



Australian Government

**Equal Opportunity for
Women in the Workplace Agency**

Equal Opportunity for Women in the Workplace Survey 2005

Paid Parental Leave

February 2006

Results of the 2005 Annual
EOWA survey of reporting organisations

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Methodology

The *Equal Opportunity for Women in the Workplace Act 1999* requires private-sector companies, community organisations, non-government schools, trade unions and group training organisations with 100 or more employees to provide an annual report on the equal opportunity programs within their workplace. Higher education institutions are also required to report. The Equal Opportunity for Women in the Workplace Agency (EOWA), a Commonwealth statutory authority, is responsible for receiving and assessing these reports.

The 2005 survey data was collected as part of the annual report assessment process for the reporting year 1 April 2004 - 31 March 2005. The data was collected through telephone conversations between EOWA report assessors and reporting organisations between the months of May and September 2005.

As at 28 November 2005, 2,720 organisations were registered with EOWA for the 2004-05 reporting cycle, with 2,508 organisations due to submit Equal Opportunity Compliance reports to EOWA in May 2005. In total, 1,443 organisations participated in the survey, comprising 57% of all reporting organisations in 2005.

The survey data contained in this publication represents the results of the 2005 survey questions 1-4 (see Appendix 1). The online version of this report can be accessed on the EOWA website at www.eowa.gov.au. The survey results for the remaining questions will be published later in 2006.

The 2005 survey has been approved by the Commonwealth Government Statistical Clearing House. The approval number is 01186-02. You may phone the Statistical Clearing House on (02) 6252 5285 to verify the approval number.

For more information on the methodology or results of the 2005 survey, contact Maya Hunt, EOWA Research Officer, tel: 02 9448 8510, email: maya.hunt@eowa.gov.au. For media enquiries, contact Nicole Parsons, EOWA Media Adviser, tel: 02 9448 8516.

1 2005 Provision of Paid Maternity Leave

Results of the 2005 EOWA annual survey of reporting organisations in response to the question, 'Does your organisation provide paid maternity leave?'

Figure 1 Percentage of surveyed EOWA reporting organisations answering 'yes' or 'no'

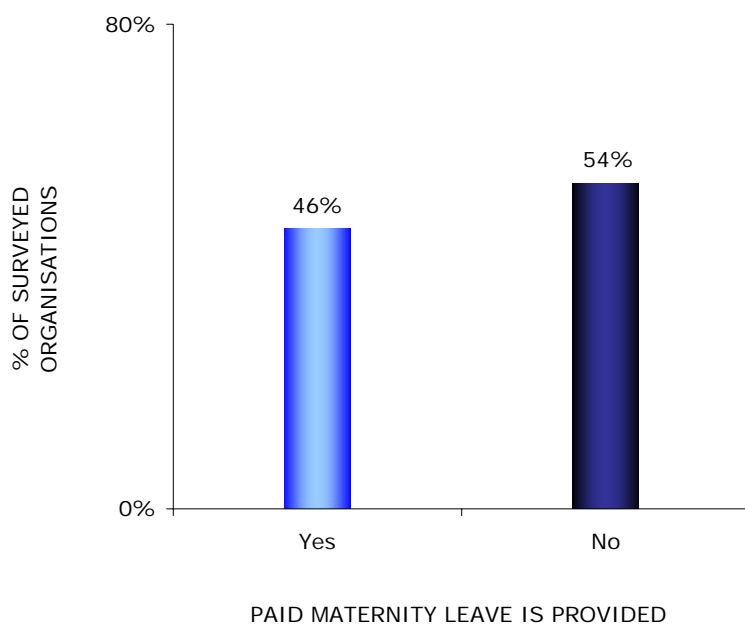


Table 1 Provision of paid maternity leave by surveyed EOWA reporting organisations

Responses of surveyed organisations to the question, 'Does your organisation provide paid maternity leave?'	Percentage of surveyed reporting organisations	Number of surveyed reporting organisations	Total number of reporting organisations
Yes	46.2%	659	-
No	53.8%	766	-
Sub-total	100%	1425	-
Don't know	-	18	-
Total	-	1443	2720

2 Provision of Paid Maternity Leave - Trend Data

Results of the 2001 and 2003-2005 EOWA annual surveys of reporting organisations, in response to the question, 'Does your organisation provide paid maternity leave?'.

