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Australian Government

**Department of Employment and
Workplace Relations**

National Office

GPO Box 9879 CANBERRA ACT 2601

The Hon Bronwyn Bishop MP
House of Representatives
Parliament House
Canberra ACT 2600

cc Committee Secretary Standing Committee on Family and Human Services

The Hon Bronwyn Bishop MP

Please find attached the Department of Employment and Workplace Relations' response to the Questions on Notice taken at the public hearing of the Standing Committee on Family and Human Services on 31 May 2006.

Yours Sincerely

Malcolm Greening
Assistant Secretary
Wages and Conditions Policy Branch
Department of Employment and Workplace Relations

27 July 2006

Attachment 1

Question 1 How many agreements, both collective and individual, have been lodged since the commencement of the new legislation?

As at the end of June 2006, a total of 41,234 individual and 720 collective agreements had been lodged under WorkChoices.

Question 2 Do you have figures that demonstrate that people on AWAs are earning more than they would on an award?

Using Average Weekly Total Earnings (AWTE) employees on AWAs are shown to have weekly earnings which are 13 per cent higher, on average, than employees on Certified Agreements (\$890.93 cf. \$787.40), and 100 per cent higher than those on the award (\$890.93 cf. \$444.55).

In the private sector, the AWTE of women employed under AWAs are, on average, 2.7 per cent higher than women covered by Certified Agreements. In the public sector women on AWA's are, on average, 48.9 per cent better off than women on Certified Agreements.

In the private sector, the AWTE of women employed under AWAs are, on average, 41.6 per cent higher than women covered by Awards. In the public sector women on AWA's are, on average, 140.4 per cent better off than women on Awards.

The above data is sourced from the Australian Bureau of Statistics (ABS) *Employee Earnings and Hours* survey (ABS 6306.0) which is published every two years. The last survey was conducted in May 2004. Final results from this survey became available in March 2005. The survey is based on data from 55,000 employees in a sample of 9,000 employer units.

Question 3 Can you provide more information on the OECD's data on the labour force participation of women?

Table 4.1 (page 134) of the *OECD Employment Outlook 1991* shows that the employment rates of Australian mothers with a child under the age of 6 in 2000 were low at 45.0 per cent, compared to similar countries such as the United States (61.5 per cent) and the United Kingdom (55.8 per cent). (See table attached).

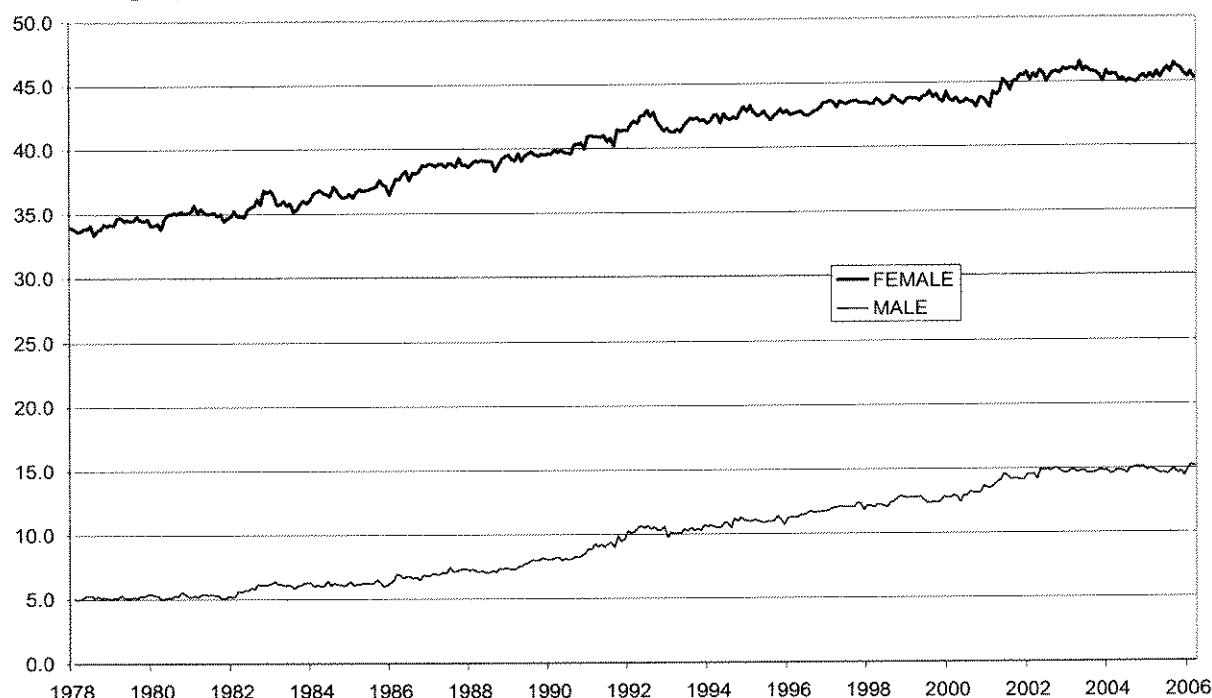
The Australian and OECD data on the labour force participation rates of mothers with young children is not strictly comparable. The information for other countries in the table is provided for children under the age of six; however in Australia the ABS collects data on those with children under the age of five (note footnote {g} in the attached extract from *Employment Outlook*). In addition, the data is collected on a household rather than a family basis. It is likely that this discrepancy lowers Australian mothers' comparative employment rates, as many Australian mothers prefer to wait until their youngest child commences school (usually at age 5) before returning to paid work or full-time employment.

