

What's your other job



**A census analysis of arts
employment in Australia**

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Abstract: This report applies CCI's creative trident methodology with the definition of the arts as established by the Australia Council for the Arts to data sourced from Australia's national census data (from 1996, 2001 and the most recent one in 2006). Analysis has been conducted on employment, income, gender, age and the nature of employment for artists and arts-related workers within and beyond the arts industries, as well as other support workers in arts industries.

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Table of contents

Introduction	3
Seeking vital stats on the arts	3
Key findings	4
Purpose	6
Approach	7
The definition of the arts used in this report	8
Section 1: Total arts employment	9
1.1 Employment growth 1996 to 2006	11
1.2 Arts incomes	13
Section 2: Arts employment key characteristics	15
2.1 Gender in the arts	15
2.2 Status of employment in the arts.....	16
2.3 Arts and age groups.....	17
2.4 Arts and labour force status	19
Section 3: Detailed tables of arts employment definitions	22
Section 4: Detailed tables of median incomes for arts occupations	26
Section 5: Summary tables of total arts employment by states and territories	29
Section 6: Detailed tables of arts employment and gender	31

List of figures

Figure 1: Creative trident employment.....	3
Figure 2: Percentage of females and males employed in 2006.....	16
Figure 3: Percentage of full-time and part-time employment (2006).....	17
Figure 4: Percentage of people employed by age band in 2006.....	18
Figure 5: Employment average annual growth rate by age group 2001 to 2006.....	18
Figure 6: Percentage of people employed by labour force status in 2006.....	20

List of tables

Table 1: Composition of arts employment under ANZSIC06 and ANZSCO classifications (percent).....	9
Table 2: Breakdown of employment, the mean annual income and total of annual income (2006).....	10
Table 3: Composition of arts employment 1996 to 2006 (percent).....	11
Table 4: Average annual growth rate of arts employment 1996 to 2006 (percent).....	12
Table 5: Shares held by the various types of arts employment 1976 to 2006 (percent).....	12
Table 6: Annual mean incomes (adjusted to 2006 values) 1996 to 2006.....	13
Table 7: Arts mean incomes (adjusted to 2006 values) relative to total employment 1996 to 2006.....	13
Table 8: Annual growth rate in mean incomes 1996 to 2006 after adjustment to 2006 values (percent).....	14
Table 9: Percentage of people employed by gender in 2006.....	15
Table 10: Percentage of employment in full-time and part-time in 2006.....	16
Table 11: Percentage of people employed by age band in 2006.....	17
Table 12: Labour force status shares for arts occupations and industries in 2006.....	19
Table 13: Proportion of employment made up by employees 2001 to 2006 (percent).....	20
Table 14: Employment in artist occupations (ASCO v2) by category of industry 1996 to 2006.....	22
Table 15: Employment in arts-related occupations (ASCO v2) by category of industry 1996 to 2006.....	23
Table 16: Employment in arts industries (ANZSIC93) by category of occupation 1996 to 2006.....	24
Table 17: Classifications within other creative industries.....	25
Table 18: Median incomes of selected arts categories in 2006.....	26
Table 19: Median annual incomes of artist occupations (ASCO) – full-time and part-time (2006).....	26
Table 20: Median annual incomes of arts-related occupations (ASCO) – full-time and part-time (2006).....	27
Table 21: Median annual incomes of other arts occupations (ASCO) – full-time and part-time (2006).....	27
Table 22: Arts mean income and relative income by age band and gender (those full-time employed) 2006 ..	28
Table 23: The level of arts employment in Australian states and territories 1996 to 2006 (percent).....	29
Table 24: Each state and territory's share of national arts employment and workforce 1996 to 2006 (percent)	29
Table 25: Comparison of each state's arts employment growth rate to their overall employment (percent).....	30
Table 26: Number of males and females employed by detailed artist occupations (ASCO) 2006.....	31

Introduction

Seeking vital stats on the arts

What does the Australian census tell us about how artists earn their living?

Comparatively speaking, today we live in a statistical paradise, with local and global data on just about any aspect of the production, distribution and consumption of culture. The data capture, mining and coordinating happening through online repositories has accelerated this trend in the last few years.

However, researchers, cultural agencies and policy makers remain unsatisfied with the way in which cultural activity gets counted in official sources of statistics (from national census, trade figures, or labour force surveys). The arts, cultural and creative industries and occupations do not easily fit the categories.

Certain industries and occupations are relatively new. Created in the digital age, they don't appear in what are long-established, slowly-evolving data categories, most of which were created to conform to the industrial age, and even have pre-industrial origins. Additionally, many arts-based cultural and creative occupations are found beyond their 'home' industry. This includes arts therapists working in the health industry. Or musicians employed by the army. Or visual designers and media communicators working in the publicity, marketing and design areas of firms in any sector of the economy.

covers this through, then the official national statistics are the essential and authoritative source. And yet, we are back to our earlier problem of research being imprecise and out of date.

At the ARC Centre of Excellence for Creative Industries and Innovation (CCI), we have worked on a way to address this which we call the 'creative trident' method. The metaphor of the trident is used because it points to three parts of an employment 'quadrant' composed of a four-part occupation and industry matrix.

This matrix shows the total of creative occupations within the core creative industries (specialist creatives), the creative occupations employed in other industries (embedded creatives), plus the other occupations employed in creative industries which are often responsible for managing, accounting for and technically supporting creative activity (support workers).

The method charts a middle path between the narrow industry-only optic of some traditional approaches (which miss the embedded creatives and often the support personnel) and the broad horizons of categories like Richard Florida's 'creative class' (which covers most of the white collar and no collar workforce). A further strength of this method is that it can handle, with a useful degree of specificity, whole-of-economy data sources such as the national census.

Figure 1: Creative trident employment

Creative trident employment		Industry of employment		
		Creative industries	Other industries	Total
Occupation of employed	Creative occupations	<i>Specialist creatives</i>	<i>Embedded creatives</i>	<i>Total employed in creative occupations</i>
	Other occupations	<i>Support workers</i>	<i>(rest of the workforce)</i>	
	Total	<i>Total employed in creative industries</i>		<i>Total creative workforce</i>

How can we say something meaningful about all these different types of cultural practices and enterprises? We might undertake custom-built surveys, and much good research – often commissioned by the Australia Council for the Arts – has been done along these lines. However, these usually produce findings based on a small sample size, when compared to the whole populations working in and beyond the arts, cultural and creative industries. If we want data that

The creative trident has been applied at the national¹, regional² and state³ levels in Australia and internationally⁴ in the United Kingdom and New Zealand, as well as to specific 'slices' of the cultural pie. The way this method can work with complementary qualitative methods to elucidate important trends in the creative workforce is seen in our previous report for the Australia Council on creative activity in the health industry⁵.

The creative trident has been adapted to the categorisation of arts industries as well as artist occupations, arts-related occupations (mainly private music and performing arts teachers, visual designers and artistic directors) and other support occupations as set by the Australia Council. This is placed within the context of the creative industries definition developed by CCI: music and performing arts; film, TV, radio; advertising and marketing; software, web and multimedia development; writing, publishing and print media; architecture, design and visual arts.

Using data sourced from Australia's national census (from 1996, 2001 and the most recent one in 2006), analysis has been conducted on employment, income, gender, age and the nature of employment for artists and arts-related workers within and beyond the arts industries, as well as other support workers in the arts industries.

The results are there for you to read, ponder and use in your work, whether that be artistic, policy, administrative, or research and teaching.

Key findings

The one percent economy

From recent data, the arts account for just over one percent of Australia's workforce, and one percent of the total income earned by Australians. Of course, the overall participation in the arts is much higher, as census data does not capture volunteer activity. Also, this figure does not tell us about consumption of the arts, which is fed substantially by the one percent creative hub of artists and arts-related employment.

- In 2006, arts employment was 1.2 percent of Australian employment (109,160 of a total 9,103,140 people employed) and one percent of the total personal income (\$4 billion of a total \$395 billion).
- Of the 109,000 people in arts employment in 2006 almost 24,000 people were employed in artist occupations (around half in arts industries and half 'embedded' in other industries), around 61,000 people employed in arts-related occupations (with nearly two-thirds embedded in industries outside of the arts), and over 24,000 employed in supporting occupations within arts industries.
- Within the specific arts industries, the 2006 employment figure is just over 58,000.

Employment growth

The growth in arts employment reveals two very different stories. On the one hand, the growth of total employment numbers in arts industries, and within artist occupations in and beyond the arts industries, rose then fell. Employment growth from 1996 to 2001 was countered by a decline in the following five years, such that employment figures in 2006 are almost the same as 1996.

- Arts industries employment began at 23,850 (in 1996), grew to 26,720 (in 2001) and then reduced back down to 23,960 (in 2006).
- Likewise, artist occupations began at 26,900 (in 1996), rose to 31,360 (in 2001) and then declined to 27,070 (in 2006).

In contrast, arts-related occupations outside of arts industries have shown remarkable growth. They have almost doubled in size while the employment in arts industries remained static. That is to say, since 1996, most of the growth in arts employment has come from arts-related occupations.

- Embedded arts-related occupations (in all non-arts industries – which mostly means visual designers) rose from 35,470 (in 1996) to 59,810 (in 2006). This accounts for the 5.3 percent growth rate in arts-related occupations from 1996 to 2006, compared to the 0.1 percent growth rate in artist occupations.

