



Working with employers to advance women and business

Work Life Flexibility Survey 2003

Paid Maternity Leave Survey Results

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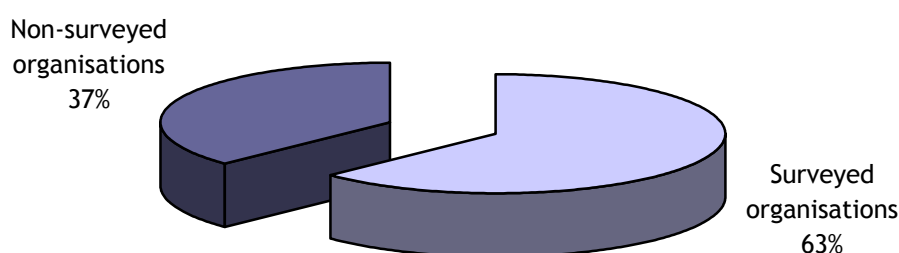
EOWA Work Life Flexibility Survey 2003

1 Total Sample Size

A total of 1595 organisations were surveyed by EOWA on their paid maternity leave provisions, retention rates, flexible working arrangements and attitudes to managers working part-time. This represents 63% of all organisations due to report to EOWA in 2003.

At the time of analysis, the number of organisations that were due to report to EOWA in 2003 was 2,536, and the total number of organisations registered with EOWA as covered by the Act was 2,735. However, 199 of these had been previously 'waived' from the requirement to report in 2003, and were therefore not included in the 2003 survey.

Survey Sample as a Percentage of Organisations Reporting to EOWA in 2003



Organisations Registered with EOWA in 2003	%	No. of Orgs
Organisations that reported EOWA in 2003	93%	2,536
Organisations Waived from reporting to EOWA in 2003	7%	199
Total organisations registered with EOWA in 2003	100%	2,735

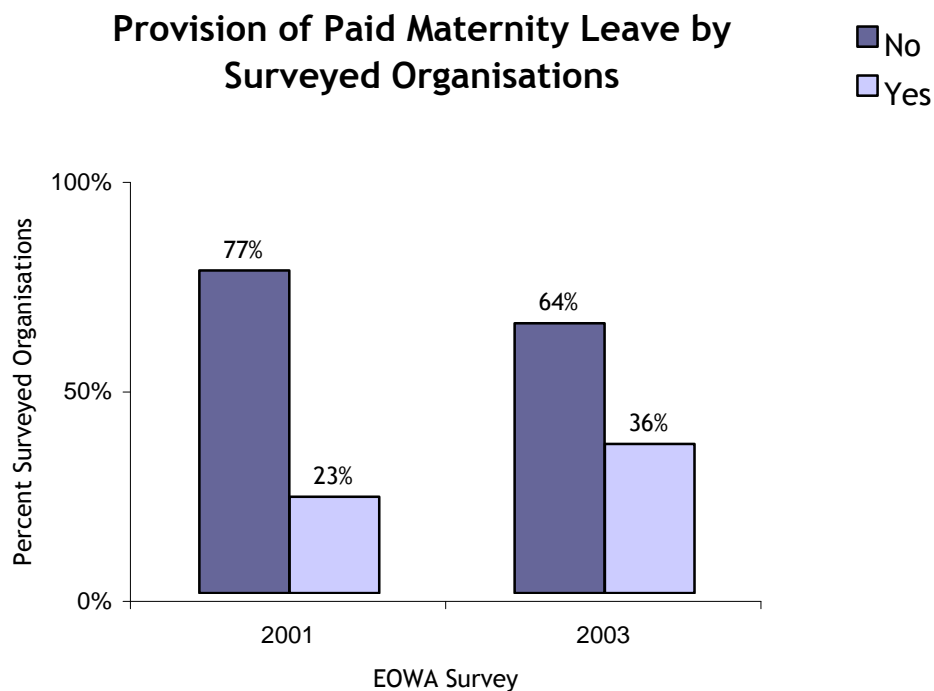
Survey Response Rate	%	No. of Orgs
Surveyed organisations	63%	1,595
Non-surveyed organisations*	37%	941
Total organisations reporting to EOWA in 2003	100%	2,536

* Non-surveyed organisations were either uncontactable by telephone or declined to participate.

