



Australian Government

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

Equal Opportunity for Women in the Workplace Survey 2004

Employer Assistance with Child Care

18 January 2006

Results of the 2004 annual
EOWA survey of reporting organisations

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1 Provision of Formal Employer Assistance with Child Care

Survey question: 'Does your organisation assist employees with any of the following formal types of child care?'

Figure 1 Percentage of surveyed EOWA reporting organisations providing formal assistance with child care

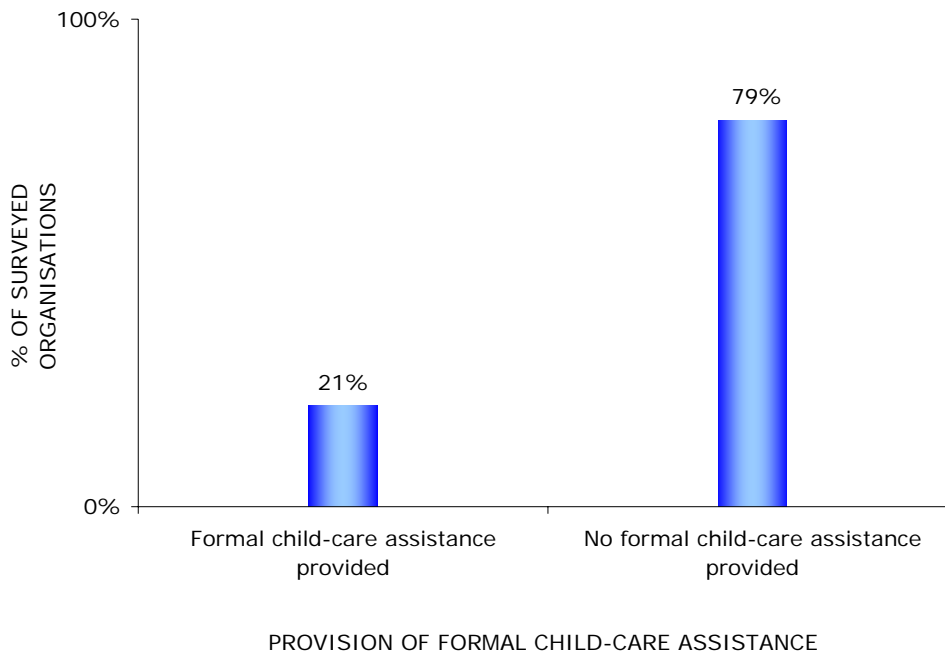


Table 1 Surveyed EOWA reporting organisations providing formal assistance with child care

Child-care assistance provided	Percentage of surveyed reporting organisations	Number of surveyed reporting organisations
Formal child-care assistance provided	21%	362
No formal child-care assistance provided	79%	1382
Total surveyed organisations	100%	1744

2 Provision of Formal and Informal Employer Assistance with Child Care

Survey questions: 'Does your organisation assist employees with any of the following formal types of child care?' and 'Do you provide any informal or information-based only child-care assistance?'

Figure 2 Percentage of surveyed EOWA reporting organisations providing formal assistance with child care or informal, information-based assistance only

