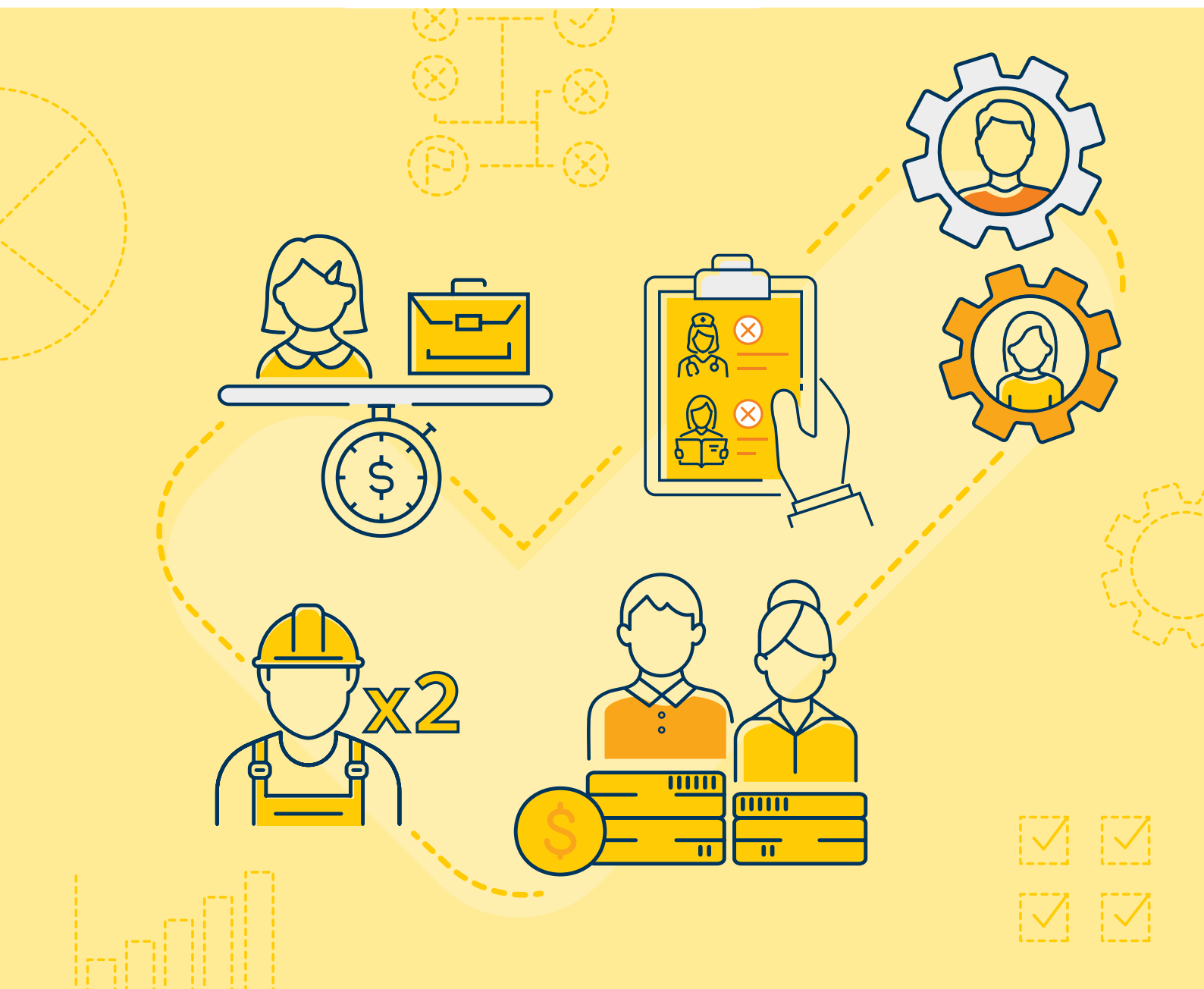


# Australia's gender equality scorecard

Key results from the Workplace Gender Equality Agency's 2020-21 employer census

February 2022



## Parental Leave

### Availability of paid parental leave continues to improve

**3 in 5** employers (60%) in the 2020-21 dataset offer access to paid parental leave (either to both women and men or to women only), in addition to the government scheme. However, access to parental leave continues to be highly dependent on the size and industry of the employer. Half of all employers in the 2020-21 dataset offer paid parental leave for secondary carers.

