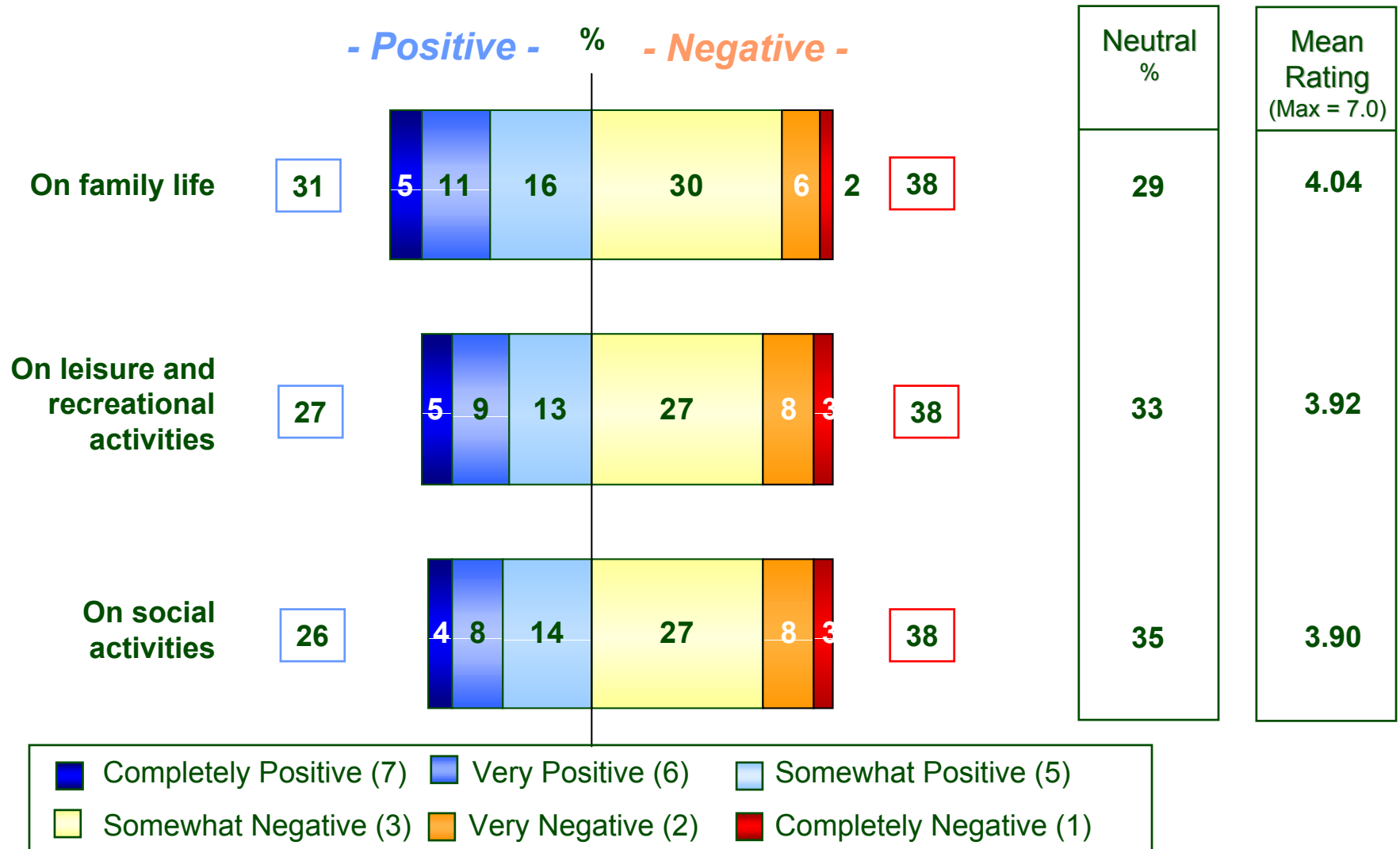


# Work / Personal Life Balance

- Around two in five respondents claimed that their work has a negative impact upon other areas of their life (38%), however the majority felt that their work had either a neutral (29%\*) or a positive (31%\*) effect.
- Respondents particularly more likely to claim that their work has a negative impact upon their personal life included:
  - ↳ those working in excess of 40 hours per week, those concerned about long hours, and those with a preference for fewer working hours;
  - ↳ those in the Health sector;
  - ↳ white collar workers;
  - ↳ those earning in excess of \$800 per week;
  - ↳ those who feel less secure in their employment compared with a year ago;
  - ↳ those having experienced financial stresses in the last year; and
  - ↳ those less inclined to agree that employers can be trusted.
- Those who claimed that the impact of their work responsibilities on other areas of their life has increased in the last few years (55%) were far more likely to feel this to have been a negative rather than a positive impact (75% v 45% respectively\*).

\* On their family life.

# Work Impact



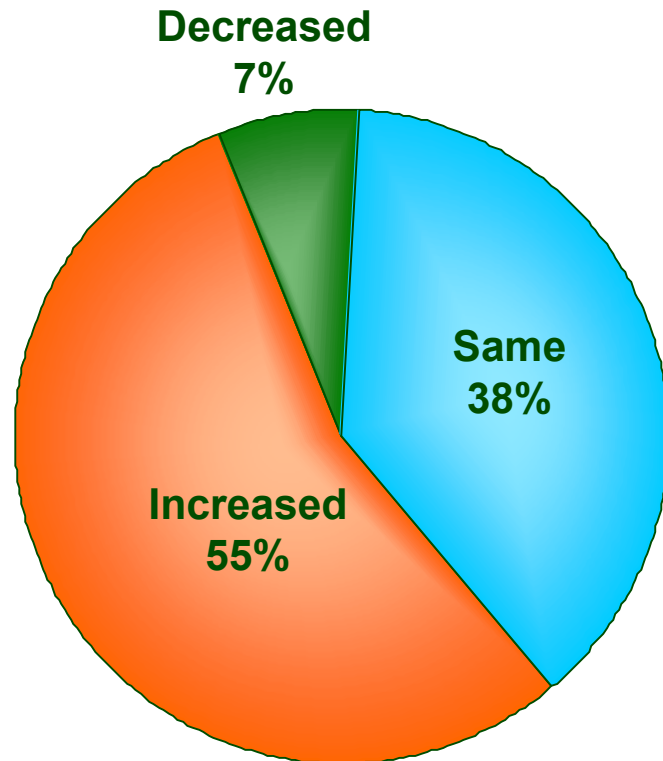
Base: All respondents (n=8,259)

Q4.1a Firstly, what impact, if any, do your work responsibilities have upon your family life?

Q4.1b What kind of impact does your work have upon your social activities?

Q4.1c Lastly, your leisure and recreational activities?

# Work Impact on Personal Life ('Last Few Years')



## Greater impact on personal life among:

- Full time workers (58%) v part timers (44%) and casual workers (42%).
- Higher income earners (64% v 52% of middle income earners and 40% of lower income earners).
- The Health sector (60%).
- White collar workers (57%) v Blue (45%).
- Those in New South Wales (65%).
- Those working 40+ hours p/w (66% v 49% of others).

