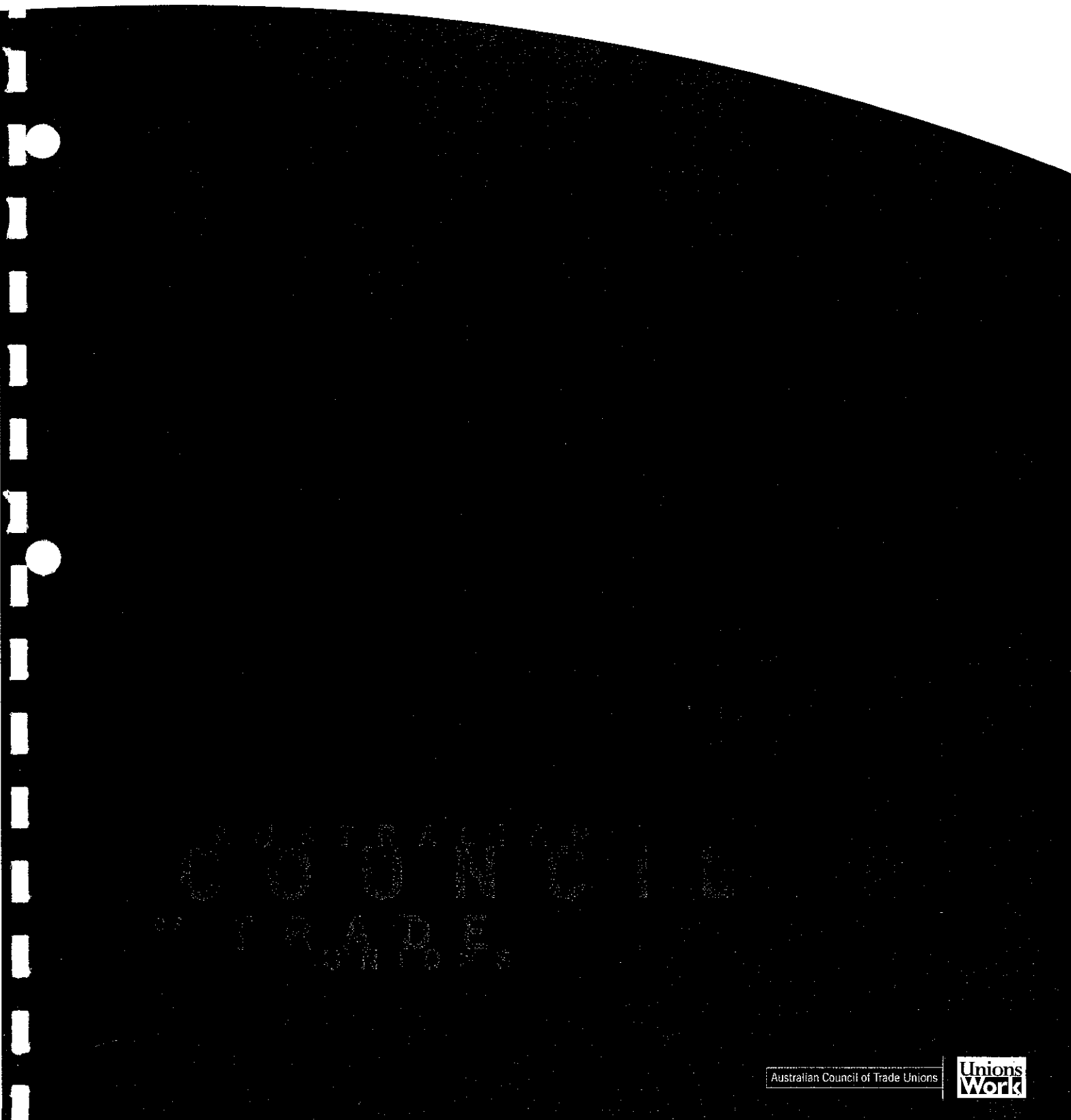


# WORK AND FAMILY TEST CASE 2004

Selected Data



30 April 2004



## Employment arrangements

1. Part-time jobs are less likely to have access to leave entitlements than full-time jobs.

### Leave entitlements by sex

Leave entitlements in main job	Males				Females			
	Full-time		Part-time		Full-time		Part-time	
	000s	%	000s	%	000s	%	000s	%
With leave entitlements	3141.0	84.7	170.2	26.3	1770.9	89.0	782.5	44.5
Without leave entitlements	566.4	15.3	477.2	73.7	219.1	11.0	977.1	55.5
Totals	3707.4	100.0	647.5	100.0	1990.0	100.0	1759.6	100.0