Question 4 Part-time work – request for further information on participation in part-time work both in Australia and international figures.

Currently, 2,044,500 women and 840,000 men work on a part-time basis (as of April 2006). Part-time employment constitutes 28.6 per cent of all jobs. Women are more likely to work on a part-time basis (45.3 per cent of all women employed) relative to men (15.1 per cent of all men employed) (ABS Labour Force).

The chart below shows that the incidence of part-time employment among men and women has been increasing since 1980.

Chart 1: Part-time employment incidence (seasonally adjusted), for male and female employed, February 1978 to April 2006 (%)



Source: ABS, Labour Force, Cat. No. 6202.0.55.001.

Part-time employment rates differ markedly with the age of the employed person. The table below shows the proportion of men and women employed in part-time work by age group.

Table 1: Proportion of all employed in part-time employment by age and gender (%)

Age	Males (%)	Females (%)	Total (%)
15 - 19	22.8	13.1	15.9
20 - 24	16.2	9.7	11.6
25 - 34	13.5	16.1	15.4
35 - 44	12.0	24.8	21.1
45 - 54	12.2	21.7	18.9
55 - 59	8.0	8.1	8.1
60 - 64	6.9	4.3	5.0
65 and over	8.3	2.2	4.0
Total	100.0	100.0	100.0

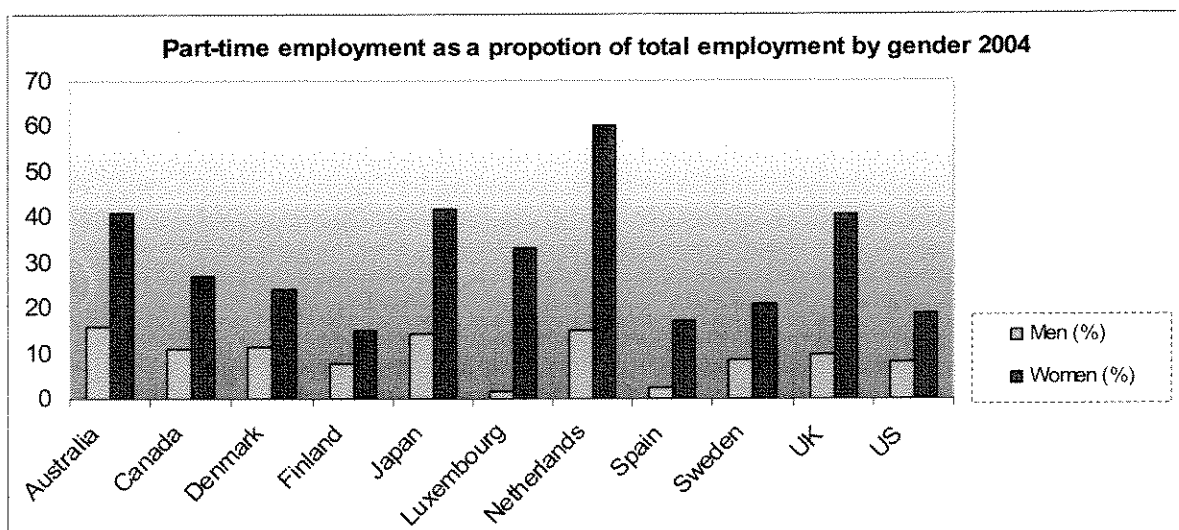
Source: ABS, Labour Force, detailed data release (Cat. No. 6291.0.55.001, datacube LM8)

The majority of mothers working part-time are satisfied with their working hours. In 2003, 67 per cent said they were satisfied (ABS social trends, 2006).

