

EOWA INFORMATION ON PAID MATERNITY AND PATERNITY LEAVE

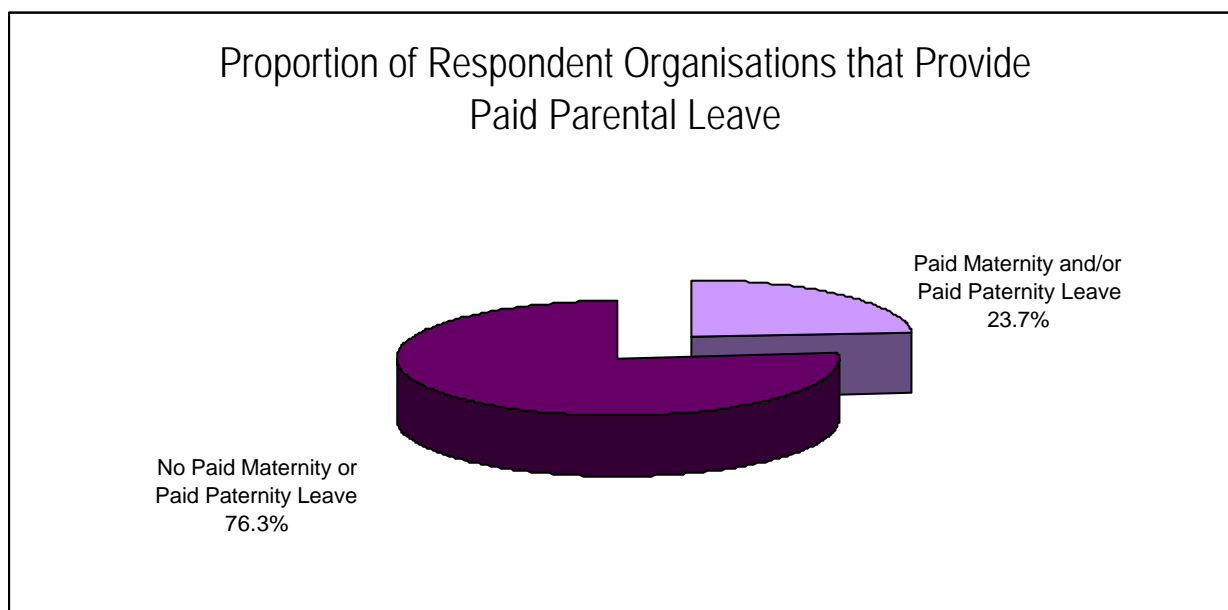
SUMMARY OF KEY FINDINGS

Organisations providing paid maternity and/or paternity leave

Out of a total of 1935 organisations which provided EOWA with information on their paid parental leave provisions, 24 per cent (459) reported that they provide some form of paid parental leave (ie. either paid maternity leave, paid paternity leave, or both). The organisations that reported are medium and large sized companies in the private sector that have statutory reporting obligations in respect to equal opportunity for women.

- 23 per cent of organisations reported that they provide paid maternity leave
- 15 per cent of organisations reported that they provide paid paternity leave

Of the respondent organisations that provide some form of paid parental leave, the majority (59%) provided both paid maternity leave and paid paternity leave.