Source: ABS Cat No 6310.0

2. In 2000 two thirds of mothers with children under twelve years of age worked part-time.

### Employment status of Males and Females with children aged less than 12 years

	HAD CHILDREN AGED UNDER 12 YRS		DID NOT HAVE CHILDREN AGED UNDER 12 YRS		TOTAL	
	Males	Females	Males	Females	Males	Females
	%	%	%	%	%	%
Full-time employees	93.1	36.1	84.1	61.9	86.5	56.2
Part-time employees	6.9	63.9	15.9	38.1	13.5	43.8

Source: ABS Cat No. 6342.0

3. 40 per cent of mothers with children less than 12 years old do not have leave entitlements.

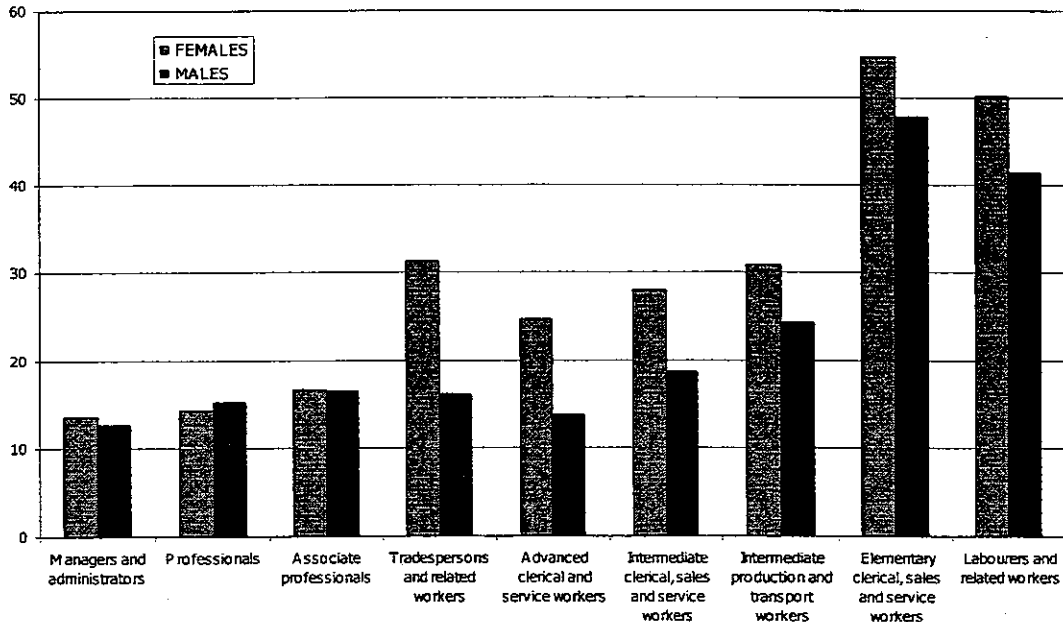
**Leave entitlements of Males and Females with children aged less than 12 years**

	HAD CHILDREN AGED UNDER 12 YRS		DID NOT HAVE CHILDREN AGED UNDER 12 YRS		TOTAL	
	Males	Females	Males	Females	Males	Females
	%	%	%	%	%	%
Has leave entitlements in main job	81.1	60.6	73.1	69.1	75.3	67.2
Does not have leave entitlements in main job	18.9	39.4	26.9	30.9	24.7	32.8

Source: ABS Cat No. 6342.0

4. In all occupational groups (except professionals) women are more likely than men to be casual and that the lower paid/status occupations are more likely to be casual for both men and women.