Base: All respondents (n=8,259)

Q4.2 Over the last few years, do you believe that the impact of your work responsibilities on other areas of your life has generally increased, decreased or stayed the same?

# Leave Entitlements

# Leave Entitlements

## Parental Leave

- Three in ten parents claimed to have ever taken parental leave (29%).
  - ↳ Higher income earners were more likely to have done so (35% of those earning \$800+p/w, v 25% of those earning less).
- For males, the most common period of time taken was 1 week, while females were most likely to have taken 6 - 12 months.
- Two thirds who were full time workers prior to the birth of their last child returned to work full time, while around a third went part time. Parental leave, however, tends to have no impact on the father's work status.
- Over half of those to have taken parental leave claimed that the mother is not entitled to any paid maternity leave (53%). This may in part explain why so many employees tend to take combined maternity / paternity and other leave (52%).
- Of those who have taken paid maternity / paternity leave at some point, the most common period paid was 8 - 12 weeks. Very few had taken longer, although those in the ACT were more likely than all others to have been paid for 12 to 16 weeks (15% vs 6% of all those who have taken parental leave).
- Among all respondents (including those who are not parents), there was majority agreement that a period of maternity leave should be paid (66%), that parents should be able to return to work on a part time basis (68%), and that there should be an option to extend unpaid leave to two years (61%).

# Leave Entitlements

## Carer's Leave

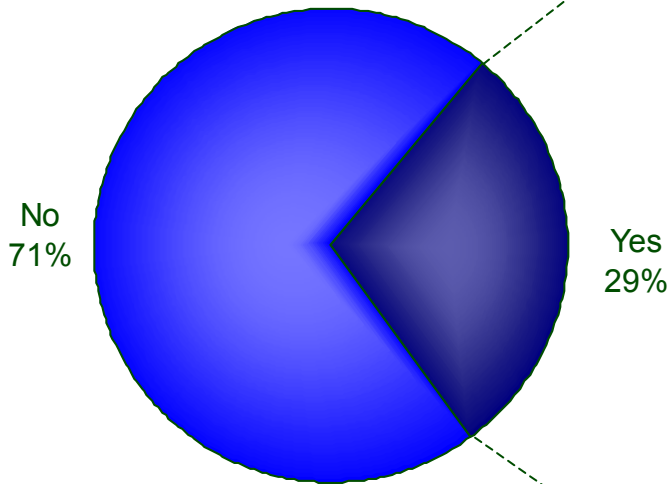
- Almost half of the respondents had taken carer's leave in the last 12 months (45%). The main reason cited was to care for a sick child (50%), followed by their spouse (28%). Interestingly, two in five actually claimed carer's leave (41%), with sick leave being the main type taken (46%), and one in ten even took unpaid leave.
- Four in five of all those who completed the questionnaire agreed that they should be entitled to additional days leave to care for someone else (78%).

## Leave Options

- Three in ten workers claimed they have given another reason for taking leave, at some point, while two thirds claimed they have never done so.
- Four in five respondents claimed they would be interested in the option of combining all of their leave into one form of leave that can be taken for any purpose (79%).

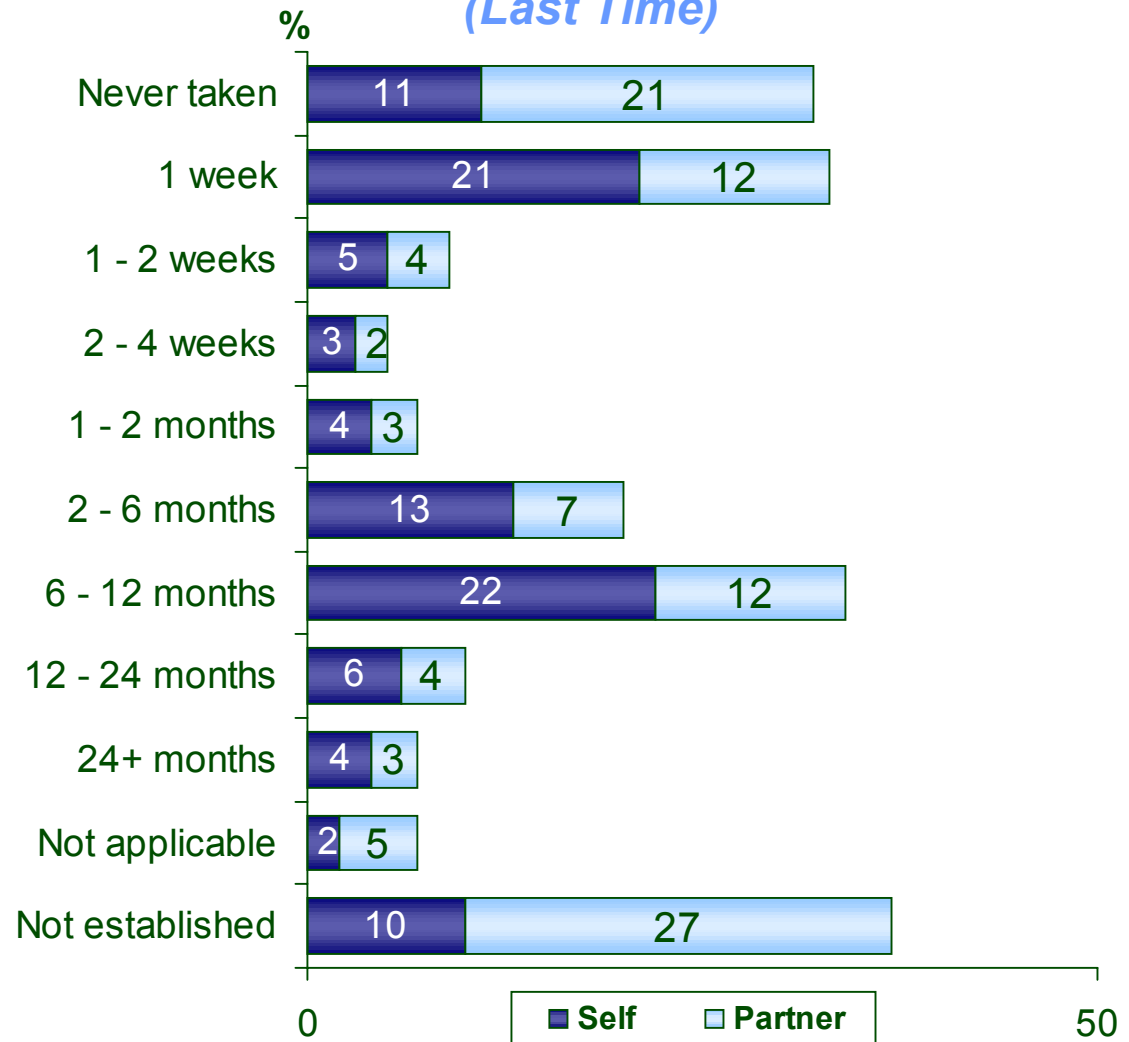
# Parental Leave

## Partner or Self Ever Taken Parental Leave?



Base: Parents / Those with parental responsibilities (n=6,326)

## Length of Parental Leave (Last Time)



Base: Taken Parental Leave (n=1,806)

# Time Before Returning to Work After Last Birth



Base: Taken Parental Leave (n=1,806)

Q5.4 After the birth of your last child, how long was it before the mother returned to work? If she has not yet returned, how long do you expect it will be before she returns?