- The average length of primary carer's leave is 10.8 weeks
- The average length of secondary carer's leave is 2.3 weeks

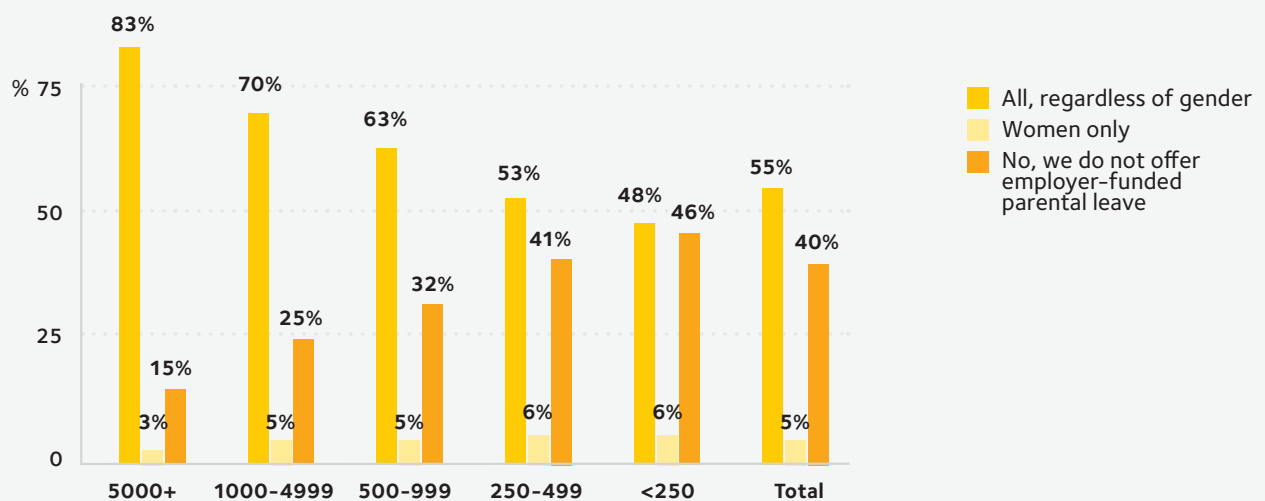
### Most employers offer paid parental leave regardless of gender

91% of organisations providing primary carers leave make no distinction between women or men taking that leave, with 9% of organisations providing primary carers leave to women only.

Paid parental leave is most likely in large organisations, with 8 in 10 employers of 5000+ staff offering primary carer's leave to all, regardless of gender.