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2 Provision of Paid Maternity Leave

36% (553) of surveyed reporting organisations said they provide paid maternity leave. This represents a 55% increase on the 2001 survey figure of 23%*.



SURVEY QUESTION: Does your company provide paid maternity leave?	2001		2003		% Increase / Decrease
	Percent	Number	Percent	Number	
Yes	23%	445	36%	553	55%
No	77%	1,490	64%	1,001	-16%
Total Positive Responses	100%	1,935	100%	1,554	-
Don't Know	-	169	-	41	-
Total Surveyed Organisations	-	2,104	-	1,595	-

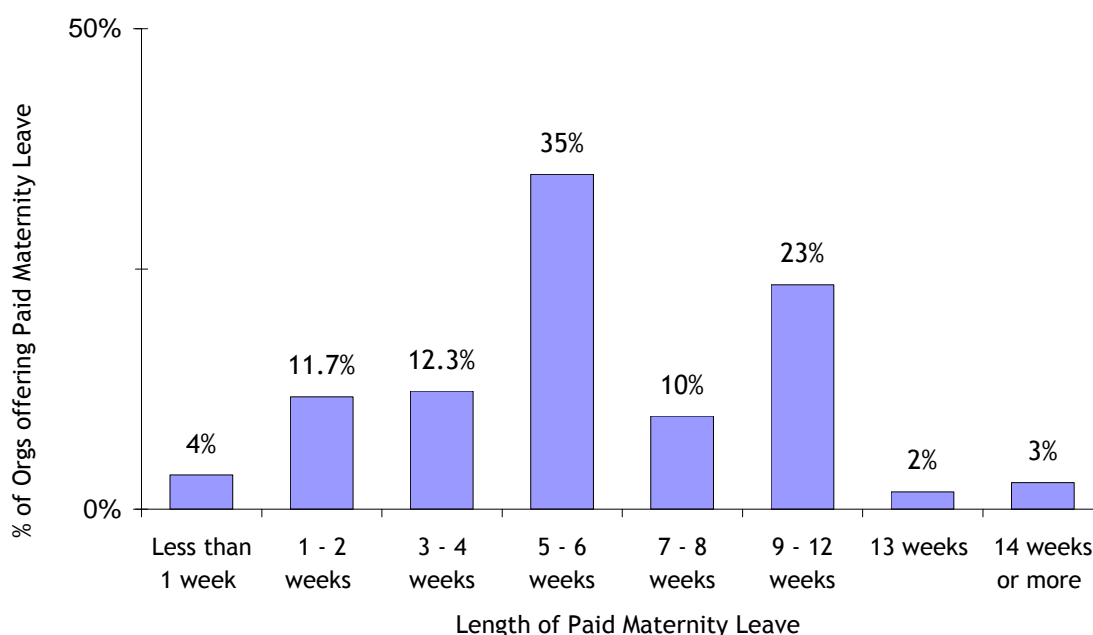
* The 2001 survey also asked about paid paternity leave, and found that 24% (459) of surveyed organisations provided paid maternity and/or paid paternity leave. The figure of 24% is the more commonly known result of the 2001 survey.

3 Length of Paid Maternity Leave Offered

The majority of organisations (72%) providing paid maternity leave said they offered it for at least 5 weeks.

The most popular lengths for paid maternity leave were 5-6 weeks (35%) and 9-12 weeks (23%).

Length of Paid Maternity Leave Offered



Number of weeks' paid maternity leave provided	Number of organisations	Percent of organisations
Less than 1 week	18	4%
1 - 2 weeks	59	11.7%
3 - 4 weeks	62	12.3%
5 - 6 weeks	176	35%
7 - 8 weeks	49	10%
9 - 12 weeks	118	23%
13 weeks	9	2%
14 weeks or more	14	3%
Sub-total	505	100%
Don't know / No response	48	
Total Organisations offering Paid ML	553	

4 Paid Maternity Leave by Sector

The survey results show that reporting organisations in industry sectors with a high proportion of women employees, or which formerly or currently have a high degree of government involvement, are more likely to offer paid maternity leave than organisations in sectors that have traditionally been male-dominated or which have a highly casualised workforce.*



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4 Paid Maternity Leave by Sector continued...