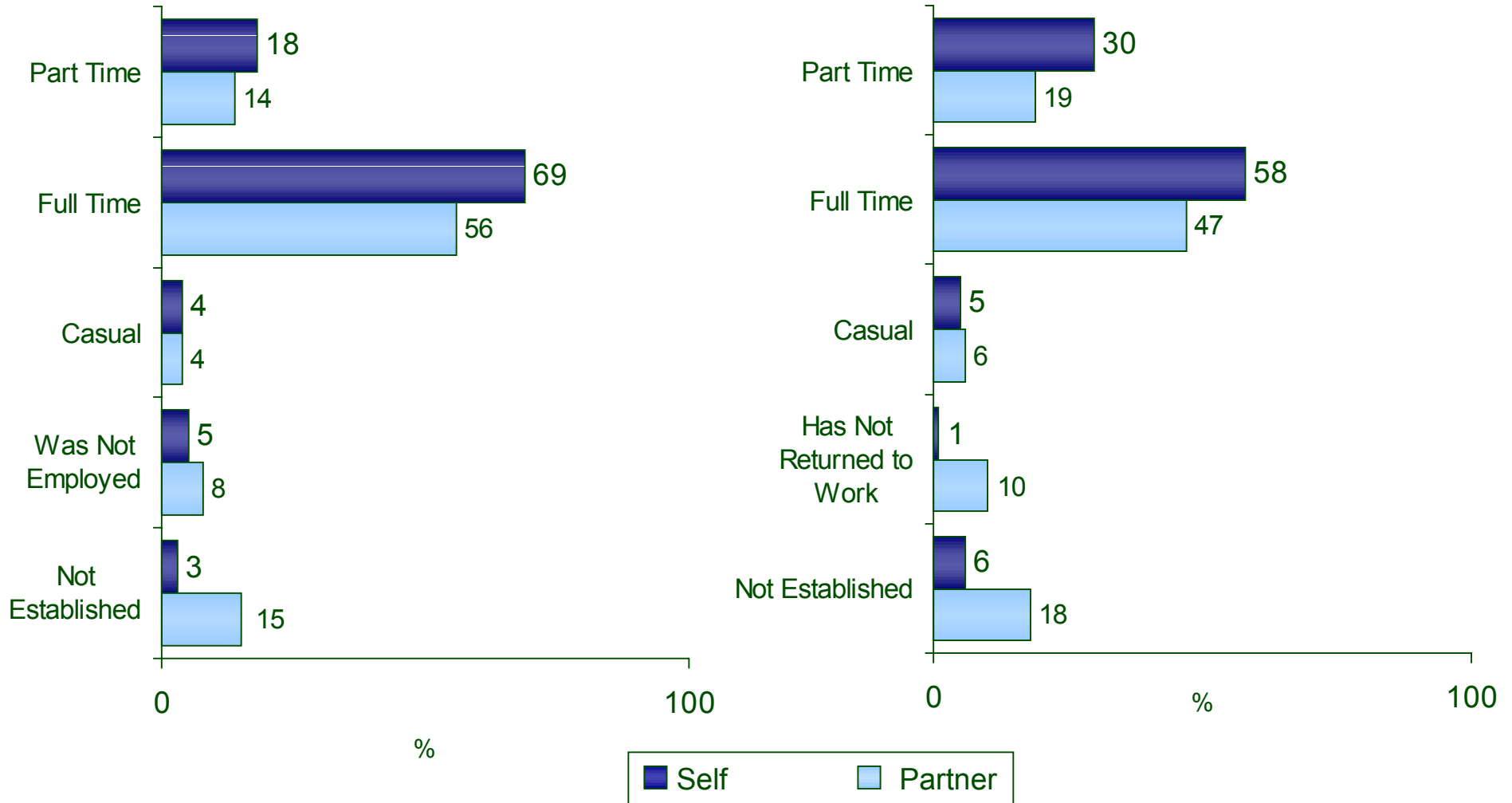




# Work Status Pre- and Post-Parental Leave

- Prior to Last Birth -

- Post-Parental Leave -



Base: Taken Parental Leave (n=1,806)

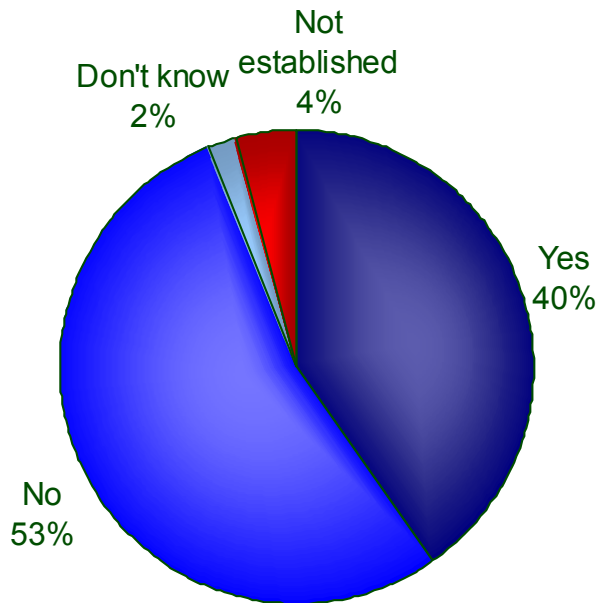
Q5.2 Prior to the birth of your last child, which of the following best describes your work status? And your partner's?

Q5.3 After taking parental leave and returning to work, which of the following best describes your work status? And your partner's?

