



Australian Government

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

Equal Opportunity for Women in the Workplace Survey 2004

Paid Maternity Leave

August 2005

Results of the 2004 Annual
EOWA survey of reporting organisations

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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.

2,712 organisations were registered with EOWA in 2003-04, with 2,535 organisations due to submit Equal Opportunity Compliance reports to EOWA in May 2004. 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 the 2004 survey questions 1-4 (see Appendix), 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 survey results for the remaining questions will be published later in 2005.

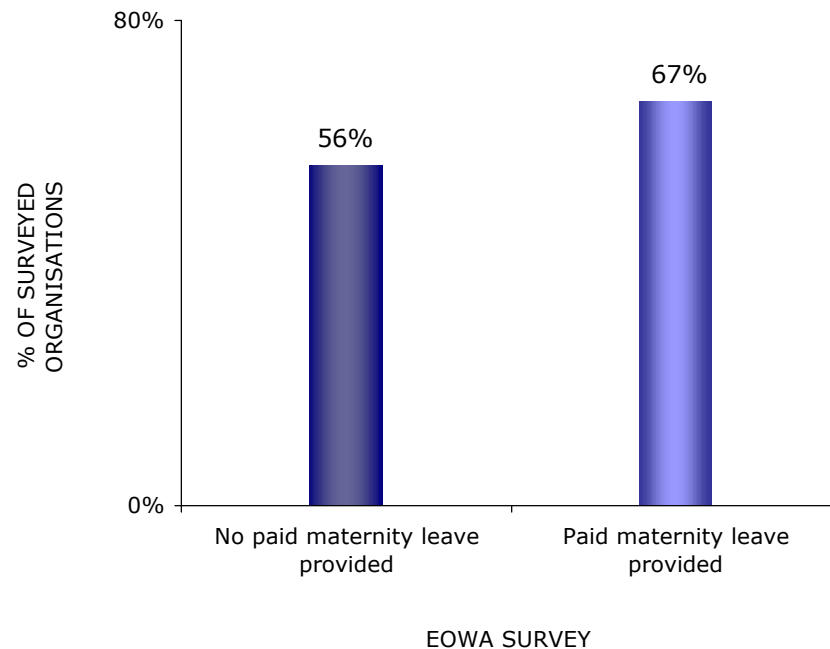
The 2004 survey has been approved by the Commonwealth Government Statistical Clearing House. The approval number is 01186-02. You may phone the Statistical Clearing House on (02) 6252 5285 to verify the approval number.

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.

1 Paid Maternity Leave and Employees' Return from Maternity Leave

Results of the 2003 EOWA survey of reporting organisations in response to the question, 'Does your organisation provide paid maternity leave?', cross-analysed by organisations' snapshot* retention rate of female employees that have taken maternity leave.

Figure 1 Maternity leave snapshot retention rates by provision of paid maternity leave



* Snapshot or point-in-time retention rate calculated by dividing the total number of women who commenced (any form of) maternity leave in the last 12 months before the time of survey by the number of women who had returned to work from (any form of) maternity leave in the same period. See the appendix to view the survey questions from which this data was collected (Questions 3, 4 and 5).

Table 1 Maternity leave snapshot retention* rates by provision of paid maternity leave: Average point-in-time retention rate of women commencing or returning from maternity leave within a 12-month period for surveyed reporting organisations with and without paid maternity leave (2003 EOWA survey results)

Provision of Paid Maternity Leave	Maternity leave snapshot retention rate*	Number of women commencing any form of maternity leave**	Number of women returning to work from any form of maternity leave	Number of women who left the organisation following maternity leave	Number of respondent organisations	Total number of surveyed organisations
No paid maternity leave provided	56%	2,302	1,293	403	484	1001
Paid maternity leave provided	67%	3,166	2,109	411	274	553
Don't Know	44%	73	32	7	21	41
Total	62%	5,541	3,434	821	779	1595

* Snapshot or point-in-time retention rate calculated by dividing the total number of women who commenced (any form of) maternity leave in the last 12 months before the time of survey by the number of women who had returned to work from (any form of) maternity leave in the same period. See the appendix to view the survey questions from which this data was collected (Questions 3, 4 and 5).

**The total number of women commencing maternity leave is greater on average for organisations with paid maternity leave than for organisations without. This reflects a number of factors, including that reporting organisations with paid maternity leave are generally larger than organisations without this leave. In 2003, surveyed reporting organisations with paid maternity leave had on average 2294 employees, compared with 1267 for organisations without paid maternity leave. Surveyed reporting organisations with paid maternity leave also had a slightly higher proportion of women in their workforce, 48%, compared with 46% for organisations without paid maternity leave. Other contributing factors could include

2 2004 Provision of Paid Maternity Leave

Results of the 2004 EOWA annual survey of reporting organisations in response to the question, 'Does your organisation provide paid maternity leave?'

Figure 2 Percentage of surveyed EOWA reporting organisations answering 'yes' or 'no'

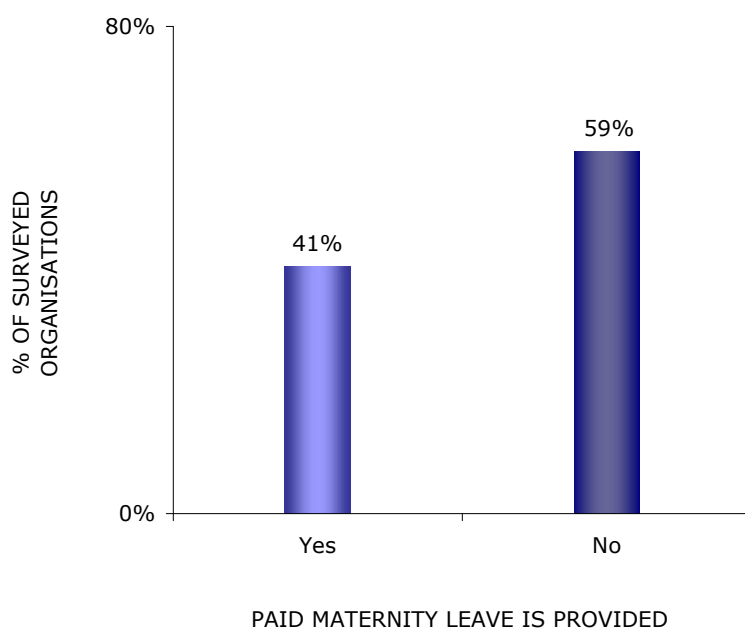


Table 2 Provision of paid maternity leave by surveyed EOWA reporting organisations

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	40.6%	699	-
No	59.4%	1024	-
Sub-total	100.0%	1723	-
Don't know	-	21	-
Total	-	1744	2712

3 Provision of Paid Maternity Leave - Trend Data

Results of the 2001, 2003 and 2004 EOWA annual surveys of reporting organisations, in response to the question, 'Does your organisation provide paid maternity leave?'

