



**Australian Government**

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

# Equal Opportunity for Women in the Workplace Survey 2005

## Paid Paternity Leave

12 May 2006

Results of the 2005 Annual  
EOWA Survey of reporting organisations

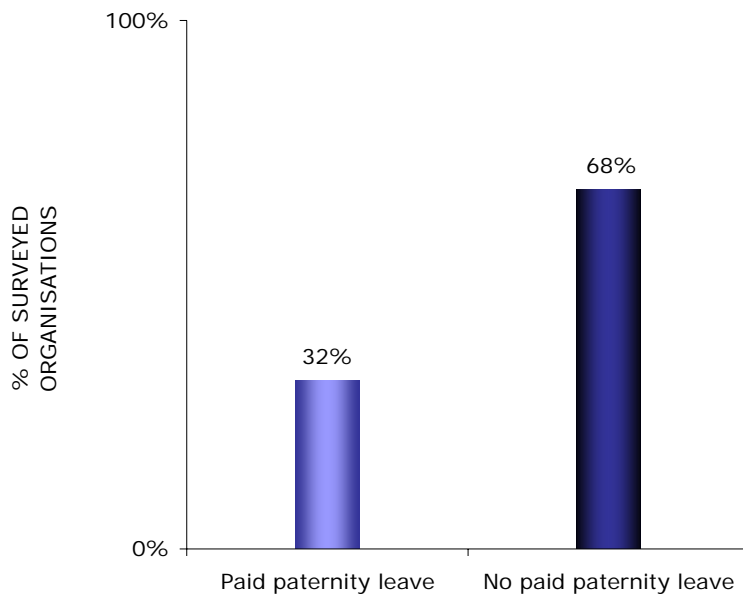
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# 1 2005 Provision of Paid Paternity Leave

Results of the 2005 EOWA annual survey of reporting organisations on the provision of paid paternity leave.

**Figure 1** Percentage of surveyed EOWA reporting organisations providing paid paternity leave



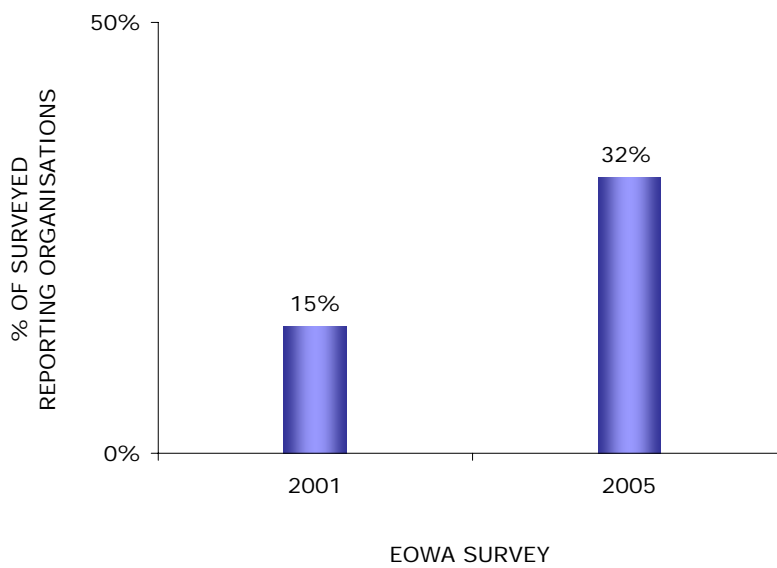
**Table 1** Percentage of surveyed EOWA reporting organisations providing paid paternity leave

Responses of surveyed organisations to the question, 'Do you also provide paid paternity leave?'	Percentage of surveyed reporting organisations	Number of surveyed reporting organisations	Total number of reporting organisations
Paid paternity leave	31.9%	449	-
No paid paternity leave	68.1%	957	-
<b>Sub-total</b>	100%	1406	-
Don't know	-	37	-
<b>Total</b>	-	1443	2719

## 2 Paid Paternity Leave - Trend Data

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

**Figure 2** Provision of paid paternity leave by surveyed EOWA reporting organisations in 2001 and 2005



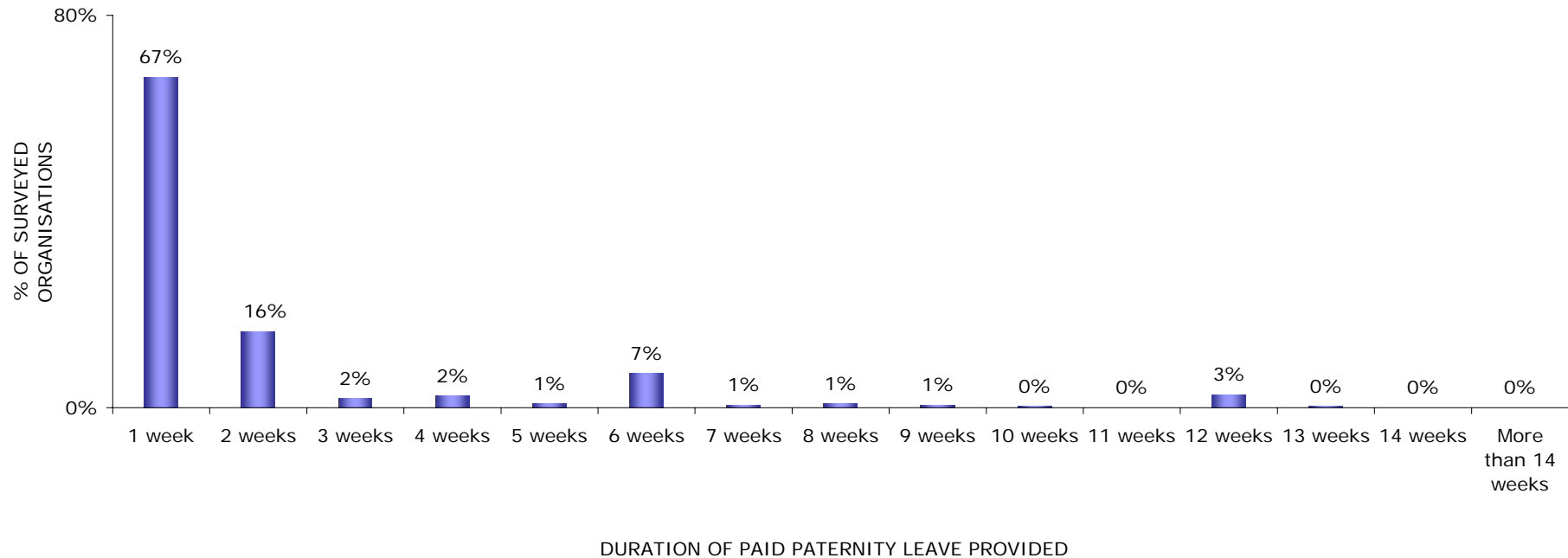
**Table 2** Provision of paid paternity leave by surveyed EOWA reporting organisations in 2001 and 2005