Figure 2 Provision of paid maternity leave by surveyed EOWA reporting organisations in 2001, 2003, 2004 and 2005

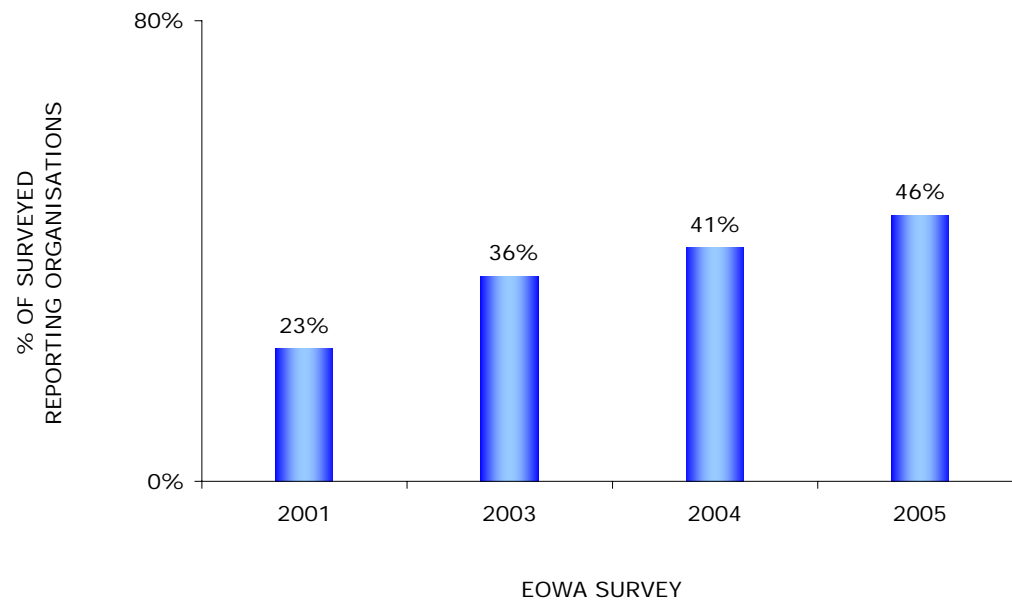


Table 2 Percentage of surveyed EOWA reporting organisations providing paid maternity leave in 2001, 2003, 2004 and 2005

Responses of surveyed organisations to the question, 'Does your organisation provide paid maternity leave?'	2001			2003			2004			2005		
	% of surveyed reporting organisations	No. of surveyed reporting organisations	Total no. of reporting organisations	% of surveyed reporting organisations	No. of surveyed reporting organisations	Total no. of reporting organisations	% of surveyed reporting organisations	No. of surveyed reporting organisations	Total no. of reporting organisations	% of surveyed reporting organisations	No. of surveyed reporting organisations	Total no. of reporting organisations
Yes	23.0%	445	-	35.6%	553	-	40.6%	699	-	46.2%	659	-
No	77.0%	1476	-	64.4%	1001	-	59.4%	1024	-	53.8%	766	-
Sub-total	100%	1935	-	100%	1554	-	100%	1723	-	100%	1425	-
Don't know	-	169	-	-	41	-	-	21	-	-	18	-
Total	-	2104	2541	-	1595	2744	-	1744	2712	-	1443	2720

Note: The 2002 EOWA Survey did not include questions on paid parental leave.

3 Paid Paternity Leave - Trend Data

EOWA survey findings on the percentage of reporting organisations that provide paid paternity leave in 2001 and 2005.

Figure 3 Provision of paid paternity leave by surveyed EOWA reporting organisations in 2001 and 2005