Industry Sector	Offer Paid Maternity Leave		No Paid Maternity Leave		Number of Organisations
Defence**	1	100%	0	0%	1
Electricity, Gas & Water Supply	13	72%	5	28%	18
Education	125	71%	50	29%	175
Communication Services	15	58%	11	42%	26
Finance & Insurance	38	45%	47	55%	85
Health & Community Services	73	43%	96	57%	169
Mining	10	42%	14	58%	24
Personal & Other Services	18	41%	26	59%	44
Cultural & Recreational Services	11	35%	20	65%	31
Property & Business Services	65	32%	140	68%	205
Manufacturing	137	30%	322	70%	459
Transport & Storage	9	20%	36	80%	45
Wholesale Trade	11	21%	42	79%	53
Construction	7	19%	30	81%	37
Retail Trade	12	17%	59	83%	71
Agriculture, Forestry & Fishing	3	13%	21	88%	24
Accommodation, Cafes & Restaurants	5	6%	82	94%	87
Sub-total	553	36%	1001	64%	1554
Don't know / No response					41
Total Surveyed Organisations					1595

* Due to the small sample size of surveyed organisations at an industry sector level, caution should be exercised in extrapolating from these results to the availability of paid maternity leave by sector Australia-wide.

** The Defence sector is excluded from the graph as the survey sample consists of only one organisation.

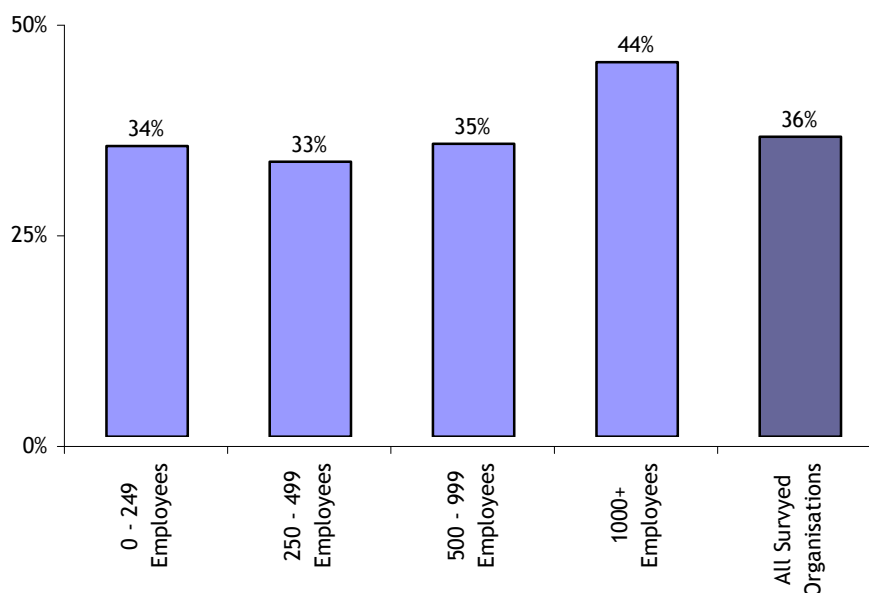
5 Paid Maternity Leave by Organisation Size

The results indicate that larger reporting organisations are more likely to provide paid maternity leave than smaller ones, and that this trend has become more pronounced since 2001.

In 2003, 44% of surveyed organisations with over 1000 employees offer paid maternity leave, in contrast to 34% of organisations with less than 1000 employees.

This compares with 38% of 1000-plus employee organisations and 39% of organisations with less than 1000 employees in the 2001 EOWA survey.