**Percentage of casuals by sex and occupation**



Source: ABS Cat No. 6310.0

5. Of the casual labour force 53.8 per cent are aged 25 to 54.

**Table X.x: Percentage of casuals by age group**

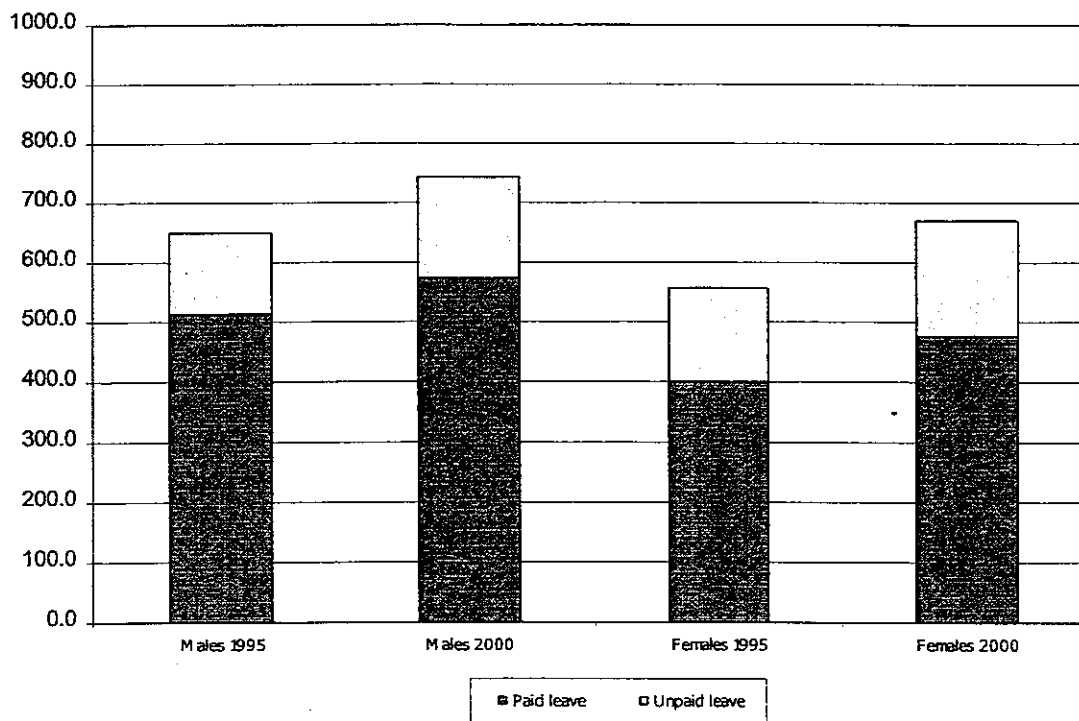
Age group (years)	Males	Females	Persons
	%	%	%
15-24	35.8	34.3	35.0
25-54	50.6	56.5	53.8
55 and over	13.6	9.1	11.2

Source: ABS Cat No. 6310.0

### Use of unpaid leave

6. The number of males taking leave was greater than females in both years. However the number of days taken for unpaid leave was greater for females than for men in both 1995 and 2000. For both men and women the number of days taken for unpaid leave was greater in 2000 than in 1995.

**Type of leave taken for most recent absence**



Source: ABS Cat No.6342

## Control over taking annual leave

7. The percentage of full-time males that are able to choose when annual leave is taken has fallen from 72.3 per cent in 1995 to 71.5 per cent in 2000. Females have slightly less control of when they can take annual leave than males. 69.8 per cent of female full-time workers had the ability to choose when they can access annual leave in 2000. This has fallen from 70.6 per cent and 1995.

### Whether employee is able to choose when to take holiday leave

	1995			2000		
	Males	Females	Persons	Males	Females	Persons
	%	%	%	%	%	%
<b>Full-Time</b>						
Can choose	73.1	70.6	72.3	72.3	69.8	71.5
Sometimes can choose	11.7	9.9	11.1	15.4	13.9	14.8
Cannot choose	15.2	19.5	16.7	12.3	16.2	13.7
<b>Part-Time</b>						
Can choose	60.4	67.1	65.6	62.1	67.0	65.7
Sometimes can choose	7.7	7.8	7.8	11.0	11.8	11.6
Cannot choose	31.9	25.1	26.6	26.9	21.2	22.7
<b>Total</b>						
Can choose	71.9	69.2	70.7	71.1	68.6	69.9
Sometimes can choose	11.3	9.0	10.3	14.7	13.0	13.9
Cannot choose	16.8	21.8	19.0	14.2	18.4	16.1

Source: ABS Cat No. 6342.0

8. Women with children aged less than 12 years are less likely to be able choose when to take holiday leave than men with children aged less than 12 years and males and females that did not have children less than 12 years.