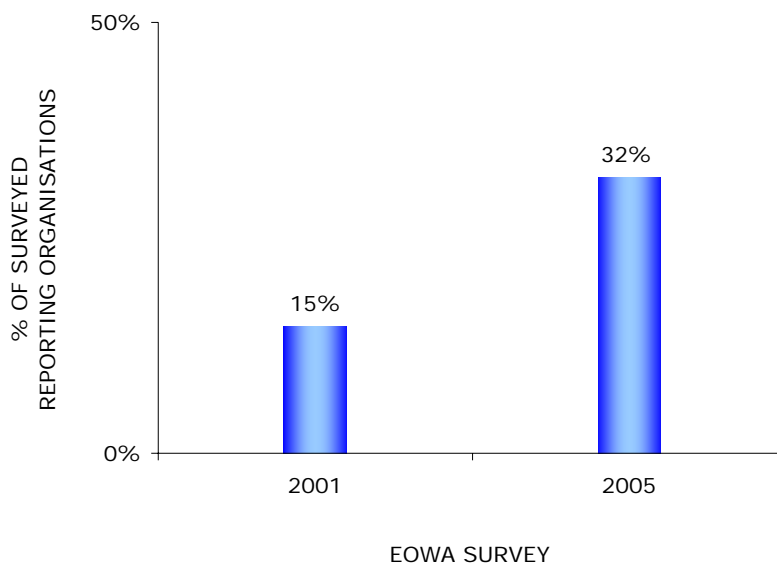


Table 3 Provision of paid paternity leave by surveyed EOWA reporting organisations in 2001 and 2005

Responses of surveyed organisations to the question, 'Does your organisation provide paid paternity leave?'	2001			2005		
	% of surveyed reporting organisations	No. of surveyed reporting organisations	Total no. of reporting organisations	% of surveyed reporting organisations	No. of surveyed reporting organisations	Total no. of reporting organisations
Yes	14.7%	285	-	31.9%	449	-
No	85.3%	1650	-	68.1%	957	-
Sub-total	100.0%	1935	-	100.0%	1406	-
Don't know	-	169	-	-	37	-
Total	-	2104	2541	-	1057	2720

4 Provision of Paid Maternity Leave & Paid Paternity Leave - Trend Data

Results of the 2001, 2003 and 2004 EOWA annual surveys of reporting organisations on paid maternity leave, and the 2001 and 2005 EOWA surveys on paid paternity leave, in response to the question, 'Does your organisation provide paid maternity/paternity leave?'

Figure 4 Provision of paid maternity leave and/or paid paternity leave by surveyed EOWA reporting organisations in 2001, 2003, 2004 and 2005