Responses of surveyed organisations to the question, 'Do you also provide paid paternity leave?'	% of surveyed reporting organisations	2001		2005		
		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	-
<b>Sub-total</b>	100.0%	1935	-	100.0%	1406	-
Don't know	-	169	-	-	37	-
<b>Total</b>	-	2104	2541	-	1443	2719

### 3 Duration of Paid Paternity Leave

Results of the 2005 survey of EOWA reporting organisations in response to the question, 'For how many weeks is [paid paternity leave] provided?'

**Figure 3** Number of weeks paid paternity leave provided by surveyed EOWA reporting organisations in 2005



**Table 3** Duration of paid paternity leave: Percentage of surveyed organisations providing paid paternity leave in 2005, by number of weeks provided

Number of weeks paid paternity leave	Percentage of surveyed reporting organisations (n=organisations that provide PPL)	Number of surveyed reporting organisations (n=organisations that provide PPL)	Total number of surveyed organisations
1 week	67.4%	252	-
2 weeks	15.5%	58	-
3 weeks	1.9%	7	-
4 weeks	2.4%	9	-
5 weeks	0.8%	3	-
6 weeks	7.0%	26	-
7 weeks	0.5%	2	-
8 weeks	0.8%	3	-
9 weeks	0.5%	2	-
10 weeks	0.3%	1	-
11 weeks	0.0%	0	-
12 weeks	2.7%	10	-
13 weeks	0.3%	1	-
14 weeks	0.0%	0	-
More than 14 weeks	0.0%	0	-
<b>Sub-total</b>	100%	374	-
Don't know/No response	-	75	-
<b>Total</b>	-	449	1443
Total number of weeks' paid paternity leave	-	795	-
<b>Average number of weeks' paid paternity leave</b>	-	2.1	-

## 4 Paid Paternity Leave by State

Results of the 2005 survey of EOWA reporting organisations in response to the question, 'Do you also provide paid paternity leave?', analysed by state.

**Figure 4** Surveyed EOWA reporting organisations providing paid paternity leave, by state



**Table 4** Surveyed EOWA reporting organisations providing paid paternity leave, by state

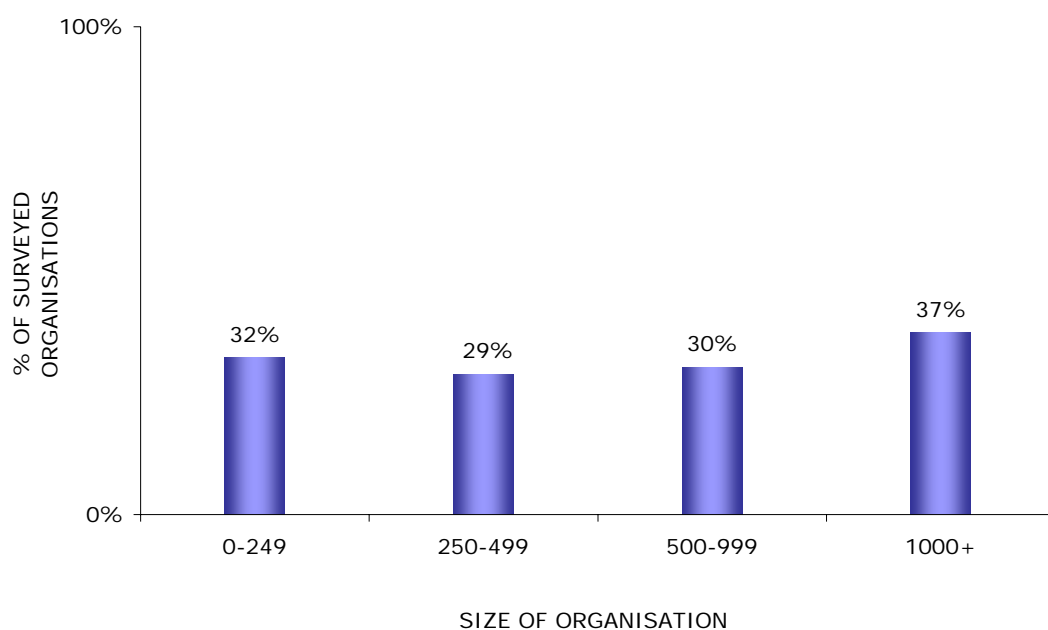
State	Percentage of respondent organisations providing paid paternity leave	Number of respondent organisations providing paid paternity leave	Number of survey respondents (excludes 'don't know' responses)	Total number of surveyed reporting organisations	Total number of reporting organisations
ACT	45.5%	10	22	22	37
NSW	29.9%	171	571	588	1131
NT	50.0%	3	6	7	17
QLD	21.2%	36	170	173	352
SA	33.0%	29	88	94	171
TAS	21.4%	6	28	28	48
VIC	40.2%	175	435	438	782
WA	22.1%	19	86	93	181
<b>Total</b>	<b>31.9%</b>	<b>449</b>	<b>1406</b>	<b>1443</b>	<b>2719</b>

*Note: Due to the small number of surveyed reporting organisations in some states, caution should be exercised in extrapolating from these results to all medium-to-large employers Australia-wide.*

## 5 Paid Paternity Leave by Organisational Size

Results of the 2005 survey of EOWA reporting organisations in response to the question, 'Do you also provide paid paternity leave?', analysed by organisational size.