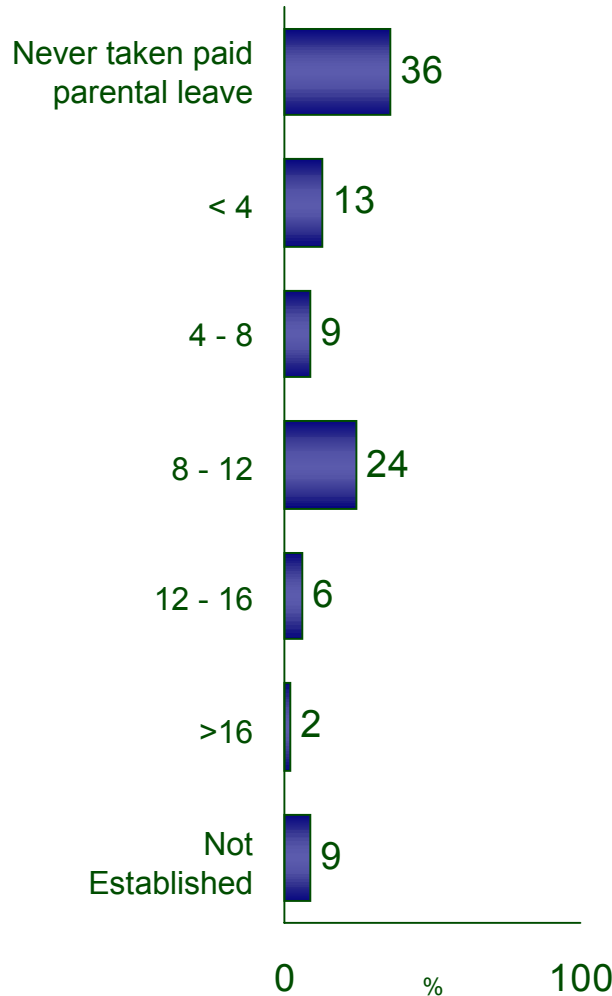


# Maternity Leave Entitlements

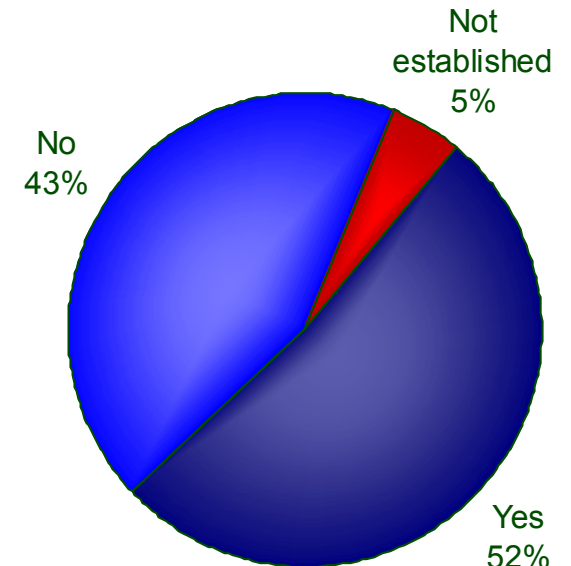
## Mother Entitled to Paid Maternity Leave?



## No. of Weeks Payment Made



## Ever Combined Maternity/Paternity Leave with Other Leave?



Base: Taken Parental Leave (n=1,806)

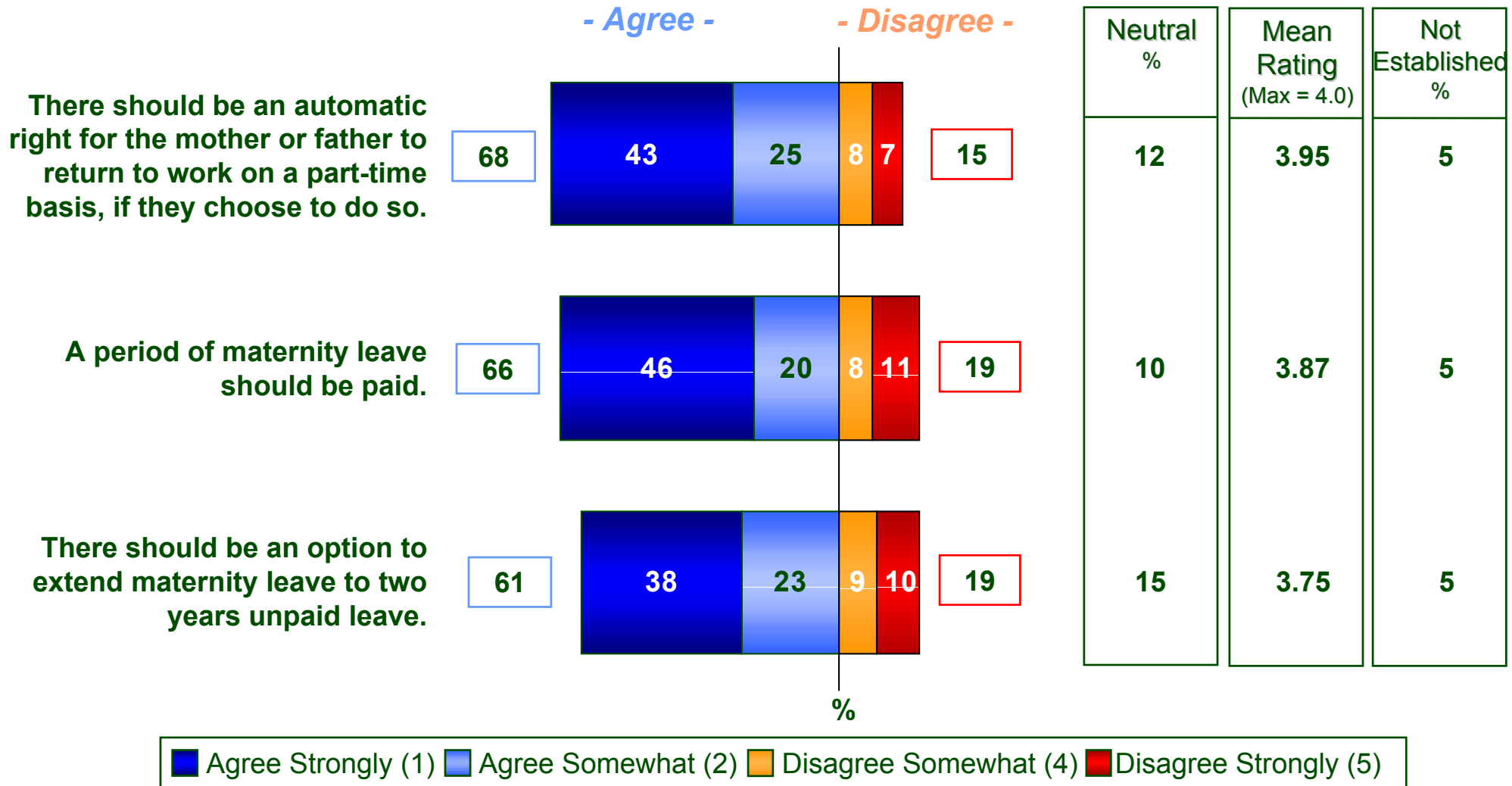
Q5.5 Is or was the mother of the child entitled to paid maternity leave?

Q5.6 If you or your partner have ever taken paid maternity/paternity leave, for how many weeks was payment made?

Q5.7 Have you or your partner ever combined maternity/paternity leave with another form of leave?



# Opinions re: Maternity Leave Entitlements



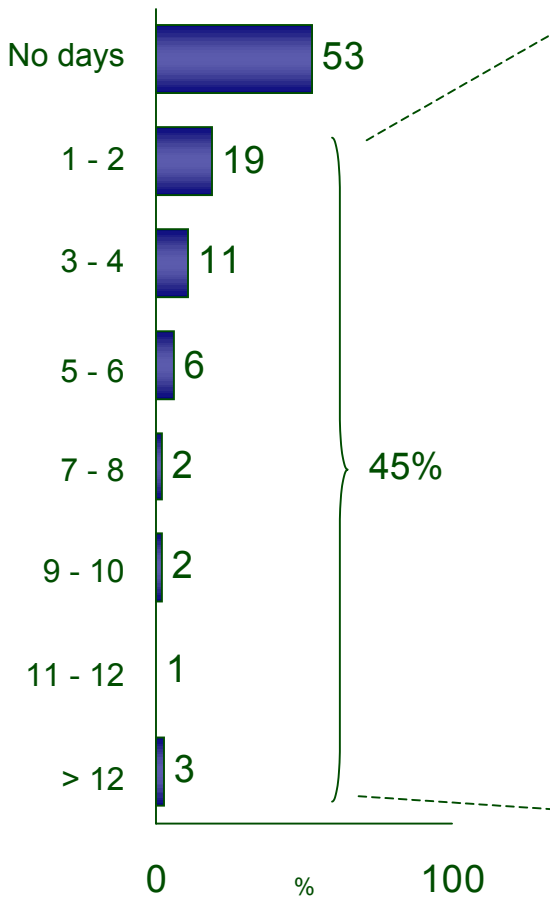
Base: All respondents (n=8,259)

Q5.8 Please tick the number that indicates the extent to which you agree or disagree with each of the following propositions.