### Employees with children aged less than 12 years that can choose when to take holiday leave

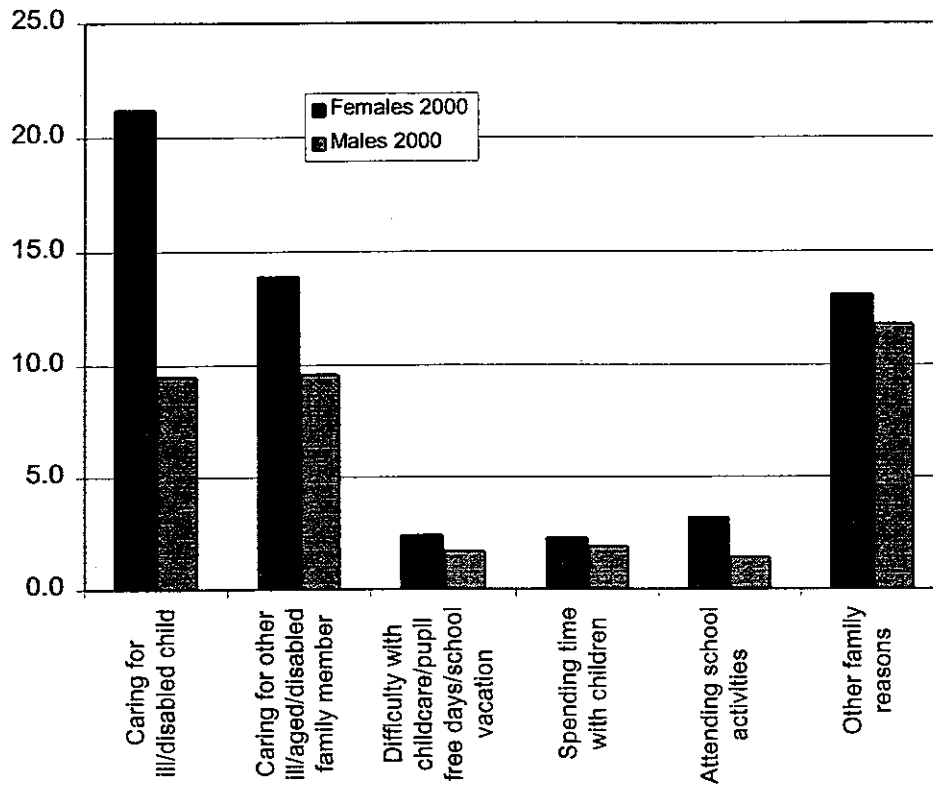
	HAD CHILDREN AGED UNDER 12 YRS		DID NOT HAVE CHILDREN AGED UNDER 12 YRS		TOTAL	
	Males	Females	Males	Females	Males	Females
	%	%	%	%	%	%
Can choose	71.6	67.7	70.9	68.8	71.1	68.6
Sometimes can choose	15.9	11.7	14.3	13.4	14.7	13.0
Cannot choose	12.6	20.5	14.8	17.8	14.2	18.4

Source: ABS Cat No. 6342.0

## Reasons for leave

9. Women are more likely than men to take leave for family reasons.

**Most recent absence taken for family reason (000s)**



Source: ABS Cat No. 6342.0

10. Caring for sick and disabled family members accounted for approximately 58 per cent of all family leave taken.

**Reason for most resent absence – family reason**

	1995		1997		2000		Persons
	Males	Females	Males	Females	Males	Females	
	%	%	%	%	%	%	
Caring for ill/disabled child	26.7	56.8	21.4	49.1	26.4	37.7	33.3
Caring for other ill/aged/disabled family member	34.7	18.0	35.7	15.5	26.7	24.7	25.5
Difficulty with childcare/pupil free days/school vacation	1.2	3.6	0.0	2.1	4.7	4.3	4.4
Spending time with children	5.5	5.4	5.6	9.5	5.3	4.1	4.6
Attending school activities	2.7	3.8	7.2	6.6	3.9	5.7	5.1
Other family reasons	29.4	12.5	30.0	17.1	32.8	23.3	27.0

Source: ABS Cat No. 6342.0

**Control over working arrangements**

11. The following tables demonstrate that employee initiated control over hours of work is not wide spread over the economy.

