



PREGNANCY AND EMPLOYMENT TRANSITIONS

AUSTRALIA

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INQUIRIES

For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070 or Living Conditions Section on Canberra (02) 6252 6174, email <living.conditions@abs.gov.au>.

NOTES

ABOUT THIS PUBLICATION The statistics in this publication were compiled from data collected in the Pregnancy and Employment Transitions Survey (PaETS) conducted throughout Australia in November 2011 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS).

This publication presents information on birth mothers of a child living with them for which a child was under two years of age at the time of interview in November 2011. In situations where women had more than one child under the age of 2, data was collected in respect of the employment transitions of women around the most recent birth (i.e. the youngest child).

Data collected about women's job during pregnancy; first job started or returned to after the birth; current job details; partners job while the woman was pregnant; partners first job started or returned to after the birth; and partners current job details are cross-classified by characteristics such as income, industry and occupation and demographic characteristics.

CHANGES IN THIS ISSUE The November 2011 survey collected additional information on women's employment transitions during pregnancy; on starting or returning to work; and job details at November 2011. The survey also collected information on leave arrangements of women and partners for the birth of the child; discrimination in the workplace during pregnancy; work arrangements on return to work; whether women had a partner during pregnancy; and the work transitions of these partners. Care should be exercised when comparing the estimates from this survey with the November 2005 Pregnancy and Employment Transitions Survey. For more information see paragraphs 20–21 of the Explanatory Notes.

ROUNDING As estimates have been rounded, discrepancies may occur between sums of the component items and totals.

Brian Pink
Australian Statistician

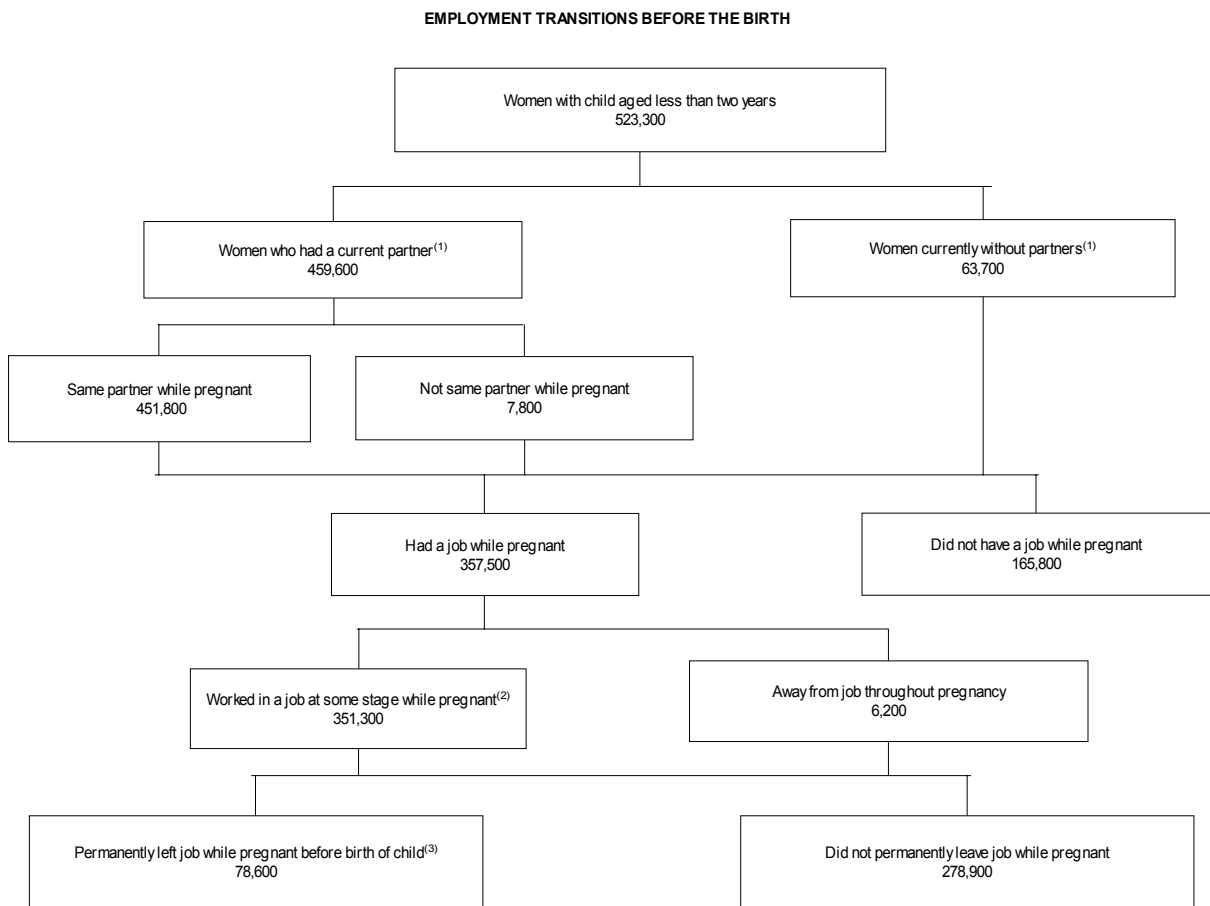
PREGNANCY AND EMPLOYMENT TRANSITIONS

PREGNANCY AND EMPLOYMENT TRANSITIONS

The following diagrams illustrate subgroups of interest in understanding pregnancy/birth related employment transitions for the 523,300 birth mothers living in private dwellings with a child under two years of age, in particular:

Employment transitions before the birth of their child:

- women who had a current partner and whether that partner was the same partner during pregnancy;
- women who had a job while pregnant and whether they worked in that job;
- women who left the job that they had while pregnant.



1. As at November 2011.

2. Worked at some time in a job, business or on a farm during pregnancy.

3. Women reported that they permanently left their job at some stage during pregnancy.

PREGNANCY AND EMPLOYMENT TRANSITIONS *continued*

PREGNANCY AND
EMPLOYMENT
TRANSITIONS *continued*

Employment transitions after the birth of their child:

- women who started or returned to work after the birth;
- age of child when women started or returned to work; and
- employment status of women at November 2011.

EMPLOYMENT TRANSITIONS AFTER THE BIRTH



1. Age of child has been rounded to the nearest month.

2. As at November 2011.

3. Includes women who have not started or returned to work and were on paid leave at the time of the survey.

SUMMARY OF FINDINGS

OVERVIEW

In November 2011, there were an estimated 523,300 women in Australia aged 15 years and over, who were birth mothers of at least one child under two years of age living with them in a private dwelling at the time of interview.

Of these women:

- almost two-thirds (64%) were aged 30 years and over;
- 88% were married;
- just over one-quarter (26%) were born overseas;
- 39% had started or returned to work since the birth of the child;
- 9% were currently on leave for the birth of the child; and
- over half (54%) were not in the labour force.

JOB HELD DURING PREGNANCY

There were 357,500 women who had a job while pregnant. The majority (98%) of these women worked in a job at some stage while pregnant, while the remaining 6,200 women who had a job while pregnant did not work in that job during their pregnancy. Of the women who had a job while they were pregnant:

- 88% were employees (excluding owner managers of incorporated enterprises (OMIEs)), of whom 253,900 (71%) had paid leave entitlements;
- 130,200 (36%) worked less than 35 hours per week immediately before stopping for the birth of the child;
- 61,100 (17%) perceived experiencing some level of discrimination associated with pregnancy; and
- 78,600 (22%) received the Government Paid Parental Leave¹ benefit.

Almost 91,000 (25%) of women who had a job while pregnant worked in that job/business for between 2–3 years.

Nearly 30% or 105,400 women stopped work 5 weeks or more before the birth. In contrast, 83,600 or 23% stopped work less than 1 week before the birth.

Of the women who had a job while pregnant, the Health care and social assistance industry had the highest proportion (19%), followed by Retail trade (12%) and Education and training (10%).

The occupation with the highest proportion of women who had a job while pregnant, was Professionals (33%), followed by Clerical and administrative workers (23%) and Managers (12%).

Paid leave

Information was collected on the paid leave arrangements of women who had a job while pregnant. The types of paid leave included paid maternity, paid holiday, long service leave and other paid leave taken. Details about whether paid leave was taken at full or half-pay was also collected.

There were 151,200 female employees (excluding OMIEs) who had a job while pregnant and were entitled to paid maternity leave. Of these, 131,900 (87%) took paid maternity leave either on full pay, half pay or a combination of both full pay and half pay for the birth of their child.

The mean number of weeks of paid maternity leave taken by women entitled to paid maternity leave was 16.7 weeks.

SUMMARY OF FINDINGS *continued*

Paid leave continued

Of the 185,500 women who had a full-time job while pregnant:

- 126,800 (68%) were entitled to paid holiday leave, of whom 50% took holiday leave at full-pay following the birth of their child; and
- 19% permanently left their job before the birth of their child.

There were 210,000 women who had a job during pregnancy and were entitled to paid leave². Of these women, 83% took paid leave following the birth of their child:

- 30% took 14–26 weeks of paid leave; and
- 16% took 1–4 weeks of paid leave.

Unpaid leave

Information was collected on the unpaid leave arrangements of women who had a job while pregnant. The types of unpaid leave included unpaid maternity leave and other unpaid leave taken.

Around 159,800 women took unpaid maternity leave following the birth of their child. Of these women:

- 29% took 14–26 weeks of unpaid maternity leave; and
- 17% took 27–39 weeks of unpaid maternity leave.

Almost one-quarter (23%) of women who had a job while pregnant, did not take any unpaid maternity leave.

There were 171,000 women who took some unpaid leave for the birth of their child and of these, 30% took between 14–26 weeks.

The mean number of weeks of unpaid leave taken by women for the birth of the child was 25.3 weeks.

Paid and Unpaid leave

For those women who had a job during pregnancy, the mean number of weeks taken for both paid and unpaid leave for the birth of the child was 32.4 weeks.

For women aged 35 years and over the mean number of weeks of paid and unpaid leave taken for the birth of their child was 35 weeks; 33.8 weeks for those aged 30–34 years and 27.2 weeks for those aged 15–29 years.

There were 22,200 women who had a job while pregnant who reported that they did not take any leave for the birth of their child.

Perceived discrimination in the workplace while pregnant

Approximately 67,300 women (19%) employees (excluding OMIEs) perceived experiencing some level of discrimination in the workplace while pregnant. Of these women, 91% perceived experiencing discrimination directly associated with their pregnancy. The types of discrimination that were most commonly reported³ in the survey were 'Missed out on opportunity for promotion' (34%), 'Missed out on training or development opportunities' (32%) and 'Received inappropriate or negative comments from their manager/supervisor' (28%).

Permanently left job held during pregnancy

Of the 104,500 women who permanently left the job they had during pregnancy, almost half (49%) left 'To care for the child'. Nearly three-quarters (71%) of women did not leave the job they had during pregnancy.

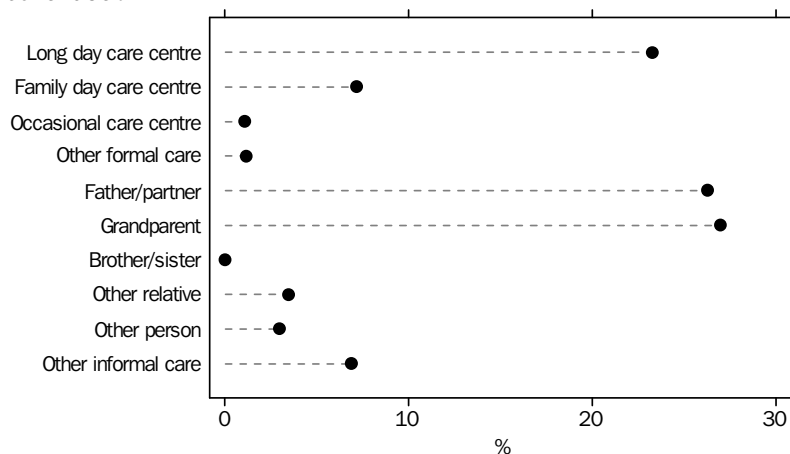
SUMMARY OF FINDINGS *continued*

WOMEN WITH CHILD UNDER 2 YEARS WHO STARTED OR RETURNED TO WORK AFTER THE BIRTH OF CHILD

In November 2011, there were 205,500 women with a child under 2 years who had started or returned to work after the birth of their child. The most common reasons given for starting or returning to work was 'To keep job/Employer requested return' (26%), 'Financial' and 'Maintain self-esteem' (both 15%).

Nearly 8 in 10 women (79%) who started or returned to work used at least one type of informal child care and 4 in 10 (40%) used at least one type of formal care³.

WOMEN WHO STARTED OR RETURNED TO WORK, Main type of child care used



The main types of child care used when women started or returned to work were 'Grandparent' (27%), 'Father/partner' (26%) and 'Long day care centre' (23%).

Of the 205,500 women who started or returned to work after the birth of their child, 84% usually worked part-time, with the majority (54%) working between 15–34 hours per week. Of the 33,200 women who usually worked full-time in their first main job since the birth of their child, 6 in 10 preferred to work part-time.

Approximately 176,500 women used at least one type of flexible work arrangements to assist with the care of their child³. The most common flexible work arrangements reported by women to assist with the care of the child were:

- working part-time (76%);
- using flexible working hours (40%); and
- working from home (30%).

There were 185,800 women who had a job during pregnancy and had started or returned to work. Of these women:

- 80% returned to the same employer and about 1 in 5 (19%) of these women reported returning to a role where their job tasks and/or responsibilities changed; and
- 20% started with a different employer/business.

SUMMARY OF FINDINGS *continued*

WOMEN WITH CHILD UNDER 2 YEARS WHO HAD A JOB AT NOVEMBER 2011

In November 2011, 231,300 women with a child under two years had a job and 18% were currently on leave for birth of their child.

Of all of the types of flexible work arrangements that the 165,400 women used, in their job at November 2011, to assist with the care of their child³:

- 74% of women worked part-time;
- 48% used flexible working hours; and
- 33% worked from home.

There were 67,400 women who in their job at November 2011 did not use flexible work arrangements to assist with the care of their child.

PARTNERS⁴

Women with child under 2 years whose partner at November 2011 was partner during pregnancy

In November 2011, there were 451,800 women whose partner at November 2011 was their partner during pregnancy. Approximately 86% of women's partners usually worked 35 or more hours per week in all jobs.