Income levels and comparisons

In real terms (consumer price index adjusted), income levels within arts employment have risen. But this rise is not as great as the total workforce, which means that the 'negative income gap' between arts employment and the national average is now even greater.

- Between 1996 and 2006, the average⁶ income in arts employment rose from \$31,700 to \$37,000 (16.7 percent increase), whilst national workforce average went from \$37,000 to \$43,400 (17.3 percent increase). That means that during this period the relative income gap shifted from –\$5,300 to –\$6,400.

As the figures here reveal, average earning in arts employment in 2006 is the same as the adjusted national average in 1996 (\$37,000).

When it comes to making comparisons within arts employment, artist occupations earn less than arts-related occupations (largely designers and teachers) and other occupations in arts industries.

- In 2006, average artist occupations earnings (\$32,000) came in at just under \$6,000 less than those employed in arts-related occupations (\$37,700) and over \$8,000 less than the other occupations within the arts industries that cover management and support (\$40,200).

There is one notable exception to the trends in income gaps. Those employed within other creative industries, whether they be artists or in arts-related occupations, have average incomes slightly higher than the national average and much higher than the arts employment average.

- In 2006, artist occupations employed in other creative industries earned an average of \$46,700 and arts-related occupations in other creative industries earned an average of \$44,100. These figures are around 1.5 percent to 7.5 percent higher than the national average, and 20 percent to 25 percent higher than the \$37,000 arts employment average.

Gender distribution

Gender distribution within arts employment is, in general, very similar to that found in Australia's para-professional and advanced clerical occupations (46 percent female, 54 percent male).

This is not, however, the case for the performing arts. Artist occupations (performers and creators) are almost two-thirds male (37 percent female, 63 percent male) whilst arts-related occupations (mainly music, dance and drama teachers along with piano tuners and music directors) are almost three-quarters female (71 percent female, 29 percent male).

Employment characteristics

Finally, it will not come as a surprise that arts employment is characterised by high levels of part-time work and the existence of many sole practitioners and business operators (unlike the total workforce in which full-time work by wage-earning employees is the norm).

- The arts have a much higher percentage of workers in part-time employment (44 percent) compared to the workforce as a whole (32 percent). Performing arts has a particularly high percentage in part-time employment, typified by instrumental musicians, where 69 percent of people reported their employment basis as part-time.
- A large proportion of those working within the arts are not employees. Sole practitioners and employers make up over 50 percent of employment in artist occupations. This is five times the rate of the total workforce, in which only 10 percent are not employees.

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May 2010

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- 2 The CIE (2009) *Creative Industries Economic Analysis: Final Report*, Enterprise Connect and the Creative Industries Innovation Centre (CIIC), NSW, http://www.enterpriseconnect.gov.au/OurServices/Documents/Economic%20Analysis_Creative%20Industries_Final%20Report_240909.pdf last accessed 23/02/2010. Cultural Ministers Council (2008) *Building a Creative Innovation Economy*, Cultural Ministers Council Creative Economy Roundtable, http://www.cmc.gov.au/_data/assets/pdf_file/0006/85596/Building_a_Creative_Innovation_Economy.pdf last accessed 24/05/2010. Higgs, P., Freebody S. (2008) *Australia's Creative Economy Information Sheets: Detailed sheets on Employment in the Creative Segments in 2006*, ARC Centre of Excellence in Creative Industries and Innovation, Brisbane, <http://eprints.qut.edu.au/14124/> last accessed 21/08/2007.
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- 6 Pagan, Cunningham, Higgs (2008) *Getting Creative in Healthcare: The contribution of creative activities to Australian healthcare*, Queensland University of Technology, Qld, <http://eprints.qut.edu.au/14757/> last accessed 24/05/2010.
- 6 Unless otherwise stated, the term average refers to the 'mean' of a dataset.

Purpose

The purpose of this report is to identify, analyse and present all available census-based data on the economic performance of the arts in Australia. It aims to do this in a way that is accessible for Australia Council stakeholders and provides analysis and discussion about the implications of the data.

This report is solely based on analysis of custom employment-related data tables from the Australian Census of Population and Housing that were acquired from the Australian Bureau of Statistics. The data in Section 2 provides a more robust estimate of the size of total employment in the arts sector than previously. This is because the estimate is produced using the ARC Centre of Excellence for Creative Industries and Innovation's (CCI) 'trident' model, which not only counts people employed in arts occupations, but also people who are employed in non-arts occupations in the arts industries. The 'trident' model was developed by the CCI, building on an approach that has been applied to the wider cultural and creative sectors by a number of statistical agencies and researchers in Australia and overseas.

The focus of this report is on the arts and more specifically the artforms that are within the portfolio of the Australia Council for the Arts, rather than a more broadly defined cultural sector, or the cultural and creative industries. In this respect it differs⁷ from reports such as the Australian Bureau of Statistics (ABS) census-based report *Employment in Culture*⁸, or CCI's series of reports on Australia's Creative Economy⁹. This report also differs in approach from specialist surveys, such as the ABS study *Work in Selected Cultural and Leisure Activities*¹⁰ or the series of in-depth reports on work in the arts produced by Professor David Throsby for the Australia Council¹¹. A consequence of the different approaches taken by these studies is that the picture of arts employment each provides may also differ. For example, the occupation data used in this study concerns the 'main job' in the week prior to the census, while Throsby's studies focus on a sample of approximately 1,000 practising professional artists whose art practice may or may not be their main job. As a consequence of these differing definitions, the datasets used in the two studies are not directly comparable. Both approaches have their strengths and weaknesses but in combination they can provide a reasonably good representation of economic performance of the arts within the Australian economy and the conditions that artists experience within their discipline.

7 The specific differences in these range of definitions are covered in the appendices to the full report available from <http://eprints.qut.edu.au/32479/>

8 ABS (2008) 6273.0 Employment in Culture, Australia 2006, ABS, Canberra, <http://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/6273.02006?OpenDocument> last accessed 21/10/2009.

9 Higgs, P., Cunningham, S. (2007) *Australia's Creative Economy: Basic Evidence on Size, Growth, Income and Employment*, ARC Centre of Excellence in Creative Industries and Innovation, Brisbane, <http://eprints.qut.edu.au/archive/00002410/> last accessed 21/08/2007.

10 Australian Bureau of Statistics (ABS) 2007d, *Work in Selected Culture and Leisure Activities*, Australia, April 2007, cat. no. 6281.0, ABS, Canberra.

11 Throsby, D. and Hollister, V. 2003, *Don't give up your day job: an economic study of professional artists in Australia*, <http://www.australiacouncil.gov.au>

Approach

Census data has a number of benefits for the type of analysis undertaken for this report; it is an authoritative and inclusive source of data. In addition, scaling factors – which can expose any results to challenge – have not been used by the data gatherers or the analysts. The census provides comprehensive and relatively accurate data that allows us to track changes from census to census, but there are limitations on how finely the separate disciplines within the arts can be measured. This is a limitation not faced by specialist surveys with the ability to finely classify each nuance of activity.

The main limitation of census data for measuring the arts arises directly from the fact that they are national datasets and are therefore required to use standardised classifications to access the data. The census questions, the answers given, and the processes used to encode them, also shape the data. For instance, in the census data a person's industry of employment can only be encoded with one out of the 400 or so standard industry codes that encompass all economic activity. In some industry sectors there are fewer classifications available to capture nuances than others – with seven relevant classifications, the arts have a poorer resolution than an industry such as mining which has 18 classifications. Likewise an individual's occupation of employment can be classified with approximately 1,000 occupations of which some 62 are considered to be arts or arts-related. Some occupation codes are more specific than others, and some may include a mix of occupations that from some points of view seem relatively unrelated – for example, the ANZSCO code 211499 Visual Arts and Crafts Professionals n.e.c. (not elsewhere classifiable) includes new media artist, as well as leadlighter and textile artist.

Overall arts employment is determined through the use of a very large dataset of the employment, personal mean income and total annual income within each occupation, within each industry for each year. Overcoming classification limitations requires drawing the two dimensions of the industry and occupation of employment together. This means that a shortcoming in an industry classification can be mitigated to an extent by the fact that arts people who could be overlooked in that industry are likely to be also counted within an occupation that has been selected as relevant to the arts to some degree.

When the dataset is analysed in the context of a specific definition, in this case the arts, this data generates three primary categories of employment: arts occupations employed in arts industries (termed 'specialist'); non-arts (or other) occupations in arts industries (termed 'support'); and arts occupations in non-arts industries (termed 'embedded'). The primary categories can further be broken down into the categories such as 'artist occupations' and 'arts-related', as well as the segments of the activity applying to both occupation and industry. One advantage of this approach is that the arts employment is always a subset of the total employment so it is straightforward to compare the patterns and trends within the context of total employment.

The definition of the arts used in this report

For the purpose of this report the arts are defined by the Australia Council as those occupations and industries within the artforms of literature, design, visual arts, music and performing arts. Within this report these are termed segments as they can apply to industries as much as occupations. Arts occupations can be further categorised either as artist occupations or arts-related occupations. Where an occupation classification is applicable to more than one segment or sub-segment, it is allocated to a more generic cross-artform segment.