**Whether able to work extra hours to take time off**

	HAD CHILDREN AGED UNDER 12 YRS		DID NOT HAVE CHILDREN AGED UNDER 12 YRS		TOTAL	
	Males	Females	Males	Females	Males	Females
	%	%	%	%	%	%
Able to work extra hours	41.2	40.2	37.4	37.8	38.4	38.3
Unable to work extra hours	58.8	59.8	62.6	62.2	61.6	61.7

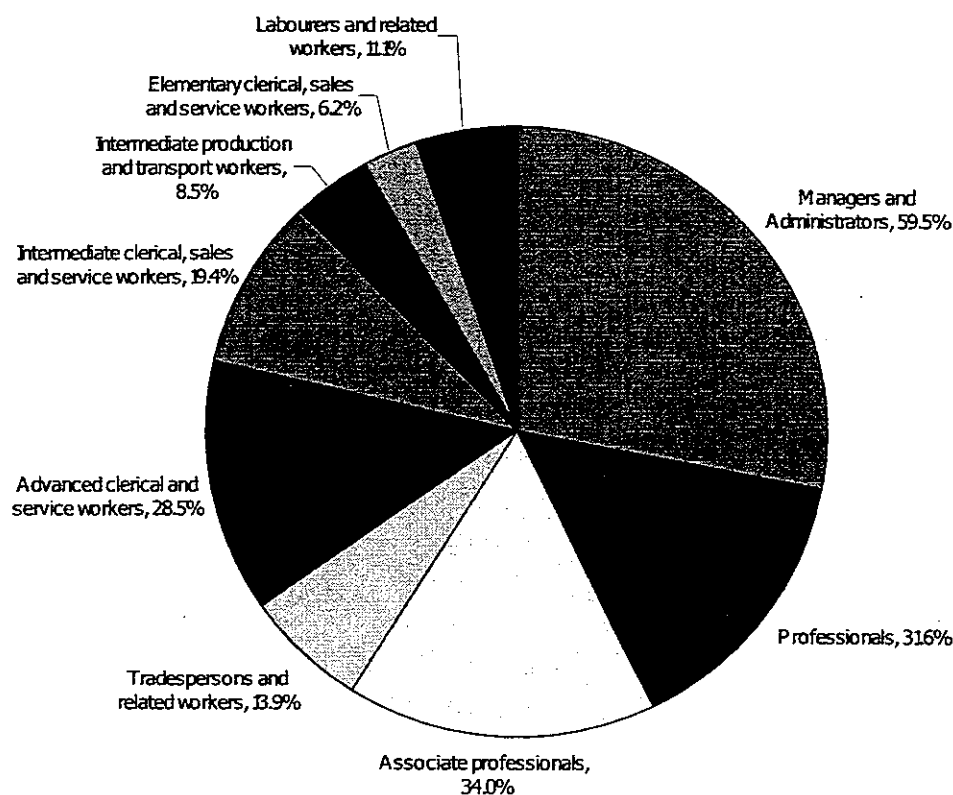
Source: ABS Cat No. 6342.0

### Whether start and finish times are fixed

	HAD CHILDREN AGED UNDER 12 YRS		DID NOT HAVE CHILDREN AGED UNDER 12 YRS		TOTAL	
	Males	Females	Males	Females	Males	Females
Start and finish times are not fixed	41	32	36	28	38	29
Variable daily	30	23	23	17	25	18
Not variable daily	11	9	13	11	12	10
Start and finish times are fixed	59	68	64	72	62	71
Times were negotiated with employer	13	25	14	18	13	20
Times were not negotiated with employer	46	43	50	53	49	51

Source: ABS Cat No. 6342.0

### Variable start and finish times – Fixed hours



Source: ABS Cat No. 6342.0

## Flexibility in the workplace by occupation

	ABLE TO WORK EXTRA HOURS		UNABLE TO WORK EXTRA HOURS	
	Males	Females	Males	Females
	%	%	%	%
Managers and Administrators	52.6	53.7	47.4	46.3
Professionals	44.1	34.0	55.9	66.0
Associate professionals	43.6	47.9	56.4	52.1
Tradespersons and related workers	38.9	40.0	61.1	60.1
Advanced clerical and service workers	51.3	52.4	48.5	47.6
Intermediate clerical, sales and service workers	41.2	42.6	58.8	57.4
Intermediate production and transport workers	25.5	28.0	74.5	71.9
Elementary clerical, sales and service workers	29.2	27.9	70.8	72.1
Labourers and related workers	29.7	24.7	70.3	75.3

Source: ABS Cat No. 6342.0

## Satisfaction with current working arrangements

Current working pattern	Set number of days each week	Set number of days each fortnight	19 day month	Casual or relief work	Roster or shift system	Other working pattern
	%	%	%	%	%	%
Set number of days each week	77.4	6.8	9.5	2.3	1.9	2.1
Set number of days each fortnight	7.7	76.7	7.4	2.0	2.9	3.4
19 day month	6.2	7.5	75.4	1.4	4.2	5.3
Casual or relief work	37.9	5.3	2.6	49.6	3.5	1.1
Roster or shift system	22.3	8.4	4.4	1.5	61.0	2.3
Other working pattern	18.8	6.5	6.0	1.6	1.8	65.3

Source: ABS Cat No. 6361.0

## Maternity leave

12. Unpublished ABS data from Queensland shows that around one third of women who took maternity leave took longer than twelve months.