International figures in relation to part-time employment¹

According to the OECD Employment Outlook 2005 part-time employment as a proportion of total employment is relatively high in Australia compared to other OECD countries². In fact, comparisons with other OECD countries show that Australia had the second highest percentage of part-time employment as a proportion of total employment.

According to the OECD, the proportion of women engaged in part-time employment in Australia, as a proportion of total employment, is 40.8% which is well above the OECD average of 26%.



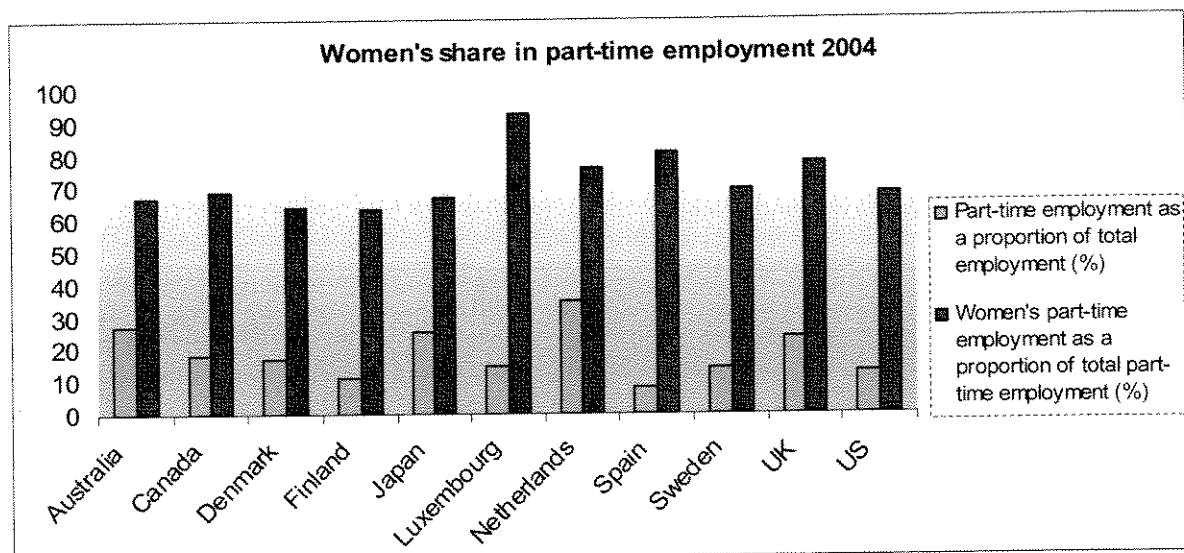
Source: OECD Employment Outlook 2005

Women’s share of part-time employment in Australia (as a proportion of total part-time employment) was 67.1% which was slightly below the OECD average of 70%.

The graph below shows that in Luxembourg, Spain and the UK women’s share of part-time employment was the highest.

¹ Part-time employment refers to persons who usually work less than 30 hours per week in their main job. Data include only persons declaring usual hours.

² In Australia data are based on actual hours worked and part-time employment is based on hours worked at all jobs.



Source: OECD Employment Outlook 2005

The graphs above outline 11 OECD countries' percentages in relation to part-time employment. The countries were selected to highlight those with highest and lowest percentages, and to cover the diversity of socio-economic systems. For detailed information on all OECD countries' statistics in relation to part-time employment, please refer to the following link: <http://www.oecd.org/dataoecd/36/30/35024561.pdf>.

Question 5 How many mothers (in couple families) receive Family Tax Benefit Part B?

At 26 May 2006, of the total Family Tax Benefit B (FTB B) population paid by instalment there were

- Couples where the customer is female = 712,763
- Couples where the customer is male = 67,439
- Singles where the customer is female = 515,756
- Singles where the customer is male = 75,288

Note that for partnered customers it is immaterial whether the customer is the mother or the father since the payment is assessed against the combined family income.

In addition, some people choose to claim their FTB (B) by instalment at the end of the tax year. At 26 May 2006 lump sum payments through ATO for the year 2004-05 were:

- Couples where the customer is female = 31,612
- Couples where the customer is male = 24,978
- Singles where the customer is female = 8,896
- Singles where the customer is male = 5,358

Question 6 Carer's leave scenario presented by committee member

An employee is a single parent who has just signed an Australian workplace agreement. One of the employee's children has caught chicken pox and the employee has to take 2 weeks off work to care for the child. Subsequently, the employee's second child contracts chicken pox and the employee has to take another 2 weeks off work to care for this child.