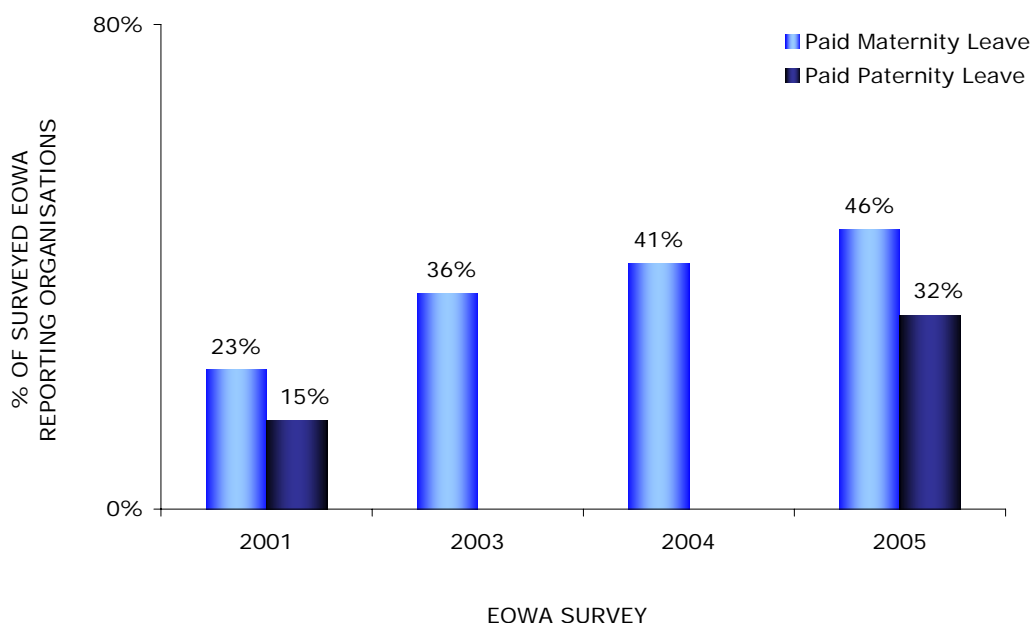


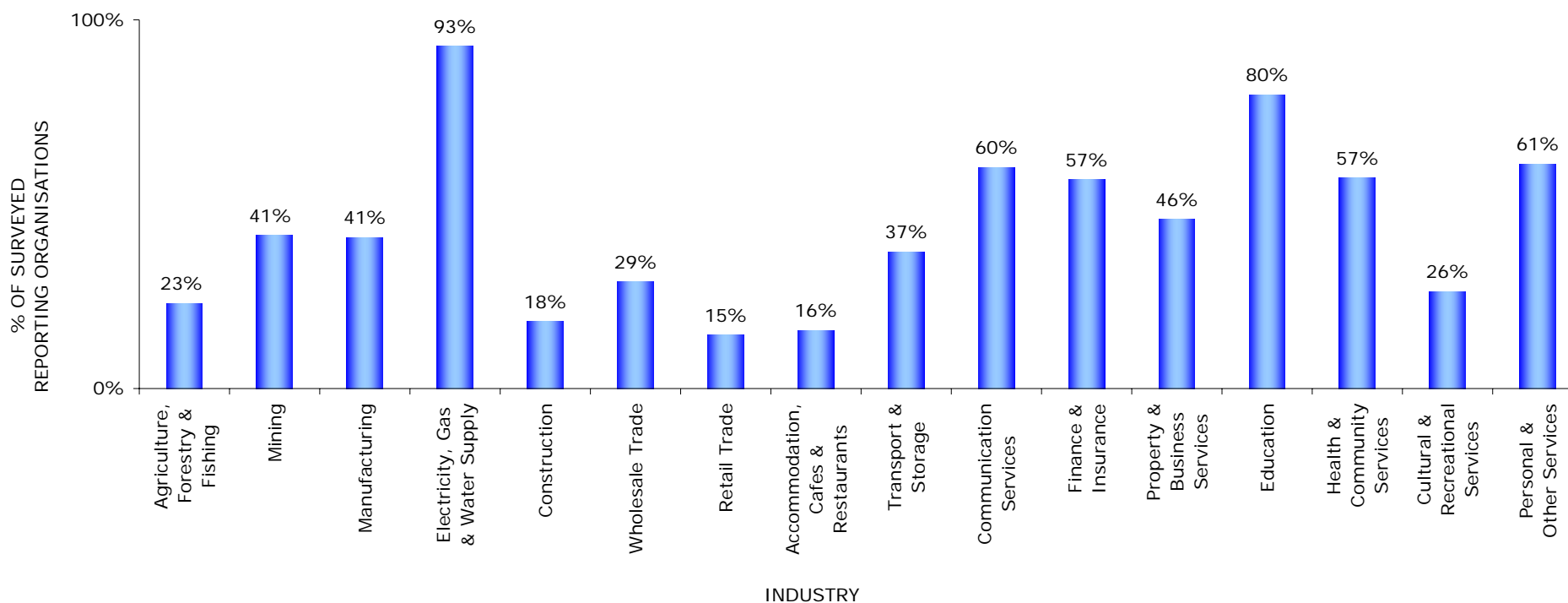
Table 4 Percentage of surveyed EOWA reporting organisations providing paid maternity leave in 2001, 2003 and 2004

Responses of surveyed organisations to the question, 'Does your organisation provide paid maternity leave?'	2001	2003	2004	2005
Paid maternity leave	23.0%	35.6%	40.6%	46.2%
Paid Paternity leave	14.7%	-	-	31.9%
Total	100%	100%	100%	100%

5 Paid Maternity Leave by Industry

Results of the 2005 EOWA annual survey of reporting organisations in response to the question, 'Does your organisation provide paid maternity leave?'

Figure 5 Percentage of surveyed reporting organisations providing paid maternity leave by ANZSIC industry classification



Note: Due to the small number of surveyed reporting organisations in some industry categories, extreme caution should be exercised in extrapolating from these results to all medium-to-large employers Australia-wide. Please see the accompanying data table for data

Table 5 Paid maternity leave by industry: percentage of surveyed reporting organisations providing paid maternity leave by ANZSIC industry classification

Industry	Percentage of respondent organisations providing paid maternity leave	Number of survey respondents (excludes 'don't know' responses)	Total number of surveyed reporting organisations	Total number of reporting organisations
Agriculture, Forestry & Fishing	23.1%	13	13	28
Mining	41.5%	41	42	72
Manufacturing	40.9%	413	420	700
Electricity, Gas & Water Supply	92.9%	14	14	21
Construction	18.2%	22	22	67
Wholesale Trade	28.9%	45	47	120
Retail Trade	14.5%	62	62	185
Accommodation, Cafes & Restaurants	15.8%	57	59	160
Transport & Storage	37.1%	62	62	108
Communication Services	60.0%	30	30	38
Finance & Insurance	56.7%	90	90	145
Property & Business Services	45.9%	207	209	329
Defence	100.0%	2	2	4
Education	79.6%	152	152	354
Health & Community Services	57.1%	154	157	268
Cultural & Recreational Services	26.3%	38	39	56
Personal & Other Services	60.9%	23	23	65
Total	46.2%	1425	1443	2720

Notes: Due to the small number of surveyed reporting organisations in some industry categories, extreme caution should be exercised in extrapolating from these results to all medium-to-large employers Australia-wide. Defence has been excluded from the chart due to the small number of reporting organisations in this industry category.

