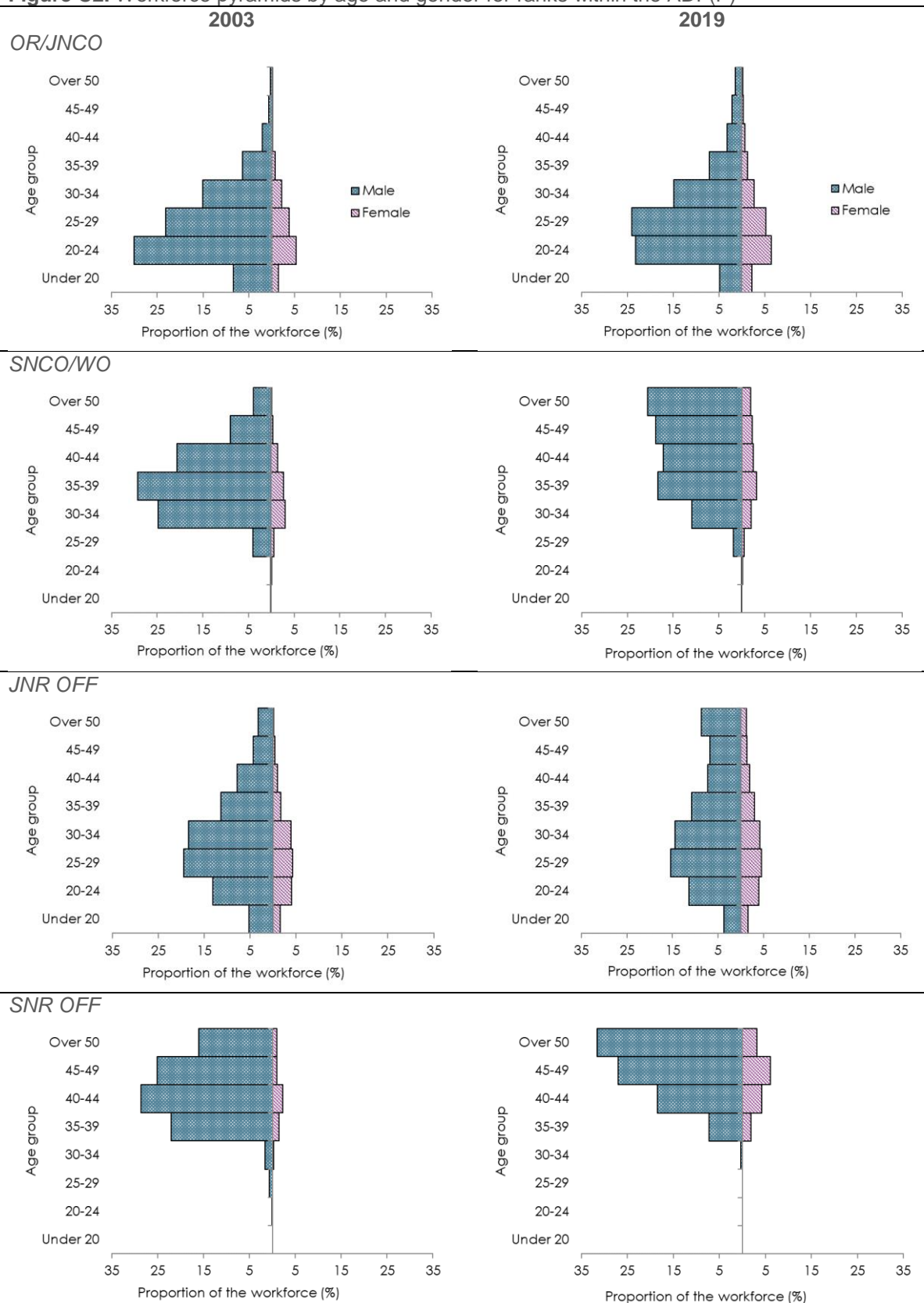
		One child	Two children	Three children	Four or more children
Navy	1999	33.9	43.5	17.2	5.3
	2003	34.4	43.6	16.7	5.2
	2007	34.8	43.4	17.1	4.8
	2011	37.1	42.1	16.5	4.3
	2015	36.6	41.8	15.5	6.0
	2019	36.5	42.1	16.0	5.3
Army	1999	31.2	44.3	17.9	6.7
	2003	32.3	43.6	17.6	6.4
	2007	34.0	43.0	17.5	5.6
	2011	34.2	41.7	17.6	6.4
	2015	33.4	41.4	17.5	7.7
	2019	34.3	43.3	16.8	5.6
Air Force	1999	29.8	45.4	18.5	6.2
	2003	30.9	45.0	18.2	5.9
	2007	32.6	46.1	15.9	5.5
	2011	31.5	46.2	16.9	5.4
	2015	31.0	45.6	17.2	6.2
	2019	31.9	46.8	15.9	5.4
Total	1999	31.3	44.5	18.0	6.2
	2003	32.4	44.0	17.6	6.0
	2007	33.7	44.0	16.9	5.4
	2011	34.0	43.1	17.2	5.7
	2015	33.3	42.8	17.0	6.9
	2019	34.0	44.1	16.3	5.5
AUS workforce	2006	42.9	39.4	13.6	4.2
	2011	39.0	40.7	15.1	5.2
	2016	39.3	41.2	14.6	4.9