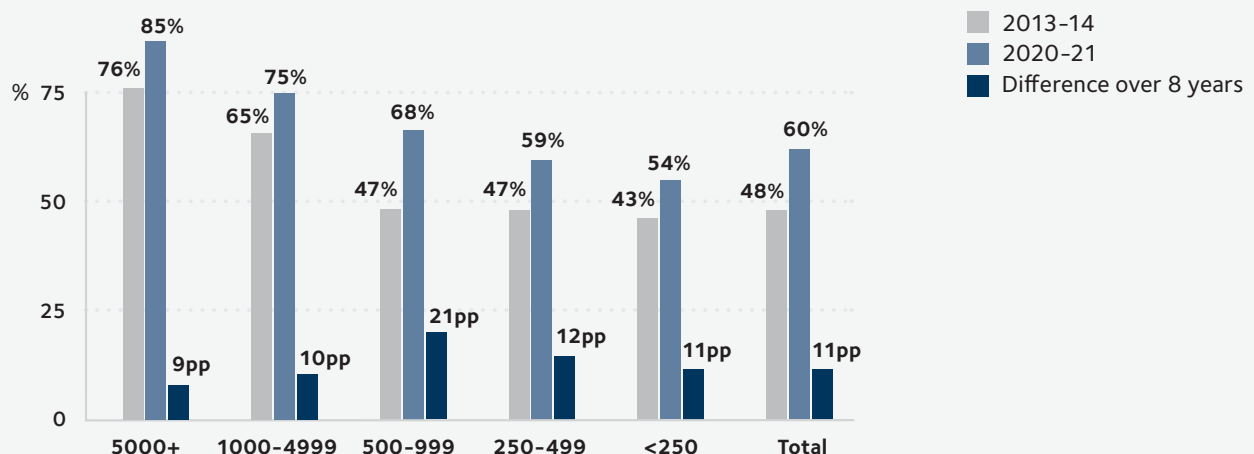
**Chart 1**

Proportion of organisations offering paid primary carer's leave, by type and organisation size.



**Chart 2**

Change in the proportion of organisations offering paid primary carer's leave by organisation size.

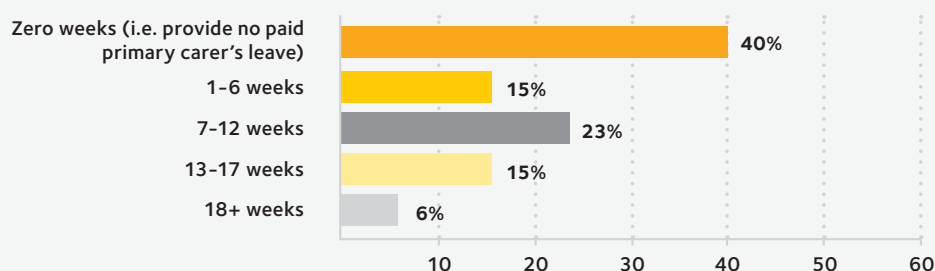


## Length of primary carer's leave

If organisations offer parental leave, the most common length of paid primary carer's leave offered is between 7-12 weeks (23%). Less than 1 in 10 employers with paid parental leave offer 18 weeks or more.

**Chart 3**

Typical number of weeks of paid primary carer's leave offered by employers.



\*Includes employers who offer paid primary carer's to both men and women, as well as employers who offer primary carer's leave to women only.

## Paid parental leave is more likely in female-dominated industries

Half of organisations in male-dominated industries (50%) do not offer any form of paid primary carer's leave, compared to only 1 in 4 organisations in female-dominated industries. Female-dominated industries are also more likely to offer paid parental leave for all genders (25%).

**Table 1** Paid primary carer's leave by gender-dominated industries

	All, regardless of gender	Women only	Do not offer paid primary carer's leave
Mixed Industries	56%	3%	41%
Male-dominated Industries	45%	5%	50%
Female-dominated Industries	66%	10%	24%
<b>Total</b>	<b>55%</b>	<b>5%</b>	<b>40%</b>

**Table 2** Average weeks offered of primary carer's leave by industry

Female vs Male Industries	Average weeks offered (all)	Average weeks offered (women only)
Mixed Industries	10.8	9.4
Male-dominated Industries	11.1	9.3
Female-dominated Industries	10.6	11.2
<b>Grand Total</b>	<b>10.8</b>	<b>10.2</b>

## Substantial increase in the proportion of employers offering employer-funded paid parental leave to employees

Organisations in male-dominated industries have seen the largest increases in parental leave offerings over time, including Mining, Construction and Agriculture, Forestry and Fishing. The proportion of organisations with parental leave in these industries has increased by 20pp.

Mixed Industries have also had a large increase in the proportion of employers offering parental leave, including Rental, Hiring and Real Estate Services, Information, Media and Telecommunications and Wholesale Trade.