Figure 3 Provision of paid maternity leave by surveyed EOWA reporting organisations in 2001, 2003 and 2004

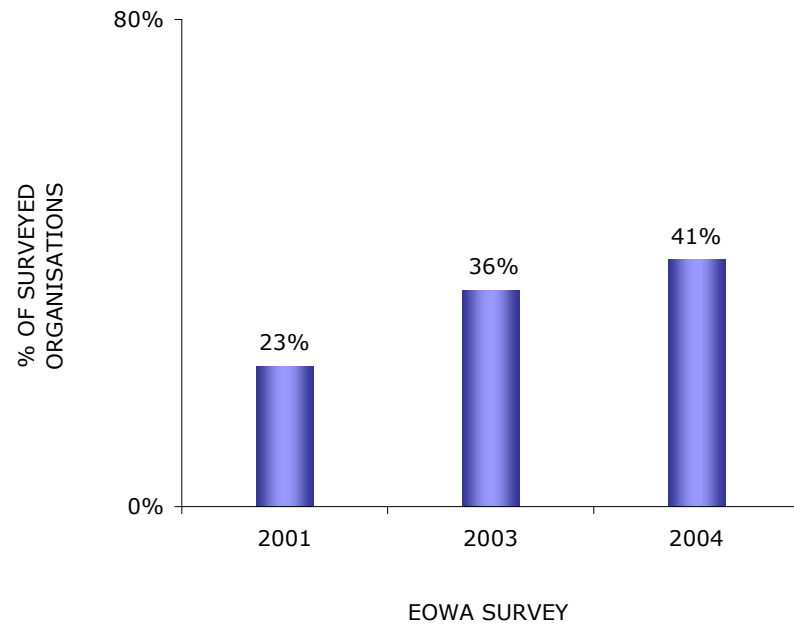


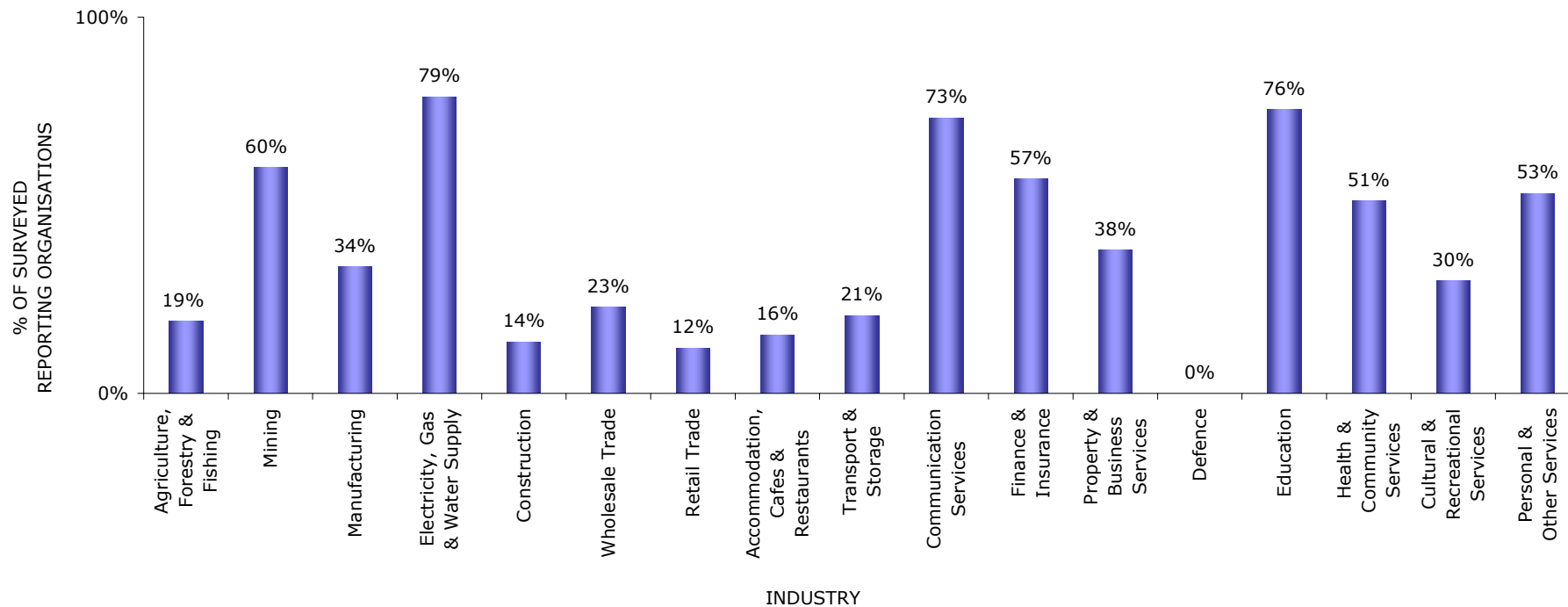
Table 3 Percentage of surveyed EOWA reporting organisations providing paid maternity leave in 2001, 2003 and 2004

Responses of surveyed organisations to the question, 'Does your organisation provide paid maternity leave?'	2001			2003			2004		
	% of surveyed reporting organisations	No. of surveyed reporting organisations	Total no. of reporting organisations	% of surveyed reporting organisations	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	23.0%	445	-	35.6%	553	-	40.6%	699	-
No	77.0%	1476	-	64.4%	1001	-	59.4%	1024	-
Sub-total	100.0%	1935	-	100.0%	1554	-	100.0%	1723	-
Don't know	-	169	-	-	41	-	-	21	-
Total	-	2104	2541	-	1595	2744	-	1744	2712

4 Paid Maternity Leave by Industry

Results of the 2004 EOWA survey of reporting organisations in response to the question, 'Does your organisation provide paid maternity leave?'

Figure 4 Percentage of respondent organisations answering 'yes', by ANZSIC industry classification



Note: Due to the small number of surveyed reporting organisations in some industry categories, caution should be exercised in extrapolating from these results to all medium-to-large employers Australia-wide. Please see the accompanying data table for details.

Table 4 Paid maternity leave by industry: percentage of surveyed reporting organisations providing paid maternity leave by ANZSIC industry classification

Industry	Percentage of respondent organisations providing paid maternity leave	Number of survey respondents (excludes 'don't know' responses)	Total number of surveyed reporting organisations	Total number of reporting organisations
Agriculture, Forestry & Fishing	19.2%	26	26	32
Mining	60.0%	45	45	75
Manufacturing	33.6%	443	446	707
Electricity, Gas & Water Supply	78.9%	19	19	25
Construction	13.7%	51	52	61
Wholesale Trade	23.0%	61	64	113
Retail Trade	12.1%	99	102	167
Accommodation, Cafes & Restaurants	15.6%	96	98	173
Transport & Storage	20.8%	53	53	106
Communication Services	73.3%	30	30	36
Finance & Insurance	57.0%	100	100	141
Property & Business Services	38.2%	233	233	334
Defence	0.0%	1	1	1
Education	75.5%	184	191	350
Health & Community Services	51.3%	195	197	268
Cultural & Recreational Services	30.0%	40	40	59
Personal & Other Services	53.2%	47	47	64
Total	40.6%	1723	1744	2712

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

5 Paid Maternity Leave by State

Results of the 2004 EOWA survey of reporting organisations in response to the question, 'Does your organisation provide paid maternity leave?'