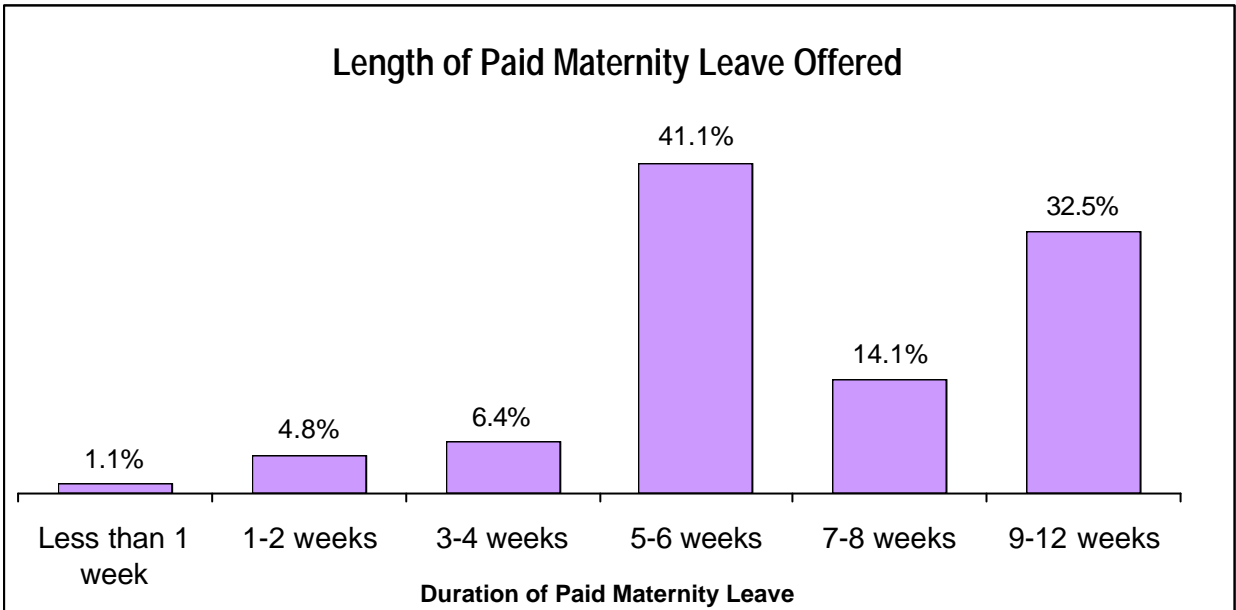


Length of paid maternity and paternity leave

The amount of paid maternity leave provided by organisations to their female employees contrasts markedly to the amount of paid paternity leave provided to their male employees.

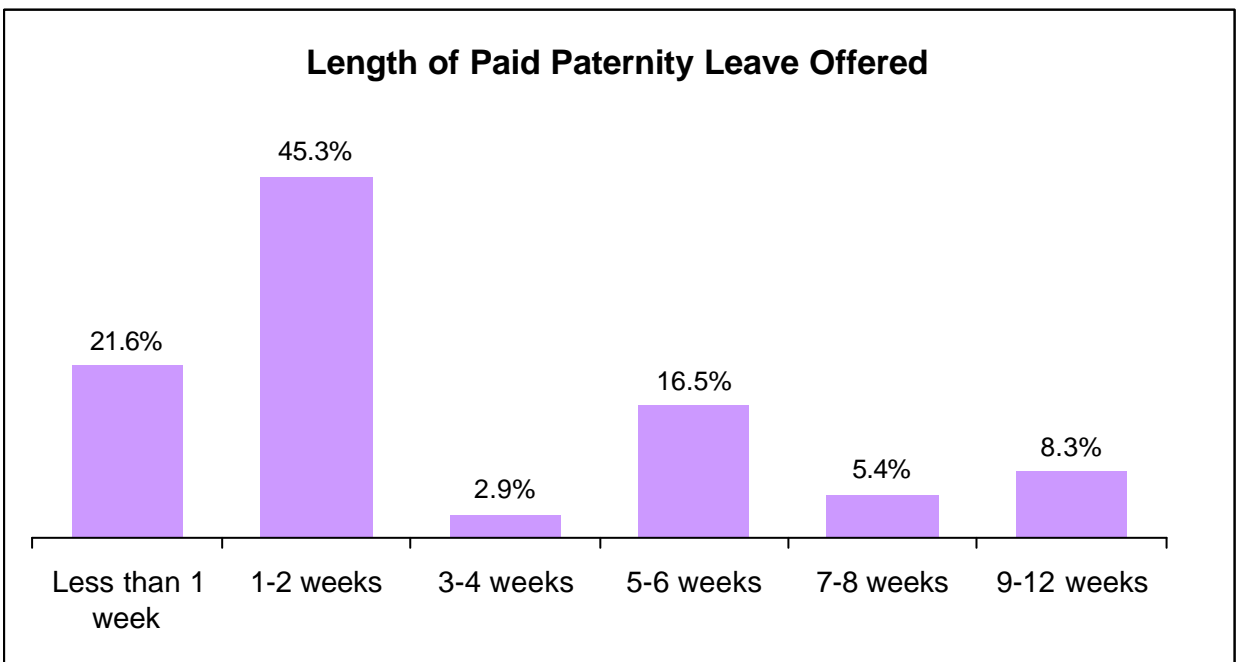
Most (88 per cent) of the respondent organisations that provide paid maternity leave said that they offered at least 5 weeks of paid maternity leave.