# Carer's Leave

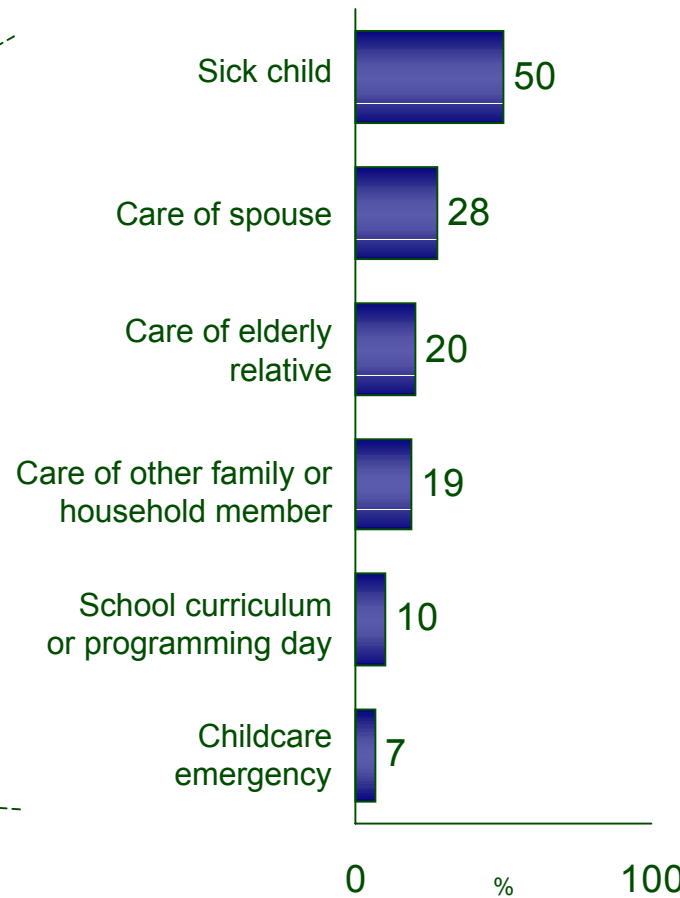


- Days Off to Care for Someone -



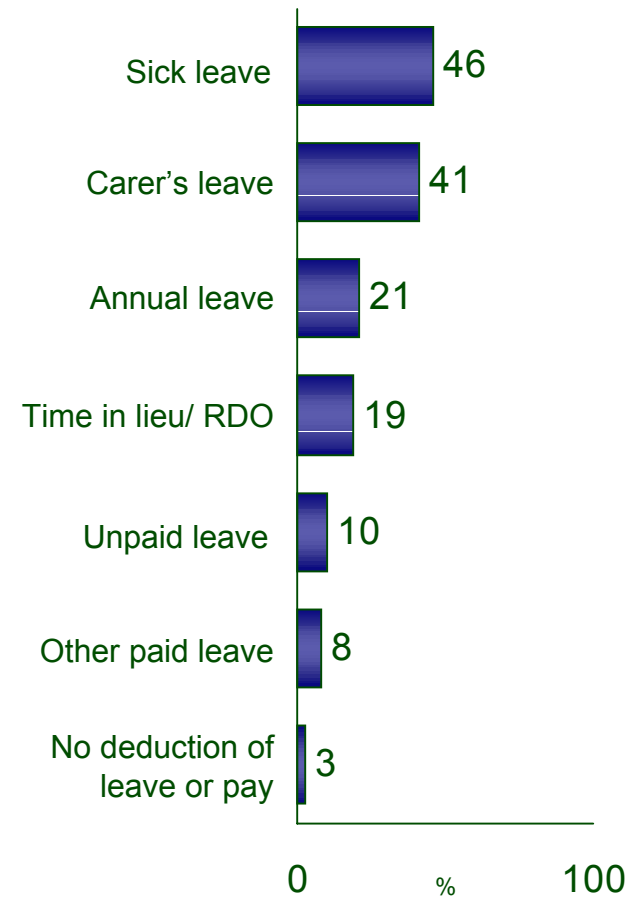
Base: All respondents (n=8,259)

- Reason -



Base: Carer's Leave Taken (n=3,708)

- Type of Leave Taken -



Base: Carer's Leave Taken (n=3,708)

Q5.9a In the last 12 months, how many days have you taken off work to care for a family or household member, child, spouse, parent, etc? If necessary, round off half days to the nearest full day.

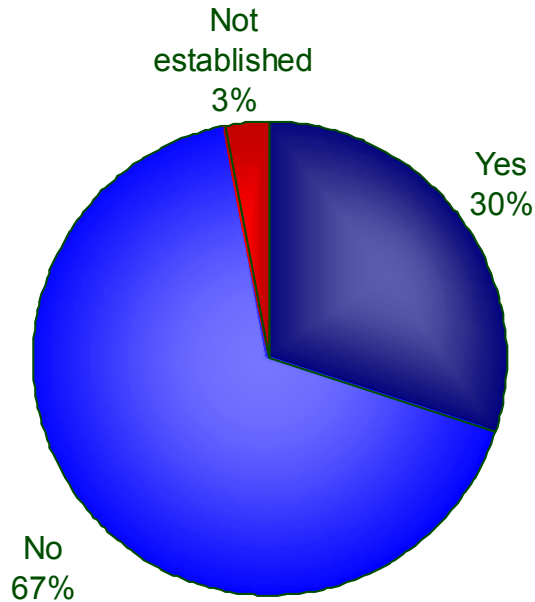
Q5.9b Which of the following best describes your reason/s for taking the leave?

Q5.9c Over the last 12 months, when caring for someone, what type of leave have you taken?

