

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

**2003-2004 SUPPLEMENTARY BUDGET ESTIMATES HEARING
6 NOVEMBER 2003**

EQUAL OPPORTUNITY FOR WOMEN IN THE WORKPLACE AGENCY

QUESTIONS ON NOTICE

Question Number: W189-04

Question:

- a) Could EOWA provide the Committee with a copy of the survey concerning paid maternity leave?
- b) Could EOWA provide the Committee with the outcome of the survey when the results are available?

Answer:

- a) Please find attached copy of the Survey as requested (Commonwealth Government Statistical Clearing House Approval Number 01186-02).
- b) As at 27 November 2003 the results of the above Survey are not yet available.

EOWA 2003 Survey Questions

Introduction

EOWA conducts a brief survey of our reporting organisations each year in order to identify the important issues for equal opportunity going forward. This year's survey takes about 5 minutes, and involves primarily 'yes', 'no' or numerical answers.

1 Does your company provide paid maternity leave?

- a. Yes
- b. No ⇒ Q3
- c. Don't know ⇒ Q3

2 How many weeks' paid maternity leave is provided?

[NB: Where a sliding-scale is offered, select your answer based on the maximum amount of leave offered.]

- a.
 - i. Less than 1 week *[1- 6 days]*
 - ii. 1-2 weeks *[7 – 14 days]*
 - iii. 3-4 weeks *[15 – 28 days]*
 - iv. 5 – 6 weeks *[ie, more than 4 weeks but less than or equal to 6 weeks]*
 - v. 7 – 8 weeks *[ie, more than 6 weeks but less than or equal to 8 weeks]*
 - vi. 9 – 12 weeks *[ie, more than 8 weeks but less than or equal to 12 weeks]*
 - vii. 13 weeks
 - viii. 14 weeks or more
- b. Don't know

3 During the last year *[either calendar, financial or reporting year]*, how many of your female employees commenced paid or unpaid maternity leave?

- a. *[record number of women]*
- b. Don't know.

4 During the same period, how many women on maternity leave came back to work, or left the organisation? *[Either after taking leave or immediately before or after the birth.]*

- a.
 - i. *[number of women who came back to work]*

ii. *Don't know*

b.

i. [number of women who left]

ii. *Don't know*

5 Of the full-time women who returned to work after maternity leave, how many came back full-time, and how many came back part-time?

a. *Number who came back Full-time*
Number who came back Part-time
Number where returned capacity unknown

b. *Don't know*

6 The next set of questions relate to work/life flexibility initiatives. Selecting “yes” or “no” for managers and for general staff, do any of your employees:

	<i>Managers</i>	<i>Staff</i>
a. Work flexible hours?	<i>Yes / No/Don't Know</i>	<i>Y / N/DK</i>
b. Work from home?	<i>Y / N/DK</i>	<i>Y / N/DK</i>
c. Work compressed hours, eg full-time over 4 days?	<i>Y / N/DK</i>	<i>Y / N/DK</i>
d. Use family or carers leave?	<i>Y / N/DK</i>	<i>Y / N/DK</i>
e. Use childcare provided by work?	<i>Y / N/DK</i>	<i>Y / N/DK</i>
f. Work part-time?	<i>Y / N/DK</i>	<i>Y / N/DK</i>
...and lastly...		
g. Job-share?	<i>Y / N/DK</i>	<i>Y / N/DK</i>
h. <i>Don't know to entire question.</i>		

Answer **either** Q7 **or** Q8 (not both), according to the following:

*If you answered “No” to both part-time and job-share **managers**, GO TO Q7.*

*If you answered “Yes” to EITHER part-time or job-share **managers**, GO TO Q8.*

7 You've answered that you don't presently have any managers who work part-time or job-share, and we're interested in why this is.

The last question is, answering “Yes” or “No”, which of the following would be the reasons why your company does not currently have any managers or senior executives

who work part-time, or job-share?

- | | |
|---|-----------------|
| a. The nature or type of work doesn't allow it
<i>Know</i> | Yes / No /Don't |
| b. The workload is too much | Y / N /DK |
| c. It would be against customer expectations | Y / N /DK |
| d. It would show a lack of commitment to the job | Y / N /DK |
| e. It's never been done before or it would be too difficult to set up | Y / N /DK |
| f. It would be unfair to others | Y / N /DK |
| g. It would create staff supervision issues | Y / N /DK |
| h. It would lead to increased costs for business, | Y / N /DK |
| i. No managers have expressed interest, or | Y / N /DK |
| j. Because of industrial constraints. | Y / N /DK |

- k.
- i. *Other reason [record response]*
 - ii. *Don't know to entire question*

If Q7 was asked, skip Q8 and GO TO the closing statement.

8 Finally, what benefits do you believe your company has experienced as a result of enabling managers to work part-time? *[and job-share if this applies.]* Please answer "Yes" or "No" to each of the following:

- | | |
|---|-----------------|
| a. Increased productivity and efficiency
<i>Know</i> | Yes / No /Don't |
| b. Higher morale and job satisfaction | Y / N /DK |
| c. Retention of staff members | Y / N /DK |
| d. Easier recruitment | Y / N /DK |
| e. Good staff relations | Y / N /DK |
| f. Reduced absenteeism | Y / N /DK |

If "no" or "don't know" to all of the above, ask: "Can you think of any benefits at all that the company might have experienced?"

- g.
- i. *Other benefit [please specify]*
 - ii. *No benefits for company observed.*
 - iii. *Don't know*

Closing Statement

Thank you very much for taking the time to answer this survey. Once we've analysed the results, they will provide some really valuable insights into what the critical issues are for women in the workplace today. And we will definitely share the results of the survey with you when they are released