Figure 5 Percentage of respondent organisations answering 'yes', by state

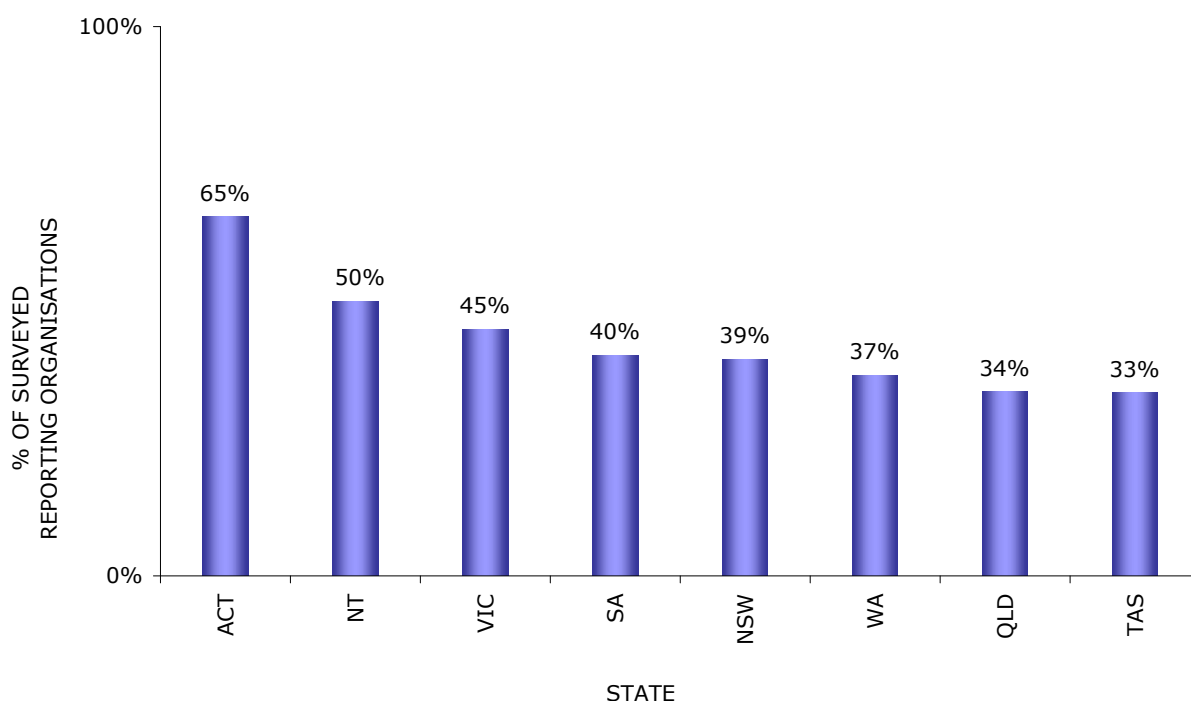


Table 5 Paid maternity leave by state: percentages of surveyed reporting organisations providing paid maternity leave by state

State	Percentage of respondent organisations providing paid maternity leave	Number of survey respondents (excludes 'don't know' responses)	Total number of surveyed reporting organisations	Total number of reporting organisations
ACT	65.4%	26	26	35
NT	50.0%	8	9	17
VIC	44.9%	510	513	774
SA	40.2%	117	118	176
NSW	39.4%	720	731	1143
WA	36.5%	115	119	176
QLD	33.5%	197	198	343
TAS	33.3%	30	30	48
Total	40.6%	1723	1744	2712

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

6 Paid Maternity Leave by Organisational Size

Results of the 2004 EOWA survey of reporting organisations in response to the question, 'Does your organisation provide paid maternity leave?'

Figure 6 Percentage of organisations answering 'yes', by size category based on number of employees



Table 6 Paid maternity leave by organisational size: percentage of surveyed reporting organisations providing paid maternity leave according to organisations' number of employees

Organisational size by employee number	Percentage of respondent organisations providing paid maternity leave	Number of survey respondents (excludes 'don't know' responses)	Total number of surveyed reporting organisations	Total number of reporting organisations
0-249	38.5%	720	729	1141
250-499	36.7%	444	448	652
500-999	41.7%	288	291	429
1000+	51.5%	270	275	483
Sub-total	-	1722	1743	2705
No data	-	1	1	7
Total	40.6%	1723	1744	2712

7 Paid Maternity Leave by Organisational Type

Results of the 2004 EOWA survey of reporting organisations in response to the question, 'Does your organisation provide paid maternity leave?'

Figure 7 Percentage of organisations answering 'yes', by organisational type

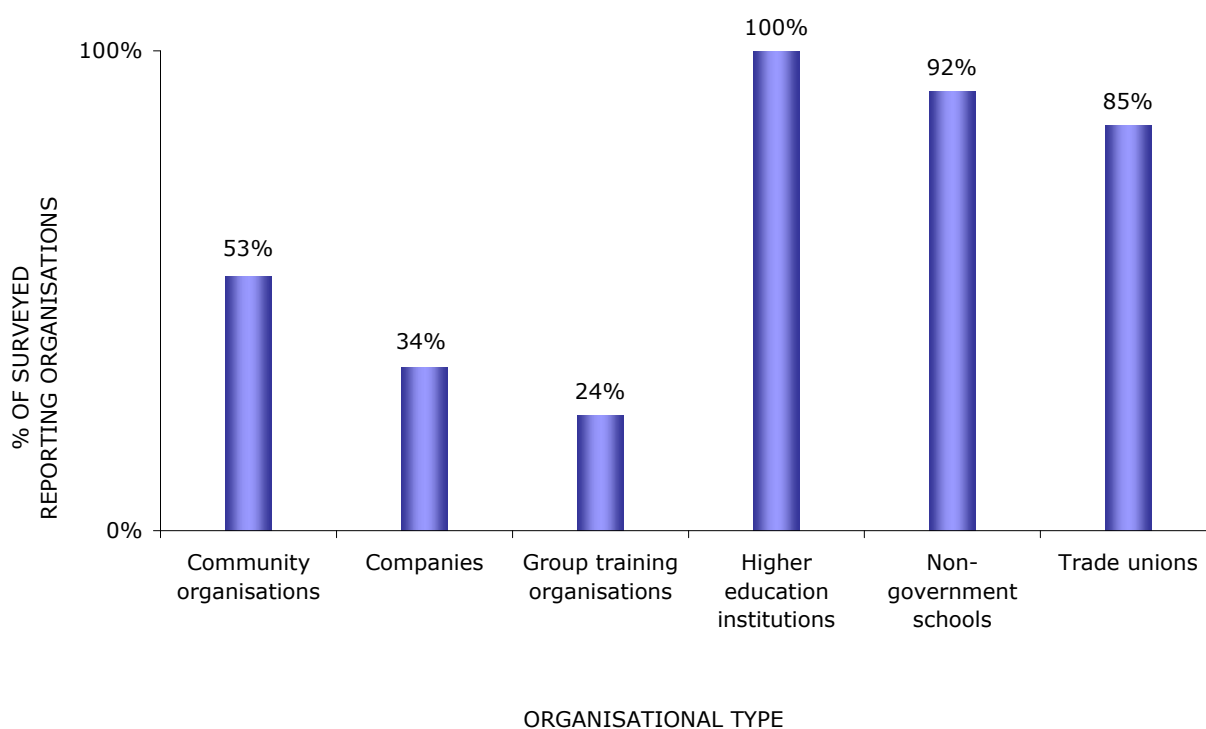


Table 7 Paid maternity leave by organisational size: percentage of surveyed reporting organisations providing paid maternity leave according to organisational type

Organisational type	Percentage of respondent organisations providing paid maternity leave	Number of survey respondents (excludes 'don't know' responses)	Total number of surveyed reporting organisations	Total number of reporting organisations
Community organisations	53.0%	168	168	227
Companies	34.1%	1353	1367	2116
Group training organisations	24.1%	54	57	68
Higher education institutions	100.0%	15	15	41
Non-government schools	91.7%	120	124	242
Trade unions	84.6%	13	13	18
Total	40.6%	1723	1744	2712

8 Paid Maternity Leave by Workforce Gender

Results of the 2004 EOWA survey of reporting organisations in response to the question, 'Does your organisation provide paid maternity leave?'

