

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

**2005-2006 ADDITIONAL SENATE ESTIMATES HEARING
16 FEBRUARY 2006
EMPLOYMENT AND WORKPLACE RELATIONS PORTFOLIO**

QUESTIONS ON NOTICE

Outcome : Equality of opportunity in employment for women

Output Group: Encouragement of Australian employers to improve equal opportunity outcomes for women in the workplace.

Question Number: W833-06

Question:

Senator McEwen asked at *Hansard* page 78:– Can the agency provide details on what percentage of casual employees receive paid maternity?

Answer:

In 2004, EOWA surveyed its reporting organisations¹ on whether they provided paid maternity leave, and if so, whether this was available to all female employees, including casuals. If it was not available to all employees, organisations were asked which category of staff did not have access to paid maternity leave.

In total, 1744 organisations participated in the survey, comprising 69% of all organisations due to report to EOWA in 2004 (2535).

Of these 1744 organisations, 41% (699)² said that they provided paid maternity leave. (The 2005 EOWA survey found that 46% of reporting organisations now offer paid maternity leave; however, this survey did not address access by casual employees.)

Of the 699 organisations providing paid maternity leave in 2004, 37% (240) said that this provision was available to all female employees, including casuals.

¹ The *Equal Opportunity for Women in the Workplace Act 1999* requires private-sector companies, community organisations, non-government schools, trade unions and group training companies with 100 or more employees, as well as higher education institutions, to report annually on their equal opportunity workplace program. In 2005, the total number of reporting organisations, including reporting corporate groups, was 2711, employing approximately 2.6 million employees, of whom 48% were women.

² The calculation of survey result percentages exclude 'don't know' responses.

Of the 407 organisations that provided paid maternity leave to some female employees, 15% (61) did not identify casuals as amongst the employees excluded from accessing this provision.