**Table 3** Availability of primary carer's leave, by industry.

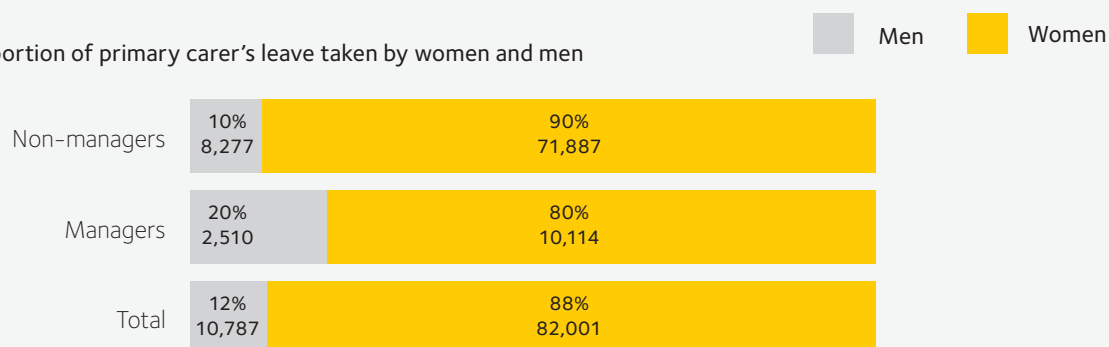
Division	Percentage of industry offering paid primary carer's leave	Increase since 2013-14 (pp)
Education and Training	88%	2
Electricity, Gas, Water and Waste Services	85%	0
Financial and Insurance Services	84%	9
Mining	78%	25
Professional, Scientific and Technical Services	77%	12
Information, Media and Telecommunications	73%	17
Other Services	66%	15
Health Care and Social Assistance	66%	3
Arts and Recreation Services <sup>1</sup>	62%	13
Rental, Hiring and Real Estate Services	54%	24
Wholesale Trade	50%	16
Manufacturing	44%	10
Construction	43%	21
Public Administration and Safety	41%	15
Transport, Postal and Warehousing	39%	15
Agriculture, Forestry and Fishing	39%	20
Administrative and Support Services	37%	11
Retail Trade	31%	12
Accommodation and Food Services	31%	12
<b>ALL</b>	<b>60%</b>	<b>12</b>

## Men less likely to take primary carer's leave

There has been an increase in the uptake of primary carer's leave by men – particularly amongst men in management roles. However, while over half of organisations offer primary carer's leave to men and women, men are still less likely to use these benefits.

- Women account for 88% of all primary carer's leave and men account for 12%.
- Within managers, men account for 20% of all primary carer's leave taken.

**Chart 4** Proportion of primary carer's leave taken by women and men

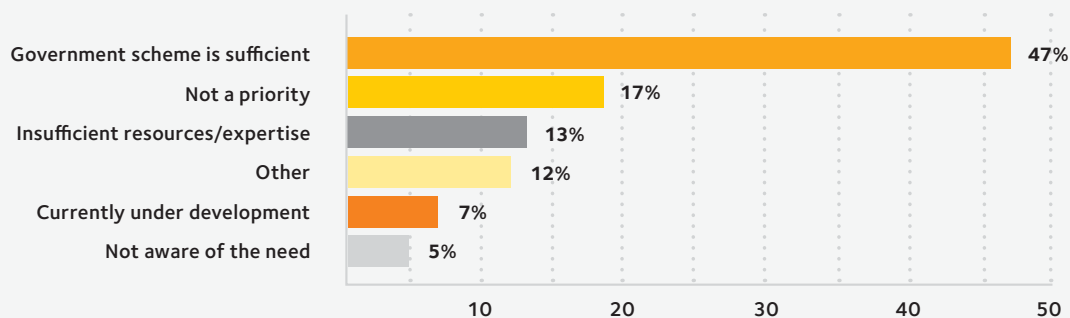


## Parental leave – actions in development

For the organisations that do not offer paid primary and secondary carer's leave – about 40% of all employers – the most commonly reported reason given was that the current government scheme is sufficient.