- The most common length of paid maternity leave provided was 5 to 6 weeks (41 per cent).
- Another third of organisations (33 per cent) provide 9 to 12 weeks.



Almost one third (30 per cent) of organisations reported that they provide paid paternity leave of 5 weeks or more.

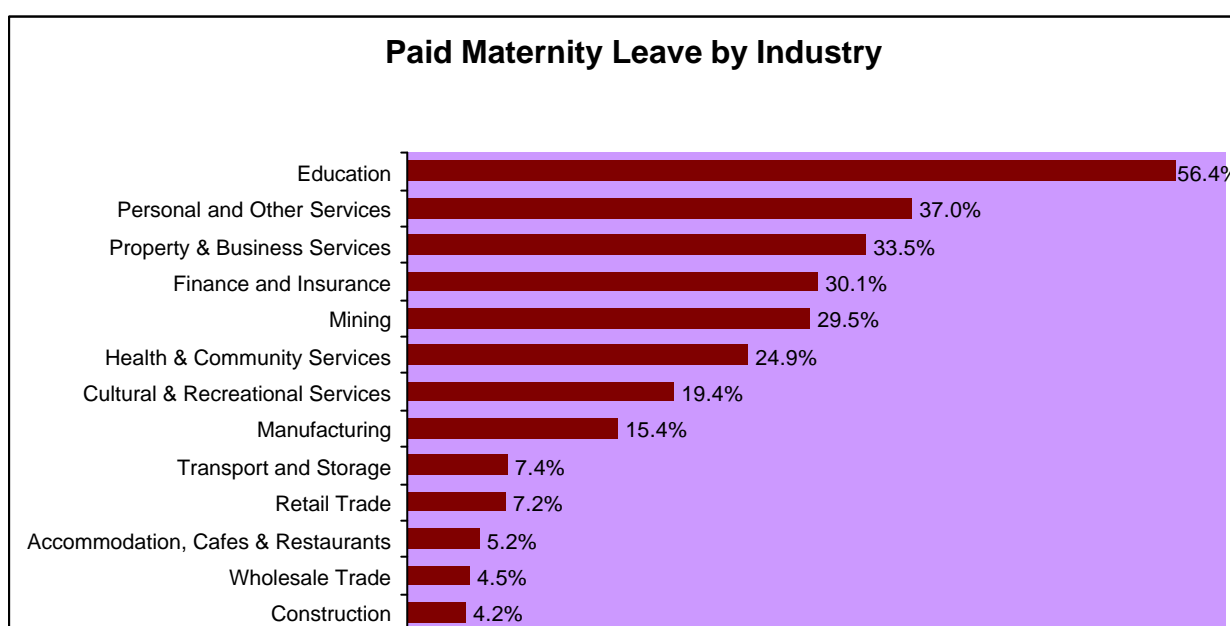
- 67 per cent of organisations that provide paid paternity leave provided less than 3 weeks.



Industry

Whilst almost a quarter (23 per cent) of all respondent organisations provide paid maternity leave, the incidence of paid maternity leave differed considerably across industries.