- A. How would this employee's unlawful termination claim be processed, if the employee loses her/his job because of her/his caring responsibilities?
- B. If the employee loses his/her job because of her/his caring responsibilities, how long will she/he have to wait to receive NewStart Allowance?

Answer A.

Under WorkChoices, it will continue to be unlawful for an employer to terminate an employee's employment on discriminatory grounds. An employee can apply to the Australian Industrial Relations Commission (AIRC) if they believe their employment was terminated for an unlawful reason, including family responsibilities.

The AIRC must try to conciliate the matter, and if conciliation is unsuccessful, the AIRC must issue a certificate on the merits of the application. At that point, the employee has 28 days (this was previously 14 days) to elect whether to proceed to court.

Employees who believe they have been unlawfully terminated may be eligible to receive up to \$4,000 of independent legal advice, based on the merits of their claim. They will be eligible for assistance if they have a certificate from the AIRC indicating that their claim has merit and could not be resolved through conciliation. The application for assistance will be assessed by the Department of Employment and Workplace Relations on the basis of financial need. To be eligible for assistance, the person's income prior to termination must be below \$915.70 per week or \$47,745 per year. This is the average weekly total earnings for adult full-time non-managerial employees and will be adjusted every two years.

More information on termination of employment is available at:

www.workchoices.gov.au/ourplan/publications/WorkChoicesandterminationofemployment.htm

Answer B.

This response assumes that the single parent's children are both over the age of 8 years at 1 July 2006. If the youngest child was under 8 years of age, the most appropriate income support payment is most likely to be Parenting Payment Single rather than Newstart Allowance.

Under new arrangements, a single parent on Newstart Allowance is able to earn up to \$833.67 per fortnight and still receive some of their income support payment.

If a parent was still receiving some Newstart Allowance while working and subsequently lost their job, their income support payment would be adjusted automatically when they reported a decrease in earnings. They would not have to reapply for Newstart Allowance, nor would they have to have an income and asset assessment performed.

If a parent is working and earns enough to make them ineligible for Newstart Allowance, they would need to apply for Newstart Allowance if they lost their job. It depends on a number of factors to determine how long they would wait to receive an income support payment.

Ordinary Waiting Period

If the parent is eligible for Newstart Allowance they will usually not get paid for the first week of Newstart Allowance. This is called the 'ordinary waiting period' (OWP).

They may also have waiting periods imposed because of leave entitlements (Income Maintenance Period (IMP)) or liquid assets (Liquid Assets Waiting Period (LAWP)). Leave or other payments from a previous employer may also be considered.

If the parent had no leave entitlements and liquid assets totalled less than \$5000 then only the one week waiting period would be imposed.

- A person is not subject to the OWP if they are reclaiming within 13 weeks of receiving a social security pension, benefit or allowance; or they are in financial hardship; or they are undertaking training in a labour market program, undertaking a rehabilitation program or undertaking an approved activity.

Income Maintenance Period

The IMP provides that any leave payments (eg annual leave, long service leave) paid to a person when they become unemployed are treated as income from the date of the payment for a period equal to that covered by the leave. In most cases, the amount received in leave payments precludes payment of income support for the period covered by the leave payments.

It may be determined that an IMP does not apply, in whole or in part, if Centrelink is satisfied that the IMP would cause severe financial hardship, and that the hardship was caused by unavoidable or reasonable expenditure.

Liquid Assets Waiting Period

The Liquid Assets Waiting Period (LAWP) is a period a person must wait before being paid an allowance if they have funds above a threshold.

LAWP, if applicable, will always be between one and 13 weeks, dependent on the amount of liquid assets, and is served concurrently with the IMP.

Liquid assets are readily available funds, including those of a partner, which can be accessed within 28 days of date last worked, including cash on hand, shares and debentures, term deposits and any other money available at short notice.

The payment of Newstart Allowance for a single person with dependents will not be affected unless liquid assets are above \$5000. For a single person with dependents, the length of the LAWP is calculated by dividing the amount of liquid assets above this threshold by \$1,000.

The LAWP is applied at the new claim stage and can only be applied once within a 12 month period.

The length of the LAWP may be reviewed if the person is in hardship because they have incurred unavoidable and reasonable expenditure.

