

BALANCING WORK AND CARING RESPONSIBILITIES TASMANIA

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- For further information about these and related statistics, contact Cassy Short on Hobart 03 6222 5828, or the National Information Service on 1300 135 070.

NOTES

SYMBOLS AND OTHER USAGES

- * estimate has a relative standard error of between 25% and 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)

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SUMMARY OF FINDINGS

INTRODUCTION

This publication contains results from the 1999 Tasmanian State Supplementary Survey; Balancing Work and Caring Responsibilities Survey. The survey was conducted throughout the State in October 1999 as a supplement to the ABS Monthly Population Survey (MPS).

The main aims of the survey were to:

- measure how demanding balancing workplace and caring responsibilities are in terms of satisfying work schedules and caring responsibilities;
- identify the relationships between carers and those for whom they provide care;
- provide an estimate of the amount and form of caring responsibilities placed on employees and those who are self-employed;
- present an overall assessment of the flexibility of the workplace in providing for persons with caring responsibilities.

ACTIONS TAKEN BY EMPLOYEES TO BALANCE WORK AND CARING RESPONSIBILITIES

There were an estimated 175,800 employees in Tasmania in October 1999. Of these, 22,800 had taken time off work in the previous three months to care for another person (13.0% of all employees); 13,100 were female and 9,600 were male. The greatest proportion of persons who had taken time off work to care for another person were those who cared for a child or children (an estimated 17,000 employees or 75.0% of all employees who took time off to care for another person).

An estimated 8,500 employees (37.3% of all employees who took time off to care for another person) used sick leave or carers leave in balancing their work and caring responsibilities, while 3,300 employees took leave without pay and 3,100 used annual leave (table 1).

Of the estimated 22,800 employees in Tasmania who took time off to care for another person in the previous 3 months, 12,600 (55.3%) worked for a private company, 6,400 (28.1%) worked for the State Government, while 1,900 (8.3%) worked for the Commonwealth Government (table 2).

ACTIONS TAKEN BY SELF-EMPLOYED PERSONS TO BALANCE WORK AND CARING RESPONSIBILITIES

There were approximately 27,000 self-employed persons in Tasmania in October 1999. Of these, 3,800 (14.1%) had taken time off from their own business to care for another person in the previous three months. Approximately half of these cared for a child or children while the other half cared for an elderly parent, grandparent or other elderly relative.

An estimated 2,600 self-employed persons who took time off to care for another person in the previous three months rearranged their business schedules in order to balance their work and caring responsibilities, while 2,100 self-employed persons delayed their business commitments (table 3).

ASSESSMENT OF CURRENT
WORKPLACE FLEXIBILITY IN
BALANCING WORK AND
CARING RESPONSIBILITIES
FOR EMPLOYEES

The sector recording the highest proportion of employees who thought that enough assistance was provided in their workplace was the Commonwealth Government (52.5%), followed by Community (non-profit) organisations (42.1%), and State Government (40.8%) employees.

An estimated 35.8% of Local government employees indicated that not enough assistance was provided in their workplace, followed by 28.6% of employees in State Government, and 20.2% in private companies.

1

EMPLOYEES WHO ARRANGED FOR TIME OFF TO CARE FOR OTHERS(a)

	<i>Male</i>	<i>Female</i>	<i>Total</i>
	'000	'000	'000
Who cared for			
A child or children	6.8	10.2	17.0
A spouse or partner	1.9	*1.1	3.0
An elderly parent/s, grandparent/s or other elderly relative	*0.8	2.3	3.1
Another relative	**0.3	—	**0.3
Any other person	—	**0.4	**0.4
Time off work arrangements			
Annual leave	2.2	*0.9	3.1
Sick leave/carers leave	3.3	5.3	8.5
Long service leave	**0.1	—	**0.1
Leave without pay	*0.6	2.7	3.3
Flextime	*1.3	*0.6	1.9
Rostered day off	*0.7	—	*0.7
Arranged to make up time	*0.9	*0.6	1.6
Normally work casual hours	**0.1	*1.3	*1.5
Worked from home	—	**0.3	**0.3
Just left work	**0.2	*0.6	*0.7
Other	**0.2	*0.7	*0.9
Total(b)	9.6	13.1	22.8
Total employees	94.8	80.9	175.8

(a) In the previous three months.

(b) Components do not necessarily add to the total because persons may have had more than one caring responsibility.

2

EMPLOYEES WHO TOOK TIME OFF TO CARE FOR OTHERS(a)

	<i>Male</i>	<i>Female</i>	<i>Total</i>
	'000	'000	'000
<i>Sector of employment</i>			
Local Government	*0.6	**0.3	*0.9
State Government	2.7	3.7	6.4
Commonwealth Government	*0.9	*0.9	1.9
Private company	5.0	7.6	12.6
Community (non-profit) organisation	**0.2	*0.5	*0.6
Other	**0.2	**0.2	**0.4
Total(b)	9.6	13.1	22.8

(a) In the previous three months.