Defining the exact contours of the arts sector is difficult. It requires a substantial degree of judgement and compromise. The accuracy of definitions will be impacted as the nature of the arts and economic activity changes, especially with the introduction of new technologies. There is therefore much room for debate and discussion about the inclusion or exclusion of particular occupations or industry clusters. The definition of the arts sector in this report has been chosen to ensure that data is aligned as closely as possible to the sector served by the Australia Council. The definitions are not presented as the only possible approach, nor should they be seen as set in stone.

Category	Segment	Sub-segment	Occupation	
Artist occupations	Performing arts	Music	Composer	
			Instrumental musician	
			Musicians and related professionals	
			Singer	
		Performing arts	Actors, dancers and related professionals	
			Theatre	Actor
			Dance	Dancer or choreographer
		Literature	Literature	Author
		Visual arts	Visual arts	Authors and related professionals
				Painter (visual arts)
Potter or Ceramic Artist				
Sculptor				
Visual arts and crafts professionals				
Cross-artform	Cross-artform	Artists and related professionals		
Arts-related occupations	Performing arts	Music	Music director	
			Music teacher (private)	
			Piano tuner	
		Theatre	Drama teacher (private)	
		Dance	Dance teacher (private)	
		Visual arts	Design	Designers and illustrators
				Fashion designer
				Graphic designer
				Illustrator
				Interior designer
Visual arts	Visual arts	Art teacher (private)		
		Picture framer		
Cross-artform	Cross-artform	Artistic director		

Section 1: Total arts employment

In 2006 there were almost 24,000 people employed¹² in artist occupations and just over 58,000 people employed within arts industries. There were also over 61,000 people employed in the more service oriented arts-related occupations. Without double counting, there were 109,160 people employed in the arts, representing some 1.2 percent of Australian employment. These figures are derived using the most recent classification systems (ANZSIC06 and ANZSCO¹³) because they provide a higher degree of precision in the definition. However, where necessary for comparisons of data across a number of years, subsequent sections of this report also use figures derived from the earlier (ANZSIC93 and ASCO v2) classification systems. It should be noted that data derived using different classification systems is not strictly comparable¹⁴.

- Those employed in artist occupations in other industries across the economy; such as a singer employed in hospitality or a ceramic artist in ceramic manufacturing (these are also termed arts embedded).
- Those employed in arts-related occupations, such as a self-employed graphic designer within the defined arts industries such as 'creative arts' (arts-related specialists).
- Those employed in arts-related occupations in other creative industries, such as a graphic designer employed by an advertising agency (these could be termed arts-related embedded).
- Those employed in arts-related occupations in other industries such as a product or textile designer employed within car manufacturing (also arts-related embedded).

Table 1:
Composition of arts employment under ANZSIC06 and ANZSCO classifications (persons)

		Industry of employment			Total
		Arts industries	Other creative industries (embedded)	Other industries (embedded)	
Occupation of employed	Artist occupations	11,550	1,610	10,760	23,920
	Arts-related occupations	22,320	11,440	27,310	61,070
	Other occupations (support)	24,170			24,170
	Total	58,040	13,050	38,070	109,160

The employment in each cell of this table can be described as follows:

- Those employed in the selected artist occupations¹⁵; for instance a dancer employed within the arts industries – such as a performing arts operation (these could be termed arts specialists).
- Those employed in artist occupations in other creative industries, such as a self-employed actor employed in the film industry (these could be termed arts embedded).
- Those employed in other, non-arts occupations such as management, clerical, sales occupations within the arts industries – an example would be a bartender employed by a performing arts venue or a photographer employed in a firm classified within the creative arts (termed support).

Section 1: Total arts employment

Table 2: Breakdown of employment, the mean annual income and total of annual income (2006)

ANZSIC06 and ANZSCO classifications	Number employed	Share	Mean annual income	Annual total income
	persons	percent	\$	\$ million
Artist occupations				
Artist occupations in arts industries	11,540	11	32,400	374
Artist occupations in other creative industries (embedded)	1,610	1	46,700	75
Artist occupations in other industries (embedded)	10,770	10	29,400	317
<i>Total artist occupations</i>	<i>23,920</i>	<i>22</i>	<i>32,000</i>	<i>766</i>
Arts-related occupations				
Arts-related occupations in arts industries	22,320	20	33,200	742
Arts-related occupations in other creative industries (embedded)	11,440	10	44,100	505
Arts-related occupations in other industries (embedded)	27,310	25	38,600	1,055
<i>Total arts-related occupations</i>	<i>61,070</i>	<i>56</i>	<i>37,700</i>	<i>2,301</i>
Other occupations in arts industries				
Other occupations in arts industries (support)	24,170	22	40,200	972
Total arts employment	109,160	100	37,000	4,040
<i>Total workforce employment</i>	<i>9,103,140</i>		<i>43,400</i>	<i>395,252</i>
<i>Sub-total embedded occupations</i>	<i>51,130</i>	<i>47</i>	<i>38,200</i>	<i>1,951</i>
<i>Sub-total arts industries</i>	<i>58,030</i>	<i>53</i>	<i>36,000</i>	<i>2,088</i>
<i>Arts share of all employment (total workforce) (percent)</i>	<i>1.2</i>			<i>1.0</i>

In 2006 there were twice as many people employed in other occupations, such as managers, sales people, clerical assistants, within the arts industries – accounting for 22 percent of all arts employment – than there are people in artist occupations (11 percent).

There are almost as many artists and people in arts-related occupations employed in the other industries (47 percent) than there are in total in the arts industries (53 percent of all arts employment).

The wages and salaries paid to arts workers generated some \$4 billion in 2006, representing one percent of the Australian workforce total.

The average annual income (mean) of those employed in the arts was \$37,000 in 2006, some \$6,400 below the average of the total workforce (\$43,400). Not surprisingly there was significant

variation across the arts. Artists who are employed in the arts industries and in other industries have the lowest mean incomes (\$32,400 and \$29,400 respectively) while those in support roles had the highest mean income of those employed within arts industries (\$40,200).

Interestingly, those in artist occupations and arts-related occupations employed in other creative industries earned significantly more than other artists, in fact they earned more than the national average (\$46,700 and \$44,100 respectively). While this high income figure could be considered a statistical artefact in the case of artist occupations – the number employed was relatively low (1,610 people); this is not the case for the 11,440 people in arts-related occupations employed in other creative industries¹⁶.

Table 3: Composition of arts employment 1996 to 2006 (persons)

ANZSIC93 and ASCO v2 classifications	1996	2001	2006
Artist occupations			
Artist occupations in arts industries	9,910	12,970	10,770
Artist occupations in other creative industries	3,190	3,330	2,810
Artist occupations in other industries	13,800	15,330	13,490
<i>Total artist occupations</i>	<i>26,900</i>	<i>31,630</i>	<i>27,070</i>
Arts-related occupations			
Arts-related occupations in arts industries	980	1,460	1,100
Arts-related occupations in other creative industries	9,820	14,760	18,790
Arts-related occupations in other industries	25,650	32,890	41,020
<i>Total arts-related occupations</i>	<i>36,450</i>	<i>49,110</i>	<i>60,910</i>
Other occupations in arts industries			
Other occupations in arts industries	12,960	12,290	12,090
Total arts employment	76,310	93,030	100,070
<i>Total employment (total workforce)</i>	<i>7,632,710</i>	<i>8,296,800</i>	<i>9,103,140</i>
<i>Sub-total embedded occupations</i>	<i>52,460</i>	<i>66,310</i>	<i>76,110</i>
<i>Sub-total arts industries</i>	<i>23,850</i>	<i>26,720</i>	<i>23,960</i>
<i>Arts share of total employment (percent)</i>	<i>1.0</i>	<i>1.1</i>	<i>1.1</i>

1.1 Employment growth 1996 to 2006

The level and pattern of arts employment over the past 10 years can be seen from the above table. Please note that the employment numbers that follow differ from those of the previous sections because the trend data has been generated using the earlier (ANZSIC93 and ASCO v2) release of the classifications¹⁷.

Total arts employment grew from 76,310 in 1996 to 100,070 in 2006. This is an average annual growth rate of 2.7 percent, which is higher than the rate of growth of total Australian employment (1.8 percent). However, the bulk of this growth in arts employment occurred between 1996 and 2001 when the rate was four percent, two and a half times higher than total employment (1.7 percent). The period from 2001 to 2006 saw this rate drop to 1.5 percent, slightly below the growth rate of total employment (1.9 percent).

While total arts employment increased at each census from 1996 to 2006, this overall upward trend is almost solely due to the consistent rise in arts-related occupations which increased from 36,450 in 1996 to 60,910 people in 2006.

The largest decline in numbers between 2001 and 2006 is in artist occupations, with both artist occupations in the arts industries and artist occupations in other industries (including creative)

showing a combined fall that returns numbers (27,070 in 2006) to almost the same as those of a decade ago (26,900). While the figures for arts-related occupations show a large increase (from 49,110 in 2001 to 60,910 in 2006), arts-related occupations within arts industries fell from 1,460 to 1,100. In fact, between 2001 and 2006 total employment within the arts industries declined from 26,720 to 23,960.