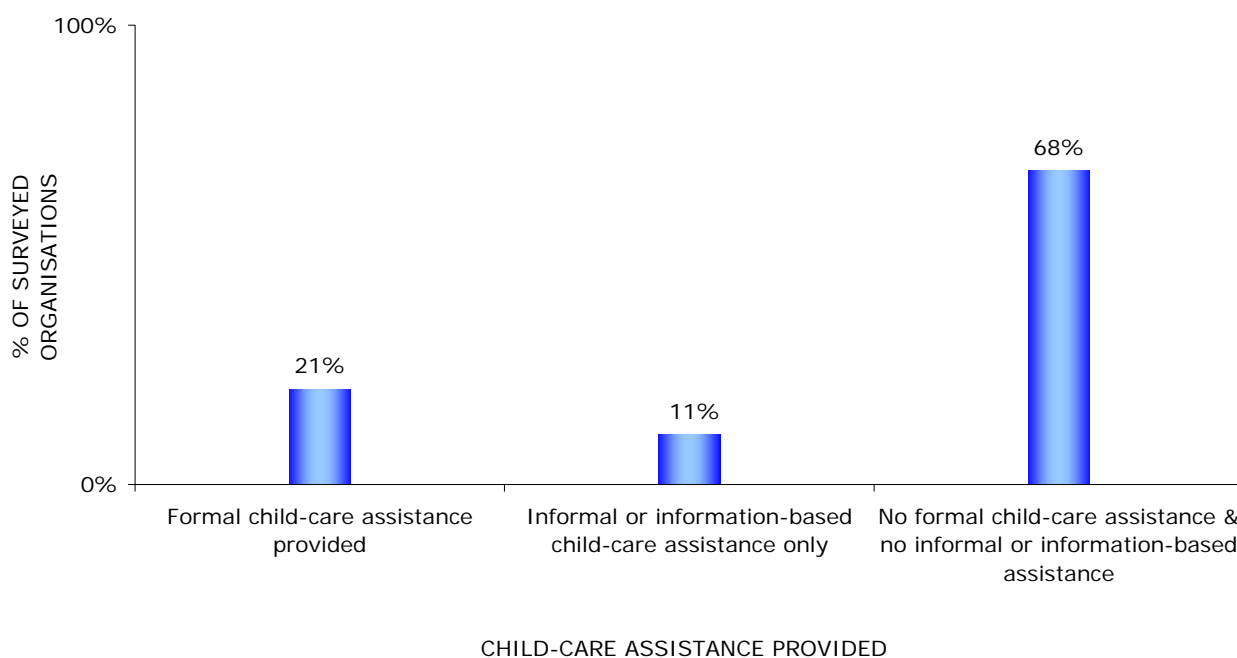


Table 2 Surveyed EOWA reporting organisations providing formal assistance with child care or informal, information-based assistance only

Level of child-care assistance provided	Percentage of surveyed reporting organisations	Number of surveyed reporting organisations
Formal child-care assistance provided	21%	362
Informal or information-based child-care assistance only	11%	190
No formal child-care assistance & no informal or information-based assistance	68%	1192
Total surveyed organisations	100%	1744

3 Types of Formal Employer Assistance with Childcare

Survey question: 'Does your organisation assist employees with any of the following formal types of child care?'

Figure 3 Percentage of surveyed EOWA reporting organisations providing formal assistance with child care, by type of assistance offered