**Figure 5** Surveyed EOWA reporting organisations providing paid paternity leave, by organisational size



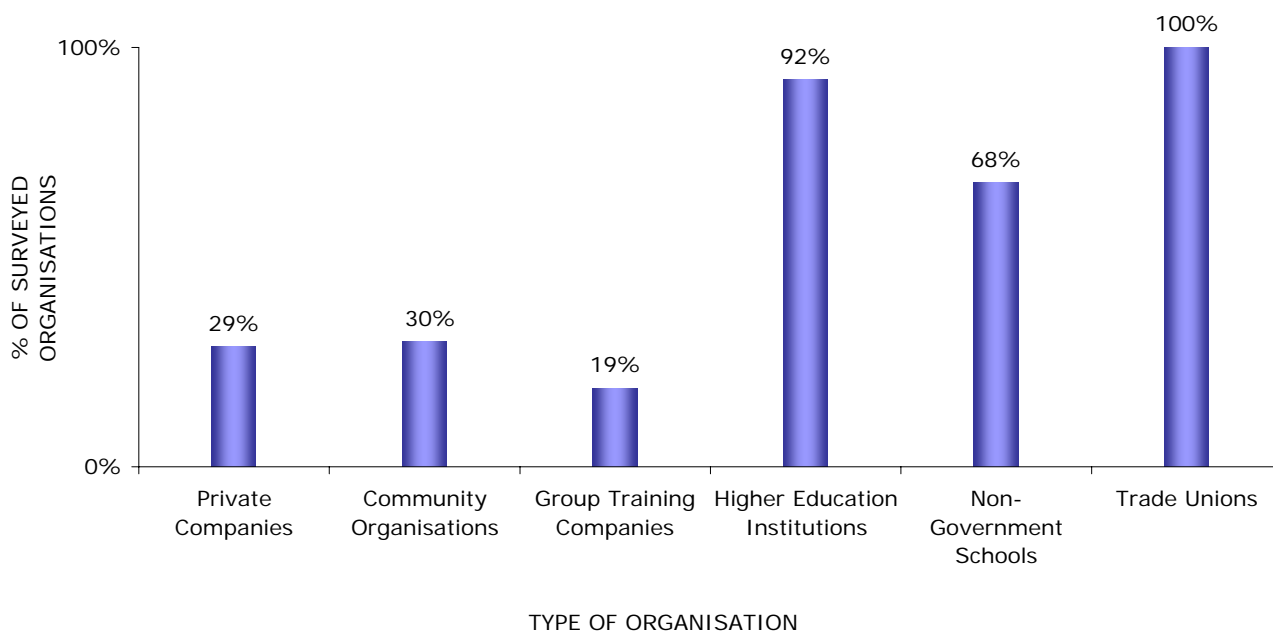
**Table 5** Surveyed EOWA reporting organisations providing paid paternity leave, by organisational size

Size	Percentage of respondent organisations providing paid paternity leave	Number of respondent organisations providing paid paternity leave	Number of survey respondents (excludes 'don't know' responses)	Total number of surveyed reporting organisations	Total number of reporting organisations
0-249	32.2%	184	572	587	1134
250-499	28.8%	98	340	350	637
500-999	30.2%	73	242	250	447
1000+	37.3%	94	252	256	493
<b>Sub-total</b>	<b>31.9%</b>	<b>449</b>	<b>1406</b>	<b>1443</b>	<b>2711</b>
No size data	-	0	0	0	8
<b>Total</b>	<b>-</b>	<b>449</b>	<b>1406</b>	<b>1443</b>	<b>2719</b>

## 6 Paid Paternity Leave by Organisational Type

Results of the 2005 survey of EOWA reporting organisations in response to the question, 'Do you also provide paid paternity leave?', analysed by organisational type.

**Figure 6** Surveyed EOWA reporting organisations providing paid paternity leave, by organisational type



**Table 6** Surveyed EOWA reporting organisations providing paid paternity leave, by organisational type

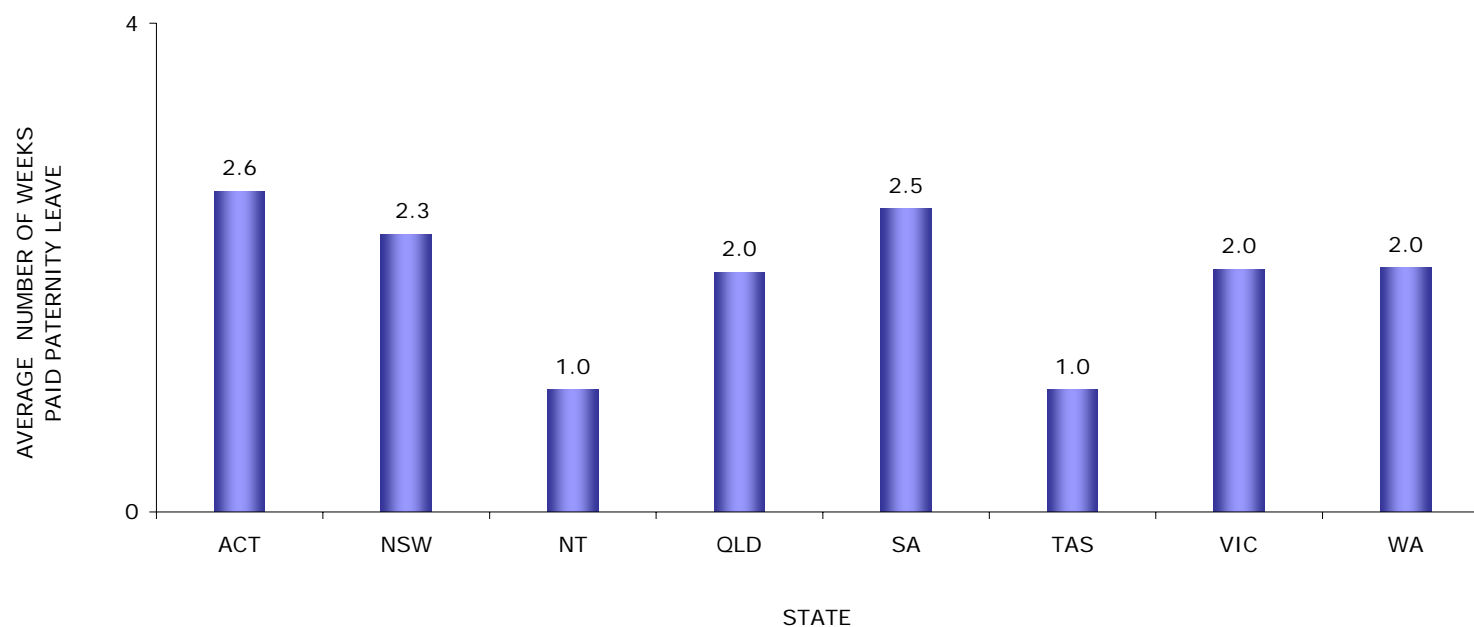
Type of reporting organisation	Percentage of respondent organisations providing paid paternity leave	Number of respondent organisations providing paid paternity leave	Number of survey respondents (excludes 'don't know' responses)	Total number of surveyed reporting organisations	Total number of reporting organisations
Private Companies	28.6%	321	1122	1147	2120
Community Organisations	29.8%	37	124	128	223
Group Training Companies	18.8%	9	48	48	71
Higher Education Institutions	92.3%	12	13	14	41
Non-Government Schools	67.8%	61	90	97	246
Trade Unions	100.0%	9	9	9	18
<b>Sub-total: Non-Private Companies</b>	<b>45.1%</b>	<b>128</b>	<b>284</b>	<b>296</b>	<b>599</b>
<b>Total</b>	<b>31.9%</b>	<b>449</b>	<b>1406</b>	<b>1443</b>	<b>2719</b>

