

## Questions on notice for the Workplace Gender Equality Agency

from

### Senate Community Affairs Legislation Committee

Public hearing, 1 February 2017

Legislative Council Committee Room, Parliament of Victoria

Melbourne

#### Question 6

Hansard page reference: 61-62

Hansard extract:

**Senator KAKOSCHKE-MOORE:** All right. One of the other stats that stood out to me was non-leave-based measures to support employees with caring responsibilities. That is on page 15 of your submission. The first dot point there says: The percentage of organisations that offer non-leave based measures for employees with caring responsibilities has declined from 56.4% in 2014-15, to 53.5% in 2015-16. Do you have any suggestions, again, about why that has happened, or is this a result of another different phrasing in questioning?

**Ms Lyons:**

- The percentage of organisations that offer non-leave based measures for employees with caring responsibilities declined from 56.4% in 2014-15, to 53.5% in 2015-16.
- The WGEA data set includes organisations with more than 100 employees. This means that some organisations, due to their size, may be included in one year and not the next. In 2014-15, our data included 4,670 reporting organisations. In 2015-16 this increased to 4,697. There were 4,282 organisations that reported in both 2014-15 and 2015-16.
- Of the 4,282 organisations that reported in both 2014-15 and 2015-16, there was a slight decrease in the percentage of employers that offer non-leave based measures for employees with caring responsibilities, from 57.2% to 55.5% of employers. A mix of different types of non-leave based measures were included in this; with organisations indicating increased access to some measures, such as breastfeeding facilities, but decreased access to other measures such as referral services and targeted communication mechanisms, including intranet services and forums.
- The decline in the proportion of organisations providing non-leave based measures is also partially due to changes in the organisations reporting into our data set.
- A relatively low percentage of new organisations in 2015-16 offered non-leave based measures to support carers, when compared to organisations that reported in only 2014-15.
- The net impact of this change in the number of organisations reporting to the Agency is that it has a compounding effect on the overall decrease in the percentage of organisations offering non-leave based measures for carers.