In certain circumstances, the LAWP can be served concurrently with the IMP. If a customer is serving a LAWP and an IMP is also to be served, the start date is the start date for the LAWP.

Seasonal Workers Preclusion Period

People claiming Newstart Allowance, among others, may be subject to a Seasonal Work Preclusion Period (SWPP) if they have engaged in seasonal work in the six months before lodging a claim. The SWPP applies if a person has earned above average weekly ordinary time earnings from seasonal work.

Seasonal work is work that is available for part or parts of the year at approximately the same time each year. Examples include cray fishing, abalone diving, deep sea fishing, shearing, pearl diving, tourism and fruit picking. Any work that is of 12 months duration or more, is not considered to be seasonal, and is not taken into account when calculating a SWPP.

There is no limit on the duration of a SWPP but it can be waived if the person is in hardship because they have incurred unavoidable or reasonable expenditure.

The LAWP applies to anyone lodging a claim for Newstart Allowance. It ensures that claimants with readily available means to support themselves do so for a period, rather than immediately getting Newstart Allowance.

Question 7 *What are the family friendly leave provisions?*

Family friendly provisions are grouped for use by the Department of Employment and Workplace Relations as either belonging to one of either family friendly leave provisions or flexible working arrangements.

Family-friendly provisions	Flexible working hours provisions
Flexible use of annual leave	Make up time
Access to single days leave	Time-off-in-lieu at ordinary rates
Purchased Leave	Time-off-in-lieu at penalty rates
Unlimited sick leave	Hours averaged over an extended period
All purpose paid leave	Compressed hours
Paid family leave	Flexible start/finish time
Other (paid) leave for caring purposes	Flexitime system in operation
Unpaid family leave	Negotiable hours of work
Extended unpaid parental leave	Hours decided by majority of employees
Paid maternity leave	Banking/accrual of rostered days off
Paid paternity leave	
Paid adoption leave	
Part-time work	
Job sharing	
Home based work	
Childcare	

Question 8 Request for more recent data on full-time and part-time status of employed mother by age of youngest child (Figure 8 DEWR's submission).

The information on which Figure 8 of DEWR's submission is based is the 2001 Census data. The next Census will be undertaken in 2006 and will not be available for some time after the collection. While no more recent Census data is available, other labour force statistics can provide information on mothers' participation in the workforce.

Figure 6 in DEWR's submission provided information on the employment status of couple families with children under 15 years for 2003. The table below provides updated equivalent data for 2005. There has been little change since 2003.

Updated Figure 6 - Employment status of couple families with children under 15 years, 2005

	% of couple families	% of children in couple families
Father full-time, mother full-time	21.7	19.2
Father full-time, mother part-time	34.9	34.9
Father full-time, mother not employed	28.9	31.0
Other	14.5	15.0

Source: ABS, *Labour Force Status and Other Characteristics of Families*, cat. no. 6224.0.55.001, datacube FA4, June 2005.

The following table provides more detailed information about women's labour force participation by age of youngest child. The analysis is restricted to women aged 25-44 years, to exclude the impact of older and younger women with and without children who generally have lower rates of labour force participation than for all women on average. This analysis is also restricted to women in couple families (different data are available for sole mothers).

Table: Labour force status of women aged 25-44 years in couple families, by age of youngest child, 2005

	Age of youngest child					Total
	Not applicable (%)	Aged up to 4 years (%)	Aged 5 to 9 years (%)	Aged 10 to 14 years (%)	Aged 15 to 24 years (%)	
Employed full-time	70.8	16.5	29.9	39.2	42.4	37.5
Employed part-time	17.5	37.2	41.4	41.2	36.5	33.2
Unemployed	2.6	2.3	3.3	2.5	3.5	2.6
Not in the labour force	9.1	44.1	25.4	17.2	17.7	26.7
Total	100.0	100.0	100.0	100.0	100.0	100.0

Source: ABS, *Labour Force Status and Other Characteristics of Families*, cat. no. 6224.0.55.001, datacube FA4, June 2005.

The data show that women without children (in the 'not applicable' column) have the highest incidence of full-time employment (71 per cent) relative to all women in couple families (37.5 per cent). Women with children had higher rates of part-time employment than those without – particularly women with children aged 5 to 9 years and 10 to 14 years (41 per cent compared with 17.5 per cent). Full-time employment rates were lowest for women with children aged up to 4 years (16.5 per cent), but the proportion of mothers in full-time work increases steadily with the age of the youngest child. Women with children under the age of 4 years had the highest rate of

non-participation in the workforce (at 44 per cent), with this proportion also generally declining as the youngest child ages.