Women with child under 2 years whose partner worked in a job during women's pregnancy

There were 428,000 women whose partners worked in a job while the woman was pregnant. The most common industry of employment of partners were the Construction (17%) and Manufacturing (11%) industries.

The most common occupations of partners were Technicians and trade workers (25%), Professionals (22%) and Managers (17%).

Other characteristics of partners in their job while the woman was pregnant include:

- 64% of Professionals took paid leave for the birth of the child;
- partners who were Labourers were least likely to take leave for the birth of the child (36%); and
- 42% of Community and personal service workers took 4 weeks or more leave for the birth of the child.

Women with child under 2 years whose partner started or returned to work after birth of selected child

In November 2011 there were 433,900 partners who started or returned to work after the birth of the child. One in four used some type of flexible work arrangements to assist with the care of the child on their return to work³. Of these partners:

- 61% used flexible working hours;
- 32% worked from home; and
- 12% used part-time work arrangements.

There were 322,400 partners who did not use flexible working arrangements to assist with the care of the child. Of these partners:

- 30% had flexible work arrangements available to use;
- 50% did not have flexible work arrangements available to use; and
- 20% did not know if there were flexible work arrangements available to use to assist with the care of the child.

SUMMARY OF FINDINGS *continued*

END NOTE

1. See paragraphs 22–23 of the Explanatory Notes for more information.
2. See the Glossary for more information.
3. Multiple responses may be reported in respect of the same woman.
4. Information on partners refers to partners at November 2011 who were also the partner during the woman's pregnancy.

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1

WOMEN WITH A CHILD UNDER 2 YEARS, State or territory of usual residence—By selected characteristics

	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
	'000	'000	'000	'000	'000	'000	'000	'000	'000
Age of woman (years)									
15–24	19.8	*8.6	16.5	*3.9	*6.3	2.6	*0.6	*1.1	59.4
25–29	40.5	27.3	29.7	8.2	18.2	*2.4	1.6	*2.4	130.3
30–34	59.9	43.0	31.2	13.0	21.4	2.6	*1.6	3.3	175.8
35–39	33.7	31.7	21.2	9.8	11.3	np	np	*1.5	112.9
40 and over	19.5	11.0	*5.4	*1.9	5.4	np	np	*1.2	44.9
Social marital status									
Married	145.1	111.8	90.3	32.6	58.3	8.6	4.2	8.8	459.6
Not married	28.1	9.8	13.7	4.3	*4.5	*1.8	*1.0	**0.6	63.7
Country of birth and period of arrival									
Born in Australia	123.6	87.2	85.8	26.3	41.4	9.5	4.0	7.8	385.6
Born overseas	49.6	34.4	18.2	10.5	21.4	*0.8	1.2	*1.5	137.7
Arrived before 2001	19.5	14.3	6.1	4.9	8.2	np	np	*0.8	54.9
Arrived 2001 to the date of interview	30.1	20.1	12.1	5.6	13.2	np	np	*0.7	82.8
Total	173.2	121.6	104.0	36.8	62.7	10.3	5.3	9.4	523.3

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

np not available for publication but included in totals where applicable, unless otherwise indicated

	SOCIAL MARITAL STATUS			Total	%
	Married	Not married			
	'000	'000	'000		
Age of woman (years)					
15–19	*2.3	*3.5	*5.8		*1.1
20–24	36.8	16.9	53.6		10.2
25–29	111.9	18.4	130.3		24.9
30–34	163.1	12.7	175.8		33.6
35–39	103.3	9.6	112.9		21.6
40 and over	42.2	*2.7	44.9		8.6
Area of usual residence					
Capital city	294.0	32.7	326.6		62.4
Balance of state or territory	165.6	31.0	196.7		37.6
Country of birth and period of arrival					
Born in Australia	331.4	54.2	385.6		73.7
Born overseas	128.2	9.5	137.7		26.3
Arrived before 1991	25.9	*3.2	29.1		5.6
Arrived 1991 to 2000	23.5	*2.3	25.8		4.9
Arrived 2001 to the date of interview	78.8	*4.0	82.8		15.8
Total	459.6	63.7	523.3		100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

WOMEN WITH CHILD UNDER 2 YEARS, Equivalised gross household income per week
(quintiles)—By selected characteristics

	INCOME QUINTILES (a)					Total(b)
	Lowest quintile	Second quintile	Third quintile	Fourth quintile	Highest quintile	
	'000	'000	'000	'000	'000	
State or territory of usual residence						
New South Wales	38.7	21.8	29.0	24.9	35.3	173.2
Victoria	15.0	25.9	20.6	23.6	18.1	121.6
Queensland	19.7	25.6	16.8	16.3	14.5	104.0
South Australia	6.7	8.3	5.7	5.5	6.1	36.8
Western Australia	10.4	8.7	11.0	13.6	14.9	62.7
Tasmania	*2.3	*2.7	2.1	*1.6	*0.8	10.3
Northern Territory	*1.2	*0.6	*1.0	*1.1	*0.8	5.3
Australian Capital Territory	**0.6	*1.1	*2.4	*2.0	*2.5	9.4
Age of woman (years)						
15–24	17.4	16.4	8.3	*5.0	*3.8	59.4
25–29	30.3	28.5	23.1	16.9	15.9	130.3
30–34	22.6	29.4	30.5	35.2	36.8	175.8
35–39	17.9	14.0	16.5	24.5	26.5	112.9
40 and over	*6.4	*6.3	10.2	*6.9	10.0	44.9
Social marital status						
Married	53.6	88.6	86.1	86.2	91.1	459.6
Not married	41.0	*6.0	*2.5	*2.3	**1.9	63.7
Total	94.6	94.6	88.6	88.5	93.0	523.3

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) See Glossary for more information.

(b) Includes women where income was not reported or where at least one person in the household reported a loss of income. See paragraphs 29-31 of the Explanatory Notes for more information.

WOMEN WITH CHILD UNDER 2 YEARS WHO HAD A JOB WHILE PREGNANT, Number of children aged 0–14 years in family—By selected characteristics

	NUMBER OF CHILDREN AGED 0–14 YEARS IN FAMILY		
	<i>One</i>	<i>2 or more</i>	<i>Total</i>
	'000	'000	'000
Sector of employment of job while pregnant			
Public	35.4	40.5	75.9
Private(a)	139.4	142.2	281.6
Whether women had paid leave entitlements in job while pregnant			
Employees (excluding OMIEs)	162.0	154.2	316.2
With paid leave entitlements	136.4	117.5	253.9
Without paid leave entitlements	25.6	36.7	62.3
Owner managers(b)	12.7	28.6	41.3
Usual weekly hours worked in job while pregnant immediately before stopping for birth of child			
Less than 15	*4.2	24.0	28.2
15–24	11.7	49.9	61.6
25–29	5.6	11.7	17.3
30–34	11.7	11.4	23.1
35–39	48.6	18.3	66.9
40	31.1	18.9	50.1
41 and over	19.9	6.8	26.7
Total(c)	174.8	182.7	357.5

* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) Includes 1,900 women for whom sector of employment could not be determined in job.

(b) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers.

(c) Includes 84,900 women who did not work in their job while pregnant or who permanently left their job before the birth of their child and therefore usual weekly hours immediately before stopping work was not reported.

5 WOMEN WITH CHILD UNDER 2 YEARS WHO HAD A JOB WHILE PREGNANT, Whether women had paid leave entitlements in job while pregnant—By selected characteristics

EMPLOYEES (EXCLUDING OMIEs)						
	<i>With paid leave entitlements</i>	<i>Without paid leave entitlements</i>	<i>Total</i>	<i>Owner managers (a)</i>	<i>Total</i>	
	'000	'000	'000	'000	'000	%
Continuous duration of job had while pregnant						
Fewer than 12 months	22.1	25.0	47.1	*2.2	49.4	13.8
1 year	21.8	7.8	29.6	*3.5	33.1	9.3
2–3 years	61.7	16.9	78.5	12.5	91.0	25.4
4–5 years	55.1	*4.5	59.6	9.3	68.9	19.3
6–9 years	51.6	*5.4	57.0	8.7	65.7	18.4
10 years or more	41.6	*2.7	44.3	*5.1	49.5	13.8
Number of weeks stopped work before the birth						
Less than 1 week	51.2	28.2	79.4	*4.2	83.6	23.4
1 week	25.2	7.4	32.5	18.9	51.4	14.4
2 weeks	24.3	*3.5	27.8	*2.9	30.7	8.6
3 weeks	21.6	*4.3	25.9	*2.8	28.7	8.0
4 weeks	50.1	*3.4	53.5	*4.2	57.7	16.1
5 weeks or more	81.5	15.6	97.1	*8.2	105.4	29.5
Total	253.9	62.3	316.2	41.3	357.5	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers.

WOMEN WITH CHILD UNDER 2 YEARS WHO HAD A JOB WHILE PREGNANT, Industry and occupation of job while pregnant

	<i>Total</i>	
	'000	%
.....		
Industry of job while pregnant		
Agriculture, forestry and fishing	*5.0	*1.4
Mining	*2.6	*0.7
Manufacturing	18.9	5.3
Electricity, gas, water and waste services	*4.5	*1.3
Construction	*6.6	*1.8
Wholesale trade	13.2	3.7
Retail trade	41.3	11.5
Accommodation and food services	22.4	6.3
Transport, postal and warehousing	7.0	1.9
Information media and telecommunications	*6.4	*1.8
Financial and insurance services	23.7	6.6
Rental, hiring and real estate services	10.2	2.9
Professional, scientific and technical services	33.4	9.3
Administrative and support services	12.0	3.3
Public administration and safety	25.9	7.3
Education and training	36.2	10.1
Health care and social assistance	67.7	18.9
Arts and recreation services	5.6	1.6
Other services	15.1	4.2
Occupation of job while pregnant		
Managers	44.1	12.3
Professionals	116.9	32.7
Technicians and trades workers	19.3	5.4
Community and personal service workers	37.3	10.4
Clerical and administrative workers	81.0	22.7
Sales workers	40.4	11.3
Machinery operators and drivers	*2.5	*0.7
Labourers	15.9	4.4
Total	357.5	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

WOMEN WITH CHILD UNDER 2 YEARS WHO HAD A JOB WHILE PREGNANT, Sector of employment and full-time or part-time status in job while pregnant—By number of weeks of paid maternity leave(a)

		SECTOR OF EMPLOYMENT IN JOB WHILE PREGNANT		FULL-TIME OR PART-TIME STATUS IN JOB WHILE PREGNANT(b)		Total(c)
		Public	Private(d)	Full-time workers	Part-time workers	
Entitled to paid maternity leave	'000	59.5	91.7	90.3	57.0	151.2
Took paid maternity leave	'000	57.3	74.6	79.2	50.0	131.9
Took maternity leave at full-pay	'000	26.7	46.2	41.8	30.8	72.8
1–13 weeks	'000	13.7	33.3	26.0	21.0	47.0
14 weeks and over	'000	13.0	12.9	15.7	9.8	25.8
Took maternity leave at half-pay	'000	34.1	30.2	41.4	20.4	64.2
1–13 weeks	'000	8.0	10.8	13.0	5.7	18.8
14–26 weeks	'000	12.5	14.6	16.1	*9.1	27.1
27 and over	'000	13.6	*4.8	12.3	*5.7	18.4
Total weeks paid maternity leave taken(e)	'000	57.3	74.6	79.2	50.0	131.9
1–13 weeks	'000	15.6	41.1	32.0	24.5	56.6
14–26 weeks	'000	27.6	27.4	33.4	19.3	55.0
27 and over	'000	14.2	*6.1	13.8	*6.1	20.3
Did not take paid maternity leave	'000	*2.1	17.2	11.1	7.0	19.3
Not entitled to paid maternity leave(f)	'000	*5.4	85.1	47.6	41.9	90.6
Permanently left job before birth of child	'000	11.1	67.6	34.7	42.7	78.6
Owner managers(g)	'000	—	37.1	12.9	24.2	37.1
Total	'000	75.9	281.6	185.5	165.8	357.5
Mean number of weeks paid maternity leave taken	wks	19.0	14.9	17.2	15.7	16.7

* estimate has a relative standard error of 25% to 50% and should be used with caution

— nil or rounded to zero (including null cells)

(a) Length of leave taken to the date of interview.

(b) Refers to full-time or part-time status after change in hours in job while pregnant. See paragraph 25 of the Explanatory Notes for more information.

(c) Includes 6,200 women who did not work in their job while pregnant and therefore did not have a full-time or part-time status.

(d) Includes women whose sector of employment could not be determined.

(e) Includes women who took a combination of maternity leave at full and half-pay.

(f) Includes 31,800 women who were not entitled to any paid leave.

(g) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers.

WOMEN WITH CHILD UNDER 2 YEARS WHO HAD A JOB WHILE PREGNANT, Sector of employment and full-time or part-time status in job while pregnant—By number of weeks of paid holiday leave(a)

		SECTOR OF EMPLOYMENT OF JOB WHILE PREGNANT		FULL-TIME OR PART-TIME STATUS IN JOB WHILE PREGNANT(b)		Total(c)
		Public	Private(d)	Full-time workers	Part-time workers	
Entitled to paid holiday leave	'000	61.0	144.3	126.8	74.1	205.3
Total weeks paid holiday leave taken(e)	'000	31.1	80.1	72.1	37.4	111.2
1 week	'000	*2.1	10.0	9.1	*3.0	12.1
2 weeks	'000	*5.3	24.3	18.7	10.5	29.6
3 weeks	'000	*2.6	12.8	11.7	*3.7	15.4
4 weeks	'000	6.5	14.9	13.8	7.6	21.4
5 weeks	'000	**1.7	*2.7	*2.1	*2.3	*4.4
6 weeks	'000	*4.7	*6.6	*5.6	*5.3	11.3
7 weeks and over	'000	8.2	*8.8	*11.1	*5.0	17.0
Did not take paid holiday leave	'000	29.9	64.1	54.7	36.8	94.1
Not entitled to paid holiday leave(f)	'000	*3.8	32.6	11.1	24.8	36.4
Permanently left job before birth of child	'000	11.1	67.6	34.7	42.7	78.6
Owner managers(g)	'000	—	37.1	12.9	24.2	37.1
Total	'000	75.9	281.6	185.5	165.8	357.5
Mean number of weeks of paid holiday leave taken	wks	6.0	3.8	4.3	4.5	4.4

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** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

— nil or rounded to zero (including null cells)

(a) Length of leave taken up to the date of interview.