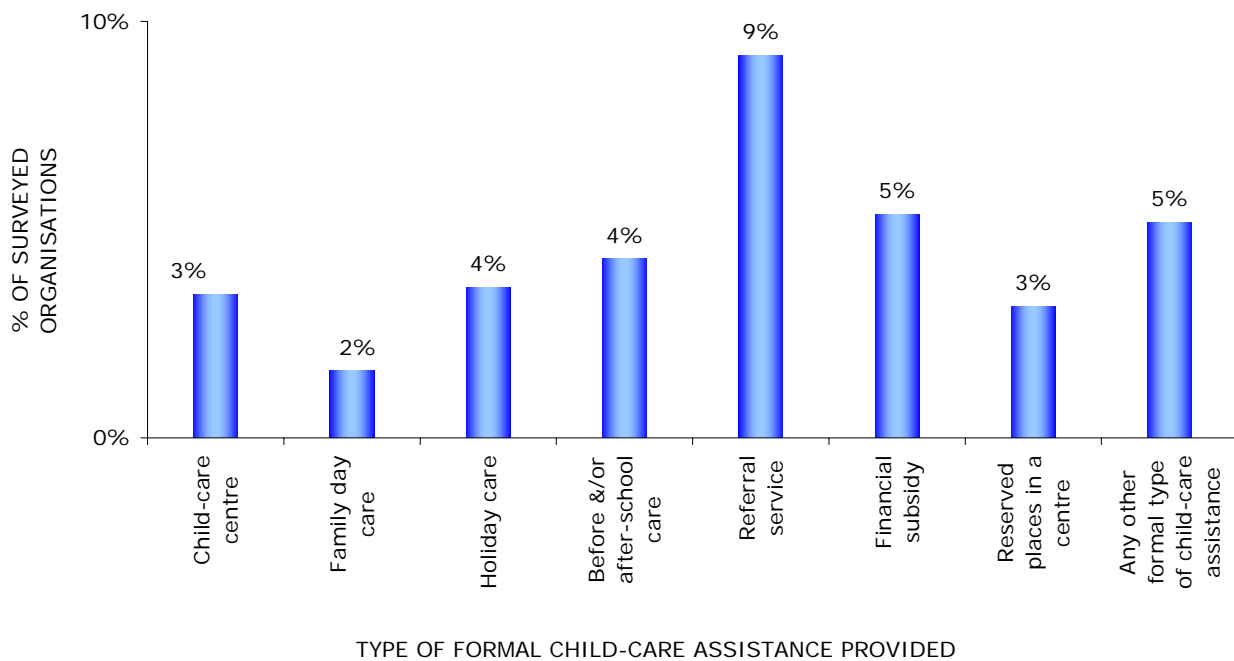


Table 3 Surveyed organisations providing assistance with child care, by type of assistance offered

Type of child-care assistance provided	Percentage of surveyed organisations providing assistance	Number of surveyed organisations providing assistance	Number of survey respondents (excludes 'don't know's')
Child-care centre	3%	60	1742
Family day care	2%	28	1741
Holiday care	4%	63	1740
Before &/or after-school care	4%	75	1742
Referral service	9%	159	1730
Financial subsidy	5%	93	1733
Reserved places in a centre	3%	55	1737
Any other formal type of child-care assistance	5%	90	1738
Total surveyed organisations	-	-	1744

4 Prevalence of Different Types of Formal Child-Care Assistance

Survey question: 'Does your organisation assist employees with any of the following formal types of child care?'

Figure 4 Prevalence of different types of formal child-care assistance amongst surveyed organisations providing formal child-care assistance