Figure 8 Percentage of organisations answering 'yes', by gender composition of workforce

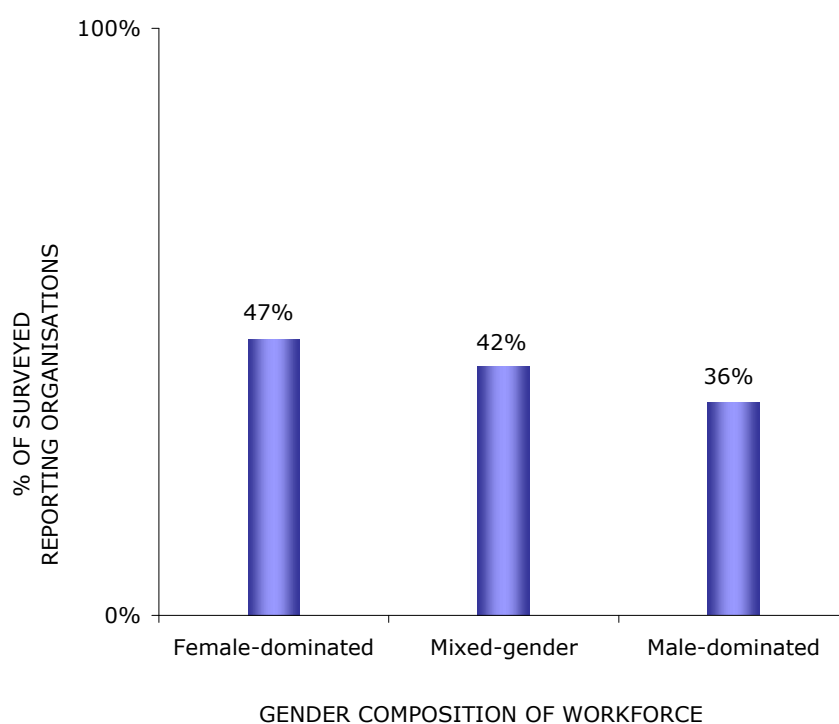


Table 8 Paid maternity leave by workforce gender: percentage of surveyed reporting organisations providing paid maternity leave according to organisations' predominant workforce gender composition

Workforce gender composition*	Percentage of respondent organisations providing paid maternity leave	Number of survey respondents (excludes 'don't know' responses)	Total number of surveyed reporting organisations	Total number of reporting organisations
Female-dominated	47.1%	467	474	664
Mixed-gender	42.5%	433	437	670
Male-dominated	36.3%	753	763	1079
Sub-total	-	1653	1674	2413
No data	-	70	70	299
Total	40.6%	1723	1744	2712

* Female-dominated: more than 60% female workforce; male-dominated: more than 60% male workforce; mixed gender: 40-60% of either gender.

9 Paid Maternity Leave by Organisations' Advancement of Women into Management

Results of the 2004 EOWA survey of reporting organisations in response to the question, 'Does your organisation provide paid maternity leave?'

Figure 9 Percentage of organisations within each quartile answering 'yes', with quartile ranking based on organisations' proportion of women in management

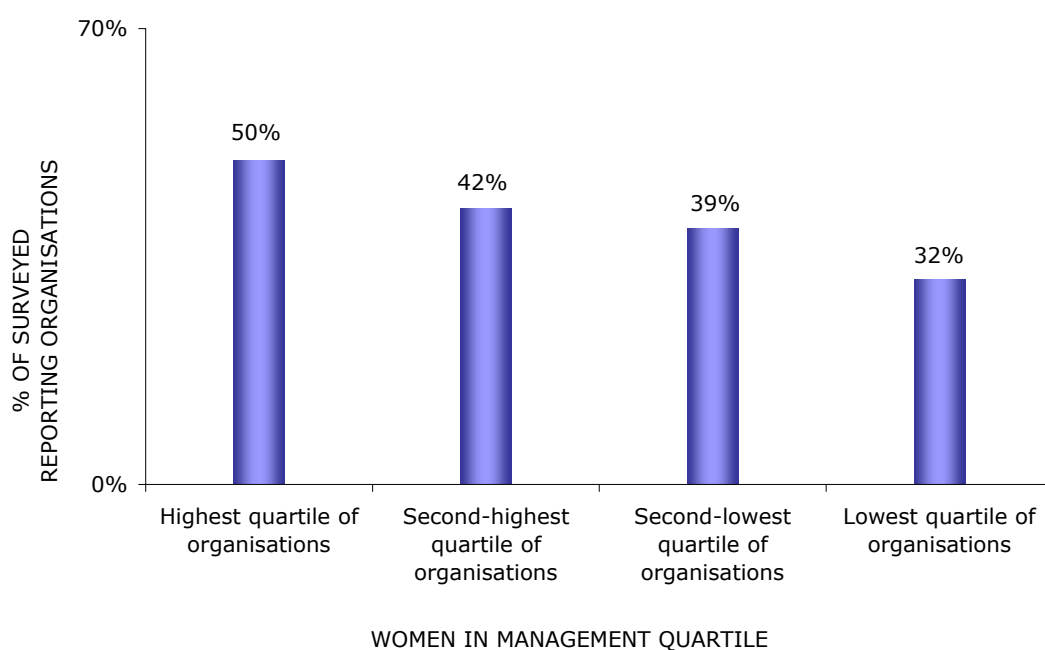


Table 9 Paid maternity leave by organisations' advancement of women into management: percentage of surveyed reporting organisations that provide paid maternity leave within each quartile of organisations, which have been ranked according to their proportion of women in management

Organisations ranked and grouped by quartile based on their percentage of women in management	Percentage of respondent organisations providing paid maternity leave	Number of survey respondents (excludes 'don't know' responses)	Total number of surveyed reporting organisations	Total number of reporting organisations
Highest quartile of organisations	49.8%	424	431	603
Second-highest quartile of organisations	42.4%	420	426	602
Second-lowest quartile of organisations	39.4%	396	399	603
Lowest quartile of organisations	31.6%	411	416	603
Sub-total	-	1651	1672	2411
No gender mgmt data	33.3%	72	72	301
Total	40.6%	1723	1744	2712

10 Access to Paid Maternity Leave

Results of the 2004 EOWA survey of reporting organisations in response to the question, 'Is this [paid maternity leave] available to all of your female employees, including casuals?'

Figure 10 Percentage of surveyed EOWA reporting organisations answering 'yes' or 'no'.