Appendix C – Detailed Workforce Pyramids

Figure C1. Workforce pyramids by age and gender for the Services within the ADF(P)

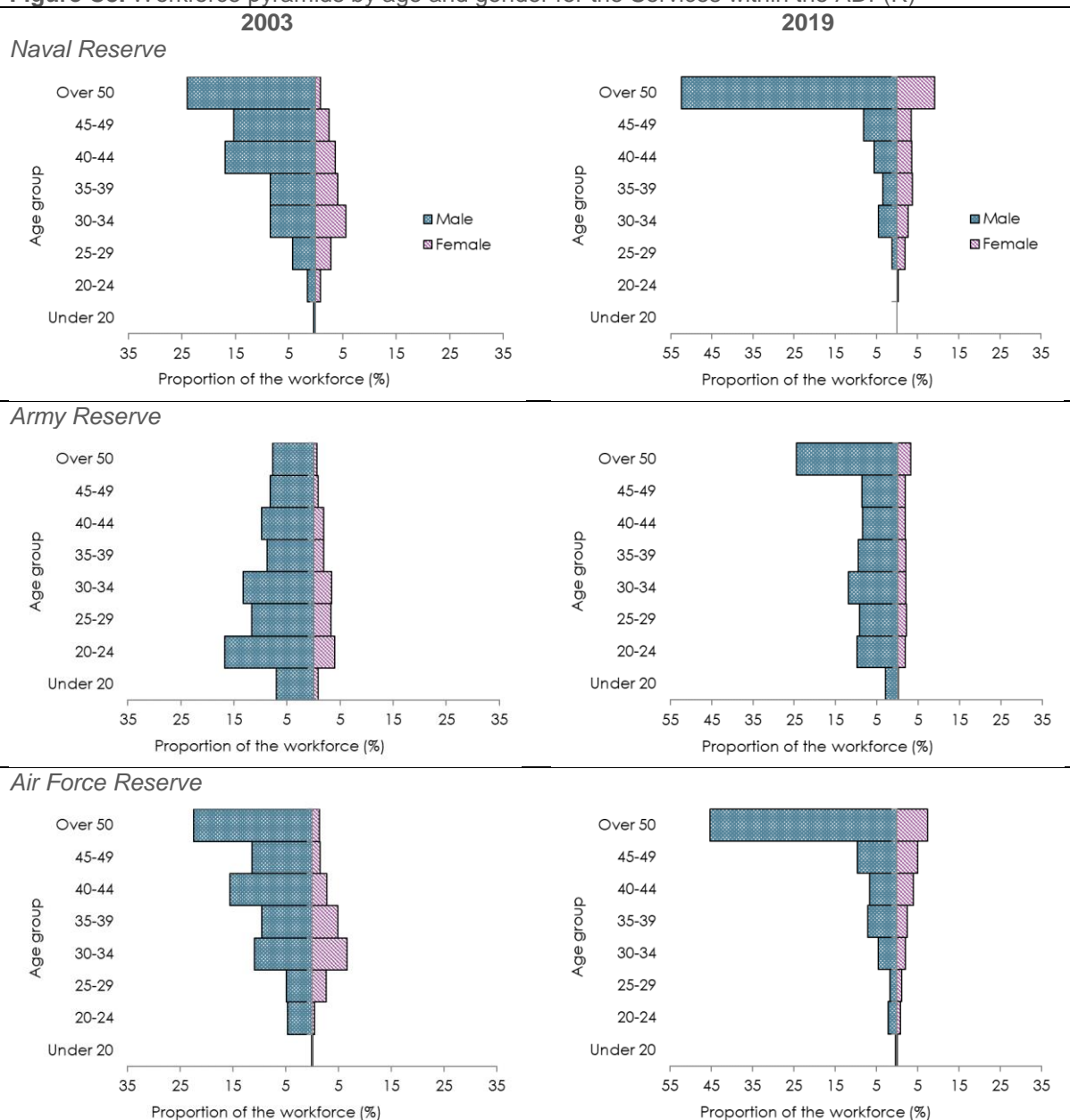


Source: Author calculations based on Defence Census 2003 and 2019.