Data for single mothers are harder to obtain at this level of detail. The following table contains information on sole mothers with children under the age of 15 years, and those with older children.

Table: Labour force status of single mothers with and without children under 15 years, April 2006

	With children under 15 (%)	With no children under 15, dependent students (%)	No dependents but with children aged 15 and over (%)	Total (%)
Employed full-time	18.6	43.5	27.0	24.2
Employed part-time	30.6	28.5	13.0	25.3
Unemployed	8.2	6.8	1.4	6.1
Not in the labour force	42.6	21.2	58.6	44.3
Total	100.0	100.0	100.0	100.0

Source: ABS, *Labour Force Status and Other Characteristics of Families*, cat. no. 6224.0.55.001, datacube FM1, April 2006.

This table shows that single mothers overall have lower rates of full-time employment than women in couple families (24 per cent compared with 37.5 per cent). They also have lower rates of part-time employment (25 per cent compared with 33 per cent).

Sole mothers with children aged under 15 years had lower rates of full-time employment (19 per cent) compared with other sole mothers, but the highest rate of part-time employment (at 31 per cent). Sole mothers with dependent students had the highest rates of full-time employment (43.5 per cent) and the lowest proportion not in the workforce (21 per cent). Sole mothers with older non-dependent children had the highest proportion not in the workforce (59 per cent) although this category is likely to include older women of retirement age.

Women's labour force participation rates are detailed in Figure 2 on page 6 of the DEWR submission. The latest data for April 2006, show that women's participation rate stands at 57.1 per cent. The presence of children does impact women's labour force participation. Looking just at women aged 25-44 years, the rate for women with children under 15 years is 64 per cent, and 86.3 per cent for those without children under 15 years.

Question 9 Who will monitor the impact WorkChoices will have on families who are trying to balance work and family life?

The Department of Employment and Workplace Relations monitors developments in agreement making, including in respect of family friendly provisions.

In addition, the *Workplace Relations Act 1996* (as amended by the *Workplace Relations Amendment (WorkChoices) Act 2005*) requires the Minister for Employment and Workplace Relations to report in writing on developments in federal agreement making, covering both collective agreements and Australian Workplace Agreements (AWA's). The next Report on Agreement Making (RAM) is to be provided to the Minister by 30 June 2007 and will cover three years of data (2004-06).

The report will include data on the effect that agreement making has had on the employment (including wages and conditions of employment) of particular groups, including women, part-time employees, persons from a non-English speaking background, young persons and mature age workers.

Question 10 How is the basic periodic rate of pay for casuals determined?

The guaranteed basic periodic rate of pay for casual employees is determined in accordance with Division 2 of Part 7 of the *Workplace Relations Act 1996* (the WR Act), which provides for minimum entitlements to wages under the Australian Fair Pay and Conditions Standard (the Standard).

Under the Standard, minimum wages for employees, including casual employees, are protected in Australian Pay and Classification Scales (Pay Scales). On reform commencement (27 March 2006), Pay Scales were derived from pre-reform wage instruments (e.g. federal and State awards). Wages are no longer allowable matters in awards, but are instead protected under the Standard.

Casual employees are guaranteed the basic periodic rate of pay set out in their applicable Pay Scale, for each hour worked.

In addition to the basic periodic rate of pay, a casual employee is guaranteed the casual loading specified in their Pay Scale, which is generally a percentage of their basic periodic rate of pay.

If a casual employee is not covered by a Pay Scale, they are guaranteed at least the federal minimum wage (currently \$12.75 per hour worked) and the 'default' casual loading (currently 20%).

Casual employees that sign an agreement must receive at least the 'default' casual loading.

Question 11 What is the Australian Pay and Classification Scale? How would an employee determine their appropriate Australian Pay and Classification Scale?

Part 7 of the *Workplace Relations Act 1996* (the Act), which sets out the Australian Fair Pay and Conditions Standard (the Standard), determines the content of Australian Pay and Classification Scales (Pay Scales). On reform commencement (27 March 2006), Pay Scales were derived from pre-reform wage instruments (e.g. federal and State awards). These are known as preserved Pay Scales.

Under the Standard, employees covered by a Pay Scale must be paid at least their relevant classification wage as set out in the Pay Scale. If the employee is not covered by a Pay Scale, they must be paid at least the federal minimum wage, which is currently \$12.75 per hour.