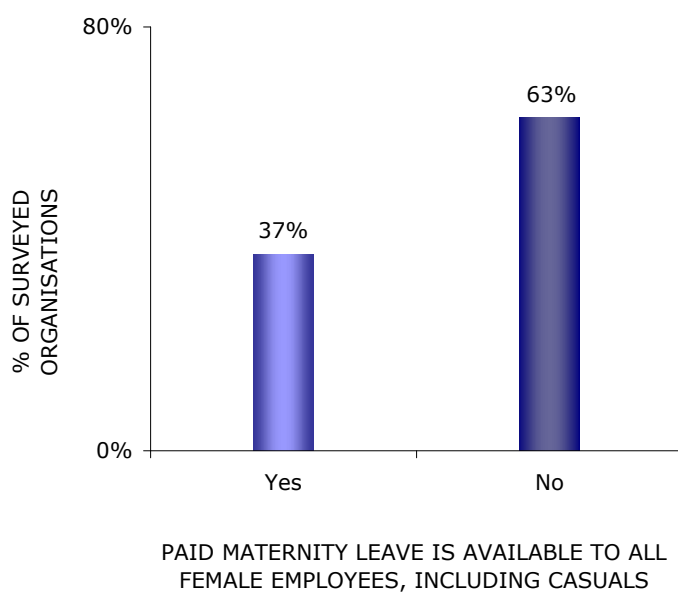


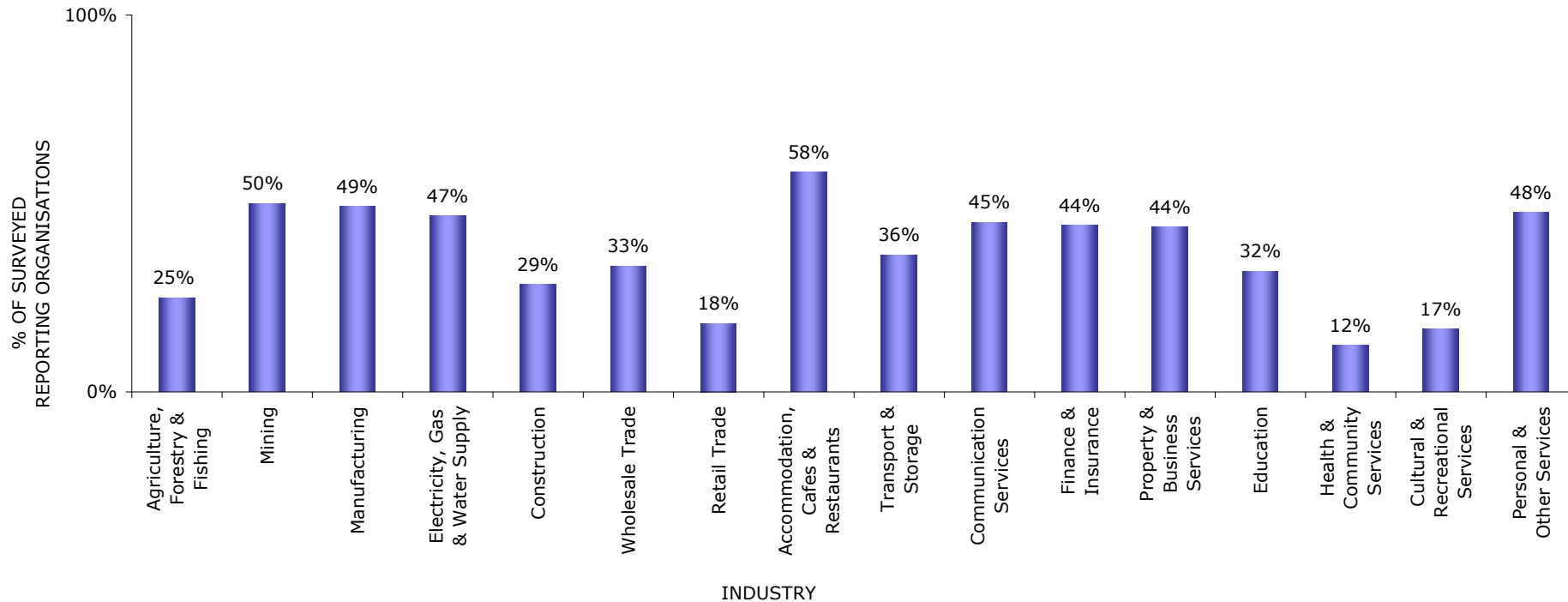
Table 10 Availability of paid maternity leave to all female employees

Responses of surveyed organisations to the question, 'Is this [paid maternity leave] available to all of your female employees, including casuals?'	Percentage of respondent organisations	Number of respondent organisations	Total number of reporting organisations
Yes	37.1%	240	-
No	62.9%	407	-
Sub-total	100.0%	647	-
Don't know	-	52	-
Total	-	699	2712

11 Access to Paid Maternity Leave by Industry

Results of the 2004 EOWA survey of reporting organisations in response to the question, 'Is this [paid maternity leave] available to all of your female employees, including casuals?'

Figure 11 Percentage of respondent organisations answering 'yes', by ANZSIC industry classification



Note: Due to the small number of surveyed reporting organisations in some industry categories, caution should be exercised in extrapolating from these results to the access to paid maternity leave in medium-to large organisations Australia-wide. Please see the accompanying data table for details.

Table 11 Availability of paid maternity leave by industry: Percentage of those surveyed organisations providing paid maternity leave that make it available to all female employees, including casuals, by industry classification

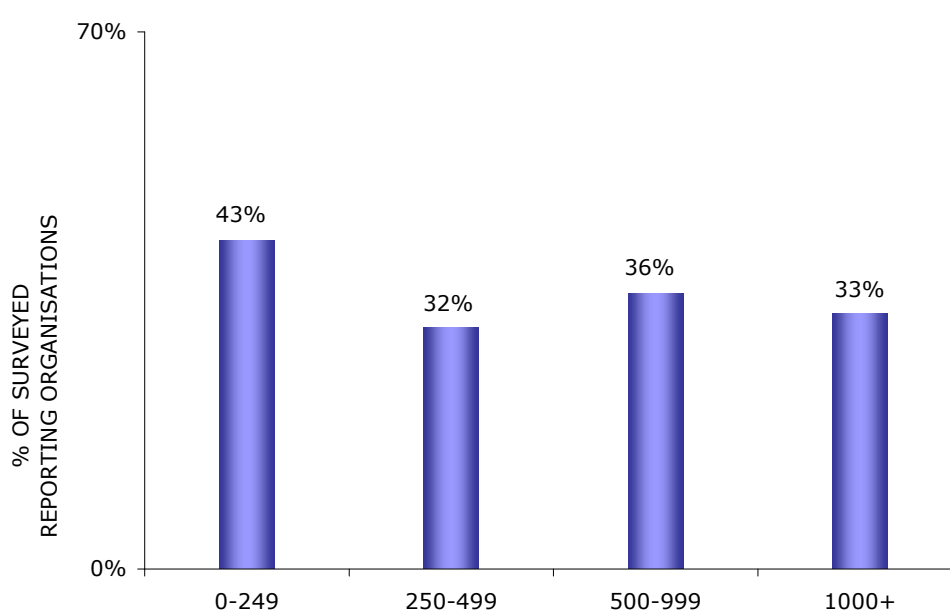
Industry	Percentage of respondent organisations making their paid maternity leave available to all female employees	Number of question respondents (excludes 'don't know' responses)	Total number of reporting organisations surveyed on this question (includes 'don't know' responses)	Total number of reporting organisations
Agriculture, Forestry & Fishing	25.0%	4	5	32
Mining	50.0%	22	27	75
Manufacturing	49.3%	136	149	707
Electricity, Gas & Water Supply	46.7%	15	15	25
Construction	28.6%	7	7	61
Wholesale Trade	33.3%	12	14	113
Retail Trade	18.2%	11	12	167
Accommodation, Cafes & Restaurants	58.3%	12	15	173
Transport & Storage	36.4%	11	11	106
Communication Services	45.0%	20	22	36
Finance & Insurance	44.2%	52	57	141
Property & Business Services	43.7%	87	89	334
Defence	-	0	0	1
Education	32.0%	128	139	350
Health & Community Services	12.4%	97	100	268
Cultural & Recreational Services	16.7%	12	12	59
Personal & Other Services	47.6%	21	25	64
Total	37.1%	647	699	2712