(b) Estimates have been rounded and minor discrepancies may occur between sums of the component items and totals.

3

SELF-EMPLOYED PERSONS WHO ARRANGED FOR TIME OFF TO CARE FOR OTHERS(a)

	Male	Female	Total
	'000	'000	'000
Who cared for			
A child or children	*1.1	*0.9	1.9
A spouse or partner	*1.0	**0.3	*1.2
An elderly parent/s, grandparent/s or other elderly relative	*1.0	*0.8	1.9
Another relative	—	—	—
Any other person	**0.1	—	**0.1
Time off work arrangements			
Closed business	**0.1	**0.3	**0.5
Delegated work to other employees	*0.7	**0.1	*0.8
subcontracted work to other businesses	**0.1	—	**0.1
Delayed business commitments	1.6	*0.6	2.1
Rearranged schedules	1.6	*1.1	2.6
Other	**0.1	—	**0.1
Total(b)	2.4	*1.3	3.8
Total self-employed persons	17.9	9.1	27.0

(a) In the previous three months.

(b) Components do not necessarily add to the total because persons may have had more than one caring responsibility.

4

EMPLOYEE ASSESSMENT OF WORKPLACE ASSISTANCE FOR CARERS(a)

<i>Sector of employment</i>	<i>Enough assistance provided</i>	<i>Too much assistance provided</i>	<i>Not enough assistance provided</i>	<i>Don't know</i>	<i>Not stated</i>	<i>Total</i>
	'000	'000	'000	'000	'000	'000
Local Government	1.7	—	2.0	2.0	—	5.7
State Government	14.1	**0.3	9.9	9.9	**0.3	34.6
Commonwealth Government	3.5	—	*1.1	1.8	**0.3	6.7
Private company	40.3	**0.4	24.2	50.9	3.8	119.6
Community (non-profit) organisation	2.3	—	*1.1	1.8	**0.2	5.4
Other	1.6	—	*0.5	1.7	—	3.7
Total(b)	63.4	*0.7	38.8	68.1	4.7	175.8
	%	%	%	%	%	%
Local Government	29.4	—	35.8	34.8	—	100.0
State Government	40.8	**0.9	28.6	28.5	**0.9	100.0
Commonwealth Government	52.5	—	*16.2	26.3	**5.0	100.0
Private company	33.7	**0.3	20.2	42.6	3.2	100.0
Community (non-profit) organisation	42.1	—	*19.8	33.5	**4.6	100.0
Other	41.8	—	*12.8	45.4	—	—
Total(b)	36.1	*0.4	22.1	38.7	2.7	100.0

(a) In the previous three months.

(b) Estimates have been rounded and minor discrepancies may occur between sums of the component items and totals.

EXPLANATORY NOTES

INTRODUCTION

1 This publication contains summary results from the 1999 Tasmanian State Supplementary Survey, Balancing Work and Caring Responsibilities. The survey was conducted throughout the State in October 1999 as a supplement to the ABS Monthly Population Survey (MPS).

2 In October 1999, the Tasmanian State Supplementary Survey collected information relating to how Tasmanians currently manage their work and caring responsibilities. The survey was carried out at the request of Women Tasmania, and supported by the Employment Policy Division of the Department of Premier and Cabinet, the Tasmania Police, Tasmanian Working Women's Centre, the Department of Justice and Industrial Relations, Workplace Standards Tasmania, Department of Education, and the Department of Health and Human Services.

THE SAMPLE

3 Because the questions were supplementary to the October 1999 Labour Force Survey (LFS), the households sampled were the same. For more information on the sampling method used for the LFS, refer to paragraphs 5, 22 and 23 of the explanatory notes in *Labour Force, Australia* (Cat. no. 6203.0).

4 For this State Supplementary Survey, seven out of eight households selected in the LFS were included. Three self-enumerated forms were administered in the survey. The first form was sent to persons aged 15 years and over who were in paid employment. Information was collected on the nature of their work, whether they had caring responsibilities, and the actions they may or may not have taken to balance work and caring responsibilities. The second form was sent to persons aged 15 years and over who operated their own business or who engaged independently in a profession or trade. It sought information about the nature of their business, their caring responsibilities should they have had them, and the options that may or may not have been available to them to help manage their work and caring responsibilities. The third form targeted persons aged 15 years who were not employed and had caring responsibilities. Information was sought about their circumstances in relation to work and caring responsibilities, and whether they would have sought work if caring responsibilities were otherwise managed. However due to sampling and non-sampling error, the estimates for persons not in the labour force were excluded from this analysis. For more information on sampling and non-sampling error, see sub-sections 8, 9 and 10 (Reliability of estimates).

DATA ITEMS

5 The data items used in the tables in this publication were drawn from responses to the State supplementary questions. In addition, responses to the LFS questions were used to provide extra information with which to cross-classify survey responses. For example, the items sex and age were derived from responses to questions asked in the LFS.