The average annual growth rates in Table 4 show that although total arts employment has shown a higher rate of growth (2.7 percent) than that of the workforce (1.8 percent) over the last decade, this was all due to the high growth rate between 1996 and 2001 (four percent compared to the workforce rate of 1.7 percent). Over the following five years the growth rate in arts employment was 1.5 percent, 20 percent below the workforce's rate of growth (1.9 percent). Between 2001 and 2006 only arts-related occupations in other creative and other industries showed positive annual growth rates, with 4.9 percent and 4.5 percent respectively. During the same 10-year period employment in artist occupations grew by just 0.1 percent, while the level of employment of other occupations within the arts industries fell by 0.7 percent.

The overall figures, however, hide notable shifts in the ways that arts workers engage with the Australian economy.

Section 1: Total arts employment

Embedded employment, that is artists and those in arts-related occupations employed in the other industries, increased as a proportion of total arts employment – from 69 percent in 1996 to 76 percent in 2006.

Artist occupations' share of arts employment has progressively fallen from 35 percent in 1996 to 27 percent in 2006 while arts-related occupations' share has increased from 48 percent to 61 percent respectively.

Arts industries' share of arts sector employment has also fallen, from 31 percent in 1996 to 24 percent in 2006. This is because its employment has remained relatively static while embedded arts employment has grown to 76 percent. In other words there are more people in arts-related occupations but they are not employed in the arts industries.

Table 4: Average annual growth rate of arts employment 1996 to 2006 (percent)

ANZSIC93 and ASCO v2 classifications	1996 to 2001	2001 to 2006	1996 to 2006
Artist occupations			
Artist occupations in arts industries	5.5	-3.6	0.8
Artist occupations in other creative industries	0.9	-3.3	-1.3
Artist occupations in other industries	2.1	-2.5	-0.2
<i>Total artist occupations</i>	3.3	-3.1	0.1
Arts-related occupations			
Arts-related occupations in arts industries	8.3	-5.5	1.2
Arts-related occupations in other creative industries	8.5	4.9	6.7
Arts-related occupations in other industries	5.1	4.5	4.8
<i>Total arts-related occupations</i>	6.1	4.4	5.3
Other occupations in arts industries			
Other occupations in arts industries	-1.1	-0.3	-0.7
Total arts employment	4.0	1.5	2.7
<i>Total employment (total workforce)</i>	1.7	1.9	1.8
<i>Sub-total embedded occupations</i>	4.8	2.8	3.8
<i>Sub-total arts industries</i>	2.3	-2.2	0.0

Table 5: Shares held by the various types of arts employment 1976 to 2006 (percent)

ANZSIC93 and ASCO v2 classifications	1996	2001	2006
Artist occupations			
Artist occupations in arts industries	13	14	11
Artist occupations in other creative industries	4	4	3
Artist occupations in other industries	18	16	13
<i>Total artist occupations</i>	35	34	27
Arts-related occupations			
Arts-related occupations in arts industries	1	2	1
Arts-related occupations in other creative industries	13	16	19
Arts-related occupations in other industries	34	35	41
<i>Total arts-related occupations</i>	48	53	61
Other occupations in arts industries			
Other occupations in arts industries	17	13	12
Total arts employment	100	100	100
<i>Sub-total embedded occupations</i>	69	71	76
<i>Sub-total arts industries</i>	31	29	24

1.2 Arts incomes

Consistent with the findings of previous studies, those in the arts earn less than the average Australian income of \$43,400. The mean annual income for the arts was \$37,000 in 2006. For some groups, such as those in artist occupations employed in other industries the gap is especially wide and getting wider (they earned \$30,100 in 2006). The mean annual income expressed in the following tables combine full-time and part-time employment. Later sections

explore the difference in the incomes between those in arts occupations employed full-time and part-time.

While mean annual incomes in the arts increased in real terms between 1996 and 2006, when compared to the workforce there has been a comparative decline in arts incomes. Tables 6 and 7 show the changes over time in relative mean income (defined as the mean annual income of people employed in the arts minus the mean annual income of people employed in the workforce).

Table 6: Annual mean incomes (adjusted to 2006 values) 1996 to 2006

ANZSIC93 and ASCO v2 classifications	1996	2001	2006
Artist occupations			
Artist occupations in arts industries	29,900	31,200	33,200
Artist occupations in other creative industries	42,900	43,900	45,100
Artist occupations in other industries	25,400	29,300	30,100
<i>Total artist occupations</i>	<i>29,100</i>	<i>31,600</i>	<i>32,900</i>
Arts-related occupations			
Arts-related occupations in arts industries	33,600	32,200	37,200
Arts-related occupations in other creative industries	41,000	43,300	43,900
Arts-related occupations in other industries	29,500	33,700	35,500
<i>Total arts-related occupations</i>	<i>32,700</i>	<i>36,500</i>	<i>38,100</i>
Other occupations in arts industries			
Other occupations in arts industries	34,300	38,500	40,300
Total arts employment	31,700	35,100	37,000
<i>Total employment (total workforce)</i>	<i>37,000</i>	<i>40,400</i>	<i>43,400</i>
<i>Sub-total embedded occupations</i>	<i>31,400</i>	<i>35,300</i>	<i>37,000</i>
<i>Sub-total arts industries</i>	<i>32,400</i>	<i>34,600</i>	<i>37,000</i>

Table 7: Arts mean incomes (adjusted to 2006 values) relative to total employment 1996 to 2006

ANZSIC93 and ASCO v2 classifications	1996	2001	2006	Change in relative income 1996 to 2006
Artist occupations				
Artist occupations in arts industries	-7,100	-9,200	-10,200	-3,100
Artist occupations in other creative industries	5,900	3,500	1,700	-4,200
Artist occupations in other industries	-11,600	-11,100	-13,300	-1,700
<i>Total artist occupations</i>	<i>-7,900</i>	<i>-8,800</i>	<i>-10,500</i>	<i>-2,600</i>
Arts-related occupations				
Arts-related occupations in arts industries	-3,400	-8,200	-6,200	-2,800
Arts-related occupations in other creative industries	4,000	2,900	500	-3,500
Arts-related occupations in other industries	-7,500	-6,700	-7,900	-400
<i>Total arts-related occupations</i>	<i>-4,300</i>	<i>-3,900</i>	<i>-5,300</i>	<i>-1,000</i>
Other occupations in arts industries				
Other occupations in arts industries	-2,700	-1,900	-3,100	-400
Total arts employment	-5,300	-5,300	-6,400	-1,100
<i>Sub-total embedded occupations</i>	<i>-5,600</i>	<i>-5,100</i>	<i>-6,400</i>	<i>-800</i>
<i>Sub-total arts industries</i>	<i>-4,600</i>	<i>-5,800</i>	<i>-6,400</i>	<i>-1,800</i>

Section 1: Total arts employment

Using this measure we can see the gap to the workforce has widened by \$1,100 – from a relative income of less by \$5,300 in 1996 to a relative income of less by \$6,400 in 2006. Arts and arts-related occupations employed in the arts industries fared the worst with their gap increasing by \$3,100 and \$2,800 respectively.

Those arts workers who are either employed in the general economy (i.e. embedded) or are in support occupations (i.e. employed in the arts industries in other occupations) fared much better.

The embedded artists' gap 'only' increased by \$800 while support staff had a mild erosion of \$400 in their relative position.

The average annual growth in arts mean income, when adjusted with the CPI to the 2006 values, was 2.1 percent between 1996 and 2001, above the rate for total employment of 1.8 percent. This growth was not continued between 2001 and 2006 when arts saw only 0.9 percent growth against total employment's 1.4 percent.

Table 8: Annual growth rate in mean incomes 1996 to 2006 after adjustment to 2006 values (percent)

ANZSIC93 and ASCO v2 classifications	1996 to 2001	2001 to 2006
Artist occupations		
Artist occupations in arts industries	0.9	1.3
Artist occupations in other creative industries	0.5	0.5
Artist occupations in other industries	2.9	0.5
<i>Total artist occupations</i>	1.7	0.8
Arts-related occupations		
Arts-related occupations in arts industries	-0.8	2.9
Arts-related occupations in other creative industries	1.1	0.3
Arts-related occupations in other industries	2.7	1.0
<i>Total arts-related occupations</i>	2.2	0.9
Other occupations in arts industries		
Other occupations in arts industries	2.3	0.9
Total arts employment	2.1	1.1
<i>Total employment (workforce)</i>	1.8	1.4
<i>Sub-total embedded occupations</i>	2.4	0.9
<i>Sub-total arts industries</i>	1.3	1.4

12 The term 'employed' is used inclusively and synonymously with 'work', as many in the arts are self-employed or employers, rather than employees. It also includes all those employed whether on a full-time or part-time basis.

13 Australia and New Zealand Standard Industry Classification 2006 release (ANZSIC06) and Australia and New Zealand Standard Classification of Occupations first release (ANZSCO).

14 All employment numbers quoted within summary tables are rounded to the nearest 10 people. Detailed tables within the appendices use the values supplied by the ABS without rounding and therefore the totals may differ slightly.

15 Please refer to Annexures 1 and 2 for the selection of classifications that are defined as artist occupations, arts-related occupations and arts industries.