### Women (a) who took maternity leave (b)

Amount of leave	Number '000	Proportion %
0 to less than year	32.8	67
year to less than two years	15.1	31
two years or more	0.7	1

Notes:

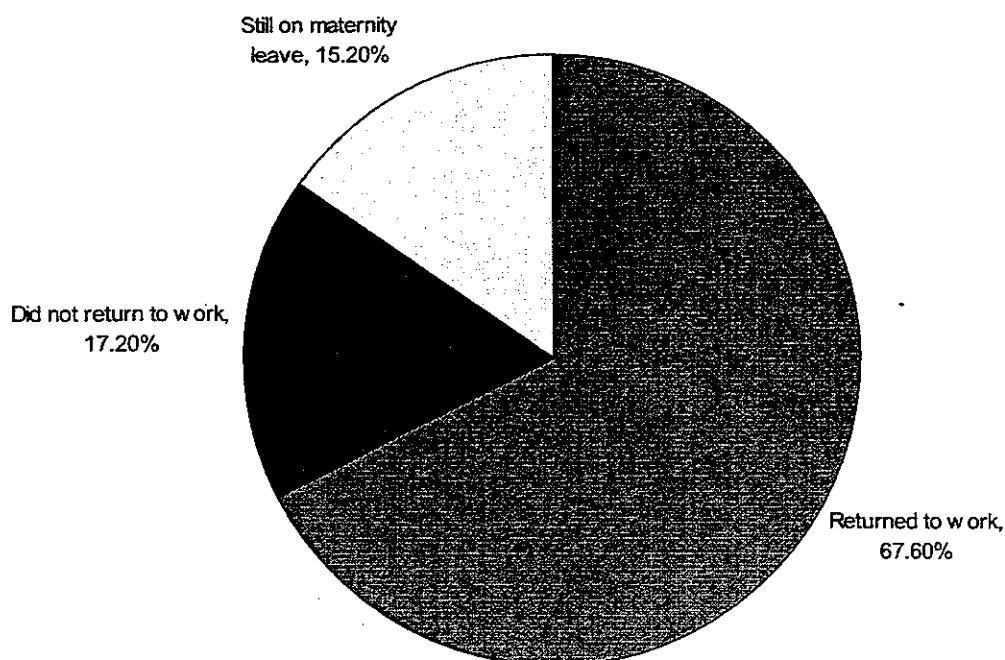
(a) Aged 18-54 with a child under the age of six

(b) The most recent maternity leave taken in the last five years

Source: ABS Cat No: 4903.3 unpublished

13. Of the women that took maternity leave in the past five years the majority (67.6 per cent) returned to work and that almost half of those not in work identified as on maternity leave.

Figure X.1: Women the returned to work after maternity leave



Source: ABS Cat No. 4903.3

14. Women who took maternity leave and returned to work in the last five years  
 43.2 per cent of them returned to the same job with the same employer and  
 43.6 returned to the same job with the same employer but with reduced  
 hours.

**Women who took maternity leave position when went back to work**

<b>Position returned to</b>	<b>Proportion %</b>
In exactly the same job with same employer	43.2
In the same job with the same employer but with reduced hours	43.6
with the same employer but in a different job	2.5
With a different employer	6.9
Other	3.8
<b>Total</b>	<b>100.0</b>

Notes:

(a) Aged 18-54 with a child under the age of six.

(b) After most recent period of maternity leave.

Source: ABS Cat No: 4903.3

Of the 43.2 per cent of women that returned to the same job with the same employer 20.4 per cent returned in after one year. Of those women that returned to the same employer and the same job but with reduced hours 25.2 per cent returned after twelve months.

**Women that took maternity leave position when went back to work**

<b>Position returned to</b>	<b>0 to less 12 Months</b>	<b>12 months or more</b>	<b>Total</b>
In exactly the same job with the same employer	11.3	2.9	14.2
In the same job with the same employer but with reduced hours	10.7	3.6	14.3
With the same employer but in a different job	0.6	0.2	0.8
With a different employer	1.3	1.1	2.3
Other	1.2	0.0	1.2

Notes:

(a) Aged 18-54 with a child under the age of six

(b) The most recent maternity leave taken in the last five years

Source: ABS Cat No 4903.3 unpublished

## Caring responsibilities

15.36 per cent of carers are permanent employees and 46.6 per cent of female carers are permanent employees.