(b) Refers to full-time or part-time status after a change in hours in job while pregnant. See paragraph 25 of the Explanatory Notes for more information.

(c) Includes 6,200 women who did not work in their job while pregnant, and therefore did not have a full-time or part-time status.

(d) Includes women whose sector of employment could not be determined.

(e) Includes women who took a combination of holiday leave at full and half-pay.

(f) Includes 31,800 women who were not entitled to any paid leave.

(g) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers.

WOMEN WITH CHILD UNDER 2 YEARS WHO HAD A JOB WHILE PREGNANT, Sector of employment—By number of weeks of unpaid maternity leave taken for birth of child(a)

	SECTOR OF JOB WHILE PREGNANT			<i>Total</i>
	<i>Public</i>	<i>Private(b)</i>		
Whether took unpaid maternity leave and number of weeks taken				
Took unpaid maternity leave	'000	34.0	125.8	159.8
1–4 weeks	'000	*4.2	13.8	18.0
5–8 weeks	'000	*4.6	8.1	12.7
9–13 weeks	'000	6.6	16.5	23.2
14–26 weeks	'000	9.6	36.1	45.6
27–39 weeks	'000	*3.3	24.0	27.3
40–51 weeks	'000	*4.0	12.7	16.7
52 weeks and over	'000	*1.7	14.5	16.3
Did not take unpaid maternity leave	'000	30.9	51.1	82.0
Permanently left job before birth of child	'000	11.1	67.6	78.6
Owner managers(c)	'000	—	37.1	37.1
Total	'000	75.9	281.6	357.5
Mean number of weeks of unpaid maternity leave taken	wks	21.7	25.9	25.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

— nil or rounded to zero (including null cells)

(a) Length of leave taken to the date of interview.

(b) Includes women whose sector of employment could not be determined.

(c) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers.

		AGE OF WOMAN (YEARS)			
		15-29	30-34	35 and over	Total
Number of weeks of paid leave (full-pay and half-pay) taken for birth of child(b)					
Entitled to paid leave	'000	60.5	81.6	67.9	210.0
Took paid leave	'000	46.4	69.3	58.8	174.6
1-4 weeks	'000	16.0	11.3	6.1	33.3
5-8 weeks	'000	7.6	6.8	*3.8	18.1
9-13 weeks	'000	*3.3	8.0	12.3	23.6
14-26 weeks	'000	14.9	25.4	21.9	62.1
27-39 weeks	'000	*4.6	14.0	8.1	26.8
40-51 weeks	'000	—	*2.5	*4.4	*6.8
52 weeks and over	'000	—	*1.4	*2.3	*3.8
Did not take paid leave	'000	14.1	12.2	9.0	35.4
Not entitled to paid leave	'000	11.6	10.0	10.2	31.8
Number of weeks of unpaid leave taken for birth of child					
Took unpaid leave	'000	51.4	69.0	50.6	171.0
1-4 weeks	'000	*4.5	8.8	*5.0	18.2
5-8 weeks	'000	*3.3	*5.2	*5.0	13.5
9-13 weeks	'000	*5.9	9.0	7.5	22.5
14-26 weeks	'000	18.4	23.5	9.4	51.4
27-39 weeks	'000	9.5	*10.3	11.5	31.2
40-51 weeks	'000	6.0	*5.5	*6.4	17.9
52 weeks and over	'000	*3.8	6.7	5.7	16.3
Did not take unpaid leave	'000	20.7	22.5	27.5	70.7
Number of weeks of leave (paid and unpaid) taken for birth of child(c)					
Took leave for birth of child	'000	65.2	84.2	70.2	219.6
1-4 weeks	'000	*2.2	*3.0	*1.7	6.9
5-8 weeks	'000	*3.4	*1.6	*2.1	7.0
9-13 weeks	'000	*6.3	7.3	*7.2	20.8
14-26 weeks	'000	25.3	19.7	15.9	60.9
27-39 weeks	'000	14.1	23.4	15.3	52.8
40-51 weeks	'000	6.7	12.4	10.9	30.0
52 weeks and over	'000	*7.3	16.9	17.1	41.3
Did not take leave for birth of child	'000	6.9	7.4	7.9	22.2
Permanently left job before birth of child	'000	35.2	25.3	18.1	78.6
Owner managers(d)	'000	5.6	12.7	18.8	37.1
Total	'000	112.9	129.6	115.0	357.5
Mean number of weeks of paid leave (full-pay and half-pay) taken for birth of child	wks	11.2	18.2	19.7	16.9
Mean number of weeks of unpaid leave taken for birth of child	wks	24.4	24.6	27.1	25.3
Mean number of weeks leave taken (paid and unpaid) for birth of child	wks	27.2	33.8	35.4	32.4

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— nil or rounded to zero (including null cells)

(a) Length of leave taken to the date of interview.

(b) Excludes women who permanently left job before birth of child. These women may have been entitled to paid leave.

(c) Includes women who took a combination of paid and unpaid leave.

(d) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers.

WOMEN WITH A CHILD UNDER 2 YEARS WHO HAD A JOB WHILE PREGNANT, Mean number of weeks of selected types of leave taken for birth of child(a)—By industry and occupation of job while pregnant

	MEAN PAID LEAVE TAKEN				MEAN UNPAID LEAVE TAKEN		Total
	Maternity leave	Holiday leave	Long service leave	Total paid leave(b)	Maternity leave	Total unpaid leave(c)	
	wks	wks	wks	wks	wks	wks	
Industry of job while pregnant							
Agriculture, forestry and fishing	np	np	—	np	**21.5	**21.5	29.7
Mining	14.1	np	—	*19.3	np	np	*20.6
Manufacturing	12.8	*3.5	np	10.7	18.8	20.9	24.7
Electricity, gas, water and waste services	23.7	*3.1	—	25.7	21.9	22.3	35.1
Construction	—	np	—	**4.9	22.3	19.8	22.4
Wholesale trade	*7.6	3.4	—	4.9	27.5	26.1	25.8
Retail trade	11.3	4.2	np	10.9	29.3	30.0	32.1
Accommodation and food services	np	3.0	—	3.3	23.0	24.2	23.6
Transport, postal and warehousing	14.5	*4.4	np	17.0	*14.6	*13.8	23.4
Information media and telecommunications	*19.2	*4.0	np	*15.6	*23.5	24.1	35.4
Financial and insurance services	16.5	4.5	8.3	19.0	28.6	26.5	39.3
Rental, hiring and real estate services	*16.3	3.5	6.3	*10.8	23.0	23.0	27.8
Professional, scientific and technical services	*14.1	4.1	**5.5	*12.0	29.3	29.8	34.8
Administrative and support services	*10.7	**4.6	—	**8.4	34.2	34.2	34.3
Public administration and safety	19.4	5.8	*11.1	25.4	21.9	22.3	36.5
Education and training	19.2	5.0	*8.6	21.2	21.6	21.4	32.7
Health care and social assistance	16.2	4.7	*14.2	17.9	23.6	23.9	32.7
Arts and recreation services	15.3	*4.0	np	23.2	**25.4	**25.4	*31.6
Other services	12.6	*2.2	—	*9.8	*27.1	31.7	29.2
Occupation of job while pregnant							
Managers	14.3	5.3	14.0	17.1	22.0	23.3	29.6
Professionals	18.3	4.6	12.5	20.2	23.3	23.7	34.7
Technicians and trades workers	13.1	*2.8	np	12.8	*30.3	*32.2	25.5
Community and personal service workers	16.5	4.0	**5.4	12.9	28.1	27.8	31.9
Clerical and administrative workers	16.6	4.1	7.9	15.5	26.0	25.4	32.4
Sales workers	10.2	4.5	5.8	9.5	27.1	27.0	29.1
Machinery operators and drivers	np	—	—	np	np	np	np
Labourers	10.7	1.8	**17.0	9.5	27.1	29.2	33.0
Sector of employment while pregnant							
Public	19.0	6.0	12.5	23.6	21.7	21.7	35.1
Private(d)	14.9	3.8	9.5	13.4	25.9	26.2	31.3
Full-time or part-time status in job while pregnant after change in hours(e)							
Full-time workers	17.2	4.3	10.3	17.1	23.8	24.4	31.9
Part-time workers	15.7	4.5	11.9	16.3	25.3	25.3	32.4
Did not work in their job during pregnancy	19.8	*7.0	—	20.9	54.4	54.4	49.9
Total mean number of weeks	16.7	4.4	10.8	16.9	25.0	25.3	32.4

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 — nil or rounded to zero (including null cells)
 np not available for publication but included in totals where applicable, unless otherwise indicated

(a) Mean number of weeks taken up until the time of interview.
 (b) Includes other paid leave. See paragraph 26 of the Explanatory Notes for more information.
 (c) Includes other unpaid leave. See paragraph 26 of the Explanatory Notes for more information.
 (d) Includes women whose sector of employment could not be determined.
 (e) See paragraph 25 of the Explanatory Notes for more information.

	<i>Total</i>	
	'000	%
.....		
Types of perceived discrimination experienced in the workplace while pregnant		
Experienced discrimination	67.3	18.8
Did experience discrimination directly associated with pregnancy(a)	61.1	17.1
Received inappropriate or negative comments from manager/supervisor	18.8	5.3
Received inappropriate or negative comments from colleagues	12.4	3.5
Hours of work changed without consultation	*1.2	*0.3
Demotion	*4.5	*1.2
Received less favourable account of work performance	15.5	4.3
Missed out on training or development opportunities	21.6	6.1
Missed out on opportunity for promotion	22.9	6.4
Job tasks, roles and/or responsibilities changed without consultation	10.1	2.8
Employer denied leave and/or request for leave	*3.6	*1.0
Other discrimination	10.4	2.9
Did not experience discrimination directly associated with pregnancy	*6.2	*1.7
Did not experience discrimination	242.7	67.9
Did not work in their job during pregnancy	6.2	1.7
Owner managers(b)	41.3	11.6
Total	357.5	100.0

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(a) More than one response can be provided therefore components do not sum to total.

(b) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers, who were not asked about discrimination in the workplace while pregnant.

	<i>Total</i>	
	'000	%
Main reason permanently left job held during pregnancy	104.5	29.2
To care for child	51.1	14.3
Retrenched/Dismissed	*3.2	*0.9
Felt obliged to leave	*2.6	*0.7
Employer went out of business	*2.7	*0.8
Temporary job	7.5	2.1
Unsatisfactory conditions of employment	7.7	2.2
No longer want/need to work	*4.5	*1.3
No work available/not enough work	*2.5	*0.7
Problems with child care	**1.1	**0.3
Other reasons	21.6	6.0
Did not leave job held during pregnancy	252.9	70.8
Total	357.5	100.0

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EMPLOYEES (EXCLUDING OMIES)

	<i>With paid leave entitlements</i>	<i>Without paid leave entitlements</i>	<i>Total employees</i>	<i>Owner managers(b)</i>	<i>Total</i>	
	'000	'000	'000	'000	'000	%
Whether claimed Baby Bonus or Paid Parental Leave						
Child born on or before 31st December 2010	105.5	20.8	126.3	22.9	149.2	41.7
Received Baby Bonus	93.6	19.4	113.0	16.8	129.8	36.3
Did not receive Baby Bonus	11.9	**1.4	13.3	*6.1	19.4	5.4
Child born on or after 1st January 2011	101.6	13.9	115.4	14.2	129.6	36.3
Received Paid Parental Leave	68.8	*6.4	75.2	*3.4	78.6	22.0
Received Baby Bonus	13.1	*6.5	19.6	9.5	29.1	8.1
Did not receive Paid Parental Leave or Baby Bonus	19.7	**0.9	20.6	**1.4	22.0	6.1
Main reason for not claiming Paid Parental Leave(c)						
Child born on or after 1st January 2011	101.6	13.9	115.4	14.2	129.6	36.3
Did not receive Paid Parental Leave	32.8	*7.4	40.2	10.9	51.1	14.3
Intended to claim Paid Parental Leave	11.7	—	11.7	np	np	np
Claimed Baby Bonus instead	*5.4	*2.3	*7.7	np	np	np
Considered themselves not to be eligible	13.0	*4.2	17.3	*8.0	25.2	7.1
Other reasons(d)	*2.6	**0.9	*3.5	np	np	np
Received Paid Parental Leave	68.8	*6.4	75.2	*3.4	78.6	22.0
Permanently left job before birth of child	46.9	27.6	74.4	*4.2	78.6	22.0
Total	253.9	62.3	316.2	41.3	357.5	100.0

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— nil or rounded to zero (including null cells)

np not available for publication but included in totals where applicable, unless otherwise indicated

(a) See Glossary for more information.

(b) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers.

(c) Excludes children born on or before 31st December 2010.

(d) Includes women where Paid Parental Leave (PPL) was transferred to partner or they did not know reason for not claiming PPL.

	<i>Total</i>	
	'000	%
All reasons had not started or returned to work since birth of child		
Did not start or return to work(a)	271.7	51.9
To care for child	247.1	47.2
Problems finding suitable childcare arrangements	23.9	4.6
Employer went out of business	**1.4	**0.3
Temporary job	**1.4	**0.3
Unsatisfactory conditions of employment	*3.4	*0.6
No longer wanted/needed to work	16.3	3.1
No work available/not enough work	*3.0	*0.6
Part-time hours not available	*3.0	*0.6
Wanted less responsibility/different duties	**1.2	**0.2
On leave/away from work	*5.1	*1.0
Other reasons	27.5	5.3
Currently on leave for birth of child	46.0	8.8
Started or returned to work	205.5	39.3
Total	523.3	100.0

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** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) More than one response can be provided therefore components do not sum to total.