If the Pay Scale is one derived from a pre-reform wage instrument, it must contain any award provisions determining basic periodic rates of pay, provisions determining coverage of the Pay Scale (i.e. who is covered), and frequency of payment. If the Pay Scale provides for different rates of pay for employees of different classifications, the Pay Scale must also include any provisions from the award describing those

classifications. The Pay Scale must also contain any casual loading provisions derived from the pre-reform wage instrument.

Pay Scales may be created and adjusted by the Australian Fair Pay Commission. The Fair Pay Commission must ensure that the employees resulting guaranteed basic rate of pay does not fall below the employee's guarantee rate as at the reform commencement (27 March 2006).

Employees and employees seeking to find out the Pay Scale that applies to them should contact the WorkChoices information line on 1300 363 264.

Question 12 The purpose of Welfare to Work is to create more jobs, which will benefit families. In my electorate from December until now the unemployment rate has dropped from 4.8 to 4.5 per cent. Is that a trend across the nation?

In line with a fall in the unemployment rate nationally, to 4.9 per cent in May 2006 (its lowest level since November 1976) labour market conditions have strengthened considerably in a number of electorates across Australia.

Over the year to the March quarter 2006 (latest available electorate data) around 61 per cent of electorates recorded a fall in their unemployment rate. Moreover, only one electorate recorded a double-digit unemployment rate in the March quarter 2006 (Cowper in non-metropolitan New South Wales, with an unemployment rate of 10.0 per cent) compared with 45 electorates a decade ago.

Peak periods of growth for May and June over the last ten years occurred in 2006. In May, 47,700 new jobs were created and in June 52,000 new jobs were created. The total jobs growth peak in the last ten years, over the three month period from April to June, occurred this year - 105,300 jobs were created. The average jobs growth for this 3 month period was 35,100 and this is also a record for the April/June quarter over the last ten years.

Data for this three monthly period provides a snapshot of conditions only. The pace of jobs growth over the year can often provide a better picture, as the data move around from month to month. That, of course, is not to understate the very real strength apparent in the most recent figures.

Question 13 There are a range of exemptions under Welfare to Work ... could we please have a list?

Exemptions from participation requirements for principal carer parents are as follows:

Automatic exemptions – up to 12 months

There are a number of circumstances where an automatic exemption from the activity test can be applied to principal carer parents with participation requirements in receipt of Parenting Payment, Newstart Allowance (NSA), Youth Allowance (YA) as a jobseeker or Special Benefit:

- if the principal carer is an active, registered foster carer,
- if the principal carer is providing home schooling for their child (ren)

- if the principal carer is facilitating distance education for their child(ren), or
- if the principal carer is caring for a large family (4 or more children aged under 16 years).

Single principal carers in receipt of NSA or YA as a jobseeker who have been granted an automatic exemption from the activity test due to any of the reasons listed above will be paid a higher rate for the duration of the exemption equivalent to the amount of PPS (single parents receiving this higher rate will remain subject to the NSA or YA income test).

Case by case exemptions

Activity test exemptions available to principal carer parents due to all other types of special family circumstances are to be considered on a case-by-case basis. There are a range of special family circumstances where a temporary exemption will be considered on a case by case basis. These include, but are not limited to:

Up to 12 months

- caring for a dependent child with a disability,

Up to 16 weeks

- being subject to domestic violence,
- extremely high stress due to recent relationship breakdown,
- the death of an immediate family member,
- a dependent child having a temporary illness or injury requiring full time parental care,
- caring for a frail aged or disabled adult family member,
- caring for a youngest child aged 6 but who has not yet commenced school,
- involvement in informal kinship or family care arrangements .

Any special family circumstances exemption (whether automatic or case-by-case) will be subject to review and may be revoked if the family's circumstances change.

Special circumstances – as with all other job seekers, principal carer parents are also eligible for exemptions up to 13 week for special circumstances.

Special circumstance exemptions are based on circumstances that are unforeseen or unavoidable and cause major disruption, so that the customer is unable to meet activity test obligations and it would be unreasonable to expect them to do so.

The following are categories of special circumstance exemptions that may arise:

- major personal disruption to the customer's home,
- major personal crisis (including homelessness),
- temporary carer's duties,
- jury duty,
- being a refugee,

- undertaking a Community Service Order for more than 20 hours per week, or
- volunteering during a State or National emergency.