*Note: Due to the small number of surveyed reporting organisations in some type categories, caution should be exercised in extrapolating from these results to all medium-to-large employers Australia-wide.*

## 7 Average Duration of Paid Paternity Leave by State

Results of the 2005 survey of EOWA reporting organisations in response to the question, 'For how many weeks is [paid paternity leave] provided?', analysed by state.

**Figure 7** Average duration of paid paternity leave provided by surveyed reporting organisations providing, by state



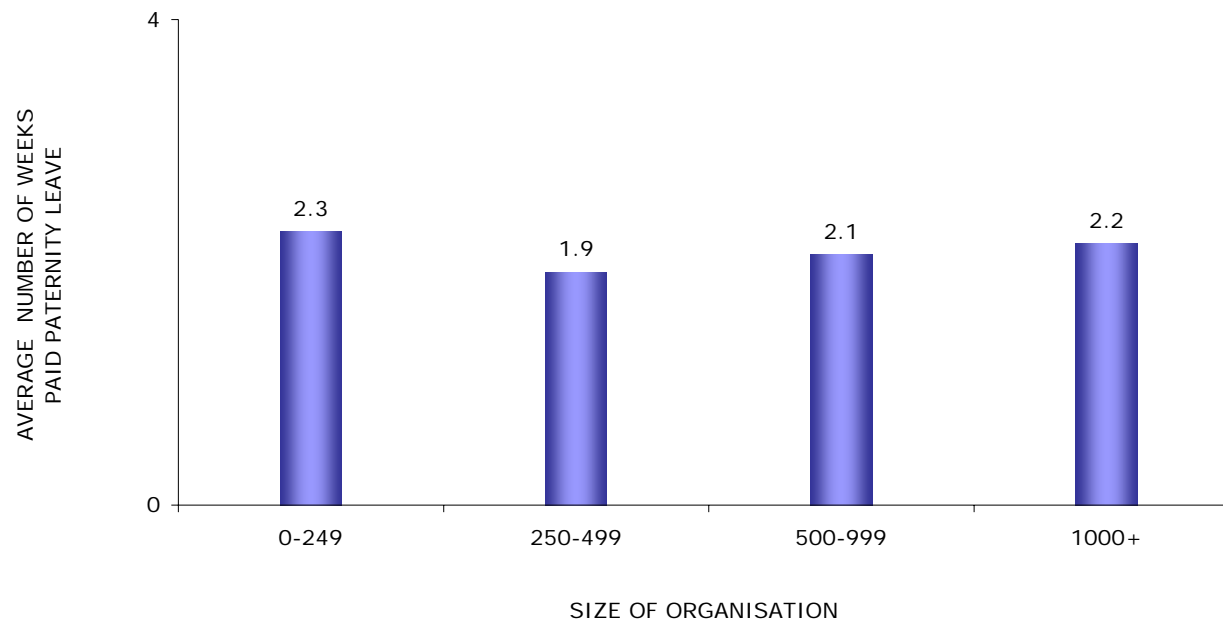
**Table 7** Average duration of paid paternity leave provided by surveyed reporting organisations providing, by state

Number of weeks paid paternity leave	Surveyed reporting organisations according to state								All surveyed reporting organisations
	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	
1 week	5	95	1	16	12	5	106	12	252
2 weeks	2	22	0	6	6	0	21	1	58
3 weeks	0	3	0	0	1	0	3	0	7
4 weeks	0	3	0	2	1	0	3	0	9
5 weeks	0	0	0	1	1	0	1	0	3
6 weeks	0	9	0	2	3	0	9	3	26
7 weeks	0	1	0	0	0	0	1	0	2
8 weeks	0	1	0	0	1	0	1	0	3
9 weeks	0	1	0	0	0	0	1	0	2
10 weeks	0	0	0	0	0	0	1	0	1
11 weeks	0	0	0	0	0	0	0	0	0
12 weeks	1	6	0	0	0	0	3	0	10
13 weeks	0	1	0	0	0	0	0	0	1
14 weeks	0	0	0	0	0	0	0	0	0
More than 14 weeks	0	0	0	0	0	0	0	0	0
<b>Sub-total</b>	8	142	1	27	25	5	150	16	374
Don't know/No response	2	29	2	9	4	1	25	3	75
<b>Total surveyed organisations providing paid paternity leave</b>	10	171	3	36	29	6	175	19	449
Total number of weeks paid paternity leave	21	323	1	53	62	5	298	32	795
<b>Average number of weeks paid paternity leave</b>	2.6	2.3	1.0	2.0	2.5	1.0	2.0	2.0	2.1

## 8 Average Duration of Paid Paternity Leave by Organisational Size

Results of the 2005 survey of EOWA reporting organisations in response to the question, 'For how many weeks is [paid paternity leave] provided?', analysed by organisational size.

