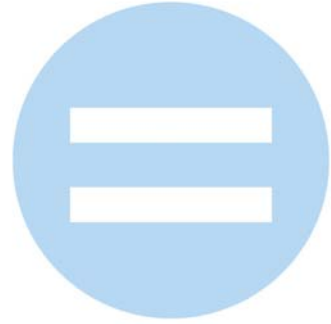


## Key Findings: 2008 EOWA Survey on Workplace Flexibility

- For the 2006-07 reporting year 2,478 organisations were registered to report to EOWA in total and 2,195 organisations participated in the survey, constituting a survey participation rate of 88.6% of all 2007 reporting organisations.
- Comparing the findings from the 2007 EOWA Survey on Workplace Flexibility with those from 2003, the provision of all forms of flexible working arrangements increased over the four-year period.
- The most significant increases for all staff were in the access to compressed hours and the ability to work from home, with increases since 2003 of 15% and 13.5% respectively, in the number of reporting organisations that now enable staff to utilise this condition
- Among all surveyed EOWA organisations, 95.1% reported that they currently have staff members who are working part-time hours. 58.1% of organisations have managers working part-time.
- Across EOWA organisations, 56.7% enable staff to work in job-share arrangements, however only 14.6% of organisations enable managers to job-share.
- The flexible working provisions most employees had access to were family and carer's leave, part-time work and flexible hours (with 96.6%, 95.1% and 87.5% of all staff in reporting organisations accessing these provisions respectively). The provision least accessed was child-care services and assistance, with only 11.8% of reporting organisations offering this provision.
- Across EOWA organisations, 56.7% enable staff to work in job-share arrangements, however only 14.6% of organisations enable managers to job-share.
- Overall, 87.5% of surveyed EOWA reporting organisations offer their employees flexible working hours.
- 58.5% of organisations say they have staff members who are working from home. 75.4% of organisations have managers who work some hours from home.
- 40% of organisations say they enable staff to work compressed hours. 27.1% of reporting organisations enable managers to work compressed hours.
- 96.6% of organisations say they provide employees with family and carer's leave, making family and carer's leave the most commonly offered flexible working arrangement across all employers surveyed.



- 48.9% of organisations say they provide paid maternity or primary carer's leave, this compares with 23.7% of organisations which provided paid maternity leave in 2001.
- The industries most likely to provide paid maternity leave were Education and Training (83.5% of employers); Electricity, Gas, Water and Waste Services (81.8%); and Financial and Insurance Services (74.8%), while the least likely are Accommodation and Food Services (13.1%); Retail Trade (14.7%); and Agriculture, Forestry and Fishing (17.9%).
- 38.5% of organisations say they provide paid paternity or secondary carer's leave, constituting 10% fewer organisations than those providing paid maternity or primary carer's leave. This figure compares with 32% of organisations offering the provision in 2005 and 15% of organisations that provided paid paternity leave in 2001.
- It was found that the most frequently used arrangements by working parents to care for children were flexible working hours and permanent part-time work, which were utilised by 41.2% and 25.3% of families respectively. Job-sharing and working from home were less commonly utilised, with 2.8% and 16.1% of families accessing these respectively
- Among EOWA reporting organisations, 11.8% say they provide employees with child-care services or assistance.
- Staff are more likely to have access to all flexible working arrangements than managers, with the one exception of the ability to work from home. While staff and managers are accessing child-care assistance, flexible hours and family and carer's leave in similar numbers, the largest differences were seen in access to compressed hours, job-sharing and part-time work, which staff are significantly more able to access than their managers.
- Compared to 2003, managers' access to all flexible working arrangements has increased in 2007. The greatest increase was seen in the provision of part-time work, which is being accessed by managers in 20.4% more organisations. The number of organisations providing managers' access to flexible hours and job-sharing has also increased significantly, by 15.2% and 14.1% respectively.
- Regarding most flexible working arrangements, the gap between managers' access and general staff members' access has narrowed, indicating that overall, managers are accessing flexibility more equitably in 2007, in relation to their colleagues at different levels within the workplace.