	<i>Total</i>	
	'000	%
Age of child when started or returned to work after birth of child		
0-3 months	59.4	28.9
4-6 months	57.8	28.1
7-12 months	69.6	33.9
13 months and less than 24 months	18.7	9.1
All reasons women commenced work since birth of child(a)		
Financial	150.8	73.4
Adult interaction/mental stimulation	110.8	53.9
Maintain career/skills	105.1	51.1
Maintain self esteem	75.2	36.6
To keep job/Employer requested return	68.4	33.3
Other reasons(b)	51.3	25.0
All types of child care used since started or returned to work since birth of child(a)		
Formal day care	81.9	39.8
Long day care centre	57.7	28.1
Family day care centre	18.2	8.8
Occasional care centre	*3.2	*1.6
Other formal care	*4.9	*2.4
Informal day care	163.1	79.4
Father/partner	70.1	34.1
Grandparent	87.9	42.8
Brother/sister	*5.2	*2.6
Other relative	13.9	6.8
Other person	13.8	6.7
Other informal care	16.0	7.8
Main type of child care used since started or returned to work since birth of child		
Formal day care	67.4	32.8
Long day care centre	47.8	23.3
Family day care centre	14.9	7.2
Occasional care centre	*2.2	*1.1
Other formal care	*2.4	*1.2
Informal day care	138.2	67.2
Father/partner	54.1	26.3
Grandparent	55.5	27.0
Brother/sister	**1.1	**0.5
Other relative	*7.2	*3.5
Other person	*6.1	*3.0
Other informal care	14.2	6.9
Total	205.5	100.0

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** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) More than one response can be provided therefore components do not sum to total.

(b) Includes 29,200 women whose leave for the birth of child had finished.

WOMEN WITH CHILD UNDER 2 YEARS WHO STARTED OR RETURNED TO WORK AFTER BIRTH OF CHILD, Age of child when started or returned to work after birth—By selected characteristics

	AGE OF CHILD WHEN STARTED OR RETURNED TO WORK AFTER BIRTH				Total
	0-3 months	4-6 months	7-12 months	13 to less than 24 months	
	'000	'000	'000	'000	'000
Main reason women commenced work since birth of child					
Financial	7.7	9.5	11.9	*2.8	31.8
Adult interaction/mental stimulation	*4.6	*4.9	5.8	*1.8	17.1
Maintain career/skills	*5.7	10.3	*9.4	*2.9	28.3
Maintain self esteem	*5.9	8.8	11.3	*4.2	30.2
To keep job/Employer requested return	15.9	14.2	18.1	*4.7	52.9
Other reasons(a)	19.6	10.2	13.1	*2.3	45.2
Whether women had paid leave entitlements in first main job since birth of child					
Employees (excluding OMIEs)	28.1	49.8	64.5	16.5	158.8
With paid leave entitlements	15.1	36.5	52.6	11.8	115.9
Without paid leave entitlements	13.0	13.4	11.9	*4.6	42.9
Owner managers(b)	31.3	8.0	5.1	*2.2	46.7
Whether women used flexible work arrangements in first main job since birth to assist with care of child and types used					
Flexible work arrangements used to assist with care of child(c)	51.7	46.4	61.9	16.5	176.5
Part-time work	32.5	36.2	50.3	15.1	134.1
Shiftwork	*4.0	8.2	*4.8	*1.9	18.9
Work from home	28.3	11.5	10.1	*3.4	53.3
Leave arrangements(d)	*1.5	3.3	*4.2	np	10.5
Flexible working hours	27.0	19.0	20.0	*5.3	71.3
Job sharing	*2.5	np	6.5	np	13.1
Whether flexible work arrangements were available to assist with care of child	7.7	11.4	7.7	*2.2	29.0
Flexible work arrangements were available to use	np	*3.9	*2.2	np	10.1
Flexible work arrangements were not available to use	np	*5.9	*4.0	np	14.3
Did not know if flexible work arrangements were available to use	np	**1.6	**1.5	np	*4.6
Total	59.4	57.8	69.6	18.7	205.5

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(a) Includes 22,800 women whose leave had finished.

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(b) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers.

np not available for publication but included in totals where applicable, unless otherwise indicated

(c) More than one response can be provided therefore components do not sum to total.

(d) Includes 2,900 women who used other working arrangements.

WOMEN WITH CHILD UNDER 2 YEARS WHO STARTED OR RETURNED TO WORK AFTER BIRTH OF CHILD, Whether job changed on return to work with same employer after birth—By selected characteristics

EMPLOYEES WHO HAD A JOB DURING PREGNANCY AND RETURNED TO SAME EMPLOYER

	<i>Job tasks, roles and/or responsibilities changed</i>	<i>Job tasks, roles and/or responsibilities did not change</i>	<i>Total</i>	<i>Employees who had a job during pregnancy and started with different employer/business since birth</i>	<i>Did not have job during pregnancy</i>	<i>Total(a)</i>	
	'000	'000	'000	'000	'000	'000	%
Whether women had paid leave entitlements in first main job since birth of child							
Employees (excluding OMIEs)	27.6	91.4	118.9	28.4	11.5	158.8	77.3
With paid leave entitlements	24.4	71.9	96.3	14.6	*5.0	115.9	56.4
Without paid leave entitlements	*3.1	19.5	22.6	13.8	*6.5	42.9	20.9
Owner managers(a)	—	29.2	29.2	9.3	*4.1	46.7	22.7
Sector of employment in first main job since birth							
Public	9.7	23.0	32.7	*6.3	*3.0	41.9	20.4
Private(b)	17.9	97.5	115.4	31.4	12.7	163.6	79.6
Hours usually worked when first started or returned to work since birth							
Less than 15 hours	7.4	42.8	50.3	19.3	7.5	79.3	38.6
15–34	16.4	57.2	73.6	12.6	*5.3	93.0	45.3
35 and over	*3.8	20.5	24.2	5.8	*2.8	33.2	16.1
Full-time or part-time status of first main job since birth							
Full-time workers	*3.8	20.5	24.2	5.8	*2.8	33.2	16.1
Preferred to work part-time	*3.1	12.2	15.3	*4.1	**1.4	21.0	10.2
Preferred to work full-time	**0.6	*8.3	*8.9	*1.7	**1.5	12.1	5.9
Part-time workers	23.8	100.0	123.9	31.9	12.8	172.4	83.9
Total	27.6	120.5	148.1	37.7	15.7	205.5	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

— nil or rounded to zero (including null cells)

(a) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers.

(b) Includes women whose sector of employment could not be determined.

	<i>Total</i>	
	'000	%
.....		
Industry of first main job since birth of child		
Agriculture, forestry and fishing	*4.2	*2.0
Mining	**1.3	**0.6
Manufacturing	11.8	5.8
Electricity, gas, water and waste services	**1.3	**0.6
Construction	7.1	3.4
Wholesale trade	*6.3	*3.0
Retail Trade	22.6	11.0
Accommodation and food services	12.7	6.2
Transport, postal and warehousing	*3.7	*1.8
Information media and telecommunications	**2.2	**1.1
Financial and insurance services	9.7	4.7
Rental, hiring and real estate services	*4.4	*2.1
Professional, scientific and technical services	21.1	10.3
Administrative and support services	6.9	3.4
Public administration and safety	12.7	6.2
Education and training	20.7	10.0
Health care and social assistance	43.0	20.9
Arts and recreation services	*4.0	*1.9
Other services	*10.0	4.9
Occupation of first main job since birth of child		
Managers	26.8	13.0
Professionals	67.2	32.7
Technicians and trades workers	np	np
Community and personal service workers	20.3	9.9
Clerical and administrative workers	48.3	23.5
Sales workers	20.1	9.8
Machinery operators and drivers	np	np
Labourers	12.6	6.1
Total	205.5	100.0

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- np not available for publication but included in totals where applicable, unless otherwise indicated

		AGE OF WOMAN (YEARS)			Total
		15–29	30–34	35 and over	
Number of weeks of paid leave (full-pay and half-pay) taken for birth of child(b)					
Entitled to paid leave	'000	29.9	43.2	38.1	111.3
Took paid leave	'000	21.8	34.7	33.0	89.6
1–4 weeks	'000	7.9	*5.8	*2.8	16.5
5–8 weeks	'000	*4.9	*3.3	**1.7	9.9
9–13 weeks	'000	**1.4	*3.8	*5.9	11.1
14–26 weeks	'000	4.3	11.5	12.7	28.5
27–39 weeks	'000	*3.4	*7.2	*6.0	16.5
40–51 weeks	'000	—	**1.7	*2.4	*4.1
52 weeks and over	'000	—	*1.4	**1.6	*3.0
Did not take paid leave	'000	8.1	8.5	*5.1	21.7
Not entitled to paid leave	'000	*8.5	*6.9	7.3	22.8
Number of weeks of unpaid leave taken for birth of child					
Took unpaid leave	'000	28.1	38.3	28.2	94.5
1–8 weeks	'000	*2.8	*5.5	*4.4	12.7
9–13 weeks	'000	*3.0	*4.1	*4.7	11.8
14–26 weeks	'000	11.2	16.6	*4.2	32.0
27–39 weeks	'000	*5.6	*4.9	8.8	19.3
40–51 weeks	'000	*3.7	*4.0	*2.9	10.6
52 weeks and over	'000	*1.9	*3.3	*3.1	8.2
Did not take unpaid leave	'000	10.4	11.9	17.3	39.6
Number of weeks of leave (paid and unpaid) taken for birth of child(c)					
Took leave for birth of child	'000	33.9	46.2	40.8	120.8
1–8 weeks	'000	*3.0	*3.4	*2.2	8.6
9–13 weeks	'000	*2.8	**3.2	*2.7	*8.7
14–26 weeks	'000	11.6	7.5	8.6	27.7
27–39 weeks	'000	7.9	12.1	9.6	29.6
40–51 weeks	'000	*4.2	8.0	7.1	19.3
52 weeks and over	'000	*4.4	12.0	10.5	26.9
Did not take leave for birth of child	'000	*4.6	*4.0	*4.7	13.3
Permanently left job before birth of child	'000	8.0	*6.4	7.6	22.0
Owner managers(d)	'000	5.4	11.6	16.7	33.7
Did not have a pregnancy job	'000	6.3	*6.8	*2.6	15.7
Total	'000	58.2	75.0	72.3	205.5
Mean total weeks of paid and unpaid leave	wks	28.8	35.9	36.1	34.0

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** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

— nil or rounded to zero (including null cells)

(a) Length of leave taken to the date of interview.

(b) Excludes women who permanently left the job before the birth of child. These women may have been entitled to paid maternity leave.

(c) Includes women who took a combination of paid and unpaid leave.

(d) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers.

WOMEN WITH CHILD UNDER 2 YEARS WHO HAD A JOB AT NOVEMBER 2011, Number of children in family—By types of and whether used flexible work arrangements to assist with the care of child

	NUMBER OF CHILDREN AGED 0-4 IN FAMILY		NUMBER OF CHILDREN AGED 0-14 IN FAMILY			Total
	One	2 or more	One	Two	3 or more	
	'000	'000	'000	'000	'000	
Types of flexible work arrangements used in current main job since birth of child to assist with care of child						
Flexible work arrangements used to assist with care of child(a)	94.4	69.4	71.8	61.1	30.9	163.9
Part-time work	70.5	50.9	53.7	46.7	21.0	121.4
Shiftwork	9.9	*3.7	8.0	*3.3	*2.2	13.6
Work from home	25.6	27.8	21.2	22.2	*9.9	53.4
Leave arrangements	9.2	*6.5	*7.8	*6.5	**1.4	15.7
Flexible working hours	41.9	35.9	34.3	28.5	15.1	77.8
Job sharing	9.0	6.8	*7.0	*6.0	*2.8	15.8
Any other working arrangements	*2.3	*2.3	*1.3	*1.8	**1.5	*4.6
Whether flexible work arrangements were available to assist with care of child	16.9	9.6	12.7	*9.8	*3.9	26.4
Flexible work arrangements were available to use	8.6	**2.3	6.7	*3.5	**0.7	10.9
Flexible work arrangements were not available to use	5.2	7.3	*4.5	*4.7	*3.2	12.5
Did not know if flexible work arrangements were available to use	*3.0	—	**1.5	**1.5	—	*3.0
Currently on leave for birth of child	26.8	14.2	24.5	12.7	*3.7	40.9
Total	138.1	93.2	109.1	83.6	38.5	231.3

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— nil or rounded to zero (including null cells)

(a) More than one response can be provided therefore components do not sum to total.

	MULTIPLE JOBHOLDER STATUS OF WOMAN			
	<i>Single jobholders</i>	<i>Multiple jobholders</i>	<i>Total</i>	
	'000	'000	'000	%
Age of child (months)				
0–12	100.8	*4.2	105.1	45.4
13–18	61.2	*3.0	64.2	27.7
19 to less than 24	58.5	*3.5	62.0	26.8
Full-time or part-time status in all jobs of women				
Full-time workers	73.7	*1.7	75.4	32.6
Part-time workers	146.9	9.0	155.9	67.4
Total	220.6	10.7	231.3	100.0

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(a) At November 2011.

WOMEN WITH CHILD UNDER 2 YEARS WHOSE PARTNER WAS PARTNER DURING PREGNANCY, Womens' labour force status and full-time or part-time status in all jobs—By employment type in main job and hours usually worked in all jobs of partner(a)

WOMANS' CURRENT LABOUR FORCE STATUS

	<i>Employed full-time</i>	<i>Employed part-time</i>	<i>Total employed</i>	<i>Unemployed</i>	<i>Not in the labour force</i>	<i>Total</i>	
	'000	'000	'000	'000	'000	'000	%
Employment type in main job of partner							
Employees (excluding OMIEs)	51.9	104.2	156.1	*5.7	165.6	327.5	72.5
With paid leave entitlements	46.1	95.0	141.1	np	np	285.2	63.1
Without paid leave entitlements	5.8	9.2	15.0	np	np	42.3	9.4
Owner managers(b)	14.0	39.4	53.4	np	np	90.9	20.1
Hours usually worked per week in all jobs of partner							
Less than 14 hours	**1.2	**1.4	*2.5	—	*2.9	*5.4	*1.2
15–34 hours	*4.4	*6.8	11.2	—	11.0	22.2	4.9
35 or more hours	60.3	135.4	195.8	*6.2	188.8	390.7	86.5
Total(c)(d)	69.6	147.1	216.8	*6.7	228.3	451.8	100.0

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(a) At November 2011.

(b) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers.

(c) Includes partners who were out on scope/coverage. See paragraph 8 of the Explanatory Notes for more information.

(d) Includes partners who did not have a job at November 2011.