**Figure 8** Average duration of paid paternity leave provided by surveyed reporting organisations, by organisational size



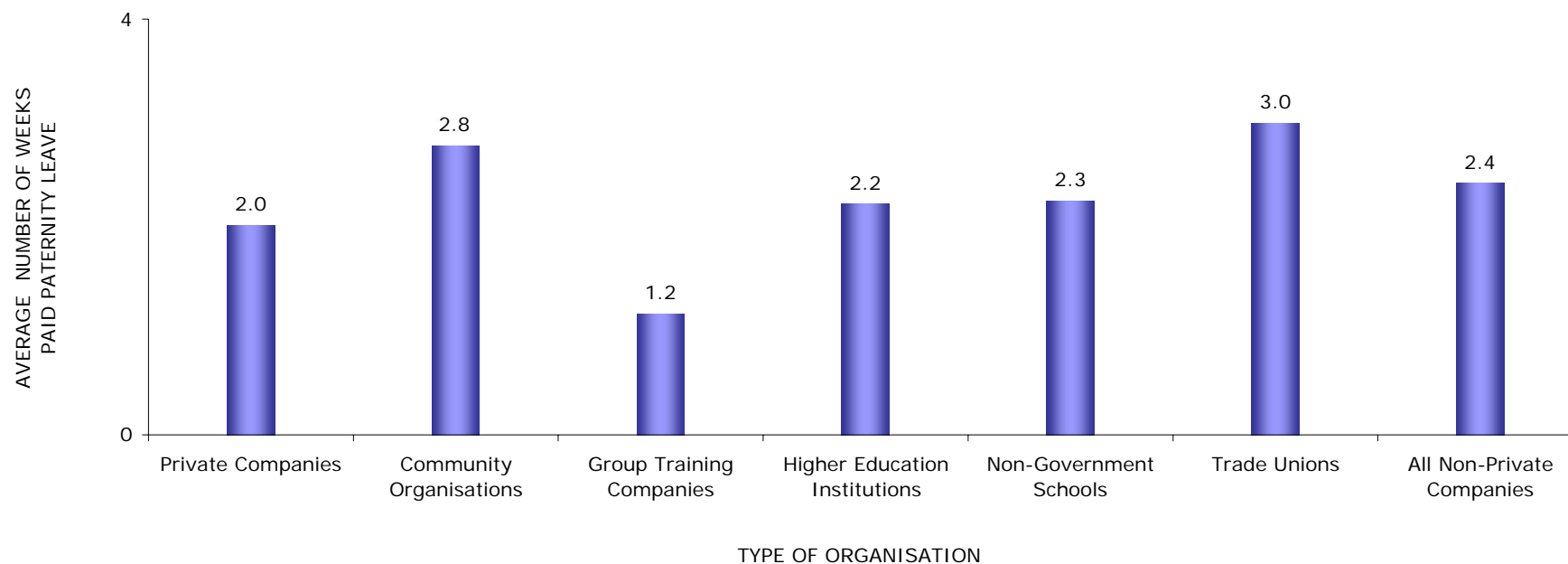
**Table 8** Average duration of paid paternity leave provided by surveyed reporting organisations providing, by organisational size

Number of weeks paid paternity leave	Size of reporting organisations								All surveyed reporting organisations	
	0-249		250-499		500-999		1000+			
1 week	66%	100	65%	54	73%	45	68%	53	67%	252
2 weeks	15%	23	18%	15	13%	8	15%	12	16%	58
3 weeks	1%	2	5%	4	0%	0	1%	1	2%	7
4 weeks	3%	5	2%	2	2%	1	1%	1	2%	9
5 weeks	1%	2	1%	1	0%	0	0%	0	1%	3
6 weeks	7%	10	6%	5	6%	4	9%	7	7%	26
7 weeks	1%	1	0%	0	2%	1	0%	0	1%	2
8 weeks	1%	1	1%	1	2%	1	0%	0	1%	3
9 weeks	0%	0	0%	0	0%	0	3%	2	1%	2
10 weeks	1%	1	0%	0	0%	0	0%	0	0%	1
11 weeks	0%	0	0%	0	0%	0	0%	0	0%	0
12 weeks	3%	5	1%	1	3%	2	3%	2	3%	10
13 weeks	1%	1	0%	0	0%	0	0%	0	0%	1
14 weeks	0%	0	0%	0	0%	0	0%	0	0%	0
More than 14 weeks	0%	0	0%	0	0%	0	0%	0	0%	0
<b>Sub-total</b>	100%	151	100%	83	100%	62	100%	78	100%	374
Don't know/No response	-	33	-	15	-	11	-	16	-	75
<b>Total surveyed organisations providing paid paternity leave</b>	-	184	-	98	-	73	-	94	-	449
Total number of weeks paid paternity leave	-	340	-	159	-	128	-	168	-	795
<b>Average number of weeks paid paternity leave</b>	-	<b>2.3</b>	-	<b>1.9</b>	-	<b>2.1</b>	-	<b>2.2</b>	-	<b>2.1</b>

## 9 Average Duration of Paid Paternity Leave by Organisational Type

Results of the 2005 survey of EOWA reporting organisations in response to the question, 'For how many weeks is [paid paternity leave] provided?', analysed by organisational type.

**Figure 9** Average duration of paid paternity leave provided by surveyed reporting organisations, by organisational type



**Table 9** Average duration of paid paternity leave provided by surveyed reporting organisations providing, by organisational type

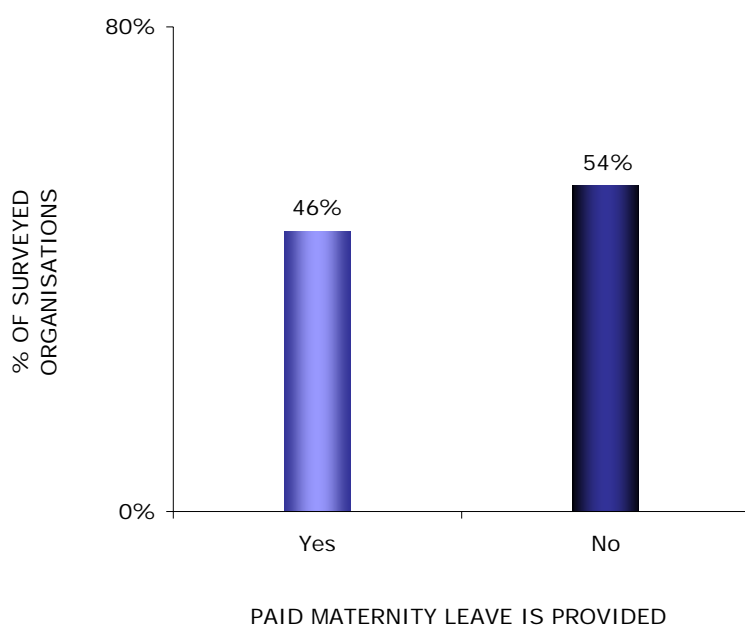
Number of weeks paid paternity leave	Surveyed reporting organisations according to type							All surveyed reporting organisations
	Private Companies	Community Organisations	Group Training Companies	Higher Education Institutions	Non-Government Schools	Trade Unions	All Non-Private Companies	
1 week	200	17	5	2	27	1	52	252
2 weeks	28	6	1	6	10	7	30	58
3 weeks	6	1	0	0	0	0	1	7
4 weeks	7	1	0	0	1	0	2	9
5 weeks	2	0	0	0	1	0	1	3
6 weeks	18	4	0	1	3	0	8	26
7 weeks	2	0	0	0	0	0	0	2
8 weeks	2	1	0	0	0	0	1	3
9 weeks	1	1	0	0	0	0	1	2
10 weeks	1	0	0	0	0	0	0	1
11 weeks	0	0	0	0	0	0	0	0
12 weeks	7	1	0	0	1	1	3	10
13 weeks	0	0	0	0	1	0	1	1
14 weeks	0	0	0	0	0	0	0	0
More than 14 weeks	0	0	0	0	0	0	0	0
<b>Sub-total</b>	274	32	6	9	44	9	100	374
Don't know/No response	47	5	3	3	17	0	28	75
<b>Total surveyed organisations providing paid paternity leave</b>	321	37	9	12	61	9	128	449
Total number of weeks paid paternity leave	553	89	7	20	99	27	242	795
<b>Average number of weeks paid paternity leave</b>	2.0	2.8	1.2	2.2	2.3	3.0	2.4	2.1