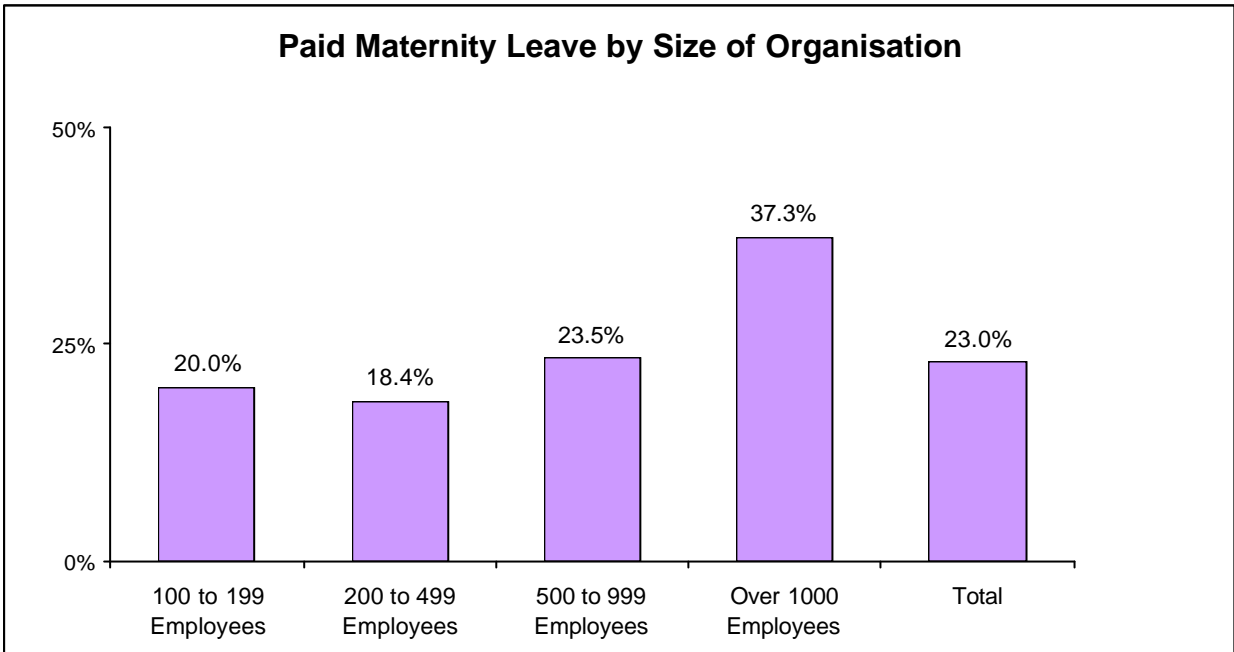
- Industries reporting relatively high proportions of organisations providing paid maternity leave were – Education (56 per cent), Personal and other services (37 per cent) and Property and business services (34 per cent).
- Industries reporting relatively low proportions of organisations providing paid maternity leave were – Construction (4 per cent), Wholesale trade (4 per cent), Accommodation, cafes and restaurants (5 per cent), Transport and storage (7 per cent) and Retail trade (7 per cent).



Organisation size

The survey indicates that the larger the size of the organisation the more likely it is that paid maternity leave is provided.

- 37 per cent of respondent organisations with over 1000 employees provide paid maternity leave compared to 19 per cent of those with fewer than 500 employees.



Technical Notes

1. The *Equal Opportunity for Women in the Workplace Act 1999* requires organisations in the private sector with over 100 employees to provide an annual report on the equal opportunity programs that are provided within their organisation. The Equal Opportunity for Women in the Workplace Agency (EOWA) are responsible for assessing these reports.
 - ◆ 2,541 organisations reported to EOWA in 2001.
2. This data on paid maternity/paternity leave was collected as part of the annual reporting process. The information was collected through telephone conversations between EOWA assessors and the reporting organisations.
 - ◆ 2,104 organisations were surveyed.
 - ◆ 92 per cent of these organisations responded to the questions on paid maternity/paternity leave.