

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

**2006-2007 ADDITIONAL SENATE ESTIMATES HEARING
15 FEBRUARY 2007
EMPLOYMENT AND WORKPLACE RELATIONS PORTFOLIO**

QUESTIONS ON NOTICE

Outcome 1: 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: W1378-07

Question:

Senator Wong asked in writing:

Maternity leave Can EOWA provide updated figures on how many organisations reporting to the Agency provide paid maternity leave to all women staff in their organisations? What is the length of the paid maternity leave provided? How many organisations provide 'up front' or lump sum payments to staff taking paid maternity leave? How many organisations require staff who have taken paid maternity leave to pay back that leave if they leave the organisation? How many organisations provide for a 'bonus' payment to women staff to return from either paid or unpaid maternity leave?

Answer:

The most recent EOWA figures available to date are at 2005 – 46% of organisations provided paid maternity leave.

The length of paid maternity leave provided varies from one week to greater than 14 weeks.

The EOWA survey does not identify the structure of the payment; the penalty if any for resignation or the provision of bonus payments.

The ABS annual *Employee Earnings, Benefits and Trade Union Membership* survey released this month, 43.7 per cent of women now have paid maternity leave entitlements, an increase from 30.3 per cent in 2002.