## Appendix 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 A1** Percentage of surveyed EOWA reporting organisations answering 'yes' or 'no'



**Table A1** Provision of paid maternity leave by surveyed EOWA reporting organisations

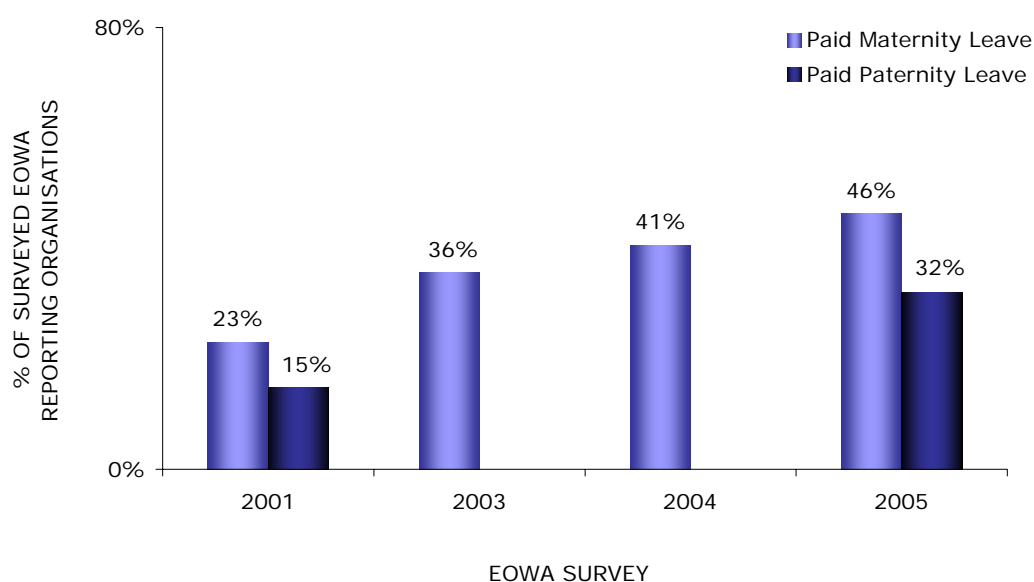
Responses of surveyed organisations to the question, 'Does your organisation provide paid maternity leave?'	Percentage of surveyed reporting organisations	Number of surveyed reporting organisations	Total number of reporting organisations
Yes	46.2%	659	-
No	53.8%	766	-
<b>Sub-total</b>	100%	1425	-
Don't know	-	18	-
<b>Total</b>	-	1443	2719

## Appendix 2

### 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 A2** Provision of paid maternity leave and/or paid paternity leave by surveyed EOWA reporting organisations in 2001, 2003, 2004 and 2005



**Table A2** 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%
<b>Total</b>	100%	100%	100%	100%

## Appendix 3

### 2005 Survey 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, 2,7190 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 58% of all organisations due to report 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](http://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](mailto:maya.hunt@eowa.gov.au). For media enquiries, contact Nicole Parsons, EOWA Media Adviser, tel: 02 9448 8516.

## Appendix 4

# 2005 Survey Questions

### Opening Statement

- Voluntary survey
- Purpose is to assist us to identify issues for women in the workplace
- The collated results will be published on our website, and may also be used to identify leading practice employers
- Takes about 5 minutes and mainly just yes/no answers required
- Willing to take part?

### Survey Participation

1. *No opportunity to ask survey*
2. *Survey declined*
3. *Agree to be surveyed*

### Paid Maternity Leave

- 1 Does your company provide paid maternity leave?  
*[Select 'Yes' 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?  
*[Code 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?  
*[Select 'Yes' 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?  
*[Code 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] \_\_\_\_\_

### Retention Initiatives

6 The next few questions are on retention initiatives and how they affect staff turnover. Has your organisation analysed staff turnover costs in the past five years?

- a Yes
- b No
- c Don't know

7 Do you know what your average cost of turnover would be per employee?

- a Yes [Code average cost] \$ \_\_\_\_\_
- b Cost known but not provided
- c Don't know

8 Do you believe the ageing workforce will create staff or skill-shortage issues for your organisation in the next 5-10 years?

- a Yes
- b No
- c Don't know

9 Answering "yes" or "no", has your organisation improved its retention of women through any of the following, specific initiatives? And I'll read them out.

[Multiple options may be selected]

[Select option if the initiative is to retain both men and women or to serve other purposes as well as retention.]

- a Flexible or part-time working arrangements?  
[Includes phased retirement]
- b Formal training or re-skilling?
- c Career development or succession planning?
- d Job redesign, for example to reduce strength requirements?
- e Paid maternity leave?