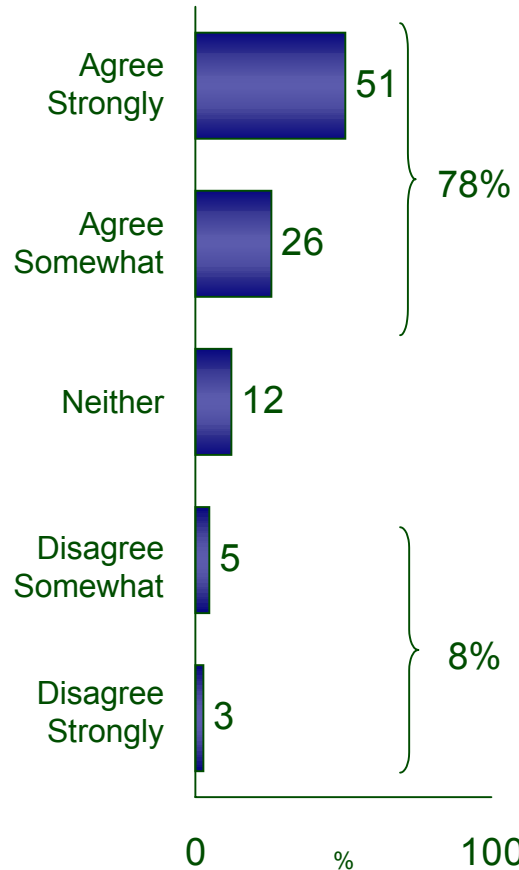


# Leave Options

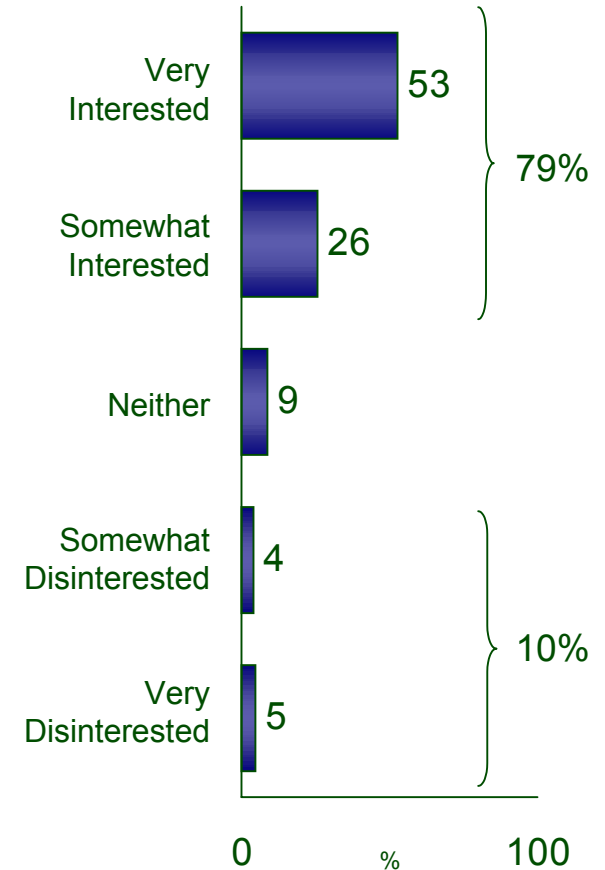
## Ever Given Another Reason for Leave?



## Should be Entitled to Additional (Carer's) Leave



## Interested in Combining All Leave?



Base: All respondents (n=8,259)

Q5.10 When taking leave have you ever given another reason for taking the leave other than the actual reason?

Q5.11 Do you believe you should be entitled to additional days leave, especially to care for family or household members who are sick or otherwise need your assistance?

Q5.12 How interested would you be in being able to combine your existing sick leave, annual leave, carers leave and bereavement leave into one form of leave that you can take for any leave purpose?

# Job Security and Areas of Concern

# Job Security and Areas of Concern

## Job Security

- Half of the respondents claimed that they share the same sense of job security as they did 12 months ago (49%), while three in ten feel 'somewhat less secure' (19%) or 'much less secure' (11%). Those more inclined to feel less secure than others included:
  - ↵ males;
  - ↵ casual workers;
  - ↵ 'Trade / Primary Industry' and 'General Services' industry sector employees (albeit there was no difference between white and blue collar workers);
  - ↵ private sector workers, especially compared with those in local government (38% v 20% respectively); and
  - ↵ residents of New South Wales (40%) and Western Australia (38%).
  
- Results on this measure follow in charts for key subgroups.

## Areas of Concern

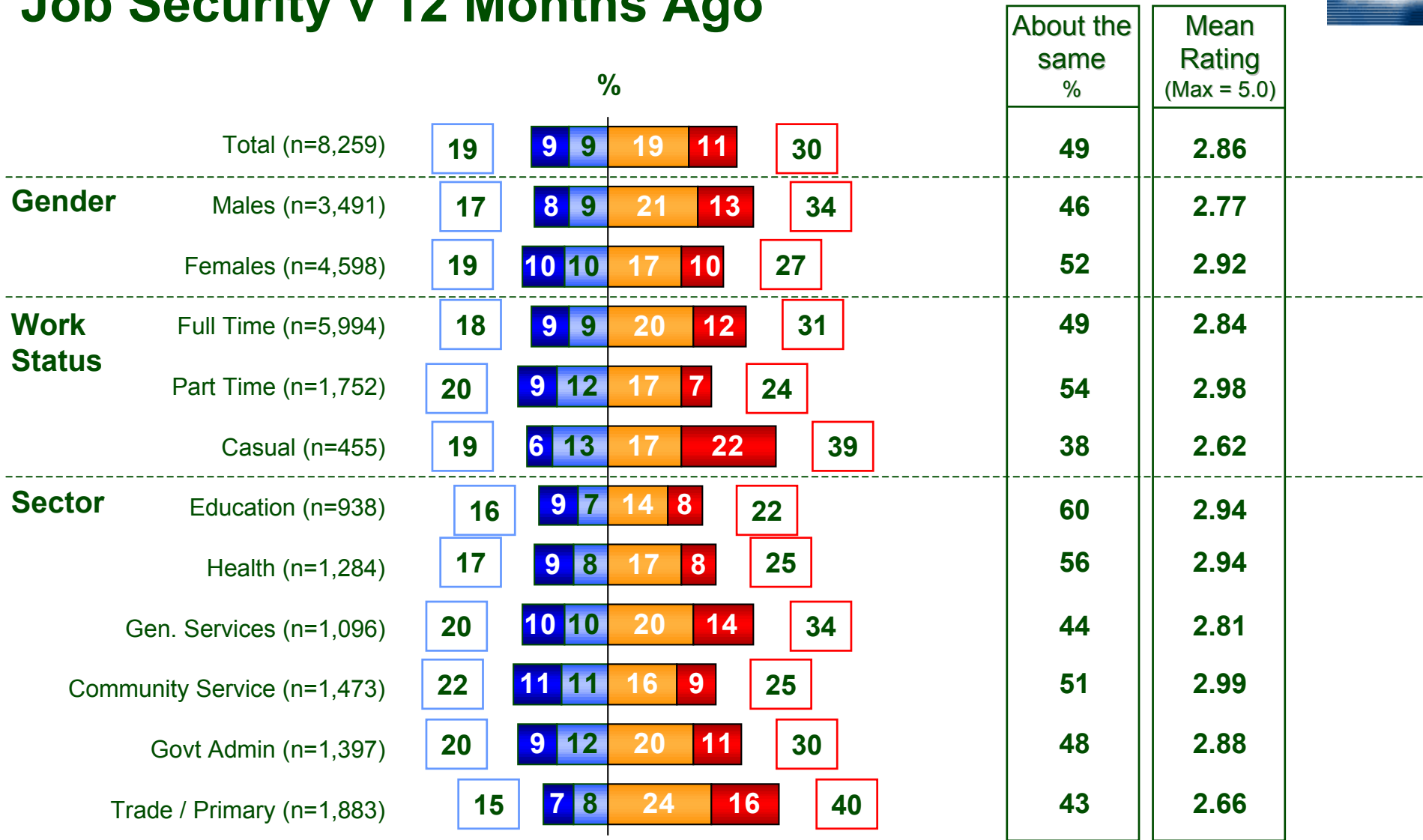
- The top three areas of greatest concern to employees were:
  - ↵ High rates of pay of company executives or senior management.
  - ↵ Workplace change or restructuring.
  - ↵ Stress / pressure at work.
  