Note: Due to the small number of surveyed reporting organisations in some industry categories, caution should be exercised in extrapolating from these results to the access to paid maternity leave in medium-to large organisations Australia-wide.

12 Access to Paid Maternity Leave by Organisational Size

Results of the 2004 EOWA survey of reporting organisations in response to the question, 'Is this [paid maternity leave] available to all of your female employees, including casuals?'

Figure 12 Percentage of organisations answering 'yes', by size category based on number of employees



ACCESS TO PML BY ORGANISATIONAL SIZE

Table 12 Availability of paid maternity leave by organisational size: Percentage of those surveyed organisations providing paid maternity leave that make it available to all female employees, including casuals, by organisational size

Organisational size by employee number	Percentage of respondent organisations making their paid maternity leave available to all female employees	Number of question respondents (excludes 'don't know' responses)	Total number of reporting organisations surveyed on this question (includes 'don't know' responses)	Total number of reporting organisations
0-249	42.7%	255	277	1141
250-499	31.5%	149	163	652
500-999	36.0%	114	120	429
1000+	33.3%	129	139	483
Sub-total	-	647	699	2705
No data	-	0	0	7
Total	37.1%	647	699	2712

13 Access to Paid Maternity Leave by Organisational Type

Results of the 2004 EOWA survey of reporting organisations in response to the question, 'Is this [paid maternity leave] available to all of your female employees, including casuals?'

Figure 13 Percentage of organisations answering 'yes', by organisational type

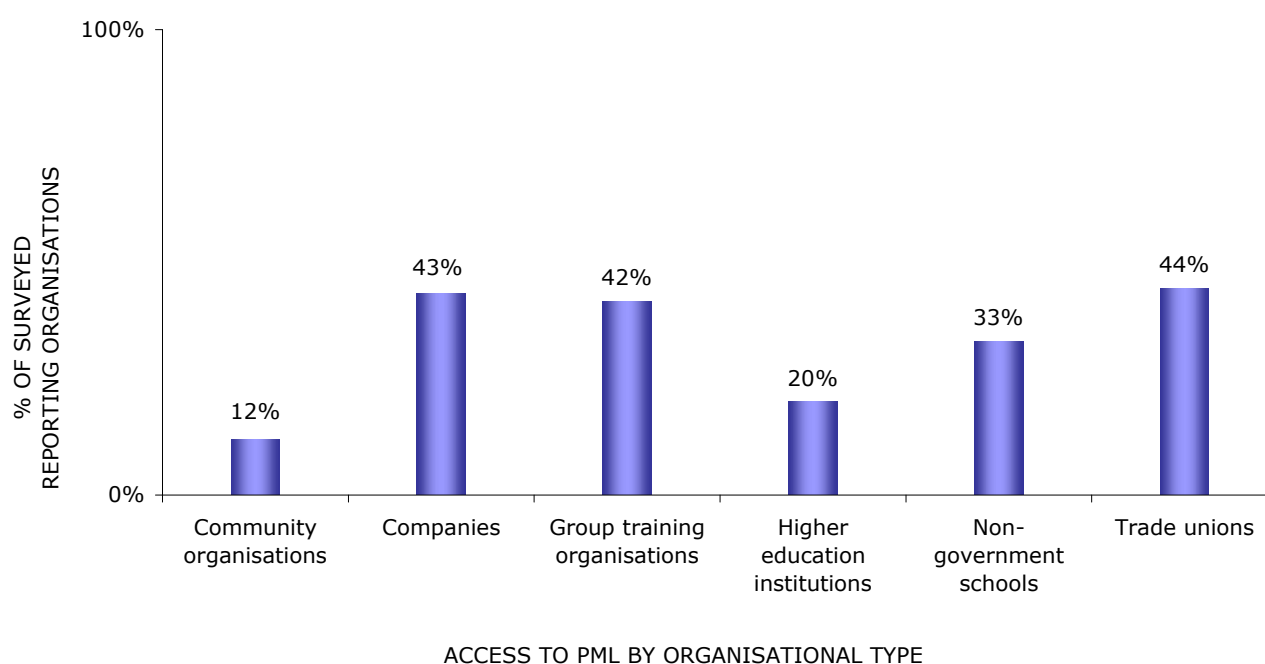


Table 13 Availability of paid maternity leave by organisational type: Percentage of those surveyed organisations providing paid maternity leave that make it available to all female employees, including casuals, by organisational type

Organisational type	Percentage of respondent organisations making their paid maternity leave available to all female employees	Number of question respondents (excludes 'don't know' responses)	Total number of reporting organisations surveyed on this question (includes 'don't know' responses)	Total number of reporting organisations
Community organisations	11.9%	84	89	227
Companies	43.3%	427	461	2116
Group training organisations	41.7%	12	13	68
Higher education institutions	20.0%	15	15	41
Non-government schools	33.0%	100	110	242
Trade unions	44.4%	9	11	18
Total	37.1%	647	699	2712

Note: Due to the small number of surveyed reporting organisations in some categories, caution should be exercised in extrapolating from these results to the access to paid maternity leave in medium-to-large organisations Australia-wide.

14 Employees without Access to Paid Maternity Leave

Results of the 2004 EOWA survey of reporting organisations in response to the question, 'Which group of employees do not have access to paid maternity leave?'

