

Senate Standing Committee on Education and Employment

QUESTIONS ON NOTICE Budget Estimates 2017 - 2018

Outcome 2 - Workplace Relations and Economic Strategy

Department of Employment Question No. EMSQ17-004174

Senator Moore asked on 30 May 2017 on proof Hansard page 78

Question

Modernising return to work approaches

Senator KAKOSCHKE-MOORE: Good to know. Are there certain industries or sectors that you fear are lagging behind in perhaps modernising their approach to facilitating carers and parents returning to work?

Ms Lyons: I do not have the stats in front of me right now, but I can get you any information around that

Answer

Based on the Agency's 2016 data, 53.5 per cent of organisations offered non-leave based support to employees with family and caring responsibilities. This includes measures such as employer-subsidised childcare, breastfeeding facilities and referral services.

There is a considerable variation across industries regarding their support for working carers and parents. Organisations in the Financial and Insurance Services industry and Electricity, Gas and Water Services industry are most likely to offer some form of non-leave based support to carers and parents (75.9 per cent and 73.1 per cent respectively). Organisations in the Retail Trade, Agriculture, Forestry and Fishing, and Construction industries are least likely to offer some form of non-leave based support to carers and parents (33.3 per cent, 38.3 per cent and 38.5 per cent respectively).

In general, larger organisations are still more likely to offer non-leave based support to parents and carers, with 87.6 per cent of organisations with 5,000 or more employers offering some form of support. This decreases with organisational size, with only 45.6 per cent of organisations with less than 250 employees offering some form of support.