- Conversely, the areas of least concern included one's ability to take or access their leave, the number of contract or casual workers at their workplace, pressure to attend work when sick and rostering arrangements.

# Job Security and Areas of Concern

- The top few areas of concern to respondents were for the most part the same for each of the industry sectors groupings, albeit the level of concern differed by sector. The most outstanding differences by the different employee groups are described below.
- Health sector employees were far more likely than others to claim that they are concerned about stress and pressure at work, as well as workloads and having to work more intensely. They were also the most likely to be concerned about their rostering arrangements, followed closely by those in the General Services sector.
- Trade / Primary Industry sector workers feel less secure about their employment (as do those in the Private sector), and they are more concerned about the number of contract workers and rostering arrangements at their workplace.
- Blue collar and full time workers, along with middle income earners, were more concerned than others on many of the measures, as were those in New South Wales. However, White collar workers and higher income earners were the most concerned about stress, their workloads and long working hours.
- While females earn less than males, they are also less concerned about pay (58% vs 65% respectively). They are also less concerned about their job security (31% vs 40% of males), and yet more inclined to feel the impact of stress and pressure at work (37% 'very concerned' vs 31%).
- The older the employee, the more concerns they have, although once they are over the 55 year age mark, the level of concern tends to decline.

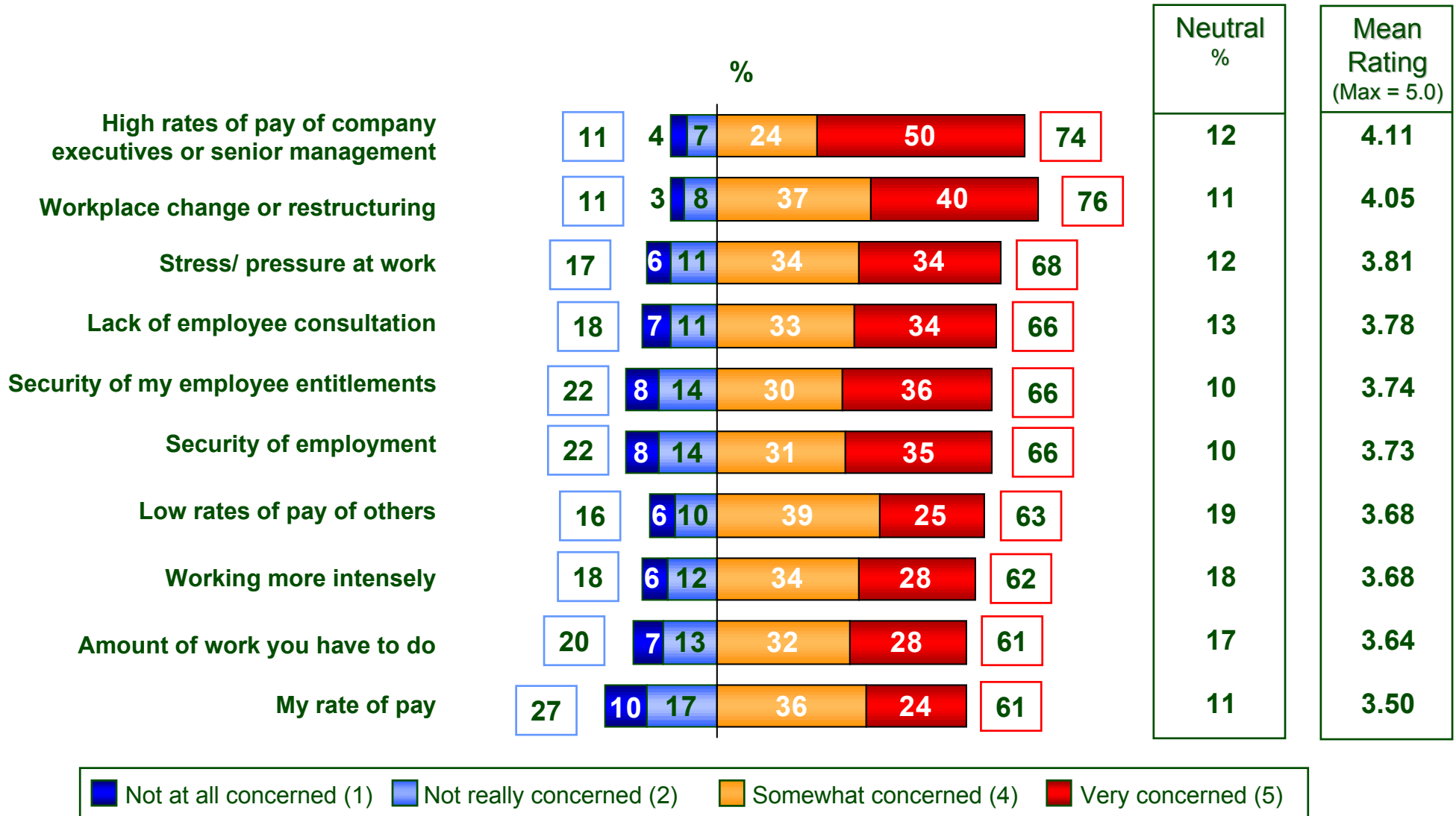


# Job Security v 12 Months Ago



Q6.1 Please tick the number that best indicates how secure you feel in your employment, compared with 12 months ago.