Figure 14 Categories of employees without access to paid maternity leave, where this leave is offered by the organisation

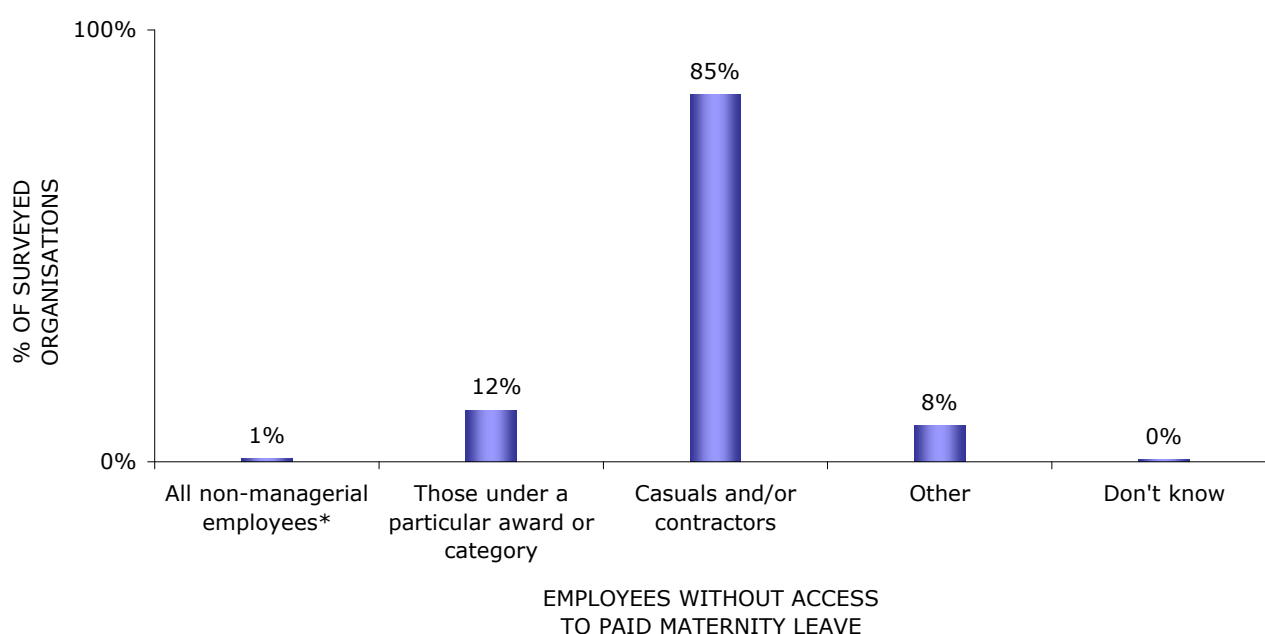


Table 14 Employees without access to paid maternity leave: Percentage of surveyed organisations providing paid maternity leave that do not provide all employees with access to the policy, by category of employees without access

Responses of surveyed organisations to the question, 'Which group of employees do not have access to paid maternity leave?'	Percentage of surveyed reporting organisations (n=organisations that provide PML to some employees)	Number of surveyed reporting organisations** (n=organisations that provide PML to some employees)	Total number of EOWA reporting organisations
All non-managerial employees*	0.7%	3	-
Those under a particular award or category	12.0%	49	-
Casuals and/or contractors	85.0%	346	-
Other	8.4%	34	-
Don't know	0.5%	2	-
Total	-	407	2712

*Including casuals and contractors

**Respondents could select multiple options

15 Duration of Paid Maternity Leave

Results of the 2004 EOWA survey of reporting organisations in response to the question, 'How many weeks' paid maternity leave is provided?'

Figure 15 Number of weeks' paid maternity leave provided by surveyed EOWA reporting organisations

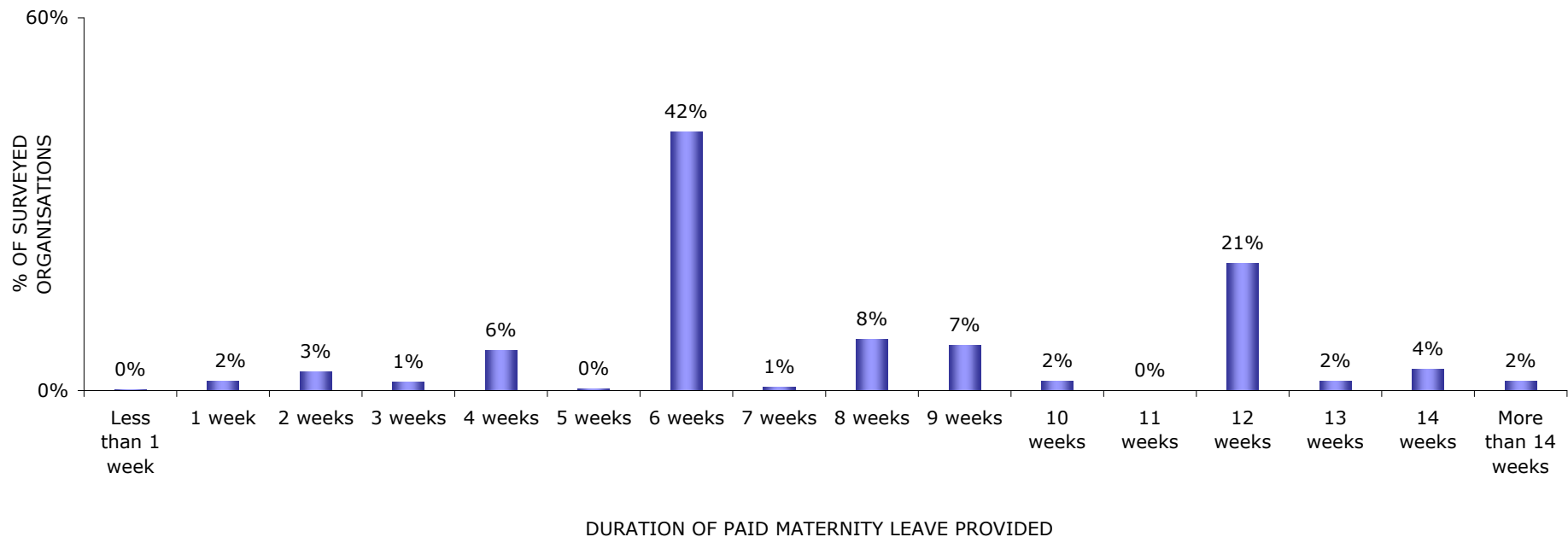


Table 15 Duration of paid maternity leave: Percentage of surveyed organisations providing paid maternity leave, by number of weeks provided

Responses of surveyed organisations to the question, 'How many weeks' paid maternity leave is provided'	Percentage of surveyed reporting organisations (n=organisations that provide PML)	Number of surveyed reporting organisations (n=organisations that provide PML)	Total number of reporting organisations
Less than 1 week	0.2%	1	-
1 week	1.6%	10	-
2 weeks	3.1%	19	-
3 weeks	1.5%	9	-
4 weeks	6.5%	40	-
5 weeks	0.3%	2	-
6 weeks	41.7%	258	-
7 weeks	0.6%	4	-
8 weeks	8.3%	51	-
9 weeks	7.3%	45	-
10 weeks	1.6%	10	-
11 weeks	0.0%	0	-
12 weeks	20.6%	127	-
13 weeks	1.6%	10	-
14 weeks	3.6%	22	-
More than 14 weeks	1.6%	10	-
Sub-total	100.0%	618	-
Don't know	-	81	-
Total	-	699	2712

16 Duration of Paid Maternity Leave - Trend Data

Results of the 2001, 2003 and 2004 EOWA annual surveys of reporting organisations in response to the question, 'How many weeks' paid maternity leave is provided?'

