

**SENATE EMPLOYMENT, WORKPLACE RELATIONS AND EDUCATION
LEGISLATION COMMITTEE**

**2004-2005 ADDITIONAL SENATE ESTIMATES HEARING
17 FEBRUARY 2005**

EMPLOYMENT AND WORKPLACE RELATIONS PORTFOLIO

QUESTIONS ON NOTICE

Office of the Employment Advocate

Question Number: W160-05

Question:

Senator Marshall asked at *Hansard* page 3:

Please provide information on the trends in the percentage of AWAs that contain the following provisions:

- (a) paid maternity leave
- (b) the right for an employee to request part-time work
- (c) job sharing
- (d) home based work
- (e) family responsibilities
- (f) paid family leave
- (g) unpaid family leave

Answer:

In 2004, 500 randomly selected AWAs approved during the calendar years 2002 and 2003 (250 AWAs from each of 2002 and 2003) were coded by ACIRRT, on behalf of the OEA. A further 250 randomly selected AWAs approved during 2004 were coded by the OEA in March 2005, explicitly for the provisions specified.

The proportion of AWAs containing the specified provisions, in each of the two samples, is shown in the following table.

Provisions	% of sample AWAs (2002-2003)*	% of sample AWAs (2004)
Paid maternity leave	8	2
The right for an employee to request part-time work	1	2
Job sharing	1	<1
Home-based work	2	0
Family responsibilities	49	Unavailable#
Paid family leave (inc. paid maternity leave)	62	40
Unpaid family leave	10	24

* Note: it is not possible to differentiate between sample AWAs approved in calendar 2002 and those approved in calendar 2003. Data concerning these AWAs is aggregated and presented as a single sample. Therefore, caution should be exercised in identifying trends on the basis of changes between the aggregated 2002/2003 data and the 2004 data.

In the timeframe allowed for answering this question, it was not possible to code the 2004 sample of AWAs for 'family responsibilities' provisions, using the same approach adopted by ACIRRT for the 2002 and 2003 sample.