Paid Maternity Leave by Organisational Size

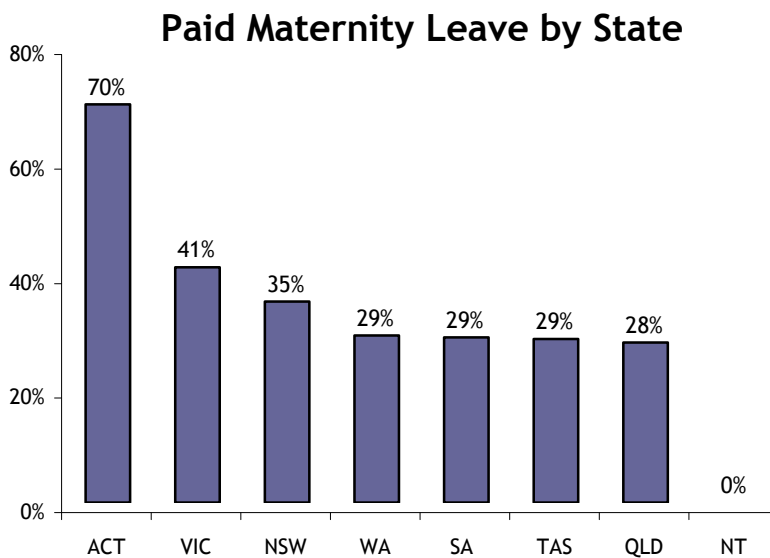


Organisation Size	Offer Paid Maternity Leave		No Paid Maternity Leave		Number of Organisations
0 - 249 Employees	227	34%	431	66%	658
250 - 499 Employees	124	33%	256	67%	380
500 - 999 Employees	98	35%	184	65%	282
1000+ Employees	104	44%	130	56%	234
Sub-total	553	36%	1001	64%	1554
Don't know / No response					41
Total					1595

6 Paid Maternity Leave by State

Analysis of the survey data by state reveals that reporting organisations from states with a higher concentration of government or industry activity appear more likely to offer paid maternity leave.*

A higher proportion of surveyed reporting organisations from Victoria offer paid maternity leave (41%) than do organisations from New South Wales (35%).