6 2005 Duration of Paid Maternity Leave

Results of the 2005 EOWA survey of reporting organisations in response to the question, 'How many weeks' paid maternity leave is provided?'

Figure 6 Number of weeks' paid maternity leave provided by surveyed EOWA reporting organisations in 2005

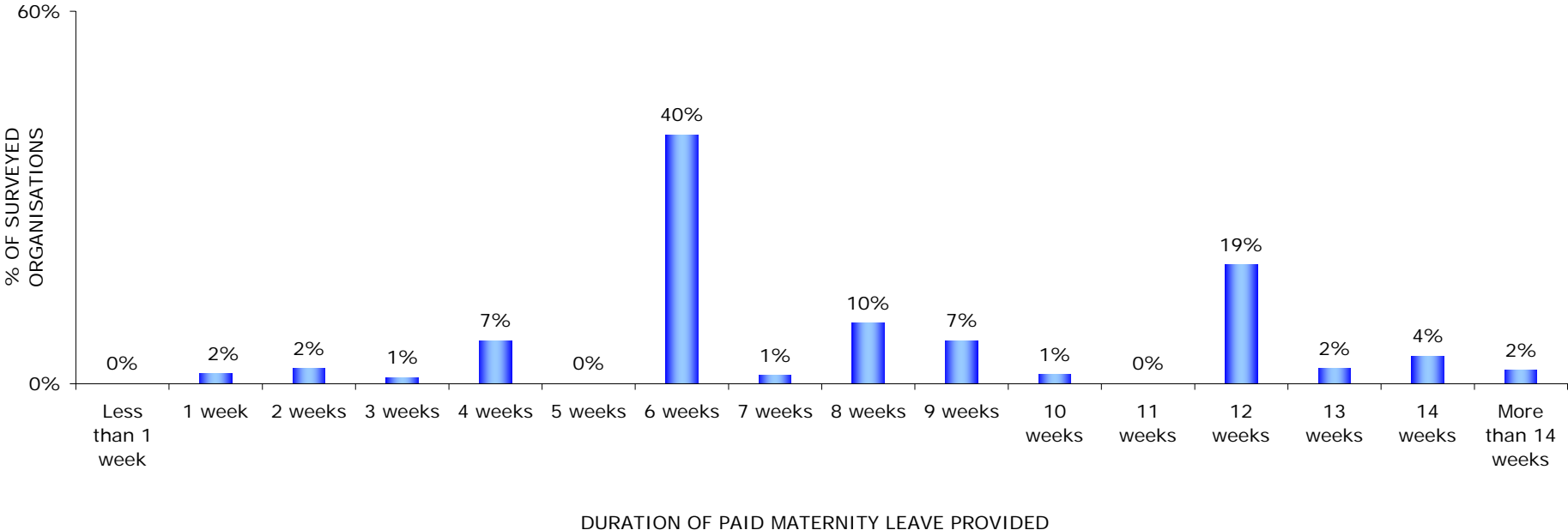


Table 6 Duration of paid maternity leave: Percentage of surveyed organisations providing paid maternity leave in 2005, by number of weeks provided

Responses of surveyed organisations to the question, 'How many weeks' paid maternity leave is provided'	Percentage of surveyed reporting organisations (n=organisations that provide PML)	Number of surveyed reporting organisations (n=organisations that provide PML)	Total number of reporting organisations
Less than 1 week	0.0%	0	-
1 week	1.7%	10	-
2 weeks	2.5%	15	-
3 weeks	1.0%	6	-
4 weeks	7.0%	42	-
5 weeks	0.0%	0	-
6 weeks	40.1%	242	-
7 weeks	1.3%	8	-
8 weeks	9.8%	59	-
9 weeks	7.0%	42	-
10 weeks	1.5%	9	-
11 weeks	0.0%	0	-
12 weeks	19.2%	116	-
13 weeks	2.5%	15	-
14 weeks	4.5%	27	-
More than 14 weeks	2.2%	13	-
Sub-total	100%	604	-
Don't know	-	55	-
Total	-	659	2720

7 Duration of Paid Maternity Leave - Trend Data

Results of the 2003-2005 EOWA annual surveys of reporting organisations in response to the question, 'How many weeks' paid maternity leave is provided?'