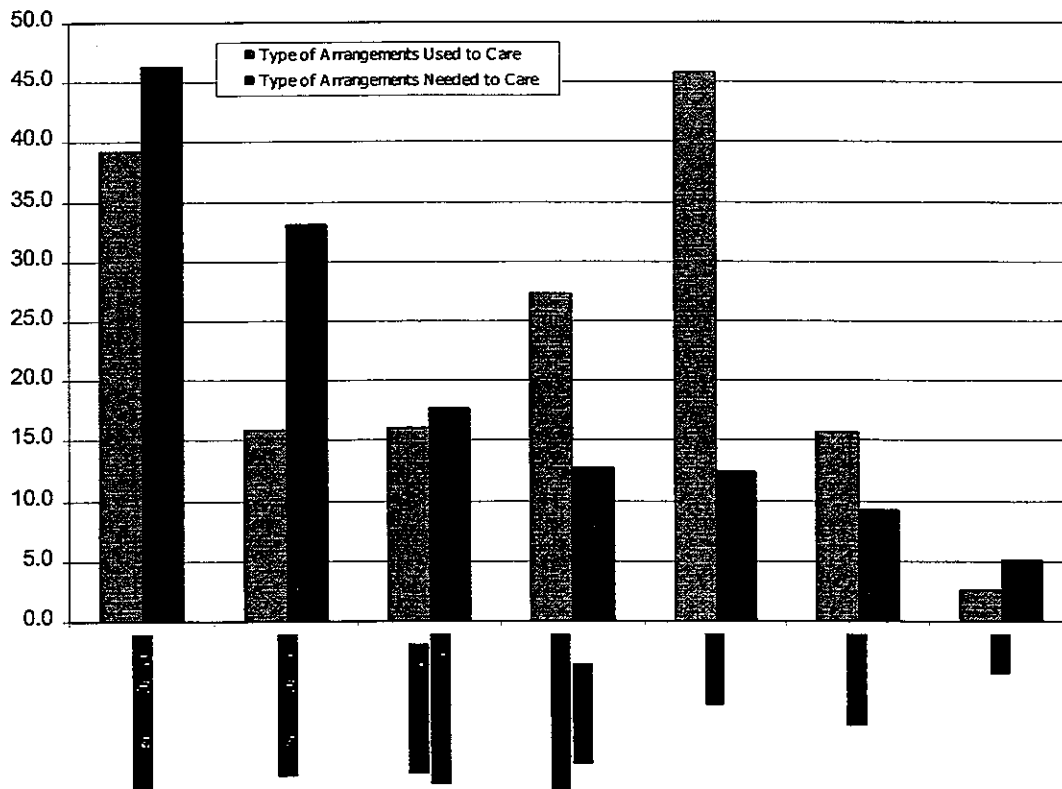
### Carers by employment status

Type of employment	Persons %	Males %	Females %
Employees			
Permanent	35.9	27.6	46.6
Casual	12.7	15.0	9.8
Unemployed	4.1	3.9	4.2
Not in the labour force	29.7	15.3	40.8