**Chart 5**

% of organisations who do not offer parental leave, with reason why there is no formal policy and strategy to provide paid parental leave



## How parental leave is paid

Most organisations with a paid parental leave policy pay the employee's full salary while they are on leave. Of the employers offering paid parental leave, 4 in 5 (81%) pay the employee's full salary while they are on employer-funded parental leave.

**Table 4** Breakdown of the types of parental leave payments offered by employers

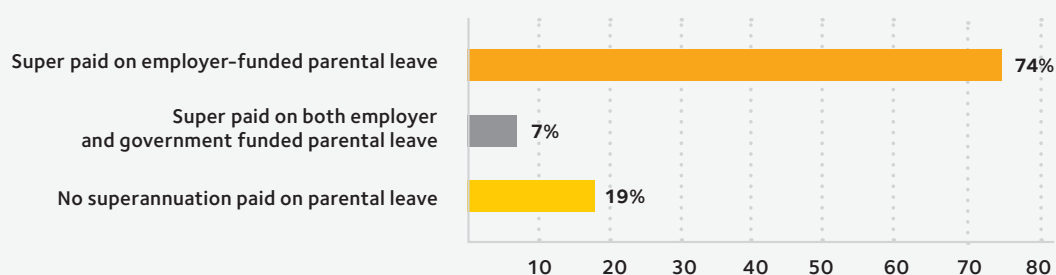
	Proportion of organisations
As a lump sum payment	7%
Paying the gap between the employee's salary and the government's paid parental leave scheme	12%
Paying the employee's full salary	81%

## Organisations are paying superannuation on parental leave

**4 in 5** (81%) of employers offering paid parental leave also pay superannuation for parents while on paid leave: Almost  $\frac{3}{4}$  (74%) pay superannuation during the employer-funded parental leave, and 7% pay superannuation on both employer-funded and government-funded parental leave.

**Chart 6**

Percentage of organisations offering superannuation on carer's parental leave



## Support for parents and carers – on-site childcare and other forms of help

Since WGEA's data collection began, employers have become increasingly supportive of working parents. Breastfeeding facilities in workplaces have increased by nearly 25% since 2013-14, while employer-funded referral services to assist workers with family and caring responsibilities have increased by 11%. A small proportion of employers provide childcare support services, such as on-site childcare (9%) and employer-funded childcare subsidies (7%).

**Table 5** Other forms of employer-funded support for parents.

	2013-14	2020-21	Difference in pp from 2013-14 to 2020-21
Referral services to support employees with family and/or caring responsibilities	44%	55%	11pp
On-site childcare	9%	9%	-
Employer-subsidised childcare	6%	7%	1pp
Childcare referral services	9%	10%	1pp
Breastfeeding facilities	45%	69%	24pp

# About the Workplace Gender Equality Agency and its dataset

The Workplace Gender Equality Agency is an Australian Government statutory agency charged with promoting and improving gender equality in Australian workplaces in accordance with the *Workplace Gender Equality Act 2012* (the Act). The Agency's vision is for women and men to be equally represented, valued and rewarded in the workplace.

Under the Act, non-public sector employers with 100 or more employees must submit a report annually to the Agency against six gender equality indicators:

- GEI 1:** gender composition of the workforce
- GEI 2:** gender composition of governing bodies of relevant employers
- GEI 3:** equal remuneration between women and men
- GEI 4:** availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities
- GEI 5:** consultation with employees on issues concerning gender equality in the workplace
- GEI 6:** sex-based harassment and discrimination.

The 2020-21 WGEA dataset is slightly smaller compared to recent years due to the impacts of COVID, changes to the WGEA reporting platform, and changes to the way corporate group organisations report using the new platform. There has been an increase of nearly 300,000 employees covered in the WGEA dataset since reporting under the Workplace Gender Equality Act 2012 commenced in 2013-14.

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