WOMEN WITH CHILD UNDER 2 YEARS WHOSE PARTNER WORKED IN A JOB DURING PREGNANCY, Industry and occupation of partners main job while women were pregnant

	<i>Total</i>	
	'000	%
.....		
Industry of partners main job while women were pregnant		
Agriculture, forestry and fishing	14.8	3.5
Mining	17.7	4.1
Manufacturing	47.2	11.0
Electricity, gas, water and waste services	12.0	2.8
Construction	74.5	17.4
Wholesale trade	18.5	4.3
Retail trade	28.1	6.6
Accommodation and food services	19.4	4.5
Transport, postal and warehousing	25.5	5.9
Information media and telecommunications	11.4	2.7
Financial and insurance services	18.2	4.2
Rental, hiring and real estate services	5.4	1.3
Professional, scientific and technical services	34.7	8.1
Administrative and support services	8.6	2.0
Public administration and safety	32.5	7.6
Education and training	16.7	3.9
Health care and social assistance	19.2	4.5
Arts and recreation services	*4.5	*1.0
Other services	19.2	4.5
Occupation of partners main job while women were pregnant		
Managers	74.3	17.4
Professionals	93.3	21.8
Technicians and trades workers	108.3	25.3
Community and personal service workers	20.8	4.9
Clerical and administrative workers	23.6	5.5
Sales workers	22.6	5.3
Machinery operators and drivers	42.3	9.9
Labourers	42.8	10.0
Total	428.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

WOMEN WITH CHILD UNDER 2 YEARS WHOSE PARTNER WORKED IN A JOB DURING PREGNANCY, Occupation of partners job while women were pregnant—By types and number of weeks taken for birth of child by partner

OCCUPATION OF PARTNERS MAIN JOB WHILE WOMEN WERE PREGNANT

	Managers	Professionals	Technicians and trades workers	Community and personal service workers	Clerical and administrative workers
	'000	'000	'000	'000	'000
Number of weeks of leave (paid, unpaid and time away from work) taken by partner for birth of child					
Took leave for birth of child	58.3	78.0	85.4	14.7	19.5
1 week	23.4	25.1	38.7	*2.9	*3.3
2 weeks	18.8	24.3	30.4	*3.4	*6.5
3 weeks	6.7	10.4	*6.6	*2.1	*2.3
4 weeks	*4.0	9.7	*3.3	*3.0	*5.3
5 weeks or more	*5.4	8.6	6.4	*3.2	*2.0
Did not take leave for birth of child	16.0	15.3	22.8	*6.0	*4.2
Type of paid leave taken by partner for the birth of child					
Took paid leave(a)	40.0	59.3	49.9	10.9	17.1
Parenting/Paternity leave	19.9	31.8	17.9	*7.5	*7.6
Holiday/Recreation/Annual leave	24.0	38.9	32.2	*6.0	10.9
Family/Carer's leave	*1.9	*5.6	5.1	*1.8	**1.4
Other leave(b)	*3.3	*3.4	*5.9	**2.1	**1.8
Did not take paid leave	12.7	21.1	25.7	8.3	*3.8
Owners managers(c)	21.6	13.0	32.7	**1.6	*2.7
Whether partner took unpaid leave/time away from work for birth of child					
Took unpaid leave/time away from work for birth of child	20.5	23.0	39.3	*4.7	*3.0
Did not take unpaid leave/time away from work for birth of child	53.8	70.3	68.9	16.1	20.6
Total	74.3	93.3	108.3	20.8	23.6

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(a) More than one response can be provided therefore components do not sum to total.

(b) Includes long service leave, sick leave and leave type not known.

(c) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers.

WOMEN WITH CHILD UNDER 2 YEARS WHOSE PARTNER WORKED IN A JOB DURING PREGNANCY, Occupation of partners job while women were pregnant—By types and number of weeks taken for birth of child by partner *continued*

OCCUPATION OF PARTNERS MAIN JOB
WHILE WOMEN WERE PREGNANT

	Sales workers	Machinery operators and drivers	Labourers	Total
	'000	'000	'000	'000
Number of weeks of leave (paid, unpaid and time away from work) taken by partner for birth of child				
Took leave for birth of child	18.2	34.4	27.4	336.0
1 week	9.5	11.6	16.0	130.5
2 weeks	*4.8	14.7	6.1	109.0
3 weeks	**1.9	**1.3	**1.4	32.7
4 weeks	**0.8	*4.6	*2.2	33.0
5 weeks or more	**1.3	*2.1	*1.7	30.8
Did not take leave for birth of child	*4.4	*8.0	15.4	92.1
Type of paid leave taken by partner for the birth of child				
Took paid leave(a)	14.2	23.0	11.6	225.9
Parenting/Paternity leave	np	8.4	np	99.4
Holiday/Recreation/Annual leave	9.1	17.0	8.7	146.9
Family/Carer's leave	np	**1.1	np	18.6
Other leave(b)	**0.8	**2.4	*2.4	22.1
Did not take paid leave	*4.9	13.7	20.4	110.7
Owners managers(c)	*3.4	*5.6	10.8	91.4
Whether partner took unpaid leave/time away from work for birth of child				
Took unpaid leave/time away from work for birth of child	*4.7	11.7	16.6	123.7
Did not take unpaid leave/time away from work for birth of child	17.8	30.7	26.1	304.4
Total	22.6	42.3	42.8	428.0

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(a) More than one response can be provided therefore components do not sum to total.

(b) Includes long service leave, sick leave and leave type not known.

(c) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers.

WOMEN WITH CHILD UNDER 2 YEARS WHOSE PARTNER STARTED OR RETURNED TO WORK AFTER THE BIRTH OF CHILD, Sector of employment in first main job of partner since birth of child—By selected characteristics

	SECTOR OF FIRST MAIN JOB OF PARTNER SINCE BIRTH OF CHILD			
	Public	Private (a)	Total	
	'000	'000	'000	%
Whether partner worked part-time to assist with care of child				
Part-time workers	*4.3	33.3	37.7	8.7
To assist with the care of child	np	np	10.4	2.4
For other reasons	np	np	27.2	6.3
Full-time workers	44.6	351.7	396.3	91.3
Whether partner used flexible working arrangements in first main job since birth to assist with care of child and types used				
Flexible work arrangements used to assist with care of child(b)	12.4	99.2	111.6	25.7
Part-time work	*0.9	12.2	13.0	3.0
Shiftwork	*1.8	6.2	8.0	1.9
Work from home	*1.8	33.4	35.2	8.1
Leave arrangements	*4.2	9.7	13.8	3.2
Flexible working hours	*6.8	61.3	68.1	15.7
Job sharing	—	*2.6	*2.6	*0.6
Any other working arrangements	—	*3.1	*3.1	*0.7
Whether flexible work arrangements were available to assist with care of child	36.5	285.9	322.4	74.3
Flexible work arrangements were available to use	14.8	81.4	96.2	22.2
Flexible work arrangements were not available to use	13.6	147.1	160.8	37.0
Did not know if flexible work arrangements were available to use	8.1	57.3	65.4	15.1
Whether partners usual hours of work with same employer/business changed because of birth of child				
Partner with same employer/business after birth	45.1	355.2	400.3	92.2
Hours of work changed after birth	*4.3	29.2	33.5	7.7
Because of the birth	*2.8	24.6	27.4	6.3
Hours of work increased	np	np	23.6	5.4
Hours of work decreased	np	np	*3.8	*0.9
For other reasons	**1.5	*4.6	*6.1	*1.4
Hours of work increased	np	np	*2.8	*0.6
Hours of work decreased	np	np	*3.4	*0.8
Hours of work did not change	40.8	326.0	366.8	84.5
Partner changed employer/business after birth	np	np	23.9	5.5
Partner did not have a job while woman was pregnant	np	np	9.8	2.2
Hours usually worked each week by partner when first started or returned to work after birth of child				
0–29	*2.5	22.8	25.2	5.8
30–34	*1.9	9.2	11.1	2.6
35	*2.7	13.3	15.9	3.7
36–39	18.1	62.1	80.1	18.5
40	13.3	121.2	134.5	31.0
41 or more	10.5	156.5	167.1	38.5
Total	48.9	385.1	433.9	100.0

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— nil or rounded to zero (including null cells)

np not available for publication but included in totals where applicable, unless otherwise indicated

(a) Includes women whose sector of employment could not be determined.

(b) More than one response can be provided therefore components do not sum to total.

WOMEN WITH CHILD UNDER 2 YEARS WHOSE PARTNER STARTED OR RETURNED TO WORK AFTER THE BIRTH OF CHILD, Number of children aged 0–14 in family—By whether partner used flexible work arrangements to assist with care of child

	NUMBER OF CHILDREN AGED 0–14 IN FAMILY		
	One	2 or more	Total
	'000	'000	'000
Types and whether partner used flexible working arrangements in first main job since birth of child to assist with the care of child			
Flexible work arrangements used to assist with care of child(a)	49.8	61.8	111.6
Part-time work	*5.2	*7.9	13.0
Shiftwork	*3.5	*4.5	8.0
Work from home	15.4	19.9	35.2
Leave arrangements	6.0	*7.8	13.8
Flexible working hours	28.4	39.7	68.1
Job sharing	np	np	*2.6
Any other working arrangements	np	np	*3.1
Whether flexible work arrangements were available to assist with care of child	136.5	185.9	322.4
Flexible work arrangements were available to use	39.3	56.9	96.2
Flexible work arrangements were not available to use	67.7	93.1	160.8
Did not know if flexible work arrangements were available to use	29.5	35.9	65.4
Total	186.3	247.7	433.9

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 np not available for publication but included in totals where applicable, unless otherwise indicated
 (a) More than one response can be provided therefore components do not sum to total.

	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
	'000	'000	'000	'000	'000	'000	'000	'000	'000
Population 1									
Women with child under 2 years	173.2	121.6	104.0	36.8	62.7	10.3	5.3	9.4	523.3
Population 2									
Women with child under 2 years who had a job while pregnant	117.0	83.7	70.5	25.6	43.0	6.6	3.3	7.8	357.5
Population 3									
Women with child under 2 years who started or returned to work after birth of child	74.6	45.3	34.5	14.7	26.0	4.4	*1.9	4.1	205.5
Population 4									
Women with child under 2 years who had a job at November 2011	83.5	53.8	37.4	16.6	27.6	5.0	2.2	5.2	231.3
Population 5									
Women with child under 2 years whose partner at November 2011 was partner during pregnancy	142.4	110.8	87.5	31.8	57.9	8.6	4.2	8.6	451.8
Population 6									
Women with child under 2 years whose partner worked in a job during pregnancy	135.4	104.8	82.6	29.6	55.0	8.1	4.2	8.3	428.0
Population 7									
Women with child under 2 years whose partner started or returned to work after birth of child	136.4	107.3	85.1	30.1	54.4	8.1	4.2	8.3	433.9
Population 8									
Women with child under 2 years whose partner was partner during pregnancy and had a job at November 2011	130.9	104.5	80.1	29.6	53.4	7.7	4.1	8.0	418.4
Population 9									
Women with child under 2 years who had a partner at November 2011	145.1	111.8	90.3	32.6	58.3	8.6	4.2	8.8	459.6

* estimate has a relative standard error of 25% to 50% and should be used with caution

EXPLANATORY NOTES

INTRODUCTION

1 The statistics in this publication were compiled from information collected in the Pregnancy and Employment Transitions Survey (PaETS) survey conducted throughout Australia in November 2011 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS). The survey collected information from women aged 15 years and over who had given birth to a child less than 2 years ago and were living with that child.

2 Information about survey design, scope, coverage and population benchmarks relevant to the monthly LFS, which also applies to supplementary surveys, can be found in the publication *Labour Force, Australia* (cat. no. 6202.0).

CONCEPTS SOURCES AND METHODS

3 The conceptual framework used in the monthly LFS aligns closely with the standards and guidelines set out in Resolutions of the International Conference of Labour Statisticians. Descriptions of the underlying concepts and structure of Australia's labour force statistics, and the sources and methods used in compiling these estimates, are presented in *Labour Statistics: Concepts, Sources and Methods* (cat. no. 6102.0.55.001).

SCOPE

4 The scope of the LFS is restricted to persons aged 15 years and over and excludes the following people:

- members of the permanent defence forces;
- certain diplomatic personnel of overseas governments, customarily excluded from the Census and estimated populations; and
- overseas residents in Australia; and members of non-Australian defence forces (and their dependants).

5 Students at boarding schools, patients in hospitals, residents of homes (e.g. retirement homes, homes for people with disabilities), and inmates of prisons are excluded from all supplementary surveys.

6 This supplementary survey was conducted in both urban and rural areas in all states and territories, but excluded persons living in Indigenous communities in very remote parts of Australia.

7 Women aged 15 years and over who had given birth to a child less than 2 years ago and were living with that child were included in the survey. The survey excluded:

- women who were members of the Australian permanent defence forces;
- women living in non-private dwellings;
- visitors to private dwellings; and
- all males.

8 In addition, for those women whose partner at the time of interview was not in scope of the survey (e.g. the partner was in the permanent defence forces), the details of the partner's job at November 2011 was not collected. For these partners, job details at November 2011 were classified as could not be determined.

COVERAGE

9 In the LFS, coverage rules are applied which aim to ensure that each person is associated with only one dwelling and hence has only one chance of selection in the survey. See *Labour Force, Australia* (cat. no. 6202.0) for more details.

SAMPLE SIZE

10 Supplementary surveys are not conducted on the full LFS sample. Since 1994 the sample for supplementary surveys has been restricted to no more than seven-eighths of the LFS sample.

11 The sample for PaETS is a subsample of 36,604 private dwelling households and special dwelling units included in the ABS Monthly LFS in November 2011. The final sample on which estimates are based is composed of 1,351 birth mothers aged 15 years and over, usually resident in these private and special dwellings in Australia, with at least one child less than 2 years of age living with them at the time of interview.

EXPLANATORY NOTES *continued*

SAMPLE SIZE *continued*

12 In cases where women had more than one child under the age of 2, data was collected in respect of the employment transitions of women around the birth of their most recent child (i.e. the youngest child).