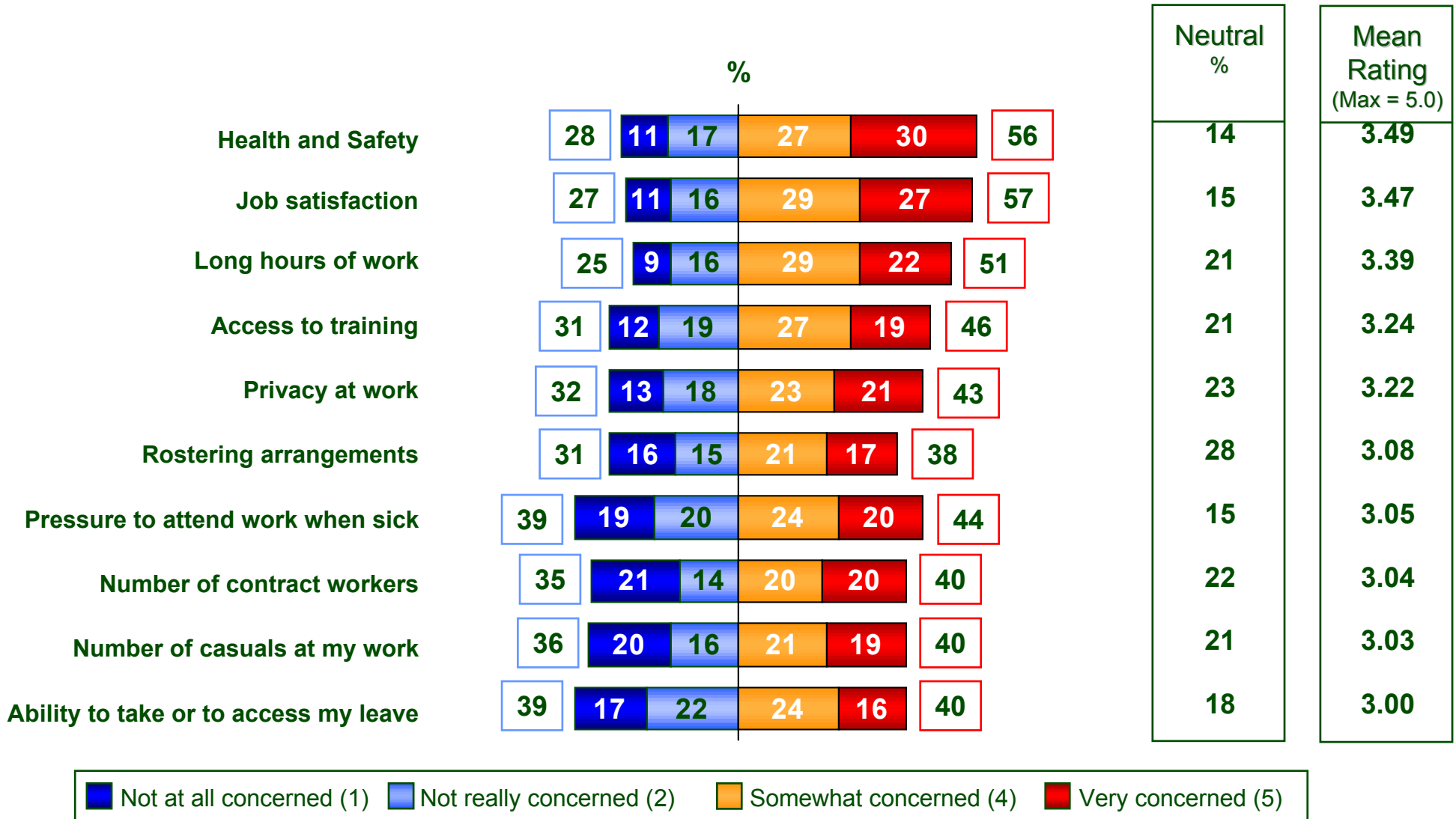
# Areas of Concern



Base: All respondents (n=8,259)

Q6.2 Please tick the number that best indicates how you feel about the following issues at your workplace.

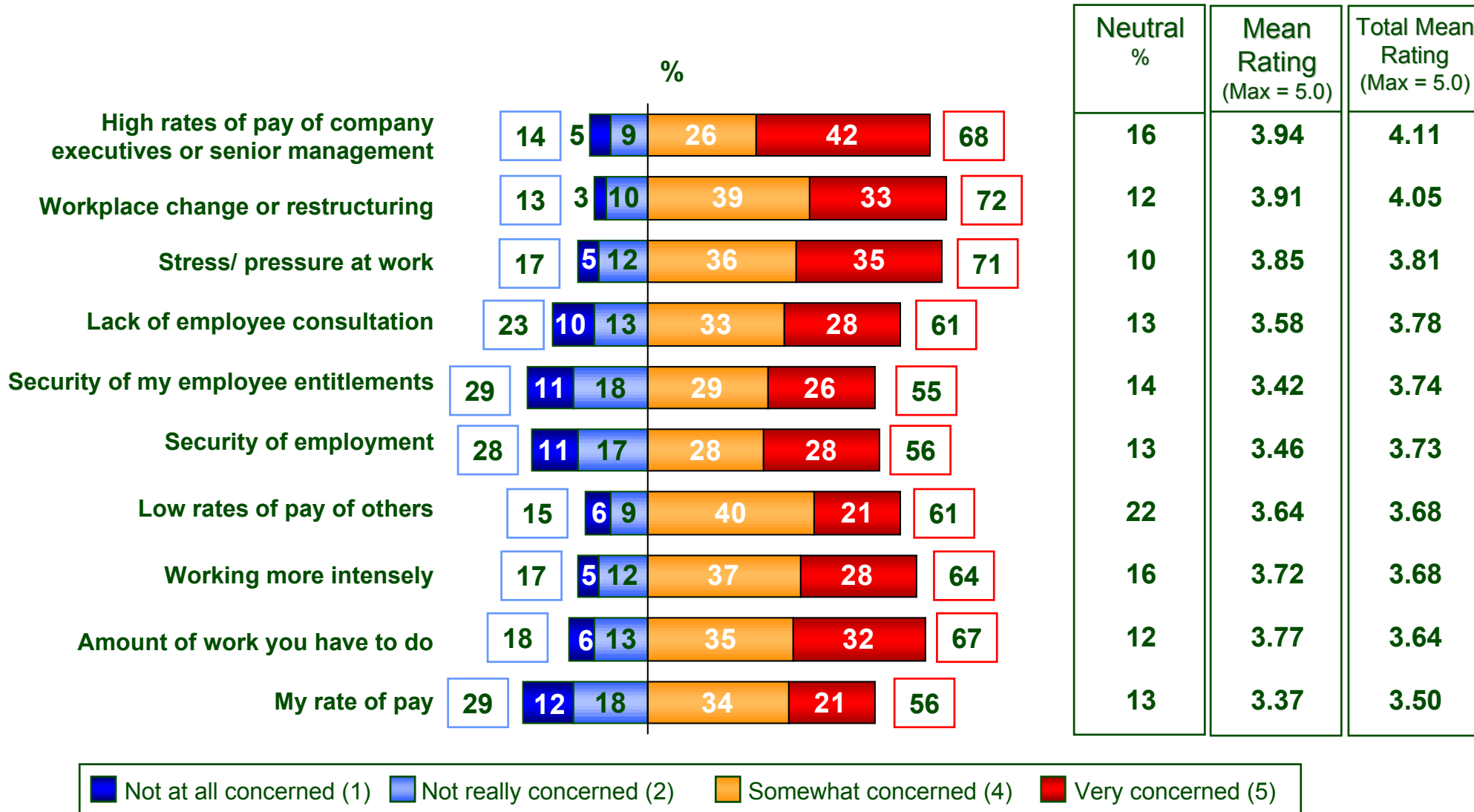
# Areas of Concern



Base: All respondents (n=8,259)

Q6.2 Please tick the number that best indicates how you feel about the following issues at your workplace.

# Areas of Concern - Education



Base: Education sector respondents (n=938)

Q6.2 Please tick the number that best indicates how you feel about the following issues at your workplace.