16 <http://eprints.qut.edu.au/32479/>

17 The 1996 and 2001 censuses were categorised using ANZSIC93 for industry of employment and ASCO v2 for occupation. The 2006 census, on the other hand, was coded twice, once using the classification schemas ANZSIC93 and ASCO v2 and a second time using the new classification schemas ANZSIC06 and ANZSCO. There are some classification effects when comparing the time series data. There are minor differences in some occupation and industry classifications that evidence themselves in slight differences in employment numbers within detailed segments. However a more significant discrepancy arises because of the addition of two new industry classifications that are relevant to the arts (Arts Education and Other Specialised Design). Using the ANZSIC06 coding, total arts employment is 109,160 or 1.2 percent of total employment, as mentioned above. Using the ANZSIC93 coding provides the slightly different count of 100,070 or 1.1 percent of total employment. While the two new classifications do not change the number employed in arts occupations, it does increase the number employed in arts support staff – those employed in non-artist occupations who can now be counted as they work in the two new arts industries.

Section 2: Arts employment key characteristics

In order to determine the arts employment characteristics, the following series of tables use a number of datasets, each with a single primary dimension. This is different to the approach used in Section 2. The age, gender, participation basis etc. are determined within a single dimension of employment, either the industry using the ANZSIC93 classification scheme, or the occupation using the ASCO v2 release classifications.

To provide better context to understanding arts employment characteristics a comparison group has been provided that combines two occupation groups¹⁹: para-professionals and advanced clerical workers.

2.1 Gender in the arts

From Table 9 we can see that artist occupations have a slightly higher proportion of males (54 percent). This is in line with the workforce as a whole. This is not the case for arts-related occupations, which are 56 percent female. In fact there are slightly more females in three of the four segments within artist occupations, but the overall result is swayed by the larger numbers of males employed within performing arts, which is 63 percent.

Conversely, arts-related occupations are 56 per cent female primarily due to the high proportion of females (71 percent) in arts-related performing arts. Further inspection shows that this high figure is due to the occupations of dance and music teachers, both of which show a particularly high level of female employment.

Arts industries have a higher proportion of males, although only just, and again we can see that this is due to performing arts. It is likely this is because there are a high proportion of support staff (see Table 16).

It is worth noting here that the figures in the table include both full-time and part-time employment. When only full-time employment is considered, the arts show considerably higher levels of male employment. Why this is so requires further detailed investigation. It is important not to equate full-time work in the arts with full-time secure employment in a single arts job. This is because the data used to calculate full and part-time employment is based on total hours worked in all jobs, not just hours worked in the main (arts) occupation.

Table 9: Percentage of people employed by gender in 2006

Arts categories	Female	Male
Artist occupations		
Cross-artform	53	47
Literature	54	46
Performing arts	37	63
Visual arts	55	45
<i>Total artist occupations</i>	46	54
Arts-related occupations		
Cross-artform	55	45
Performing arts	71	29
Visual arts	51	49
<i>Total arts-related occupations</i>	56	44
<i>Total all arts occupations</i>	53	47
Arts industries		
Cross-artform	51	49
Performing arts	43	57
<i>Total arts industries</i>	46	54
<i>Para-professionals et al.</i>	54	46
<i>All employed (workforce)</i>	46	54

Section 2: Arts employment key characteristics

Figure 2: Percentage of females and males employed in 2006

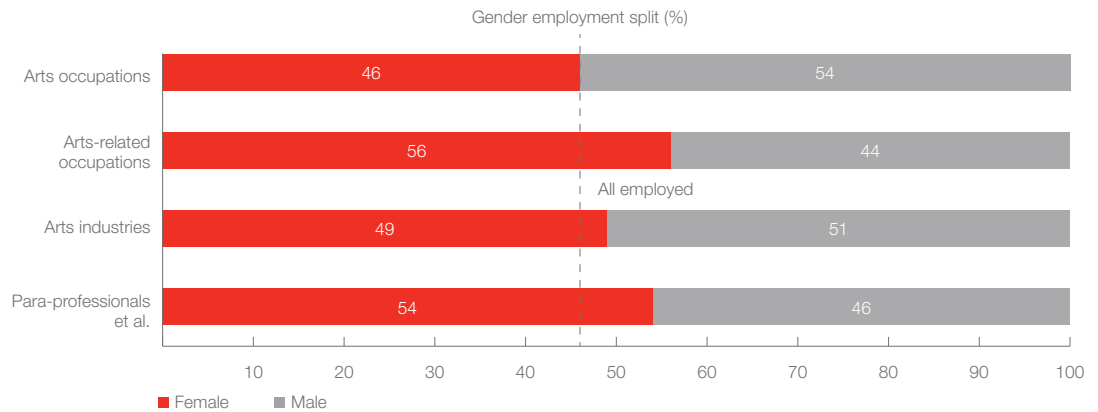


Table 10: Percentage of employment in full-time and part-time in 2006

Arts categories	Full-time	Part-time
Artist occupations		
Cross-artform	61	39
Literature	54	46
Performing arts	35	65
Visual arts	52	48
<i>Total artist occupations</i>	45	55
Arts-related occupations		
Cross-artform	72	28
Performing arts	22	78
Visual arts	73	27
<i>Total arts-related occupations</i>	61	39
Total all arts occupations	56	44
Arts industries		
Cross-artform	51	49
Performing arts	53	47
Total arts industries	52	48
<i>Para-professionals et al.</i>	75	25
<i>All employed (workforce)</i>	68	32

2.2 Status of employment in the arts

Table 10 shows the percentage of total employment in the different arts groups that are full-time (those who worked for 35 or more hours in the week prior to the census period) or part-time (those who worked more than one hour but less than 35 hours). We can see that in the majority of cases the arts has a higher percentage of workers in part-time employment.

The occupations of cross-artform, both artist and arts-related, as well as arts-related visual arts are much closer to the workforce pattern with between 61 percent to 73 percent of their workers in full-time employment.

Figure 3: Percentage of full-time and part-time employment (2006)

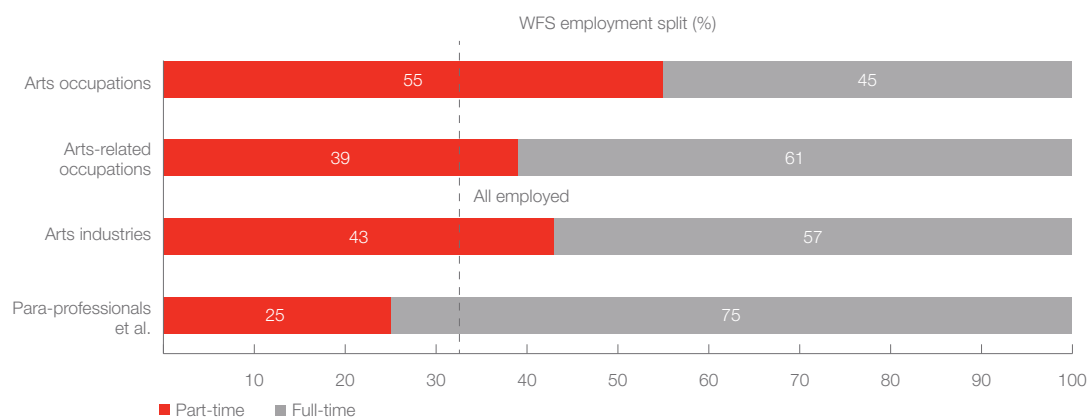


Table 11: Percentage of people employed by age band in 2006

Arts categories	15-24 years	25-34 years	35-44 years	45-54 years	55-64 years	65+ years
Artist occupations						
Cross-artform	8	23	26	24	15	4
Literature	3	13	26	26	20	12
Performing arts	18	27	24	17	9	4
Visual arts	5	16	24	27	20	7
<i>Total artist occupations</i>	<i>11</i>	<i>22</i>	<i>25</i>	<i>22</i>	<i>14</i>	<i>6</i>
Arts-related occupations						
Cross-artform	3	21	34	22	15	5
Performing arts	22	20	20	18	12	7
Visual arts	15	36	25	15	8	1
<i>Total arts-related occupations</i>	<i>16</i>	<i>32</i>	<i>24</i>	<i>16</i>	<i>9</i>	<i>3</i>
Total all arts occupations	15	29	24	18	11	4
Arts industries						
Cross-artform	6	17	26	24	19	8
Performing arts	16	29	26	18	9	2
Total arts industries	12	24	26	21	13	4
<i>Para-professionals et al.</i>	<i>10</i>	<i>23</i>	<i>27</i>	<i>24</i>	<i>13</i>	<i>2</i>
All employed	17	21	24	23	13	2

2.3 Arts and age groups

While it would appear that the age profile of all arts occupations employment follow a similar age profile to the comparison group (para-professional and advanced clerical occupations), this is only because it conflates two quite different profiles:

- Artist occupations have an older profile with higher proportions of employment in the 55+ age bands – 32 percent of employment in the case of literature artist occupations. This is more than twice the proportion of para-professionals (15 percent). Within artist occupations the

visual arts (e.g. painters, ceramic artists and sculptors) also have a considerably older profile than the comparison group – with 27 percent of employment in the 55+ age bands.

- Arts-related employment is much younger – the age distribution peaks sharply at 25 to 34-year-olds due to arts-related visual arts, which contains a range of design occupations. Graphic designers and fashion designers have the highest percentage of workers in the 25 to 34-year-old group, at 42 percent and 37 percent respectively, in contrast to 23 percent in the comparison group.