RELIABILITY OF THE ESTIMATES

13 Estimates in this publication are subject to sampling and non-sampling error.

- Sampling error is the difference between the published estimate and the value that would have been produced if all birth mothers of children aged under two years of age had been included in the survey. For further information on sampling error, see the Technical Note.
- Non-sampling errors are inaccuracies that occur because of imperfections in reporting by respondents and interviewers and errors made in coding and processing data. These inaccuracies may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and effective processing procedures.

SEASONAL FACTORS

14 The estimates are based on information collected in the survey month (November) and, due to seasonal factors, may not be representative of other months of the year.

CLASSIFICATIONS USED

15 Country of birth data are classified according to the *Standard Australian Classification of Countries (SACC), 2011* (cat. no. 1269.0).

16 From 2006, occupation data are classified according to the *ANZSCO - Australian and New Zealand Standard Classification of Occupations, First Edition, Revision 1, 2009* (cat. no. 1220.0).

17 Also from 2006, industry data are classified according to the *Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (Revision 1.0)* (cat. no. 1292.0).

18 Area data (Capital city, Balance of state/territory) are classified according to the *Australian Standard Geographical Classification (ASGC), July 2011* (cat. no. 1216.0).

COMPARABILITY OF TIME SERIES

19 The Labour Force Survey estimates and estimates from the supplementary surveys, are calculated in such a way as to sum to independent estimates of the civilian population aged 15 years and over (population benchmarks). These population benchmarks are based on Estimated Resident Population (ERP) data. Generally, revisions are made to population benchmarks after each five-yearly Census of Population and Housing (Census), however, revisions were made to the population benchmarks from July 2011, to reflect revisions to ERP. For more details on population benchmarks, see the Explanatory Notes in *Labour Force, Australia* (cat. no. 6202.0) and for details about the revisions made, see the article in the September 2011 issue of *Labour Force, Australia* (cat. no. 6202.0).

20 Care should be taken when comparing results from the November 2011 Pregnancy and Employment Transitions survey to the November 2005 Pregnancy and Employment Transitions survey.

21 The November 2011 Pregnancy and Employment Transitions survey was redeveloped to better capture information on:

- job details and types of leave taken while women were pregnant;
- job details about women's first job started or returned to since the birth of the child;
- women with a child under 2 years, job at November 2011;
- partners job details and types of leave taken while women were pregnant;
- job details about partner's first job started or returned to since the birth of the child; and
- partners job details at November 2011.

EXPLANATORY NOTES *continued*

NOTES ON ESTIMATES

- 22** Paid Parental Leave (PPL) and Baby Bonus were only asked of women who either, worked in a job or business while pregnant, or, who had a job or business they were away from during their pregnancy and did not leave that job before the birth of their child.
- 23** Data relating to PPL was collected of approximately 42% of women with children aged under 2 years. This is due to a combination of when the PPL scheme was introduced, in January 2011, and the sample of the survey covering a range of women with a child under the age of 2 (child ages from 0–23 months). Women whose child was aged 12 months and over would not have been entitled to the PPL scheme, only entitled to receiving the Baby Bonus, pending eligibility requirements.
- 24** Women who were employees (excluding owner managers of incorporated enterprises (OMIEs)) have been are classified as 'With paid leave entitlements' if they were entitled to paid sick leave and/or paid holiday leave. In all other cases, employees have been classified 'Without paid leave entitlements'.
- 25** Full-time or part-time status in job while pregnant after change in hours are calculated on the hours reported by women immediately before stopping work for the birth of child. This item is presented in Tables 7, 8 and 11.
- 26** Other paid leave comprises of paid sick leave and any other type of paid leave, and other unpaid leave comprises of parental leave and any other type of unpaid leave.
- 27** Information about taking types of paid leave (paid maternity, paid holiday or long service leave) was collected for women who were employees (excluding OMIEs) in the job while they were pregnant, who were entitled to a type of paid leave. If women were not entitled to any sort of paid leave, information about unpaid leave for the birth of their child was collected.
- 28** Information was collected on any other paid leave taken for the birth of the child for women who were entitled to some sort of paid leave (paid maternity, paid holiday, long service leave or paid sick leave).
- 29** For all data items relating to personal income of women, partners and other household members, where women either did not know or refused to report:
- their income; data are classified as 'Refusal' for estimates of income, but are included in sources of income;
 - partner's income; data are classified as 'Refusal' for estimates of income, but are included in sources of income;
 - other household members income; data are classified as 'Refusal' for estimates of income, but are included in sources of income;
- 30** For data items relating to combined income, for example 'Weekly income of women and partner' or 'Weekly household income', where women did not know or refused to report an individual case of income, then data for that item is classified as 'Refusal'.
- 31** Additionally for estimates relating to income, equivalised income and quintiles, responses that included a refusal or a loss of income, are excluded from these estimates.

EXPLANATORY NOTES *continued*

OTHER ISSUES FOR ANALYSIS AND INTERPRETATION

32 In analysing and interpreting the PaETS data, users should be aware that women may have difficulty in recalling the circumstances surrounding their employment over the course of a pregnancy (i.e. up to two years prior to interview). As the focus of the survey is women with at least one child less than two years old, some of the information, such as the age of the child when the woman began working after the birth, does not take account of the return to work circumstances of women, whose youngest child was born close to the time of interview, as they may not have returned to work.

PRODUCTS AND SERVICES *Spreadsheets*

33 An electronic version of the tables released in this publication is available on the ABS website in spreadsheets (cat. no. 4913.0). The spreadsheets present the tables and the related relative standard errors (RSEs) for each publication table.

Confidentialised Unit Record File

34 It is expected that a confidentialised unit record file (CURF) will be produced from the Pregnancy and Employment Transitions survey subject to the approval of the Australian Statistician. The Expanded CURF will be accessible through the RADL and ABSDL. The CURF will be available in SAS, STATA and SPSS format. A full range of up-to-date information about the availability of ABS CURFs and about applying for access to CURFs is available via the ABS web site (see Services - CURF Microdata). For enquiries regarding CURFs, contact ABS Microdata Access Management Unit via email at microdata.access@abs.gov.au or telephone (02) 6252 7714.

ACKNOWLEDGEMENT

35 ABS surveys draw extensively on information provided freely by individuals, businesses, governments and other organisations. Their continued cooperation is very much appreciated: without it, the wide range of statistics published by the ABS would not be available. Information received by the ABS is treated in strict confidence as required by the *Census and Statistics Act, 1905*.

RELATED PUBLICATIONS

36 ABS publications which may be of interest include:

- *Australian Demographic Statistics* (cat. no. 3101.0);
- *Australian Social Trends, 2012* (cat. no. 4102.0);
- *Births, Australia, 2011* (cat. no. 3301.0);
- *Childhood Education and Care, Australia, June 2011* (cat. no. 4402.0);
- *National Early Childhood Education and Care Collection: Data Collection Guide, 2011* (cat. no. 4240.0.55.002);
- *Family Characteristics, Australia, 2009-10* (cat. no. 4442.0);
- *Household and Family Projections, Australia, 2006 to 2031* (cat. no. 3236.0);
- *How Australians Use Their Time, 2006* (cat. no. 4153.0);
- *Labour Force, Australia* (cat. no. 6202.0);
- *Labour Force, Australia, Detailed - Electronic Delivery, Monthly* (cat. no. 6291.0.55.001);
- *Labour Force, Australia: Labour Force Status and Other Characteristics of Families, Jun 2011* (cat. no. 6224.0.55.001);
- *Household Income and Income Distribution, Australia, 2009-10* (cat. no. 6523.0);
- *Marriages, Australia, 2007* (cat. no. 3306.0.55.001); and
- *Divorces, Australia, 2007* (cat. no. 3307.0.55.001).

37 Current publications and other products released by the ABS are available from the *Statistics Page* on the ABS website. The ABS also issues a daily Release Advice on the website which details products to be released in the week ahead.

EXPLANATORY NOTES *continued*

ABBREVIATIONS

'000	thousand
ABS	Australian Bureau of Statistics
ABSDL	Australian Bureau of Statistics Data Laboratory
ANZSCO	Australian and New Zealand Standard Classification of Occupations
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASGC	Australian Standard Geographical Classification
CURF	confidentialised unit record file
nec	not elsewhere classified
nfd	not further defined
OMIE	owner manager of incorporated enterprise
OMUE	owner manager of unincorporated enterprise
PaETS	Pregnancy and Employment Transitions Survey
RADL	Remote Access Data Laboratory
RSE	relative standard error
SACC	Standard Australian Classification of Countries
SE	standard error

APPENDIX 1 SUPPLEMENTARY SURVEYS

SUPPLEMENTARY SURVEYS

The monthly Population Survey program and Multi-Purpose Household Survey program collect data on various aspects of the labour force. The following is an historical list of labour supplementary surveys collected in these programs. Data from these surveys are available on request and can be obtained by contacting the ABS.

	<i>cat. no.</i>	<i>Frequency</i>	<i>Latest issue</i>
Monthly Population Supplementary Surveys			
Characteristics of Recent Migrants, Australia(a)	6250.0	Irregular	November 2010
Child Employment, Australia	6211.0	Irregular	June 2006
Childhood Education and Care, Australia	4402.0	Irregular	June 2011
Education and Work, Australia	6227.0	Annual	May 2011
Employee Earnings, Benefits, and Trade Union Membership, Australia	6310.0	Annual	August 2011
Forms of Employment, Australia	6359.0	Annual	November 2011
Job Search Experience, Australia	6222.0	Annual	July 2011
Labour Force Experience, Australia	6206.0	Biennial	February 2011
Labour Mobility, Australia	6209.0	Biennial	February 2012
Locations of Work, Australia	6275.0	Irregular	November 2008
Multiple Jobholding, Australia(b)	6216.0	Irregular	August 1997
Persons Not in the Labour Force, Australia	6220.0	Annual	September 2011
Pregnancy and Employment Transitions, Australia	4913.0	Irregular	November 2011
Underemployed Workers, Australia	6265.0	Annual	September 2011
Working Time Arrangements, Australia(c)	6342.0	Irregular	November 2009
Multi-Purpose Household Surveys			
Barriers and Incentives to Labour Force Participation, Australia	6239.0	Biennial	2010–2011
Retirement and Retirement Intentions, Australia	6238.0	Biennial	2010–2011
Work-Related Injuries, Australia	6324.0	Irregular	2009–2010

- | | |
|---|--|
| (a) This product replaces the publication Labour Force Status and Other Characteristics of Migrants, Australia (cat. no. 6250.0). | (b) Latest data available on request July 2001. |
| | (c) This product replaces the publication Working Arrangements, Australia (cat. no. 6342.0). |

APPENDIX 2 POPULATIONS AND DATA ITEM LIST

DATA AVAILABLE ON REQUEST

The ABS has a range of data available on request from the Pregnancy and Employment Transitions Survey. This section lists the data items and populations which relate to the survey. Full details of these data items are available on the ABS website in an Excel spreadsheet, as a data cube (Appendix 1 – PaETs 2011 Data Items List).

The populations for a particular data item refer to the persons in the survey to whom the data relates.

For more information about ABS data available on request, contact Client Services Section in Canberra on 1300 135 070, or via email <client.services@abs.gov.au>.

<i>Population 1</i>	Women with child under 2 years
<i>Population 2</i>	Women with child under 2 years who had a job while pregnant
<i>Population 3</i>	Women with child under 2 years who started or returned to work after birth of child
<i>Population 4</i>	Women with child under 2 years who had a job at November 2011
<i>Population 5</i>	Women with child under 2 years whose partner at November 2011 was partner during pregnancy
<i>Population 6</i>	Women with child under 2 years whose partner worked in a job during pregnancy
<i>Population 7</i>	Women with child under 2 years whose partner started or returned to work after birth of child
<i>Population 8</i>	Women with child under 2 years whose partner was partner during pregnancy and had a job at November 2011
<i>Population 9</i>	Women with child under 2 years who had a partner at November 2011

APPENDIX 2 POPULATIONS AND DATA ITEM LIST *continued*

<i>Data items</i>	<i>Population</i>
Demographic	
1 State or territory of usual residence	All
2 Area of usual residence	All
3 Region of usual residence	All
4 Social marital status	All
5A Country of birth of women	All
5B Country of birth and period of arrival of women	All
6 Age of women	All
7 Age of partner	5–9
8 Country of birth of partner	5–9
9 Age of selected child in months	All
10 Number of families in household	All
11 Number of persons in household	All
12 Number of children under the age of 15 in the household	All
13 Household composition	All
14 Household type (standard)	All
15 Family composition (broad)	All
15A Family composition	All
16 Number of people in family	All
17 Number of children aged 0–14 in family	All
18 Number of children 0–4 in family	All
19 Number of children 5–9 in family	All
20 Number of children 10–14 in family	All
21 Whether (selected) child under 2 years is the only child in the family	All
Income at November 2011	
22 Main source of household income (all members)	All
23 Total current household income per week (all members)	All
24A Equivalised gross household income per week	All
24B Equivalised gross household income per week (quintiles)	All
25 All sources of household income (excluding women and partner)	All
26A Weekly household income (excluding women and partner)	All
26B Total household income (excluding women and partner)	All
27 All sources of women and partner income	5
29 Weekly income of women and partner	5
30 All sources of women's income	1–4
31A Main source of woman's income – collapsed	1–4
31B Main source of women's income	1–4
32A Total income of women per week	1–4
32B Total income of women	1–4
33 All sources of partner's income	5–8
34 Main source of partner's income	5–8
35A Total income of partner per week	5–8
35B Total income of partner	5–8
Women's job at November 2011	
36 Labour force status in main job of women	1–4
37 Status in employment in main job of women	4
38 Employment type in main job of women	4
39 Multiple jobholder status of women	4
40 Hours usually worked in main job of women	4
41 Hours usually worked in all jobs of women	4
42 Hours actually worked in main job of women	4
43 Hours actually worked in all jobs of women	4
44 Full-time or part-time status in all jobs of women	4
45 Full-time or part-time status in main job of women	4
46 Industry of main job of women	4
47 Occupation of main job of women	4
48 Continuous duration in main job of women	4
49 Whether women had paid leave entitlements in main job	4
50 Whether women entitled to paid sick leave in main job	4
51 Whether women entitled to paid holiday leave in main job	4
52 Whether women entitled to paid maternity leave in main job	4
53 Whether women entitled to paid long service leave in main job	4
54 Sector of employment in main job of women	4
55 Types of and whether used flexible work arrangements in main job of women to assist with the care of child	4