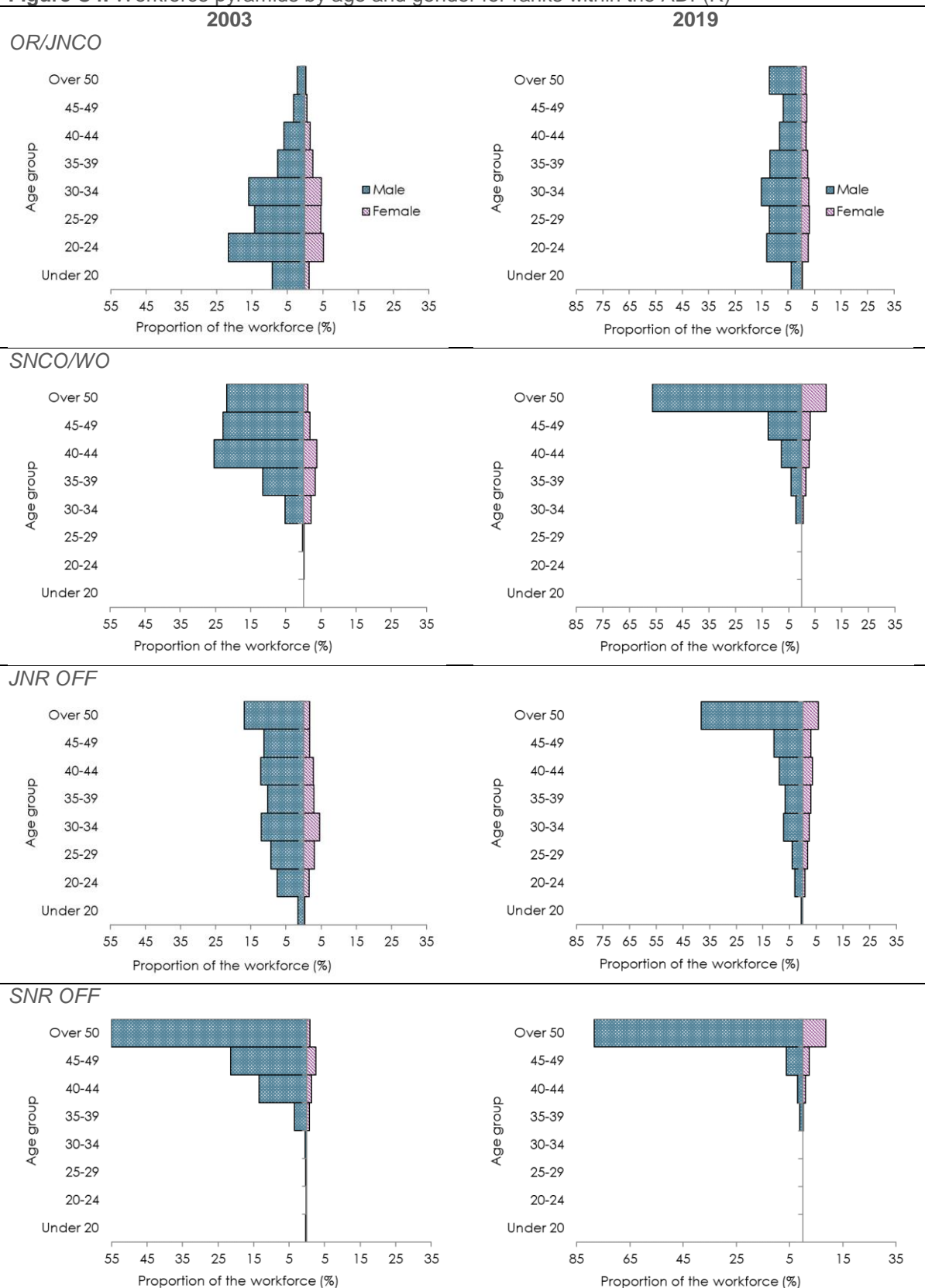
Figure C2. Workforce pyramids by age and gender for ranks within the ADF(P)


Source: Author calculations based on Defence Census 2003 and 2019.