Section 2: Arts employment key characteristics

Figure 5 below shows that artist occupations (and arts industries) have been getting older with higher average annual growth rates between 2001 and 2006 in the two 55+ age bands. Coupled with this

is a negative growth rate, or shrinkage in employment in the younger age bands. Arts-related occupations on the other hand show positive employment in all age bands.

Figure 4: Percentage of people employed by age band in 2006

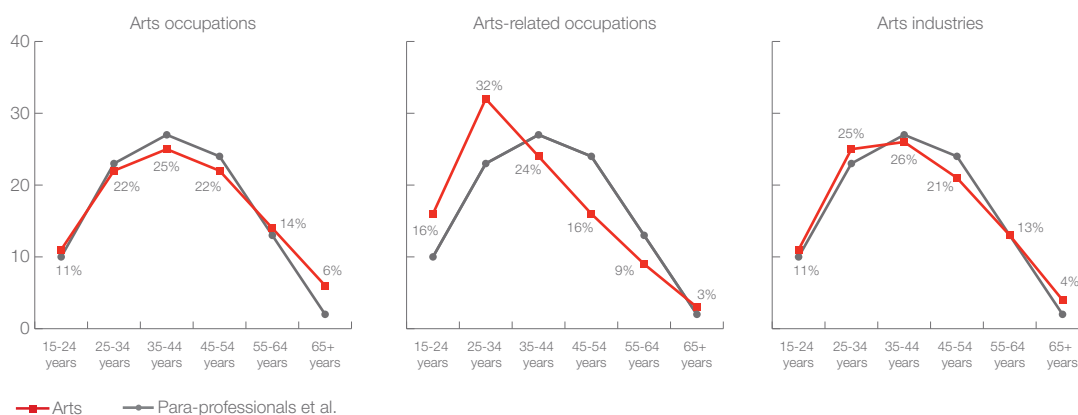
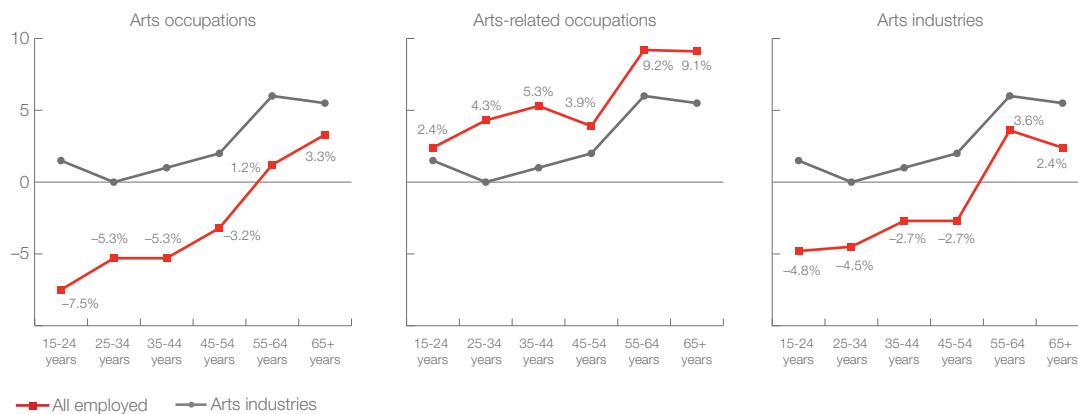


Figure 5: Employment average annual growth rate by age group 2001 to 2006



2.4 Arts and labour force status

Table 12 shows that artist occupations have a much higher proportion of sole practitioners and employers (i.e. non-employees). Together these account for

39 percent. This is unlike the comparison group of para-professionals et al. where non-employees make up just 10 percent.

Table 12: Labour force status shares for arts occupations and industries in 2006 (percent)

Labour force status	Employee	Non-employee	
		Employer	Own account worker
Artist occupations			
Full-time	53	5	42
Part-time	46	3	51
<i>Total artist occupations</i>	49	4	47
Arts-related occupations			
Full-time	78	4	18
Part-time	49	3	48
<i>Total arts-related occupations</i>	67	4	30
Total all arts occupations	61	4	35
Arts industries			
Full-time	62	4	34
Part-time	47	3	50
Total arts industries	55	3	41
Para-professionals et al.			
Full-time	91	4	4
Part-time	85	4	11
<i>Total comparison group</i>	90	4	6
All employed (workforce)			
Full-time	91	3	6
Part-time	89	2	9
<i>Total all employed (workforce)</i>	90	3	7

Section 2: Arts employment key characteristics

When the two categories of employer and own account work are combined into a new category of non-employees, visual arts occupations and cross-artform industries have the highest percentage of workers in the non-employee category. The arts-related occupation segment of visual arts (designers) and arts industries literature have the highest rate of people working as employees.

Figure 6 shows the summary of the arts employment for the two categories of non-employees and employees.

The employee share of arts employment has increased approximately 20 percent for all categories between 2001 and 2006. This is generally in line with the trend in the para-professionals comparison group.

Figure 6: Percentage of people employed by labour force status in 2006



18 Occupation groups are the top (or single-digit) level of the occupation classification hierarchy.

What's your other job?

Annexures to the analysis

August 2010

Section 3:

Detailed tables of arts employment definitions

The following series of tables are produced from the two-dimensional census matrix containing the number of people employed within each occupation within each industry. Census confidentiality constraints require that there are no cells within an

analysis matrix that have values below 10 persons. To achieve this we round the values in all cells to the nearest 10 persons – as a result the totals of the rows and columns may vary slightly from other summary tables, even those derived from the same datasets.

Table 13: Proportion of employment made up by employees 2001 to 2006 (percent)

Arts categories	2001	2006	Change
Artist occupations	43	49	16
Arts-related occupations	56	67	19
Total all arts occupations	51	61	21
Arts industries	44	62	41
Para-professionals et al.	77	90	16
All employed (workforce)	83	90	9

Table 14: Employment in artist occupations (ASCO v2) by category of industry 1996 to 2006

Sub-segment	ASCO v2 occupation classification	Category of industry of employment	1996	2001	2006		
Cross-artform	253000 Artists and Related Professionals Nfd	Arts Industries	1,000	1,250	1,110		
		Bal. of Creative Industries	1,370	980	990		
		Other Industries	1,320	1,790	1,690		
Cross-performing arts	253879 Actors, Dancers and Related Professionals Nec	Arts Industries	580	720	460		
		Bal. of Creative Industries	70	160	100		
		Other Industries	980	1,740	1,910		
	253800 Actors, Dancers and Related Professionals	Arts Industries	0	30	30		
		Bal. of Creative Industries	10	10	10		
		Other Industries	20	50	20		
Dance	253813 Dancer or Choreographer	Arts Industries	400	280	410		
		Bal. of Creative Industries	10	10	0		
		Other Industries	590	1,050	780		
Literature	253511 Author	Arts Industries	1,110	1,410	1,160		
		Bal. of Creative Industries	530	840	630		
		Other Industries	720	960	800		
	253500 Authors and Related Professionals	Arts Industries	10	10	80		
		Bal. of Creative Industries	10	40	70		
		Other Industries	0	30	60		
		Music	253779 Musicians and Related Professionals Nec	Arts Industries	0	20	0
				Bal. of Creative Industries	20	0	10
				Other Industries	30	50	30
253717 Composer	Arts Industries	170	240	190			
	Bal. of Creative Industries	50	20	40			
	Other Industries	30	50	60			
	253715 Instrumental Musician	Arts Industries	2,900	4,430	3,340		
		Bal. of Creative Industries	180	60	70		
		Other Industries	2,500	2,150	2,500		
253713 Singer	Arts Industries	780	950	650			
	Bal. of Creative Industries	10	10	10			
	Other Industries	440	350	360			
	253700 Musicians and Related Professionals	Arts Industries	120	180	180		
		Bal. of Creative Industries	0	0	0		
		Other Industries	70	80	100		
Theatre	253811 Actor	Arts Industries	740	590	580		
		Bal. of Creative Industries	350	440	230		
		Other Industries	360	980	380		

Sub-segment	ASCO v2 occupation classification	Category of industry of employment	1996	2001	2006
Visual arts	253179 Visual Arts and Crafts Professionals Nec	Arts Industries	240	410	410
		Bal. of Creative Industries	420	610	510
		Other Industries	3,540	3,330	2,960
	253115 Potter or Ceramic Artist	Arts Industries	90	120	110
		Bal. of Creative Industries	20	10	10
		Other Industries	2,080	1,260	530
	253113 Sculptor	Arts Industries	280	370	330
		Bal. of Creative Industries	10	20	20
		Other Industries	190	280	300
	253111 Painter (Visual Arts)	Arts Industries	1,350	1,760	1,520
		Bal. of Creative Industries	130	90	90
		Other Industries	900	960	850
	253100 Visual Arts and Crafts Professionals	Arts Industries	140	190	220
		Bal. of Creative Industries	0	30	30
		Other Industries	40	190	150
Total			26,880	31,610	27,040

Table 15: Employment in arts-related occupations (ASCO v2) by category of industry 1996 to 2006