Figure 7 Number of weeks' paid maternity leave provided by surveyed EOWA reporting organisations from 2003-2005

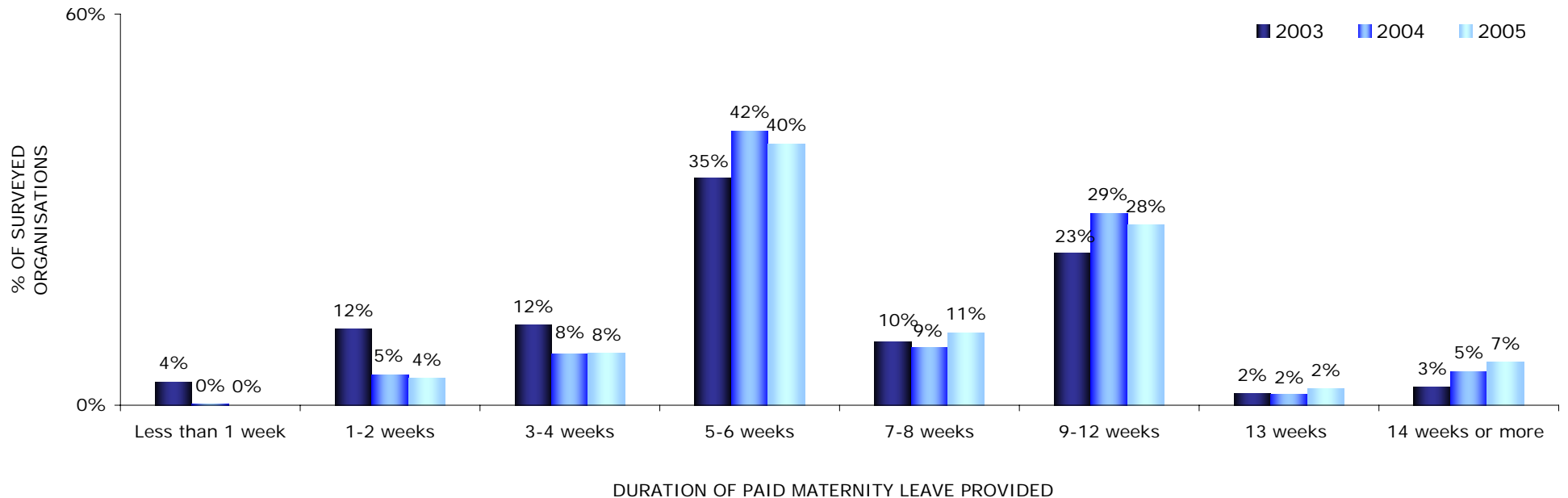


Table 7 Duration of paid maternity leave: Percentage of surveyed organisations providing paid maternity leave from 2003-2005, by number of weeks provided

Responses of surveyed organisations to the question, 'How many weeks' paid maternity leave is provided' (n=organisations that provide paid maternity leave)	2003		2004		2005	
	Percentage of surveyed reporting organisations	Number of surveyed reporting organisations	Percentage of surveyed reporting organisations	Number of surveyed reporting organisations	Percentage of surveyed reporting organisations	Number of surveyed reporting organisations
Less than 1 week	3.6%	18	0.2%	1	0.0%	0
1-2 weeks	11.7%	59	4.7%	29	4.1%	25
3-4 weeks	12.3%	62	7.9%	49	7.9%	48
5-6 weeks	34.9%	176	42.1%	260	40.1%	242
7-8 weeks	9.7%	49	8.9%	55	11.1%	67
9-12 weeks	23.4%	118	29.4%	182	27.6%	167
13 weeks	1.8%	9	1.6%	10	2.5%	15
14 weeks or more	2.8%	14	5.2%	32	6.6%	40
Sub-total	100.0%	505	100.0%	618	100.0%	604
Don't know	-	48	-	81	-	55
Total	-	553	-	699	-	699

Appendix 1

2005 Survey Questions on Paid Maternity Leave

- 1 Does your company provide paid maternity leave?
['Yes' selected if they provide paid parental leave to primary care-giver.]
 - a Yes
 - b No
 - c Don't know