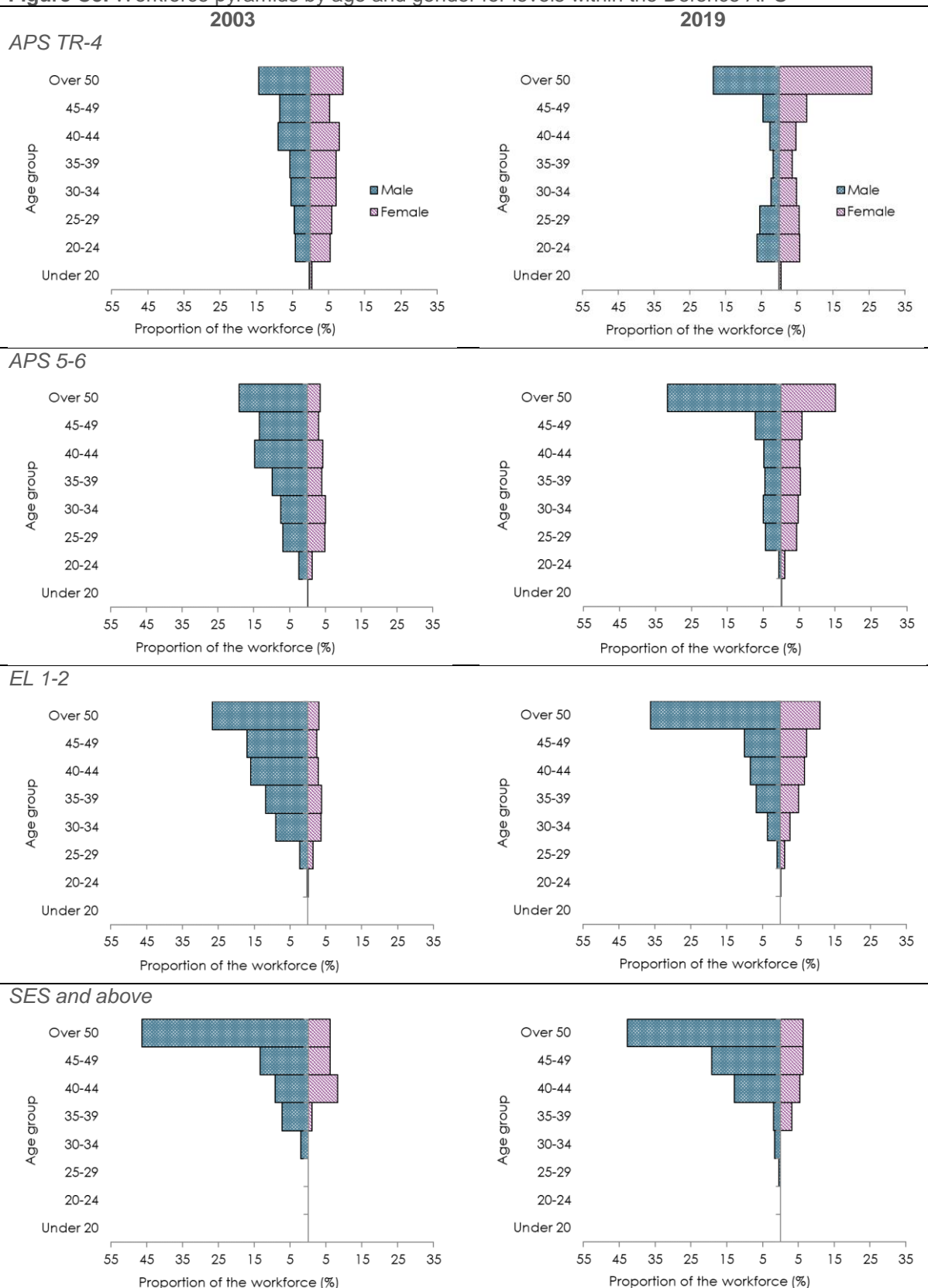
Figure C3. Workforce pyramids by age and gender for the Services within the ADF(R)



Source: Author calculations based on Defence Census 2003 and 2019. Note the different scale for males in 2019.

Figure C4. Workforce pyramids by age and gender for ranks within the ADF(R)


Source: Author calculations based on Defence Census 2003 and 2019. Note the different scale for males in 2019.

Figure C5. Workforce pyramids by age and gender for levels within the Defence APS


Source: Author calculations based on Defence Census 2003 and 2019.