Sub-segment	ASCO v2 occupation classification	Category of industry of employment	1996	2001	2006
Cross-artform	129613 Artistic Director	Arts Industries	110	100	90
		Bal. of Creative Industries	60	10	10
		Other Industries	110	90	100
Design	253319 Illustrator	Arts Industries	270	260	270
		Bal. of Creative Industries	740	710	740
		Other Industries	300	470	450
	253317 Interior Designer	Arts Industries	0	10	10
		Bal. of Creative Industries	510	720	1,290
		Other Industries	2,420	2,990	4,600
	253313 Graphic Designer	Arts Industries	160	380	300
		Bal. of Creative Industries	7,780	12,500	15,570
		Other Industries	5,160	8,260	11,540
	253311 Fashion Designer	Arts Industries	50	80	50
		Bal. of Creative Industries	80	50	170
		Other Industries	2,570	2,410	3,230
	253300 Designers and Illustrators	Arts Industries	80	60	40
		Bal. of Creative Industries	530	660	870
		Other Industries	1,480	2,330	2,870
Music	499917 Piano Tuner	Arts Industries	0	10	0
		Other Industries	390	350	330
	253711 Music Director	Arts Industries	80	80	80
		Bal. of Creative Industries	40	40	20
		Other Industries	190	310	280
	249113 Music Teacher (private)	Arts Industries	100	300	80
		Bal. of Creative Industries	20	20	10
		Other Industries	7,000	8,080	9,190

Section 3: Detailed tables of arts employment definitions

Sub-segment	ASCO v2 occupation classification	Category of industry of employment	1996	2001	2006
Theatre	249117 Drama Teacher (private)	Arts Industries	40	40	30
		Bal. of Creative Industries	20	0	10
		Other Industries	340	470	460
	249115 Dance Teacher (private)	Arts Industries	50	70	80
		Bal. of Creative Industries	10	0	10
		Other Industries	2,730	3,450	4,320
Visual arts	492911 Picture Framer	Arts Industries	0	20	10
		Bal. of Creative Industries	20	30	50
		Other Industries	2,190	2,420	2,220
	249111 Art Teacher (private)	Arts Industries	60	70	50
		Bal. of Creative Industries	30	20	40
		Other Industries	780	1,260	1,420
Total Arts-related occupations			36,460	49,120	60,890

Table 16: Employment in arts industries (ANZSIC93) by category of occupation 1996 to 2006

Segment	ANZSIC93 industry classification	Occupation category of employment	1996	2001	2006
Cross-artform	9240 Arts, undefined	Artist occupations	500	320	140
		Arts-related occupations	10	40	10
		Other occupations (support)	740	520	280
	9242 Creative Arts	Artist occupations	4,160	5,670	5,470
		Arts-related occupations	510	710	590
		Other occupations (support)	2,520	2,950	3,270
Music	9251 Sound Recording Studios	Artist occupations	100	100	40
		Arts-related occupations	10	20	10
		Other occupations (support)	960	780	600
Performing Arts	9241 Music and Theatre Productions	Artist occupations	4,590	6,600	4,820
		Arts-related occupations	300	520	340
		Other occupations (support)	3,180	3,610	3,460
	9250 Services to the Arts, undefined	Artist occupations		50	
		Arts-related occupations		20	
		Other occupations (support)	80	140	70
	9252 Performing Arts Venues	Artist occupations	390	90	160
		Arts-related occupations	80	30	70
		Other occupations (support)	3,770	1,550	2,270
	9259 Services to the Arts n.e.c. (not elsewhere classifiable)	Artist occupations	170	140	130
		Arts-related occupations	70	140	70
		Other occupations (support)	1,720	2,730	2,140
Total employed in Arts Industries			23,870	26,700	23,950

The following table shows the differences between the Australia Council's definition of the arts industries and the selection of industries established by CCI as being within the creative industries¹⁹.

Table 17: Classifications within other creative industries

Definition	Industry Classification (ANZSIC06) (persons employed 2006)	Employed
Arts and creative industries	5520 Sound Recording and Music Publishing	37
	5521 Music Publishing	235
	5522 Music and Other Sound Recording Activities	808
	9000 Creative and Performing Arts Activities	1,133
	9001 Performing Arts Operation	4,334
	9002 Creative Artists, Musicians, Writers and Performers	14,473
	9003 Performing Arts Venue Operation	2,682
	6924 Other Specialised Design Services	18,637
Arts industry but not a creative industry	8212 Arts Education	15,693
Other creative industries (not arts industries)	8910 Museum Operation	6,416
	2591 Jewellery and Silverware Manufacturing	4,277
	5400 Publishing (except Internet and Music Publishing)	1,822
	5410 Newspaper, Periodical, Book and Directory Publishing	103
	5411 Newspaper Publishing	26,580
	5412 Magazine and Other Periodical Publishing	8,568
	5413 Book Publishing	6,378
	5414 Directory and Mailing List Publishing	3,584
	5419 Other Publishing (except Software, Music and Internet)	275
	5420 Software Publishing	390
	5500 Motion Picture and Sound Recording Activities	133
	5510 Motion Picture and Video Activities	320
	5511 Motion Picture and Video Production	7,350
	5514 Post-Production Services and Other Motion Picture and Video Activities	896
	5610 Radio Broadcasting	5,228
	5620 Television Broadcasting	187
	5621 Free-to-Air Television Broadcasting	12,639
	5622 Cable and Other Subscription Broadcasting	2,922
	5700 Internet Publishing and Broadcasting	1,156
	5900 Internet Service Providers, Web Search Portals and Data Processing Services	113
	5910 Internet Service Providers and Web Search Portals	6,778
	5920 Data Processing, Web Hosting and Electronic Information Storage Services	60
5921 Data Processing and Web Hosting Services	1,565	
6010 Libraries and Archives	7,000	
6921 Architectural Services	30,085	
6940 Advertising Services	27,642	
6991 Professional Photographic Services	7,104	
7000 Computer System Design and Related Services	106,029	

¹⁹ Higgs, P., Cunningham, S. (2007) *Australia's Creative Economy: Definitions of the Segments and Sectors*, ARC Centre of Excellence in Creative Industries and Innovation, Brisbane, <http://eprints.qut.edu.au/archive/00002410/> last accessed 21/08/2007.

Section 4: Detailed tables of median incomes for arts occupations

Table 18 shows that the median annual income²⁰ of those employed full time in the arts was \$42,276 in 2006, some \$3,540 below the workforce median (\$45,812). More specifically artist occupations have lower median incomes (\$33,280), while arts-related occupations fared better with a median some

\$10,000 higher at \$43,368. This is only \$2,444 below the total workforce median. The segment with the highest median income in the arts was those employed in other occupations within arts industries – their median income (\$44,356) was only \$1,456 below the workforce's.

Table 18: Median incomes of selected arts categories in 2006

Arts categories condensed	Median income (full-time)	Relative median income
Total artist occupations	33,280	-12,532
Total arts-related occupations	43,368	-2,444
Other occupations in arts industries	44,356	-1,456
Total arts employment	42,276	-3,536
All employed (workforce)	45,812	

Table 19: Median annual incomes of artist occupations (ASCO) – full-time and part-time (2006)

Segment	Occupation	Median income		Relative income (total employed)	
		Full-time	Part-time	Full-time	Part-time
Cross-artform	Artists and Related Professionals Nfd	41,800	20,600	-4,000	200
Dance	Dancer or Choreographer	35,800	24,000	-10,000	3,600
Literature	Authors and Related Professionals	47,600	27,000	1,800	6,600
	Author	44,200	29,300	-1,600	8,900
Music	Musicians and Related Professionals	35,700	23,100	-10,100	2,700
	Singer	42,000	23,200	-3,800	2,800
	Instrumental Musician	39,400	22,700	-6,400	2,300
	Composer	43,300	33,600	-2,500	13,200
Theatre	Actor	36,900	24,200	-8,900	3,800
Visual Arts	Visual Arts and Crafts Professionals	22,300	17,500	-23,500	-2,900
	Painter (Visual Arts)	26,000	16,400	-19,800	-4,000
	Sculptor	27,600	19,100	-18,200	-1,300
	Potter or Ceramic Artist	21,200	12,200	-24,600	-8,200
	Visual Arts and Crafts Professionals Nec	31,200	15,100	-14,600	-5,300
Cross-performing arts	Actors, Dancers and Related Professionals Nec	36,800	20,200	-9,000	-200

Table 20: Median annual incomes of arts-related occupations (ASCO) – full-time and part-time (2006)

Segment	Occupation	Median income		Relative income (total employed)	
		Full-time	Part-time	Full-time	Part-time
Cross-artform	Artistic Director	52,200	36,400	6,400	16,000
Design	Designers and Illustrators	50,800	26,400	5,000	6,000
	Fashion Designer	41,500	22,400	-4,300	2,000
	Graphic Designer	44,100	24,700	-1,700	4,300
	Interior Designer	47,500	27,500	1,700	7,100
	Illustrator	47,800	24,200	2,000	3,800
Music	Music Teacher (Private)	39,300	17,400	-6,500	-3,000
	Music Director	65,800	25,500	20,000	5,100
	Piano Tuner	33,600	21,700	-12,200	1,300
Theatre	Dance Teacher (Private)	30,800	15,100	-15,000	-5,300
	Drama Teacher (Private)	45,700	17,500	-100	-2,900
Visual Arts	Art Teacher (Private)	47,000	16,700	1,200	-3,700
	Picture Framer	28,400	17,700	-17,400	-2,700

Table 21: Median annual incomes of other arts occupations (ASCO) – full-time and part-time (2006)