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Table 4.1. Employment rates in families^d with child(ren) aged under 6, 1989 and 1999

		Percentages								
		Employment rates in couple families				Mothers	Employment rate of lone-parents	Proportion of parents who are lone-parents	Employment rate of all women without children aged 20-60	Employment rate of all mothers with child under 6
		Parents	Mothers by education level ^e							
			High	Medium	Low					
North America										
Canada^f										
	1999	78.1	80.7	72.9	48.4	70.0	68.3	12.7	..	..
	1989	76.1	77.3	65.5	46.7	64.3	64.6	10.4	..	..
United States										
	1999	77.4	..	..	..	60.6	67.7	24.6	85.2	61.5
	1989	74.6	..	..	..	55.7	47.5	21.6	79.9	54.0
Japan^d										
	2000	..	..	..	..	33.3	..	..	..	..
	1990	..	..	..	..	35.9	..	..	..	..
Europe										
Finland										
	1998	74.2	..	..	..	57.7	64.9	16.8	..	58.8
	1995	68.4	..	..	..	53.8	32.9	18.7	..	53.3
Norway^f										
	1999	..	82.6	69.8	45.7	..	..	..	..	72.8
	1991	..	80.8	63.1	43.3	..	..	..	..	65.3
Sweden^f										
	2000	..	..	..	..	..	64.6	..	..	77.8
	1990	..	..	..	..	..	85.9	..	..	86.6
Greece										
	1999	71.3	69.4	41.0	33.4	48.4	63.2	2.9	43.2	48.6
	1989	68.3	59.1	34.2	32.0	41.4	66.5	2.9	40.4	41.5
Italy										
	1999	68.0	69.4	52.8	26.1	44.9	72.2	3.9	43.1	45.7
	1989	67.6	..	..	..	40.7	65.5	3.6	38.0	41.3
Portugal										
	1999	80.6	92.5	85.8	63.7	70.2	82.9	5.1	62.0	70.6
	1989	75.1	90.3	74.8	56.3	59.1	68.1	4.3	49.2	59.0
Spain										
	1999	65.9	59.6	40.7	26.8	41.5	64.9	2.2	41.4	41.8
	1989	58.7	53.4	33.7	23.3	29.5	62.8	1.9	30.6	29.8
Poland										
	1999	68.2	..	..	..	49.5	33.3	4.6	63.0	47.6
	1994	67.5	..	..	..	47.5	37.2	5.1	58.1	49.9
Ireland										
	1997	64.5	62.3	47.5	23.8	45.5	35.2	10.0	58.3	44.4
	1989	52.4	46.1	29.4	13.1	25.8	20.6	5.9	50.6	25.3
United Kingdom										
	1999	75.1	70.3	60.3	32.2	61.3	36.8	21.8	74.3	55.8
	1989	66.5	58.9	46.0	39.2	45.3	27.5	13.3	70.8	42.7
Austria										
	1999	78.9	72.6	65.7	54.5	65.7	76.1	9.0	62.0	66.5
Germany										
	1999	70.9	62.4	50.1	28.7	51.4	49.7	10.3	67.3	51.1
	1991	69.3	56.7	48.7	37.2	49.4	62.0	10.6	65.0	42.6
Netherlands										
	1999	77.8	71.0	62.8	40.8	62.3	38.7	6.6	67.9	60.7
	1989	61.8	..	..	..	32.5	22.7	6.7	52.9	31.7
Belgium										
	1999	68.9	84.7	70.2	42.6	71.8	49.2	9.1	58.3	69.5
	1989	75.8	73.0	65.0	38.9	57.8	40.9	5.9	43.8	56.7
France										
	1999	72.9	72.2	54.9	29.0	56.8	51.6	8.7	64.7	56.2
	1989	71.9	..	..	..	52.2	60.8	7.0	60.6	52.6
Luxembourg										
	1999	70.4	55.3	44.5	42.1	46.1	74.1	5.7	59.5	47.4
	1989	66.7	42.6	35.1	34.5	35.9	59.1	3.9	43.9	36.6
Australia^f										
	2000	..	..	..	..	48.0	30.2	..	..	45.0
	1990	..	..	..	..	44.1	..	..	..	42.3

.. Data not available.

a) The information is restricted to families with no-one over 60. Children are defined as being under 20 and adults as 20 and over. Multi-family-households were excluded.

b) "High" means tertiary level, "Medium" is secondary level, "Low" is under secondary level.

c) For households with or without child(ren).

d) Mothers aged 25-54, children under 7. Data refer to February of the year.

e) Data by education level refer to all mothers of children under 6.

f) Mothers aged 25-54.

g) Data refer to households with children aged under 5.

Sources: Secretariat calculations on the basis of data supplied by EUROSTAT and national authorities.