APPENDIX 2 POPULATIONS AND DATA ITEM LIST *continued*

<i>Data items</i>	<i>Population</i>
Partner's job at November 2011	
56 Labour force status in main job of partner	5-8
57 Status in employment in main job of partner	8
58 Employment type in main job of partner	8
59 Multiple jobholder status in main job of partner	8
60 Hours usually worked in main job of partner	8
61 Hours usually worked in all jobs of partner	8
62 Hours actually worked in main job of partner	8
63 Hours actually worked in all jobs of partner	8
64 Full-time or part-time status in all jobs of partner	8
65 Full-time or part-time status in main job of partner	8
66 Industry of main job of partner	8
67 Occupation of main job of partner	8
68 Sector of employment in main job of partner	8
69 Whether partner had paid leave entitlements in main job	8
70 Whether partner entitled to paid sick leave in main job	8
71 Whether partner entitled to paid holiday leave in main job	8
72 Whether partner entitled to paid paternity leave in main job	8
73 Whether partner entitled to paid long service leave in main job	8
74 Continuous duration in main job of partner	8
75 Types and whether partner used flexible work arrangements in main job to assist with the care of the child	8
Women's job while pregnant	
76 Whether had a job while pregnant with youngest child aged under 2 years	2
77 Status in employment of women in job while pregnant	2
78 Employment type of women in job while pregnant	2
79 Hours usually worked in job while pregnant immediately before stopping work for birth of child	2
80 Whether changed usual hours of work in job while pregnant	2
81a Whether changed usual hours of work in job while pregnant due to pregnancy	2
81b Whether changed usual hours of work in job while pregnant for reasons other than pregnancy	2
82 Full-time or part-time status in job while pregnant before change in hours of women	2
83 Full-time or part-time status in job while pregnant after change in hours of women	2
84 Industry of job while pregnant of women	2
85 Occupation of job while pregnant of women	2
86 Sector of employment in job while pregnant of women	2
87 Whether women had paid leave entitlements in job while pregnant	2
88 Whether women entitled to paid sick leave in job while pregnant	2
89 Whether women entitled to paid holiday leave in job while pregnant	2
90 Whether women entitled to paid maternity leave in job while pregnant	2
91 Whether women entitled to long service leave in job while pregnant	2
92 Number of employees who worked for an employer in job while pregnant of women	2
93 Continuous duration in job while pregnant of women	2
94 Types of perceived discrimination in the workplace while pregnant	2
95 Types of perceived discrimination in the workplace while pregnant directly associated with pregnancy	2
96 Number of weeks stopped work before the birth	2
97 Whether claimed Baby Bonus or Paid Parental Leave for birth of selected child	2
98 Main reason for not claiming Paid Parental Leave	2
99 Whether took full or half pay paid maternity leave for birth of child	2
100 Number of weeks of maternity leave at full pay taken for birth of child	2
101 Number of weeks of maternity leave at half pay taken for birth of child	2
102 Total number of weeks of paid (full and half pay) maternity leave taken for birth of child	2
103 Main reason that women did not take paid maternity leave for birth of child	2
104 Whether took full or half pay paid holiday leave for birth of child for birth of child	2
105 Number of weeks of holiday leave at full pay taken for birth of child	2
106 Number of weeks of holiday leave at half pay taken for birth of child	2
107 Total number of weeks of paid (full and half pay) holiday leave taken for birth of child	2
108 Whether took full or half pay long service leave for birth of child	2
109 Number of weeks of long service leave at full pay taken for birth of child	2
110 Number of weeks of long service leave at half pay taken for birth of child	2
111 Total number of weeks of full and half pay) long service leave taken for birth of child	2
112 Whether took full or half pay other paid leave for birth of child	2
113 Number of weeks of other paid leave at full pay taken for birth of child	2
114 Number of weeks of other paid leave at half pay taken for birth of child	2
115 Total number of weeks of (full and half pay) other paid leave taken for birth of child	2
116 Total number of weeks of paid leave (full and half pay) taken for birth of child	2

APPENDIX 2 POPULATIONS AND DATA ITEM LIST *continued*

<i>Data items</i>	<i>Population</i>
Women's job while pregnant cont...	
117 Whether took unpaid maternity leave for birth of child	2
118 Number of weeks of unpaid maternity leave taken for birth of child	2
119 Main reason that women did not take unpaid maternity leave for birth of child	2
120 Whether took parental or other unpaid leave for birth of child	2
121 Number of weeks of parental and/or other unpaid leave taken for birth of child	2
122 Total number of weeks of unpaid leave taken for birth of child	2
123 Total number of weeks of paid (full and half pay) and unpaid leave taken for birth of child	2
124A Whether women were on leave for birth of child and type of leave currently on	2
124B Whether took leave and type of leave taken for birth of child	2
125 All reasons permanently left last main job while pregnant	2
126 Main reason permanently left last main job while pregnant	2
Partner's job while women were pregnant	
127 Whether partner worked in a job while women were pregnant	6
128 Status in employment of partner's job while women were pregnant	6
129 Employment type of partner in job while women were pregnant	6
130 Hours usually worked by partners in job while women were pregnant	6
131 Industry of partner's job while women were pregnant	6
132 Occupation of partner's job while women were pregnant	6
133 Sector of employment of partner's job while women were pregnant	6
134 Whether partner took and type of paid leave for birth of child	6
135 Total number of weeks partner took of paid leave for birth of child	6
136 Total number of weeks partner took of unpaid leave/time away from work for birth of child	6
137 Whether partner took paid or unpaid leave/time away from work for birth of child	6
138 Total number of weeks of paid and unpaid leave of partners for birth of child	6
Women's first job started or returned to after birth of child	
139 Whether women started or returned to work after the birth of child	1
140 All reasons had not started or returned to work since birth of child	3
141 Main reason had not started or returned to work since birth of child	3
142 Age of child when started or returned to work after the birth	3
143 Whether returned to the same employer/business since birth of child	3
144 Whether job changed on return to work with the same employer after birth of child	3
145 Status in employment in women's first main job since birth of child	3
146 Employment type in women's in first main job since birth of child	3
147 Hours usually worked when first started or returned to work of women since birth of child	3
148 Full-time or part-time status of first main job of women since birth of child	3
149 Industry of first main job of women since birth of child	3
150 Occupation of first main job of women since birth of child	3
151 Sector of employment in first main job of women since birth of child	3
152 Whether women had paid leave entitlements in first main job since birth of child	3
153 Whether women entitled to paid sick leave in first main job since birth of child	3
154 Whether women entitled to paid holiday leave in first main job since birth of child	3
155 Whether women entitled to paid maternity leave in first main job since birth of child	3
156 Whether women entitled to long service leave in first main job since birth of child	3
157 All reasons women commenced work since birth of child	3
158 Main reason women commenced work since birth of child	3
159 Types and whether women used flexible work arrangements in first main job since birth to assist with the care of the child	3
160 All types of childcare used since started or returned to work since birth of child	3
161 Main type of childcare used since started or returned to work since birth of child	3
Women whose partner started or returned to work after birth of child	
162 Whether partner started or returned to work after the birth of child	5
163 Status in employment in partners first main job since birth of child	7
164 Employment type in job of partner in first main job since birth of child	7
165 Hours usually worked by partner when first started or returned to work after birth of child	7
166 Full-time or part-time status in first main job of partner since birth of child	7
167 Industry of first main job of partner since birth of child	7
168 Occupation of first main job of partner since birth of child	7
169 Sector of employment in first main job of partner since birth of child	7
170 Whether partner's usually hours of work with same employer/business changed because of the birth of child	7
171 Whether partner worked part-time after birth of child to assist with the care of child	7
172 Types and whether partner used flexible work arrangements in first main job since birth to assist with the care of child	7

TECHNICAL NOTE DATA QUALITY

INTRODUCTION

1 Since the estimates published in this publication are based on information obtained from occupants of a sample of dwellings, they are subject to sampling variability. That is, they may differ from those estimates that would have been produced if all dwellings had been included in the survey. One measure of the likely difference is given by the standard error (SE), which indicates the extent to which an estimate might have varied by chance because only a sample of dwellings (or occupants) was included. There are about two chances in three (67%) that a sample estimate will differ by less than one SE from the number that would have been obtained if all dwellings had been included, and about 19 chances in 20 (95%) that the difference will be less than two SEs.

2 Another measure of the likely difference is the relative standard error (RSE), which is obtained by expressing the SE as a percentage of the estimate.

$$\text{RSE\%} = (\text{SE/estimate}) \times 100$$

3 RSEs for Pregnancy and Employment Transitions of women estimates have been calculated using the Jackknife method of variance estimation. This process involves the calculation of 30 'replicate' estimates based on 30 different subsamples of the original sample. The variability of estimates obtained from these subsamples is used to estimate the sample variability surrounding the main estimate.

4 Limited publication space does not allow for the separate indication of the SEs and/or RSEs of all the estimates in this publication. However, RSEs for all these estimates are available free-of-charge on the ABS web site <www.abs.gov.au>, released in spreadsheet format as an attachment to this publication, *Pregnancy and Employment Transitions, Australia* (cat. no. 4913.0). As a guide, the population estimates and RSEs for selected data from table 1 and 2 are presented at tables T1 and table T2 in this Technical Note.

5 In the tables in this publication, only estimates (numbers, percentages and means) with RSEs less than 25% are considered sufficiently reliable for most purposes. However, estimates with larger RSEs have been included and are preceded by an asterisk (e.g. *4.6) to indicate they are subject to high SEs and should be used with caution. Estimates with RSEs greater than 50% are preceded by a double asterisk (e.g. **2.1) to indicate that they are considered too unreliable for general use.

CALCULATION OF STANDARD ERROR AND RELATIVE STANDARD ERROR

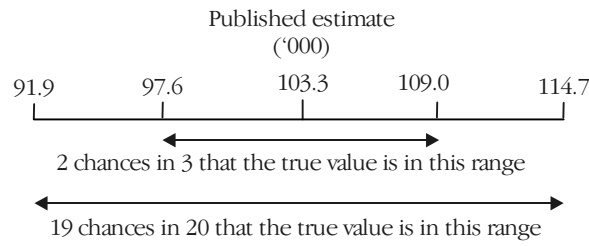
6 RSEs are routinely presented as the measure of sampling error in this publication and related products. SEs can be calculated using the estimates (counts or means) and the corresponding RSEs.

7 An example of the calculation of the SE from an RSE follows. T1 shows that the estimated number of married women aged 35–39 years with a child under two years was 103,300, and the RSE for this estimate is 5.5%. The SE is:

$$\begin{aligned} \text{SE of estimate} &= (\text{RSE} / 100) \times \text{estimate} \\ &= 0.055 \times 103,300 \\ &= 5,700 \text{ (rounded to the nearest 100)} \end{aligned}$$

8 Therefore, there are about two chances in three that the value that would have been produced if all dwellings had been included in the survey will fall within the range 97,600 to 109,000 and about 19 chances in 20 that the value will fall within the range 91,900 to 114,700. This example is illustrated in the following diagram:

CALCULATION OF STANDARD
ERROR AND RELATIVE
STANDARD ERROR *continued*



PROPORTIONS AND
PERCENTAGES

9 Proportions and percentages formed from the ratio of two estimates are also subject to sampling errors. The size of the error depends on the accuracy of both the numerator and the denominator. A formula to approximate the RSEs of proportions not provided in the spreadsheets is given below. This formula is only valid when x is a subset of y.

$$RSE\left(\frac{x}{y}\right) = \sqrt{[RSE(x)]^2 - [RSE(y)]^2}$$

10 Considering table T1, of the 523,300 women with a child under two years by social marital status, 63,700 or 12.2% stated they were not currently married. The RSE of 63,700 is 9.2% and the RSE for 523,300 is 3.2%. Applying the above formula, the RSE for the proportion of females who were not currently married at the time is:

$$RSE = \sqrt{(9.2)^2 - (3.2)^2} = 8.6\%$$

11 Therefore, from paragraph 7 the SE for the proportion of women with a child under two years who were not married is 1.04 percentage points $(12.2/100) \times 8.6$. Therefore, there are about two chances in three that the proportion of women with a child under two years that were not married is between 11.2% and 13.2%, and 19 chances in 20 that the proportion is within the range 10.2% to 14.2%.

SUMS OR DIFFERENCES
BETWEEN ESTIMATES

12 Published estimates may also be used to calculate the sum of, or difference between, two survey estimates (of numbers, means or percentages) where these are not provided in the spreadsheets. Such estimates are also subject to sampling error.

13 The sampling error of the difference between two estimates depends on their SEs and the relationship (correlation) between them. An approximate SE of the difference between two estimates (x-y) may be calculated by the following formula:

$$SE(x-y) = \sqrt{[SE(x)]^2 + [SE(y)]^2}$$

14 The sampling error of the sum of two estimates is calculated in a similar way. An approximate SE of the sum of two estimates (x + y) may be calculated by the following formula:

$$SE(x+y) = \sqrt{[SE(x)]^2 + [SE(y)]^2}$$

15 An example for the sum of two estimates follows. From paragraph 7 the estimated number of married women with a child under two years aged 35–39 years was 103,300 and the SE is 5,700. From table T1, the estimate of married women aged 40 years and over was 42,200, and the SE is 4,200. The estimate of married women aged 35 years and over is:

$$103,300 + 42,200 = 145,500$$

16 The SE of the estimate of married women aged 35 years and over is:

$$SE = \sqrt{[5,700]^2 - [4,200]^2} = 3,900$$

TECHNICAL NOTE DATA QUALITY *continued*

SUMS OR DIFFERENCES
BETWEEN ESTIMATES *continued*

17 Therefore, there are about two chances in three that the value that would have been produced if all dwellings had been included in the survey will fall within the range 141,600 to 149,400 and about 19 chances in 20 that the value will fall within the range 137,700 to 153,300.

18 While these formulae will only be exact for sums of, or differences between, separate and uncorrelated characteristics or subpopulations, it is expected to provide a good approximation for all sums or differences likely to be of interest in this publication.