Segment	Occupation	Median annual income		Relative income	
		Full-time	Part-time	Full-time	Part-time
Cross-artform	Director of Photography	60,500	42,200	14,700	21,800
	Film and Video Editor	51,500	24,800	5,700	4,400
	Stage Manager	49,900	23,100	4,100	2,700
	Technical Director	72,300	55,900	26,500	35,500
	Theatre or Cinema Manager	41,500	22,100	-4,300	1,700
	Sound Technician	42,500	23,100	-3,300	2,700
	Light Technician	42,800	25,300	-3,000	4,900
	Make-up Artist	33,000	22,400	-12,800	2,000
	Ticket Collector or Usher	31,400	9,400	-14,400	-11,000
Design	Photographer	39,400	21,600	-6,400	1,200
Literature	Editor	59,200	32,400	13,400	12,000
	Book Editor	48,000	30,300	2,200	9,900
	Script Editor	52,900	31,800	7,100	11,400
Performing Arts	Media Producer	64,600	38,600	18,800	18,200
	Art Director (Film, Television or Stage)	72,300	55,400	26,500	35,000
	Director (Film, Television, Radio or Stage)	55,400	31,400	9,600	11,000
	Film, Television, Radio and Stage Directors	48,900	29,000	3,100	8,600
	Performing Arts Support Workers	39,600	20,100	-6,200	-300
	Performing Arts Support Workers Nec	53,900	36,400	8,100	16,000

Section 4: Detailed tables of median incomes for arts occupations

Table 22 shows the mean full-time income for each age band and gender of all arts employment by occupation and industries. It also provides the relative income when compared to para-professionals and

advanced clerical occupations and the workforce in total. Relative income is defined as the mean (or median) income of the comparison group subtracted from that of the relevant arts group.

Table 22: Arts mean income and relative income by age band and gender (those full-time employed) 2006

Gender	Age group	Mean full-time annual income		Relative income against para-professionals et al.		Relative income against total employment	
		All arts occupations	All arts industries	All arts occupations	All arts industries	All arts occupations	All arts industries
Female	Young	41,100	41,600	-1,200	-700	-1,000	-500
	Middle years	46,100	50,200	-1,000	3,100	-3,100	1,000
	Mature	39,200	45,600	-5,100	1,300	-6,300	100
	Total	42,900	46,100	-2,000	1,200	-3,000	200
Male	Young	44,400	42,200	-7,600	-9,800	-2,500	-4,700
	Middle years	52,600	54,100	-12,900	-11,400	-9,500	-8,000
	Mature	46,000	52,600	-14,600	-8,000	-11,000	-4,400
	Total	48,200	50,000	-12,200	-10,400	-7,900	-6,100
Total	Young	42,700	41,900	-4,400	-5,200	-2,300	-3,100
	Middle years	49,900	52,400	-7,400	-4,900	-7,700	-5,200
	Mature	43,600	49,900	-10,200	-3,900	-9,900	-3,600
	Total	45,800	48,300	-7,500	-5,000	-6,700	-4,200

20 The median annual income figures shown were directly calculated by the ABS to the Australia Council definition as they cannot be calculated from the aggregations of detailed employment and mean income tables accessible by CCI.

Section 5: Summary tables of total arts employment by states and territories

The following tables use a similar trident dataset that was used in Section 2 – the employment in every occupation within every industry. Because of slight variations in the data the total arts employment of all states and territories also vary slightly from that determined from the dataset at the national level.

As Table 23 shows, there have been shifts not only in the numbers, but also in the share of artists living and working in each state, as shown in Table 24 below. Over the last decade the share of Australia's artists living and working in New South Wales has fallen slightly, as has South Australia, Tasmania and the Northern Territory. The share of artists in Victoria, Queensland and the Australian Capital Territory has increased slightly, while Western Australia has declined a little in the five years from 2001.

However, when artist population shares are examined in relation to each state's share of the national

workforce, a different picture emerges. Historically, both New South Wales and Victoria have tended to have larger shares of the artist population than their overall population or workforce shares. As Table 25 shows, the share of artists in New South Wales has fallen, as has its share of the national workforce. But what this has produced is an increase in the positive gap between workforce share and artist share, from five percentage points in 1996 to 5.9 percentage points in 2006. In Victoria, while that state's share of the workforce has increased slightly, its share of the nation's artists has increased by a larger amount, thus increasing the positive gap between artist population and workforce share from 1.5 percentage points to 2.3 percentage points. In 2006 New South Wales, Victoria and the Australian Capital Territory had a larger share of the nation's artist population than their workforce share.

Table 23: The level of arts employment in Australian states and territories 1996 to 2006 (persons)

Location	1996		2001		2006	
	Arts	Workforce	Arts	Workforce	Arts	Workforce
NSW	28,500	2,563,590	34,370	2,755,110	36,380	2,909,440
VIC	20,370	1,897,200	25,280	2,092,290	27,660	2,274,440
QLD	12,770	1,404,180	15,140	1,554,000	16,910	1,825,000
SA	5,250	596,990	6,220	638,670	6,240	689,910
WA	6,000	759,590	7,800	828,480	8,280	936,140
TAS	1,440	182,710	1,630	183,020	1,760	204,740
NT	580	77,990	640	83,680	730	87,180
ACT	1,410	150,460	1,920	161,550	2,060	176,290
Australia	76,310	7,632,710	93,000	8,296,800	100,020	9,103,140

Table 24: Each state and territory's share of national arts employment and workforce 1996 to 2006 (percent)

Location	1996		2001		2006	
	Arts	Workforce	Arts	Workforce	Arts	Workforce
ACT	2.0	2.0	2.1	1.9	2.2	1.9
NSW	38.6	33.6	38.5	33.2	37.9	32.0
NT	0.8	1.0	0.7	1.0	0.8	1.0
QLD	15.9	18.4	15.5	18.7	16.2	20.0
SA	6.7	7.8	6.4	7.7	6.0	7.6
TAS	1.9	2.4	1.7	2.2	1.7	2.2
VIC	26.4	24.9	26.9	25.2	27.3	25.0
WA	7.8	10.0	8.1	10.0	7.9	10.3
Australia	100.0	100.0	100.0	100.0	100.0	100.0

Section 5: Summary tables of total arts employment by states and territories

The following table compares the average annual growth rate of arts employment, under ASCO v2

classification, for each state and territory against that of their overall workforce.

Table 25: Comparison of each state's arts employment growth rate to their overall employment (percent)

Location	1996 to 2001		2001 to 2006		1996 to 2006	
	Arts	Workforce	Arts	Workforce	Arts	Workforce
ACT	6.3	1.4	1.5	1.8	3.9	1.6
NSW	3.8	1.5	1.1	1.1	2.5	1.3
NT	2.0	1.4	2.8	0.8	2.4	1.1
QLD	3.5	2.0	2.2	3.3	2.8	2.7
SA	3.4	1.4	0.1	1.6	1.7	1.5
TAS	2.6	–	1.5	2.3	2.1	1.1
VIC	4.4	2.0	1.8	1.7	3.1	1.8
WA	5.4	1.8	1.2	2.5	3.3	2.1
Australia	4.0	1.7	1.5	1.9	2.7	1.8

Section 6: Detailed tables of arts employment and gender

Table 26: Number of males and females employed by detailed artist occupations (ASCO) 2006

Artform	Occupation	Female	Male	Total
<i>Artist occupations</i>				
Cross-artform	Artists and Related Professionals Nfd	1,991	1,770	3,761
Literature	Author	1,370	1,211	2,581
	Authors and Related Professionals	138	67	205
Performing Arts	Actor	474	734	1,208
	Actors, Dancers and Related Professionals	30	30	60
	Actors, Dancers and Related Professionals Nec	1,077	1,381	2,458
	Composer	45	218	263
	Dancer or Choreographer	855	333	1,188
	Instrumental Musician	1,463	4,441	5,904
	Musicians and Related Professionals	92	201	293
	Musicians and Related Professionals Nec	18	33	51
	Singer	546	459	1,005
	Visual Arts	Painter (visual arts)	1,366	1,079
Potter or Ceramic Artist		391	263	654
Sculptor		201	427	628
Visual Arts and Crafts Professionals		226	170	396
Visual Arts and Crafts Professionals Nec		2,266	1,633	3,899
<i>Total artist occupations</i>		<i>12,549</i>	<i>14,450</i>	<i>26,999</i>
<i>Arts-related occupations</i>				
Cross-artform	Artistic Director	109	89	198
Performing Arts	Dance Teacher (private)	3,907	481	4,388
	Drama Teacher (private)	411	95	506
	Music Director	158	218	376
	Music Teacher (private)	6,131	3,157	9,288
	Piano Tuner	24	310	334
Visual Arts	Art Teacher (private)	1,183	316	1,499
	Designers and Illustrators	1,497	2,283	3,780
	Fashion Designer	2,807	642	3,449
	Graphic Designer	12,692	14,714	27,406
	Illustrator	353	1,085	1,438
	Interior Designer	4,163	1,724	5,887
Picture Framer	758	1,520	2,278	
<i>Total arts-related occupations</i>		<i>34,193</i>	<i>26,634</i>	<i>60,827</i>
Total all arts occupations		46,742	41,084	87,826
<i>Para-professionals et al.</i>		<i>750,972</i>	<i>627,315</i>	<i>1,378,287</i>
All employed (workforce)		4,193,055	4,911,132	9,104,187