- 2 How many weeks do you provide it for?
[Coded based on the longest duration provided to any category of staff.]
 - a No. of weeks: _____
 - b Don't know duration

- 3 Do you also provide paid paternity leave?
['Yes' selected if they provide paid parental leave to secondary care-giver.]
 - a Yes
 - b No
 - c Don't know

- 4 For how long do you provide that?
[Coded based on the longest duration provided to any category of staff.]
 - a No. of weeks: _____
 - b Don't know duration

- 5 Do you provide any of the following, additional arrangements to assist women to return to work from maternity leave? I'll read them out.
[multiple options may be selected]
 - a A 'Keep in Touch' program while on maternity leave?
[eg, newsletters, emails, options to attend staff meetings, etc]
 - b Return to work assistance, for example in updating skills or providing re-training or part-time work options?
 - c Inclusion in the annual pay review process while on leave?
[ie, with any resulting pay increases to take effect when they return]
 - d Extended unpaid maternity leave beyond the legislated one year?
 - e A childcare subsidy?
 - f Assistance with finding childcare?
 - g Any other initiative to assist women to return to work?
 - i. No
 - ii. Don't know
 - iii. Yes *[Please specify]* _____

Appendix 2

2004 Survey Questions on Paid Maternity Leave

1 Does your company provide paid maternity leave?

- Yes
- No [Go to question 5]
- Don't know

2 Is this available to all of your female employees, including casuals?

- Yes [Go to question 4]
- No [Go to question 3]
- Don't know [Go to question 4]

3 [If 'No' to the above:] Which group of employees do NOT have access to paid maternity leave?

- All non-managerial employees (this includes casuals and contractors)
- Those under a particular award or category
- Casuals and/or contractors
- Other (please state) _____
- Don't know

4 How many weeks' paid maternity leave is provided?

[NB: Where a sliding-scale is offered, the answer is based on the maximum amount of leave offered.]

- | | |
|--------------------|--|
| • Less than 1 week | • 9 weeks |
| • 1 week | • 10 weeks |
| • 2 weeks | • 11 weeks |
| • 3 weeks | • 12 weeks |
| • 4 weeks | • 13 weeks |
| • 5 weeks | • 14 weeks |
| • 6 weeks | • More than 14 weeks (please state)
_____ |
| • 7 weeks | |
| • 8 weeks | • Don't know |

Appendix 3

2003 Methodology

The *Equal Opportunity for Women in the Workplace Act 1999* requires private sector organisations with 100 or more employees to provide an annual report on the equal opportunity programs within their workplace. The Equal Opportunity for Women in the Workplace Agency (EOWA), a Commonwealth statutory authority, is responsible for receiving and assessing these reports.

The 2003 survey data was collected as part of the annual report assessment process for the reporting year 1 April 2002 - 31 March 2003. The data was collected through telephone conversations between EOWA report assessors and reporting organisations between the months of May and September 2003.

2744 organisations were registered with EOWA in 2002-03, with 2,545 organisations due to submit Equal Opportunity Compliance reports to EOWA in May 2003, as at the time of analysis. In total, 1,595 organisations participated in the survey, comprising 63% of all reporting organisations in 2003.

The survey data contained in this publication represents the results of the 2003 survey questions 3, 4, 5 and 6 (see Appendix 1), cross-analysed by organisations' report data. The results from questions 1 and 2 were released by EOWA in December 2003, and can be accessed on the EOWA website at <http://www.eowa.gov.au/>

The 2003 survey has been approved by the Commonwealth Government Statistical Clearing House. The approval number is 01186-02. You may phone the Statistical Clearing House on (02) 6252 5285 to verify the approval number.

For more information on the methodology or results of the 2003 survey, contact Maya Hunt, EOWA Research Officer, tel: 02 9448 8510, email: maya.hunt@eowa.gov.au. For media enquiries, contact Nicole Parsons, EOWA Media Adviser, tel: 02 9448 8516.

2003 Survey Questions on Maternity Leave

- 1 Does your company provide paid maternity leave?
 - a. Yes
 - b. No
 - c. Don't know

- 2 How many weeks' paid maternity leave is provided?
 - a.
 - i. Less than 1 week
 - ii. 1-2 weeks
 - iii. 3-4 weeks
 - iv. 5 - 6 weeks
 - v. 7 - 8 weeks
 - vi. 9 - 12 weeks
 - vii. 13 weeks
 - viii. 14 weeks or more
 - b. Don't know

- 3 During the last year [either calendar, financial or reporting year], how many of
 - a. [number of women]
 - b. Don't know.