Source: ABS Cat No. 4903.3

16. Employees most commonly cite flexibility in hours and location of work as the working arrangements most needed.

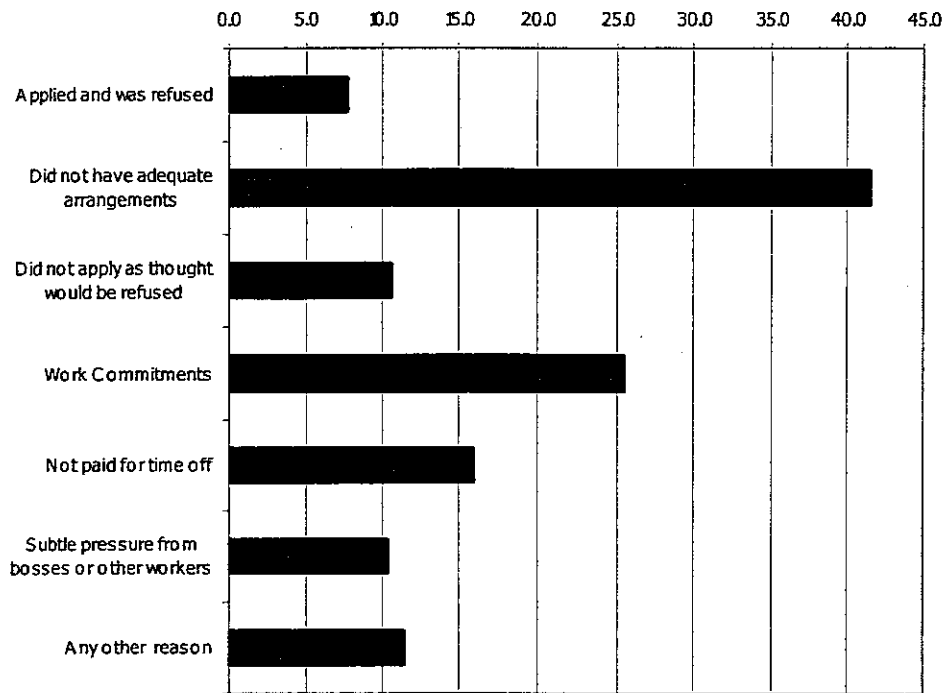
### Type of leave needed and used to care for someone



Source: ABS Cat No. 4903.3

17. The main reason why employees cannot access flexibilities in the work place is because they do not have adequate arrangements.

### Reason why employees cannot access flexibilities



Source: ABS Cat No. 4903.3

18. Use of formal care increases as children get older. Grandparents are the most likely form of informal child care that is used.

### Type of child care used by age

	AGE OF CHILD (YEARS)								
	Under 1	1	2	3	4	5	6~8	9~11	Total
<b>Whether used any type of childcare</b>	%	%	%	%	%	%	%	%	%
Children who used formal and/or informal care									
Formal care only	4.2	15.7	25.4	37.5	54.2	17.3	8.3	4.7	15.8
Informal care only	26.9	30.0	24.0	13.4	5.4	21.5	27.3	25.4	23.3
Formal and informal care	2.8	11.2	15.6	25.2	28.8	10.9	4.7	2.6	9.6
Children who used formal and/or informal care	33.9	57.0	65.1	76.1	88.4	49.7	40.4	32.6	48.7
Children who used neither formal nor informal care	66.1	43.0	34.9	23.9	11.6	50.3	59.7	67.4	51.3
<b>Type of care</b>									
Formal care									
Before and/or after school care	~	~	~	0.1	1.6	7.5	12.0	6.5	5.5
Long day care centre	5.0	17.6	29.3	35.8	25.1	5.4	0.1	~	9.6
Family day care	1.4	7.2	8.2	7.3	6.7	3.0	0.9	0.5	3.1
Occasional care centre	~	2.8	3.4	4.4	2.9	0.7	~	0.1	1.2
Preschool	~	~	0.4	18.3	59.0	16.7	0.1	~	7.7
Other formal care	0.8	0.3	0.8	0.6	0.9	0.2	0.1	0.2	0.4
Children who used formal care(a)	7.0	27.0	41.1	62.7	82.9	28.2	13.1	7.3	25.3
Informal care									
Grandparent	22.1	31.0	27.6	24.4	20.7	18.3	16.9	12.1	19.1
Brother/sister	0.2	0.9	0.9	0.8	1.4	1.2	2.6	4.5	2.3
Other relative	4.8	6.8	7.5	8.5	6.3	6.9	6.5	6.7	6.7
Other person	4.6	7.2	6.9	7.2	8.5	8.2	8.0	7.1	7.3
Children who used informal care(a)	29.7	41.2	39.7	38.6	34.2	32.5	32.0	28.0	32.9

Source: ABS Cat No. 4402.0

In 2002 106,400 children required additional formal child care.

**Table X.x: Whether additional child care is required**

<b>(Additional) formal care required</b>	'000
Children Aged 0-4 Years	106.4
Children Aged 5-11 Years	68.0
	174.4

Source: ABS Cat No. 4402.0

19. Main type of additional care required

<b>CHILDREN AGED 0-4 YEARS</b>	<b>'000</b>	<b>%</b>
Before and/or after school care	2.4	2.3
Long day care centre	42.7	40.2
Family day care	24.3	22.8
Occasional care centre	29.4	27.6
Preschool	5.1	4.8
Other formal care	2.5	2.3
<i>Children who required (additional) formal care</i>	106.4	100.0

Source: ABS Cat No. 4402.0