Figure 16 Number of weeks' paid maternity leave provided by surveyed EOWA reporting organisations

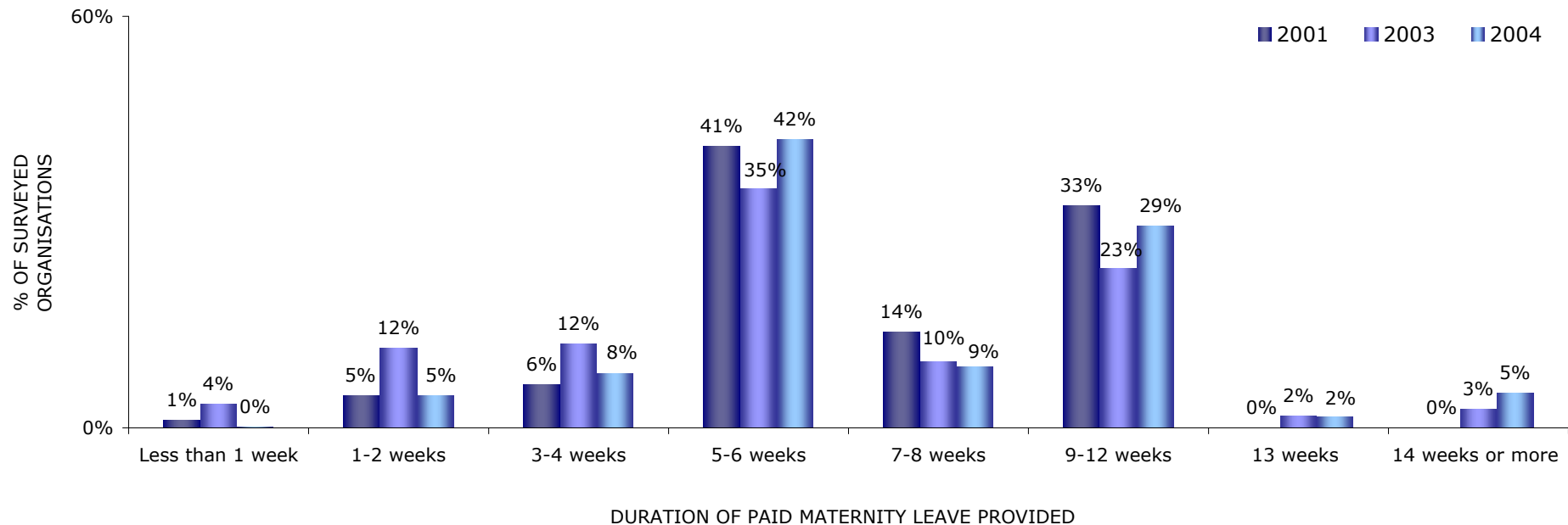


Table 16 Duration of paid maternity leave: Percentage of surveyed organisations providing paid maternity leave, by number of weeks provided

Responses of surveyed organisations to the question, 'How many weeks' paid maternity leave is provided' (n=organisations that provide paid maternity leave)	2001		2003		2004	
	Percentage of surveyed reporting organisations	Number of surveyed reporting organisations	Percentage of surveyed reporting organisations	Number of surveyed reporting organisations	Percentage of surveyed reporting organisations	Number of surveyed reporting organisations
Less than 1 week	1.1%	5	3.6%	18	0.2%	1
1-2 weeks	4.8%	21	11.7%	59	4.7%	29
3-4 weeks	6.4%	28	12.3%	62	7.9%	49
5-6 weeks	41.1%	181	34.9%	176	42.1%	260
7-8 weeks	14.1%	62	9.7%	49	8.9%	55
9-12 weeks	32.5%	143	23.4%	118	29.4%	182
13 weeks	0.0%	0	1.8%	9	1.6%	10
14 weeks or more	0.0%	0	2.8%	14	5.2%	32
Sub-total	100.0%	440	100.0%	505	100.0%	618
Don't know	-	5	-	48	-	81
Total	-	445	-	553	-	699

Appendix 1

2004 Survey Questions on Paid Maternity Leave

- 1 Does your company provide paid maternity leave?
- Yes
 - No [Go to question 5]
 - Don't know
- 2 Is this available to all of your female employees, including casuals?
- Yes [Go to question 4]
 - No [Go to question 3]
 - Don't know [Go to question 4]
- 3 [If 'No' to the above:] Which group of employees do NOT have access to paid maternity leave?
- All non-managerial employees (this includes casuals and contractors)
 - Those under a particular award or category
 - Casuals and/or contractors
 - Other (please state) _____
 - Don't know
- 4 How many weeks' paid maternity leave is provided?
- [NB: Where a sliding-scale is offered, the answer is based on the maximum amount of leave offered.]
- Less than 1 week
 - 1 week
 - 2 weeks
 - 3 weeks
 - 4 weeks
 - 5 weeks
 - 6 weeks
 - 7 weeks
 - 8 weeks
 - 9 weeks
 - 10 weeks
 - 11 weeks
 - 12 weeks
 - 13 weeks
 - 14 weeks
 - More than 14 weeks (please state) _____
 - Don't know

Appendix 2

2003 Survey Questions on Maternity Leave

- 1 Does your company provide paid maternity leave?
 - a. Yes
 - b. No
 - c. Don't know

- 2 How many weeks' paid maternity leave is provided?
 - a.
 - i. Less than 1 week
 - ii. 1-2 weeks
 - iii. 3-4 weeks
 - iv. 5 - 6 weeks
 - v. 7 - 8 weeks
 - vi. 9 - 12 weeks
 - vii. 13 weeks
 - viii. 14 weeks or more
 - b. Don't know

- 3 During the last year [either calendar, financial or reporting year], how many of your female employees commenced paid or unpaid maternity leave?
 - a. [number of women]
 - b. Don't know.

- 4 During the same period, how many women on maternity leave came back to work, or left the organisation? [Either after taking leave or immediately before or after the birth.]
 - a.
 - i. [number of women who came back to work]
 - ii. Don't know
 - b.
 - i. [number of women who left]
 - ii. Don't know

- 5 Of the full-time women who returned to work after maternity leave, how many came back full-time, and how many came back part-time?
 - a. Number who came back Full-time
Number who came back Part-time
Number where returned capacity unknown
 - b. Don't know

Appendix 3

2003 Methodology

The *Equal Opportunity for Women in the Workplace Act 1999* requires private sector organisations with 100 or more employees to provide an annual report on the equal opportunity programs within their workplace. The Equal Opportunity for Women in the Workplace Agency (EOWA), a Commonwealth statutory authority, is responsible for receiving and assessing these reports.

The 2003 survey data was collected as part of the annual report assessment process for the reporting year 1 April 2002 - 31 March 2003. The data was collected through telephone conversations between EOWA report assessors and reporting organisations between the months of May and September 2003.

2744 organisations were registered with EOWA in 2002-03, with 2,545 organisations due to submit Equal Opportunity Compliance reports to EOWA in May 2003, as at the time of analysis. In total, 1,595 organisations participated in the survey, comprising 63% of all reporting organisations in 2003.

The survey data contained in this publication represents the results of the 2003 survey questions 3, 4, 5 and 6 (see Appendix 1), cross-analysed by organisations' report data. The results from questions 1 and 2 were released by EOWA in December 2003, and can be accessed on the EOWA website at <http://www.eowa.gov.au/>

The 2003 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 2003 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.