- f Other arrangements to assist women to return to work from maternity leave?
- g Addressing of pay equity issues?
- h Improvements to other benefits or conditions? and finally, *[eg, through better facilities or work-based services]*
- i Culture change initiatives to address negative attitudes to women?
- j Other *[Please specify]* \_\_\_\_\_
- k Don't know to entire question *[Skip to Q.12]*

**[OPTION – ASK IF ‘YES’ TO ANY OF THE ABOVE]**

10 Were any of those initiatives undertaken to improve the retention of mature-aged employees?

*[Don't read options out]  
[Multiple options may be selected]*

- a *Flexible or part-time working arrangements?  
[Includes phased retirement]*
- b *Formal training or re-skilling?*
- c *Career development or succession planning?*
- d *Job redesign, for example to reduce strength requirements?*
- e *Paid maternity leave?*
- f *Other arrangements to assist women to return to work from maternity leave?*
- g *Addressing of pay equity issues?*
- h *Improvements to other benefits or conditions? and finally, [eg, through better facilities or work-based services]*
- i *Culture change initiatives to address negative attitudes to women?*
- j *Other [Please specify] \_\_\_\_\_*

**Workplace Initiative Success factors**

11 The next question is on what factors contribute to the successful implementation of new workplace initiatives for women.

Answering ‘yes’ or ‘no’ for each, which of the following in your experience were the critical factors in the successful implementation of a new workplace initiative?

*[Multiple options may be selected.]*

- a The initiative was driven by the CEO
- b It had a well-developed policy
- c There was a high degree of management support
- d The initiative was championed by the HR department
- e It was effectively communicated to staff,
- f There was a high demand for the new initiative by staff, and finally,

- g A well-developed business case had been prepared
- h *None of the above [Prompt client to specify other] \_\_\_\_\_*
- i *Don't know*

**Work Life Flexibility Arrangements**

12 The final question is on work–life flexibility initiatives. Answering “yes” or “no” for managers and for general staff, do any of your employees currently:

		Managers	Staff
a	Work flexible hours?	YNDK	YNDK
b	Work from home?	YNDK	YNDK
c	Work compressed hours, eg 4 day weeks?	YNDK	YNDK
d	Use family or carers leave?	YNDK	YNDK
e	Use childcare services or assistance provided by work?	YNDK	YNDK
f	Work part-time?	YNDK	YNDK
g	Or finally, job-share?	YNDK	YNDK
h	<i>Don't know to entire question.</i>	YNDK	YNDK
		YNDK	YNDK

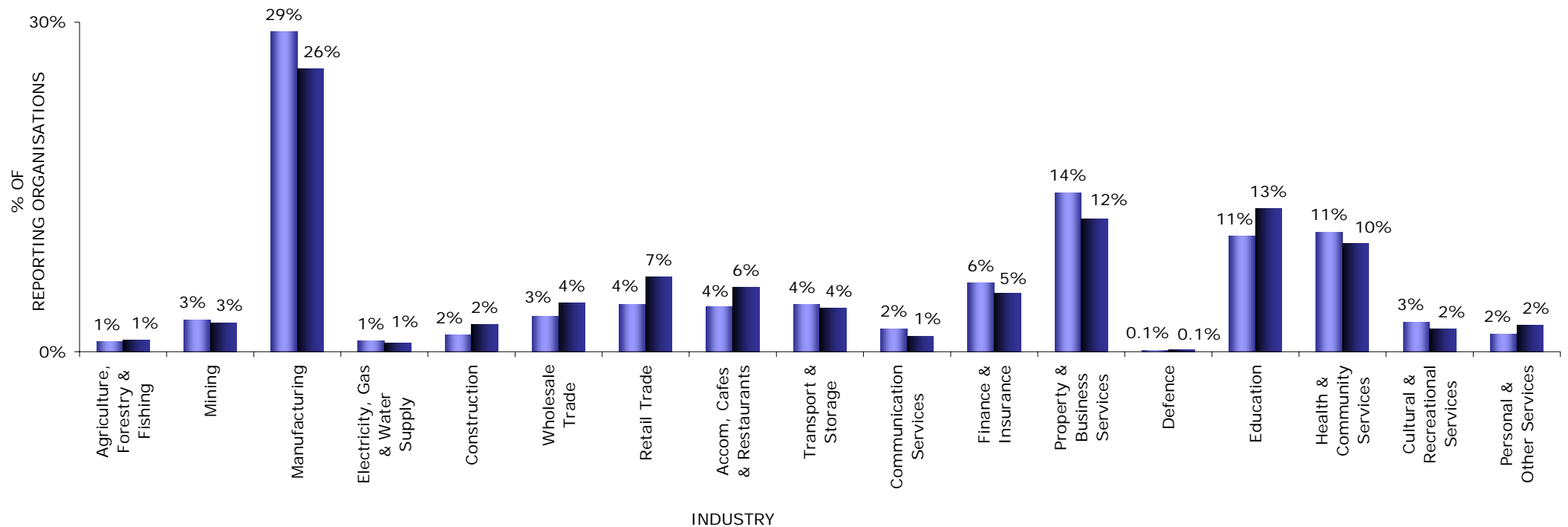
*Record the interview duration, in number of minutes: \_\_\_\_\_*

[SURVEY ENDS]

## Appendix 5

### 2005 Survey Representativeness - Industry

**Figure A5** Comparison of 2005 surveyed organisations with all reporting organisations by ANZSIC industry classification



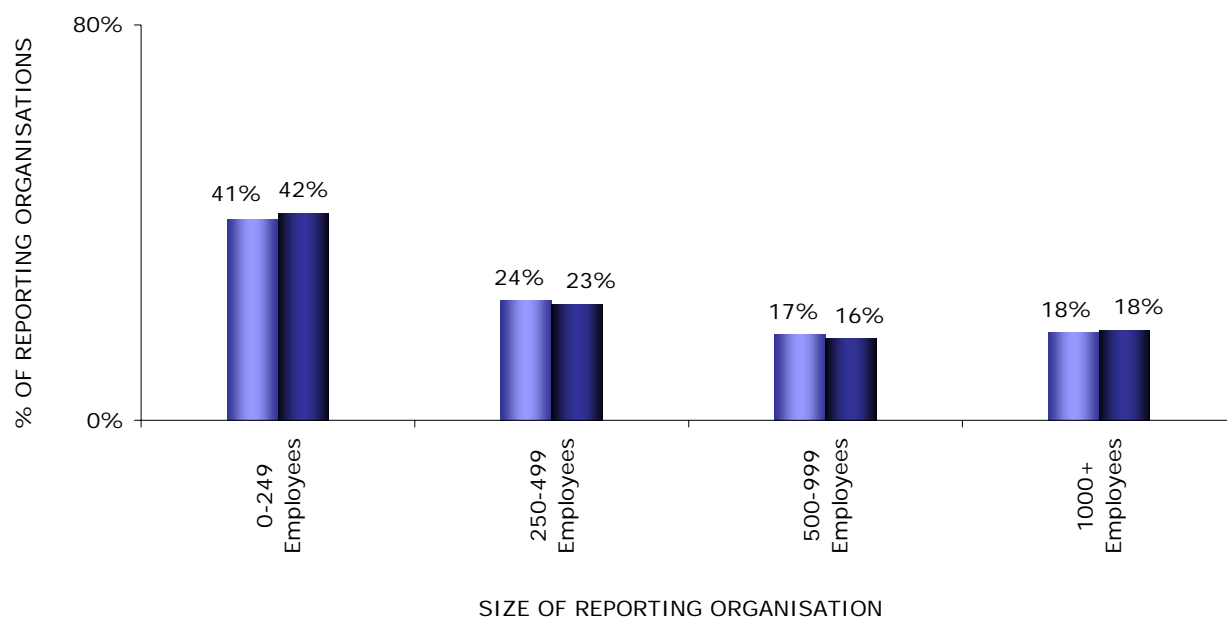
**Table A5** Comparison of 2005 surveyed organisations with all reporting organisations by ANZSIC industry classification