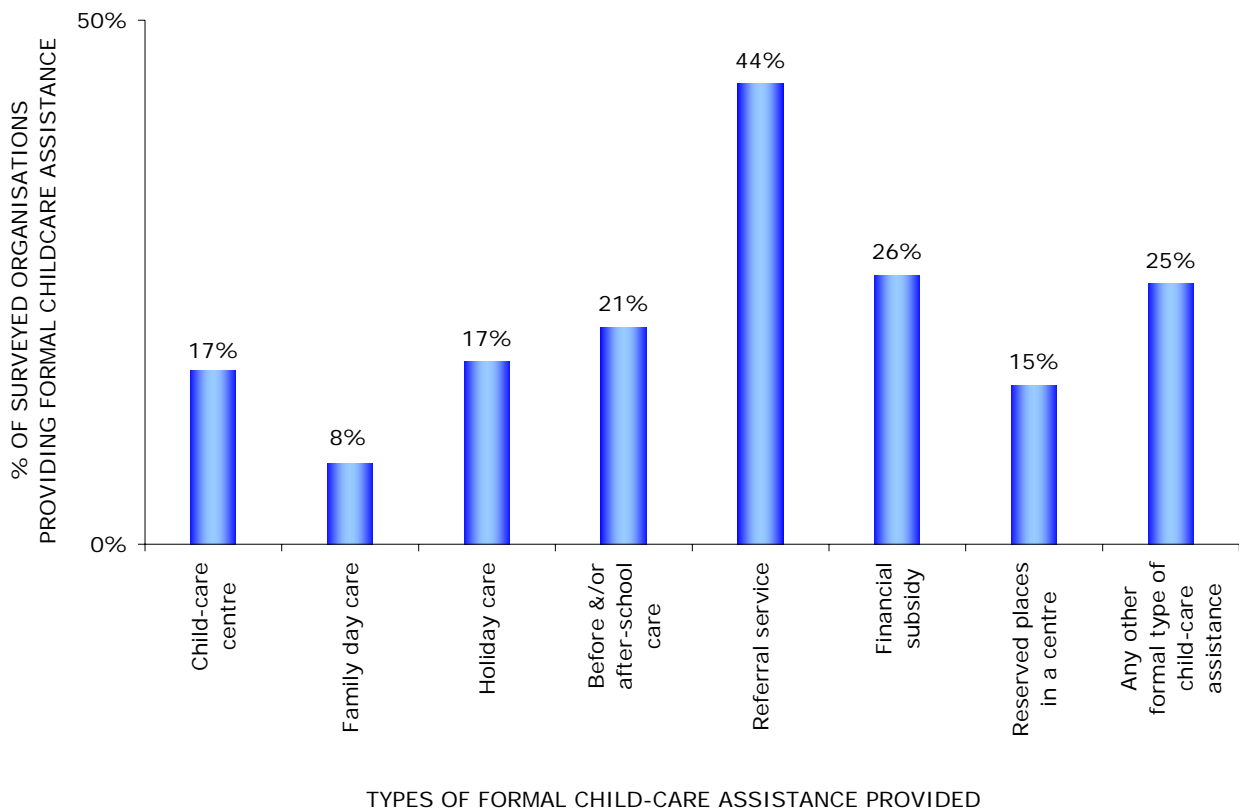


Table 4 Surveyed organisations providing assistance with child care, by type of assistance offered

Type of child-care assistance provided	Percentage of surveyed organisations which provide formal assistance	Number of surveyed organisations which provide formal assistance
Child-care centre	17%	60
Family day care	8%	28
Holiday care	17%	63
Before &/or after-school care	21%	75
Referral service	44%	159
Financial subsidy	26%	93
Reserved places in a centre	15%	55
Any other formal type of child-care assistance	25%	90
Sub-total: Surveyed organisations providing formal child-care assistance	100%	362
No formal child-care assistance provided	-	1382
Total: All surveyed organisations	-	1744

Appendix 1: 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 2004 survey data was collected as part of the annual report assessment process for the reporting year 1 April 2003 - 31 March 2004. The data was collected through telephone conversations between EOWA report assessors and reporting organisations between the months of May and September 2004.

2,535 organisations were registered to report to EOWA in 2004 at the time of analysis. In total, 1,744 organisations participated in the survey, comprising 69% of all reporting organisations in 2004.

The survey data contained in this publication represents the results of three questions from the 2004 survey (see Appendix 2), cross-analysed by organisations' report data. The online version of this report can be accessed on the EOWA website at www.eowa.gov.au

The 2004 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 2004 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.

Appendix 2: Survey Questions

2004 Survey Questions on Child Care

- 1 Does your organisation assist employees with any of the following formal types of child care?
- | | | | | |
|----|-----------------------------------------------------------------------------------------|-----|----|------------|
| a. | Childcare centre | Yes | No | Don't Know |
| b. | Family day care | Yes | No | Don't Know |
| c. | Holiday care | Yes | No | Don't Know |
| d. | Before &/or after-school care | Yes | No | Don't Know |
| e. | Referral service | Yes | No | Don't Know |
| f. | Financial subsidy | Yes | No | Don't Know |
| g. | Reserved places in a centre | Yes | No | Don't Know |
| h. | Any other formal type of childcare assistance not mentioned?
(Record details): _____ | Yes | No | Don't Know |
- 2 Do you provide any informal or information-only based child-care assistance?
- Yes
 - No
 - Don't Know