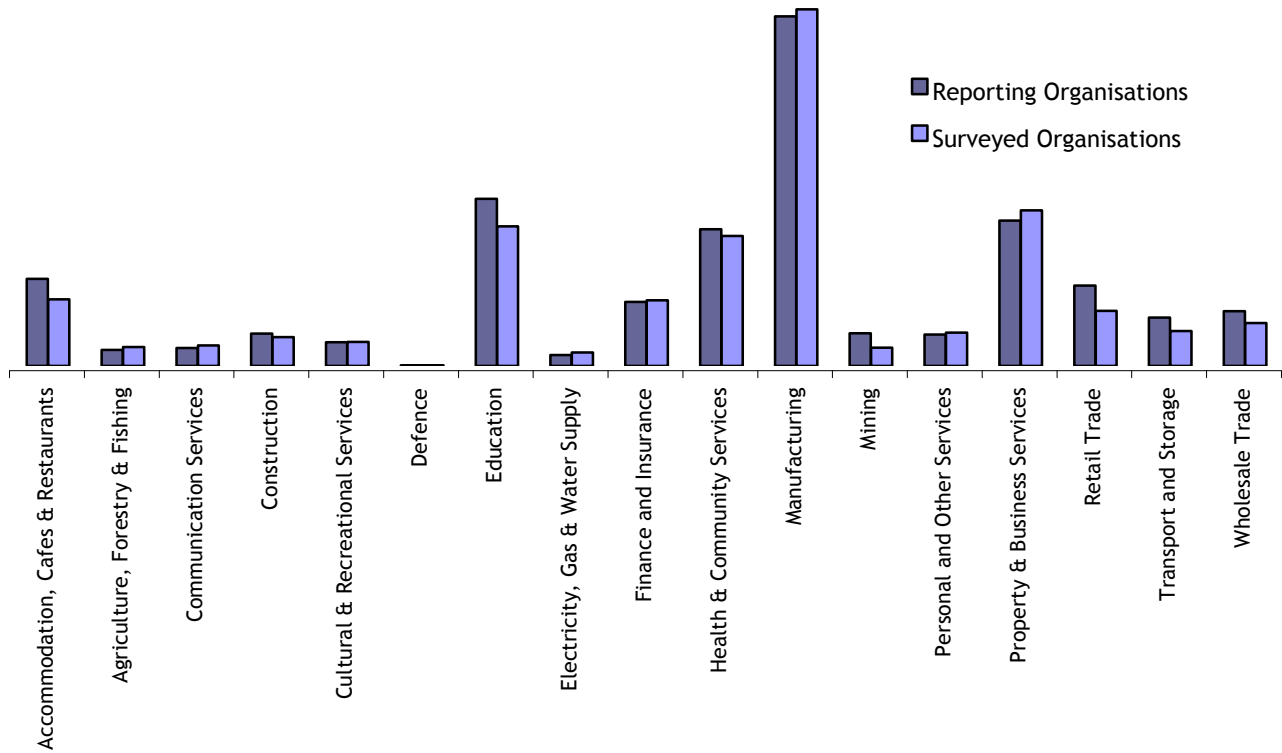


State of Organisation	Offer Paid Maternity Leave		No Paid Maternity Leave		Number of Organisations
	Count	Percentage	Count	Percentage	
ACT	16	70%	7	30%	23
VIC	187	41%	268	59%	455
NSW	230	35%	425	65%	655
WA	28	29%	68	71%	96
SA	32	29%	79	71%	111
TAS	6	29%	15	71%	21
QLD	54	28%	139	72%	193
NT	0	0%	0	0%	0
Sub-total	553	36%	1001	64%	1554
Don't know / No response					41
Total Organisations					1595

* Due to the small sample size of surveyed organisations at a state level, caution should be exercised in extrapolating from these results to the availability of paid maternity leave by state Australia-wide.

7 EOWA 2003 Survey Representativeness

**Comparison by Sector of the Surveyed Organisations
against All Reporting Organisations**



Comparison of Survey Sample Industry Break-down with All Reporting Organisations	Reporting Organisations		Surveyed Organisations		Difference
	Percent	Number	Percent	Number	Percent
Accommodation, Cafes & Restaurants	7.2%	183	5.5%	88	-1.7%
Agriculture, Forestry & Fishing	1.3%	34	1.6%	25	0.2%
Communication Services	1.5%	38	1.7%	27	0.2%
Construction	2.7%	68	2.4%	38	-0.3%
Cultural & Recreational Services	2.0%	50	2.0%	32	0.0%
Defence	0.0%	1	0.1%	1	0.0%
Education	13.9%	352	11.6%	185	-2.3%
Electricity, Gas & Water Supply	0.9%	23	1.1%	18	0.2%
Finance and Insurance	5.3%	135	5.5%	87	0.1%
Health & Community Services	11.4%	288	10.8%	172	-0.6%
Manufacturing	29.0%	736	29.6%	472	0.6%
Mining	2.7%	69	1.5%	24	-1.2%
Personal and Other Services	2.6%	66	2.8%	44	0.2%
Property & Business Services	12.1%	306	12.9%	206	0.8%
Retail Trade	6.7%	169	4.6%	73	-2.1%
Transport and Storage	4.0%	102	2.9%	46	-1.1%
Wholesale Trade	4.5%	115	3.6%	57	-1.0%
Total	100%	2735	100%	1595	

8 Technical Notes

1. The *Equal Opportunity for Women in the Workplace Act 1999* requires private sector organisations with over 100 employees to provide an annual report on the equal opportunity programs within their workplace. The Equal Opportunity for Women in the Workplace Agency (EOWA) is responsible for assessing these reports.

2,536 organisations were registered as reporting to EOWA in 2003, as at the time of analysis.

2. The survey data on paid maternity leave was collected as part of the annual reporting process. The information was collected through telephone conversations between EOWA report assessors and the reporting organisations.

1,595 organisations were surveyed, comprising 63% of all reporting organisations in 2003.