Industry	Percentage of surveyed organisations	Percentage of all reporting organisations	Number of surveyed organisations	Number of all reporting organisations
Agriculture, Forestry & Fishing	0.9%	1.0%	13	28
Mining	2.9%	2.6%	42	72
Manufacturing	29.1%	25.7%	420	700
Electricity, Gas & Water Supply	1.0%	0.8%	14	21
Construction	1.5%	2.5%	22	67
Wholesale Trade	3.3%	4.4%	47	120
Retail Trade	4.3%	6.8%	62	185
Accom, Cafes & Restaurants	4.1%	5.8%	59	159
Transport & Storage	4.3%	4.0%	62	108
Communication Services	2.1%	1.4%	30	38
Finance & Insurance	6.2%	5.3%	90	145
Property & Business Services	14.5%	12.1%	209	329
Defence	0.1%	0.1%	2	4
Education	10.5%	13.0%	152	354
Health & Community Services	10.9%	9.9%	157	268
Cultural & Recreational Services	2.7%	2.1%	39	56
Personal & Other Services	1.6%	2.4%	23	65
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>1443</b>	<b>2719</b>

## Appendix 6

### 2005 Survey Representativeness - Size

**Figure A6** Comparison of 2005 surveyed organisations with all reporting organisations by size category



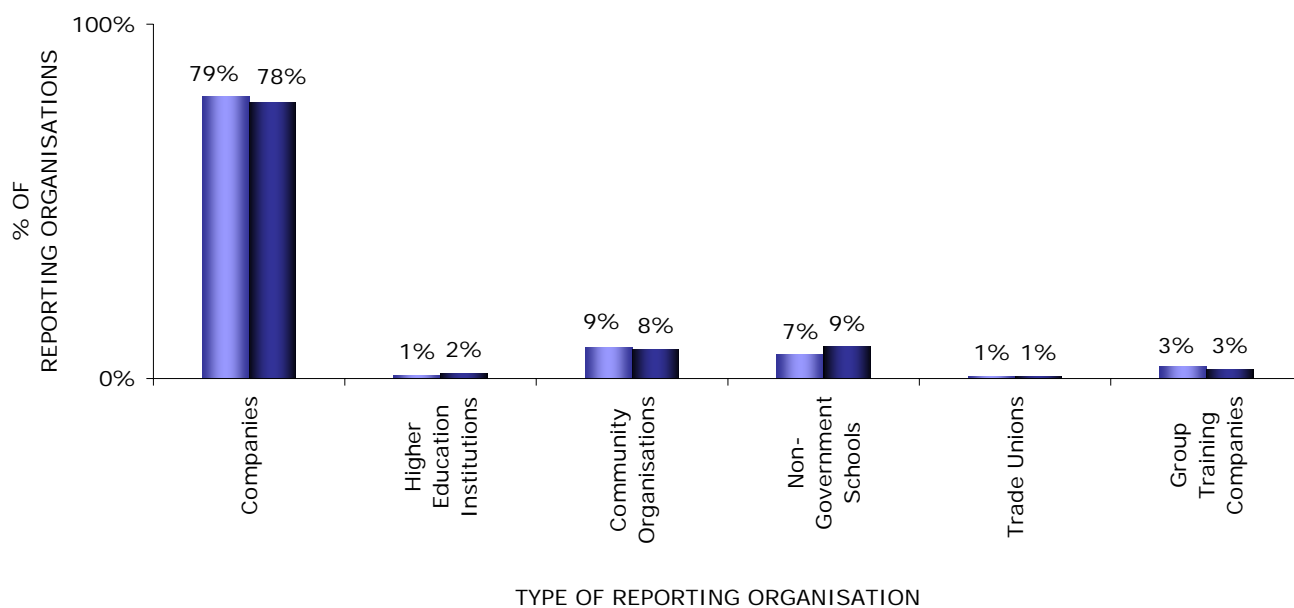
**Table A6** Comparison of 2005 surveyed organisations with all reporting organisations by size category

Type of reporting organisation	Percentage of surveyed organisations	Percentage of all reporting organisations	Number of surveyed organisations	Number of all reporting organisations
0-249 Employees	41%	42%	587	1134
250-499 Employees	24%	23%	350	637
500-999 Employees	17%	16%	250	447
1000+ Employees	18%	18%	256	493
<b>Total</b>	100%	100%	1443	2711
No size data available	-	-	0	8
<b>All reporting organisation</b>	-	-	-	2719

## Appendix 7

### 2005 Survey Representativeness - Type

**Figure A7** Comparison of 2005 surveyed organisations with all reporting organisations by type



**Table A7** Comparison of 2005 surveyed organisations with all reporting organisations by type

Type of reporting organisation	Percentage of surveyed organisations	Percentage of all reporting organisations	Number of surveyed organisations	Number of reporting organisations
Companies	79.5%	78.0%	1147	2120
Higher Education Institutions	1.0%	1.5%	14	41
Community Organisations	8.9%	8.2%	128	223
Non-Government Schools	6.7%	9.0%	97	246
Trade Unions	0.6%	0.7%	9	18
Group Training Companies	3.3%	2.6%	48	71
<b>All organisations</b>	<b>100%</b>	<b>100%</b>	<b>1443</b>	<b>2719</b>