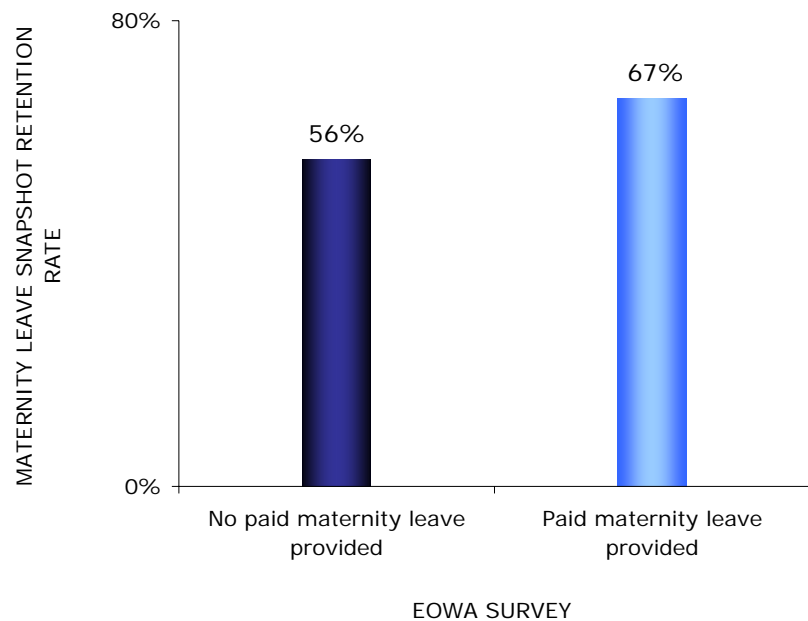
- 4 During the same period, how many women on maternity leave came back to
- a.
 - i. [number of women who came back to work]
 - ii. Don't know
 - b.
 - i. [number of women who left]
 - ii. Don't know
- 5 Of the full-time women who returned to work after maternity leave, how many
- a.
 - Number who came back Full-time
 - Number who came back Part-time
 - Number where returned capacity unknown
 - b. Don't know

Appendix 4

Paid Maternity Leave and Employees' Return from Maternity Leave

Results of the 2003 EOWA survey of reporting organisations in response to the question, 'Does your organisation provide paid maternity leave?', cross-analysed by organisations' snapshot* retention rate of female employees that have taken maternity leave.

Figure A Maternity leave snapshot retention rates by provision of paid maternity leave



* Snapshot or point-in-time retention rate calculated by dividing the total number of women who commenced (any form of) maternity leave in the last 12 months before the time of survey by the number of women who had returned to work from (any form of) maternity leave in the same period. See the appendix to view the survey questions from which this data was collected (Questions 3, 4 and 5).

Table A Maternity leave snapshot retention* rates by provision of paid maternity leave: Average point-in-time retention rate of women commencing or returning from maternity leave within a 12-month period for surveyed reporting organisations with and without paid maternity leave (2003 EOWA survey results)

Provision of Paid Maternity Leave	Maternity leave snapshot retention rate*	Number of women commencing any form of maternity leave**	Number of women returning to work from any form of maternity leave	Number of women who left the organisation following maternity leave	Number of respondent organisations	Total number of surveyed organisations
No paid maternity leave provided	56%	2,302	1,293	403	484	1001
Paid maternity leave provided	67%	3,166	2,109	411	274	553
Don't Know	44%	73	32	7	21	41
Total	62%	5,541	3,434	821	779	1595

* Snapshot or point-in-time retention rate calculated by dividing the total number of women who commenced (any form of) maternity leave in the last 12 months before the time of survey by the number of women who had returned to work from (any form of) maternity leave in the same period. See the appendix to view the survey questions from which this data was collected (Questions 3, 4 and 5).

**The total number of women commencing maternity leave is greater on average for organisations with paid maternity leave than for organisations without. This reflects a number of factors, including that reporting organisations with paid maternity leave are generally larger than organisations without this leave. In 2003, surveyed reporting organisations with paid maternity leave had on average 2294 employees, compared with 1267 for organisations without paid maternity leave. Surveyed reporting organisations with paid maternity leave also had a slightly higher proportion of women in their workforce, 48%, compared with 46% for organisations without paid maternity leave. Other contributing factors could include workforce demographics and industry differences.