T1 - WOMEN WITH CHILD UNDER 2 YEARS, Social marital status—By selected characteristics

		SOCIAL MARITAL STATUS		
		Married	Not married	Total
Weighted count				
Age of woman (years)				
15–19	'000	*2.3	*3.5	*5.8
20–24	'000	36.8	16.9	53.6
25–29	'000	111.9	18.4	130.3
30–34	'000	163.1	12.7	175.8
35–39	'000	103.3	9.6	112.9
40 and over	'000	42.2	*2.7	44.9
Area of usual residence				
Capital city	'000	294.0	32.7	326.6
Balance of state or territory	'000	165.6	31.0	196.7
Country of birth and period of arrival				
Born in Australia	'000	331.4	54.2	385.6
Born overseas	'000	128.2	9.5	137.7
Arrived before 1991	'000	25.9	*3.2	29.1
Arrived 1991 to 2000	'000	23.5	*2.3	25.8
Arrived 2001 to the date of interview	'000	78.8	*4.0	82.8
Total	'000	459.6	63.7	523.3
Relative Standard Error of weighted count				
Age of woman (years)				
15–19	RSE %	48.0	36.9	27.2
20–24	RSE %	14.8	18.2	11.3
25–29	RSE %	5.9	16.5	5.3
30–34	RSE %	4.9	14.8	4.7
35–39	RSE %	5.5	20.3	5.8
40 and over	RSE %	10.0	41.2	10.3
Area of usual residence				
Capital city	RSE %	4.8	12.4	4.8
Balance of state or territory	RSE %	5.5	12.3	4.5
Country of birth and period of arrival				
Born in Australia	RSE %	3.4	10.0	3.5
Born overseas	RSE %	5.3	16.5	5.0
Arrived before 1991	RSE %	12.7	33.0	12.2
Arrived 1991 to 2000	RSE %	14.8	42.1	14.1
Arrived 2001 to the date of interview	RSE %	5.7	25.7	5.2
Total	RSE %	3.1	9.2	3.2

* estimate has a relative standard error of 25% to 50% and should be used with caution

SIGNIFICANCE TESTING

19 A statistical significance test for any comparisons between estimates can be performed to determine whether it is likely that there is a difference between two corresponding population characteristics. The standard error of the difference between two corresponding estimates (x and y) can be calculated using the formula in paragraph 11. This standard error is then used to calculate the following test statistic:

$$\left(\frac{x-y}{SE(x-y)} \right)$$

20 If the value of this test statistic is greater than 1.96 then there is evidence, with a 95% level of confidence, of a statistically significant difference in the two populations with respect to that characteristic. Otherwise, it cannot be stated with confidence that there is a real difference between the populations with respect to that characteristic.

21 The imprecision due to sampling variability, which is measured by the SE, should not be confused with inaccuracies that may occur because of imperfections in reporting by respondents and recording by interviewers, and errors made in coding and processing data. Inaccuracies of this kind are referred to as non-sampling error, and they occur in any enumeration, whether it be a full count or sample. Every effort is made to reduce non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers, and efficient operating procedures.

GLOSSARY

Away from job/business throughout pregnancy	Women who had a job while pregnant, but who were on leave/away from their job or business for the full period of the pregnancy.
Baby Bonus	Baby Bonus is paid by the Australian Government to eligible families following the birth of a child or for adopted children who enter the families care before they turn 16 years old. A family can not receive both Paid Parental Leave and Baby Bonus for the one birth or adoption.
Birth mother	The natural mother of a child, i.e. the woman who gave birth to that child. Birth mothers residing with at least one child aged under two years were in scope for this survey.
Born in Australia	Includes persons born in Australia, Norfolk Island and Australian External Territories.
Current main job	The main job which the person is currently employed at.
Contributing family worker	A person who works without pay in an economic enterprise operated by a relative.
Employed	<p>People aged 15 years and over who, during the reference week:</p> <ul style="list-style-type: none"> ■ worked for one hour or more for pay, profit, commission or payment in kind, in a job or business or on a farm (comprising employees, employers and own account workers; or ■ worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers); or ■ were employees who had a job but were not at work and were: <ul style="list-style-type: none"> ■ away from work for less than four weeks up to the end of the reference week; ■ away from work for more than four weeks up to the end of the reference week and received pay for some or all of the four week period to the end of the reference week; ■ away from work as a standard work or shift arrangement; ■ on strike or locked out; ■ on workers' compensation and expected to return to their job; or ■ were employers or own account workers who had a job, business or farm, but were not at work.
Employees	<p>People who:</p> <ul style="list-style-type: none"> ■ worked for a public or private employer; and ■ received remuneration in wages or salary; or are paid a retainer fee from their employer while working on a commission basis, or for tips, piece-rates, or payment in kind; or ■ operated their own incorporated enterprise with or without hiring employees.
Employers	People who operate their own unincorporated economic enterprise or engages independently in a profession or trade, and hires one or more employees.
Employment type	<p>Classifies employed persons according to the following categories on the basis of their job:</p> <ul style="list-style-type: none"> ■ Employees (excluding OMIEs); <ul style="list-style-type: none"> ■ With paid leave entitlements; ■ Without paid leave entitlements ■ Owner managers of incorporated enterprises; ■ Owner managers of unincorporated enterprises and ■ Contributing family workers.
Equivalent household income	Total household income that has been adjusted using an equivalence scale. Equivalence scales are used to adjust the actual incomes of households in a way that enables the analysis of the relative well-being of people living in households of different size and composition. For a household comprising more than one person, it is an indicator of the total household income that would need to be received by a lone person household to enjoy the same level of economic well-being as the household in question. If one or

GLOSSARY *continued*

Equivalised household income <i>continued</i>	<p>more persons in the household has refused to provide income, the household has been excluded from this category.</p> <p>The equivalence scale is built up by allocating points to each person in a household. Taking the first adult in the household as having a weight of 1 point, each additional person who is 15 years or older is allocated 0.5 points, and each child under the age of 15 is allocated 0.3 points. Equivalised household income is derived by dividing total household income by a factor equal to the sum of the equivalence points allocated to the household members. The equivalised income of a lone person household is the same as its unequivalised income.</p>
Family	<p>Two or more persons, one of whom is at least 15 years of age, who are related by blood, marriage (registered or de facto), adoption, step or fostering, and who are usually resident in the same household. The basis of a family is formed by identifying the presence of a couple relationship, lone parent-child relationship or other blood relationship. Some households will, therefore, contain more than one family.</p>
Family day care	<p>A type of formal care provided in caregivers' homes.</p>
First job started/returned to	<p>The first job in which the person had started or returned to since the birth of child.</p>
Formal care	<p>Regulated care away from the child's home. The main types of formal care are long day care, family day care and occasional care.</p>
Full-time workers	<p>Employed persons who usually worked 35 hours or more a week.</p>
Had a job while pregnant	<p>Women who had a job for some or all of the period during which they were pregnant. This includes women who were away from their job or business throughout their pregnancy.</p>
Household	<p>A group of two or more related or unrelated people who usually reside in the same dwelling.</p>
Incorporated enterprise	<p>A enterprise which is registered as a separate legal entity to its members or owners. Also known as a limited liability company.</p>
Industry	<p>An industry is a group of businesses or organisations that undertake similar economic activities to produce both goods and services. In this publication, industry refers to ANZSIC Division as classified according to the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (Revision 1.0)</i> (cat. no. 1292.0).</p>
Informal care	<p>Unregulated care either in the child's home or elsewhere. It includes care by (step) brothers or sisters, care by grandparents, care by other relatives (including the other parent) and care by other (unrelated) people such as friends, neighbours, nannies or babysitters. It may be paid or unpaid.</p>
Job	<p>In this survey a 'job' is defined as a set of tasks designed to be performed by one person either:</p> <ul style="list-style-type: none">■ for an employer in return for pay, commission or payment in kind; or■ as an operator of an enterprise (either incorporated or unincorporated); or■ when engaging independently in a profession or trade; or■ as a contributing family worker working without pay in an enterprise operated by a relative.
Job held during pregnancy	<p>The main job in which the person was working in before the birth of child.</p>
Job sharing	<p>Job sharing is an arrangement in which two or more people share the one full-time job, each working part time. Job sharing is available in a wide range of industries, and is in place to help employees achieve a balance between work and other aspects of their life.</p>
Leave	<p>Paid or unpaid time away from work taken by employed persons. An individual's specific work arrangements will determine the particular lengths and types of leave to which they have access.</p>

GLOSSARY *continued*

Length of leave	Total amount of paid or unpaid leave or time away from a job for the child's birth and subsequent care until the mother returns or joins the workforce after the birth of the child or until the date of interview. It refers to the total amount of leave taken by the women or partner up until the date of interview.
Long day care	Regulated care that is provided to children in a dedicated centre.
Long service leave	A period of paid leave granted to an employee in recognition of a long period of service to an employer.
Main job	The job in which the person usually works the most hours.
Married	Marital status relates to a 'social marital status' where married is classified as a person who is living with another person in a couple relationship. This relationship is either a registered marriage, or a de facto marriage.
Mean	The mean is the arithmetic average of a group of values. It is calculated by adding the observed values and dividing by the number of observations.
Not in the labour force	People who were not in the categories employed or unemployed as defined.
Occasional care	A type of formal care provided mainly for families who require short term care for their children.
Occupation	An occupation is a collection of jobs that are sufficiently similar in their title and tasks, skill level and skill specialisation which are grouped together for the purposes of classification. In this publication occupation refers to Major Groups as defines by <i>ANZSCO—Australian and New Zealand Standard Classification of Occupations, First Edition, Revision 1, 2009</i> (cat. no. 1220.0).
One parent family	For the purpose of this survey, a family consisting of a lone female parent with at least one natural child aged under two years of age who is also usually resident in the family. The family may also include any number of other dependants, non-dependants and other related individuals.
Other paid leave (women)	For the purpose of this survey, all types of paid leave other than paid maternity leave, paid holiday leave or long service leave.
Other person care	Informal care by people who are not related to the child including friends, babysitters and nannies.
Other relative care	Informal care by relatives of the child excluding parents, not otherwise categorised.
Other unpaid leave	This includes all other types of unpaid leave that has not been stated which the women or their partner took for the birth of child.
Own account workers	People who operate their own unincorporated economic enterprise or engage independently in a profession or trade and hire no employees.
Owner managers	People who work in their own business, with or without employees, whether or not the business in an incorporated enterprise. Comprises owner managers of incorporated enterprises and owner managers of unincorporated enterprises.
Owner managers of incorporated enterprises (OMIE)	People who work in their own incorporated enterprise, that is, a business entity which is registered as a separate legal entity to its members or owners (also known as a limited liability company). These people are classified as employees under 'status in employment'.
Owner managers of unincorporated enterprises (OMUE)	People who operate their own unincorporated enterprise, that is, a business entity in which the owner and the business are legally inseparable, so that the owner is liable for any business debts that are incurred. Includes those engaged independently in a trade or profession. These persons are classified as employers under 'status in employment' if their business has employees, or own account worker if they do not.

GLOSSARY *continued*

Paid maternity leave	Paid leave that a woman receives for the birth of her child. It is generally for a period before the due date and just after the birth of the child. Depending on the woman's workplace, she may be entitled to paid maternity leave for a number of months.
Paid Parental Leave	For the purpose of this survey mothers of children born on or after 1 January 2011, were deemed to be entitled to Paid Parental Leave, subject to government eligibility conditions. The Paid Parental Leave scheme provides financial support to eligible working parents of newborn or recently adopted children. If eligible, persons may receive up to 18 weeks of Parental Leave Pay at the rate of the National Minimum Wage.
Partner	For the purpose of this survey, a person who was: <ul style="list-style-type: none">■ in a couple relationship with the selected respondent (either a registered or de facto marriage; including same-sex couples); and■ a usual resident of the same household as the respondent; and■ was the same partner during the women's pregnancy.
Part-time workers	Employed persons who usually worked less than 35 hours a week.
Paternity/parenting leave	Paternity/parenting leave is leave provided to employees to care for their newborn child and during the first year of the child's life. Some workplaces offer this paid leave anywhere from 1-14 weeks. This leave does not break continuity of service.
Permanently left job	Ceasing employment in a particular job with no intention of returning.
Public/private sector	The public/private classification is used to identify whether an enterprise is a public or private unit. The public sector includes all government units, such as government departments, non-market non-profit institutions that are controlled and mainly financed by government, and corporations and quasi-corporations that are controlled by government. All other enterprises are classified to the private sector.
Quintile	A grouping derived by ranking all units in the population in ascending order according to some continuous variable such as income and dividing the ranked population into five equal groups, each comprising 20% of the population.
Status in employment	Employed persons classified by whether they were employees, employers, own account workers or contributing family workers.
Time away from work (partner)	Time away from work taken by owner managers following the birth of a child. Time away from work will generally be unpaid.
Unemployed	Persons aged 15 years and over who were not employed during reference week, and: <ul style="list-style-type: none">■ had actively looked for full-time or part-time work at any time in the four weeks up to the end of the reference week and were available for work in the reference week; or■ were waiting to start a new job within four weeks from the end of reference week, and could have started in the reference week if the job had been available then.
Unincorporated enterprise	A business entity in which the owner and the business are legally inseparable, so that the owner is liable for any business debt that are incurred.
Unpaid maternity leave	Unpaid maternity leave is leave without pay specifically designed so that women can take time off work to care for their child in their first year, without having to permanently leave their job. This period of time away from work does not count as a break in service, as it would for some other types of unpaid leave such as 'leave without pay'.
Usual weekly hours of work	Usual weekly hours of work refers to a typical period rather than to a specified reference period. The concept of usual hours applies both to people at work and to people temporarily absent from work, and is defined as the hours worked during a typical week. The time includes all regular paid and unpaid overtime.
With paid leave entitlements	Employees who were entitled to either paid holiday leave or paid sick leave (or both) in their main job.

GLOSSARY *continued*

Without paid leave entitlements	Employees who were not entitled to either paid holiday leave or paid sick leave, or did not know whether they were entitled to paid holiday leave or paid sick leave in their main job. For more information, see paragraph 24 of the Explanatory Notes.
Women with children less than two years old	The birth mother of a child living in the same household who was under the age of two years at the date of interview. If the birth mother has more than one child under the age of two years, data relates to the pregnancy and work arrangements for the most recent birth.
Worked in a job while pregnant	Women who worked in a job or business for some or all of their pregnancy. This includes women who took paid or unpaid leave and women who had no leave entitlements for the birth depending on their individual employment status.

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