DATA ITEMS *continued*

6 In some cases, additional unpublished cross-classifications of data items are available. A charge is made for providing unpublished information. Inquiries should be made to the information officer in Hobart on 03 6222 5812.

THE ESTIMATES

7 Responses to survey questions were expanded with reference to independently estimated distributions of the population aged 15 years and over, by age and sex. In October 1999, there were an estimated 370,000 civilian residents aged 15 years or more in private dwellings.

RELIABILITY OF THE ESTIMATES

8 Estimates in this publication are subject to two types of error. These are non-sampling error and sampling error.

- Non-sampling errors may occur because of inconsistencies 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 supervision of interviewers, and efficient operating procedures.
- Sampling errors occur because the estimates in this publication are based on information obtained from occupants of a sample of dwellings. They may differ from the figures 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. This indicates the extent to which an estimate might have varied by chance because only a sample of dwellings was included. Another measure of sampling variability is the relative standard error, which is obtained by expressing the standard error as a percentage of the estimate to which it refers.

9 The standard errors and relative standard errors of estimates from this survey are summarised in table E1 for person estimates.

RELIABILITY OF THE ESTIMATES

10 There are about two chances in three that a sample estimate will differ by less than one standard error from the estimate that would have been obtained if all dwellings had been included, and about 19 chances in 20 that the difference will be less than two standard errors. For example, there is an estimate in table 1 of 22,800 employed persons aged 15 years and over who had taken time off work to care for another person. Table E1 shows that the standard error for this estimate is approximately 1,100. There are, therefore, about 2 chances in three that the actual number of everyone had been asked (the estimate) is between 21,700 and 23,900 and about 19 chances in 20 that the actual number is between 20,600 and 25,000.

FLAGGING OF UNRELIABLE
ESTIMATES

11 As table E1 (page 10) shows, the smaller the estimate, the higher is the relative standard error. Very small estimates are subject to such high standard errors (relative to the size of the estimate) as to detract from their value for most reasonable purposes. In the tables in this publication, only estimates with relative standard errors of 25% or less, and percentages based on such estimates, are considered reliable for most purposes. Estimates with relative standard errors of between 25% and 50% have been included and prefaced with an asterisk to indicate that they should be used with caution. Estimates with a relative standard error over 50% are also included and preceded by a double asterisk (e.g. **0.1). Such estimates are considered too unreliable for general use.

RELATED PUBLICATIONS

12 Users may also wish to refer to the following publications which are available from ABS bookshops:

Focus on Families: Demographics and Family Formation
(Cat. no. 4420.0)

Focus on Families: Work and Family Responsibilities (Cat. no. 4422.0)

How Australians Use Their Time—Selected Findings from the 1992 Time Use Survey, Australia (Cat. no. 4153.0)

Women in New South Wales (Cat. no. 4107.1)

Australian Families: Select Findings from the Survey of Families in Australia (Cat. no. 4418.0)

TABLE E1

<i>Size of estimate</i>	<i>Standard error</i>	<i>Relative standard error</i> %
1 000	320	32.2
1 500	380	25.3
2 000	430	21.3
2 500	450	18.7
3 000	500	16.7
3 500	550	15.3
4 000	550	14.1
5 000	600	12.3
7 000	700	10.0
10 000	800	8.1
15 000	950	6.3
20 000	1 050	5.3
30 000	1 250	4.1
40 000	1 400	3.4
50 000	1 500	3.0
100 000	1 950	1.9
150 000	2 250	1.5
200 000	2 500	1.3
300 000	2 900	1.0
400 000	3 200	0.8

GLOSSARY

Employees	Persons aged 15 years or over who worked for one hour or more during the reference week for pay, profit, commission, payment-in-kind or without pay in a family business, or who had a job but were not at work.
Self-employed	Persons aged 15 years or over who operate their own business or who engage independently in a profession or trade.
Employment sector	Refers to any field, division or activity of employment or workplace, such as a local government authority, State Government, Commonwealth Government, private company, or community based organisation.
Who cared for	Refers to who the care was for, whether own child, or children, spouse or partner, elderly parent/s grandparents or other elderly relative, another relative, or any other person such as a friend.
Time off work to care arrangements	Refers to working arrangements available to employed persons who took time off work to care for another person.

FOR MORE INFORMATION...

- INTERNET** www.abs.gov.au the ABS web site is the best place to start for access to summary data from our latest publications, information about the ABS, advice about upcoming releases, our catalogue, and Australia Now—a statistical profile.
- LIBRARY** A range of ABS publications is available from public and tertiary libraries Australia-wide. Contact your nearest library to determine whether it has the ABS statistics you require, or visit our web site for a list of libraries.
- CPI INFOLINE** For current and historical Consumer Price Index data, call 1902 981 074 (call cost 75c per minute).
- DIAL-A-STATISTIC** For the latest figures for National Accounts, Balance of Payments, Labour Force, Average Weekly Earnings, Estimated Resident Population and the Consumer Price Index call 1900 986 400 (call cost 75c per minute).

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