

Small Business, equity and flexibility data

Gender wage gap in small business

The weekly Gender Wage Gap (women's average earnings as a % of men's average earnings) for full-time non-managerial employees is 90.3 per cent for businesses with fewer than 20 employees and 88.5 per cent for all other businesses.

Table 1: Full-time non-managerial employees weekly gender wage gap by average weekly earnings, May 2012

Employer Size	Male (AWE)	Female (AWE)	Wage Gap (%)
Under 20 employees	1054.15	951.39	90.3
20 or more employees	1408.17	1245.9	88.5

Source: ABS, *Employee, Earnings and Hours*, Cat. No. 6306.0, May 2012

Table 2: Full-time non-managerial employees gender wage gaps by industry, < 20 employees– May 2012

Industry	hourly gap (%)	weekly gap (%)*
Mining	103.4	98.9
Manufacturing	87.9	88.3
Electricity, Gas, Water and Waste Service	96.5	84.1
Construction	84.5	83.4
Wholesale trade	94.2	93.3
Retail trade	103.6	102.2
Accommodation and food services	96.4	95.9
Transport, postal and warehousing	102.8	95.0
Media and telecommunications	113.4	114.2
Financial and insurance services	79.6	77.6
Rental, hiring and real estate services	88.0	86.2
Professional, scientific and technical services	74.9	75.3
Administrative and support services	97.7	91.9
Public administration and safety	114.3	109.8
Education and training	85.7	83.8
Health care and social assistance	57.1	55.2
Arts and recreation services	104.6	105.5
Other services	85.5	82.9

Source: ABS, *Employee, Earnings and Hours*, Cat. No. 6306.0, May 2012

Wage gaps in small business (< 20) by industry (Table 2) demonstrate some significant differences between industries. In the health care and social assistance industry women earn just 55.2 per cent of average weekly earnings of their male counterparts and in the media and telecommunications industry women earn 114 per cent of men's average weekly earnings.

When disaggregated by occupation the range is not as wide. The widest gender wage gaps are among labourers, sales workers and clerical and administrative workers while gaps are negligible among managers and machinery operators and drivers.

Table 3: Full-time non-managerial employees gender wage gaps by occupation, < 20 employees– May 2012

Occupation	hourly gap (%)	weekly gap (%)
Managers	99.9	99.7
Professionals	89.6	88.4
Technicians and trades workers	78.6	76.4
Community and personal service workers	94.8	90.5
Clerical and administrative workers	85.4	83.4
Sales workers	83.4	81.0
Machinery operators and drivers	94.9	98.2
Labourers	85.2	75.2
Total	92.8	90.3

Source: ABS, *Employee, Earnings and Hours*, Cat. No. 6306.0, May 2012

Flexible Working Arrangements by size of business

Measured by employee size, larger businesses were more likely to have more employees on flexible working arrangements.

Table 4: Employee working arrangements by employment size, 2010–11– May 2012

Businesses offering:	0–4 persons (%)	5–19 persons (%)	20–199 persons (%)	200 or more persons (%)	Total (%)
Flexible working hours	47.5	64.7	69.6	88.1	54.8
Ability to buy extra annual leave, cash out annual leave or take leave without pay	11.6	28.2	48.1	71.5	19.9
Selection of own roster of shifts	19.1	27.5	28.3	33.2	22.5
Job sharing	7.1	16.5	20.0	40.2	11.2
Ability for staff to work from home	21.8	17.7	32.6	57.9	21.5
Paid parental leave	2.3	6.0	18.4	48.5	4.9
Flexible use of personal sick, unpaid or compassionate leave	17.0	34.2	60.0	84.7	26.0

Note: Proportions are of all businesses in each output category. Businesses could identify more than one type of working arrangement and were not required to report working arrangements other than those listed

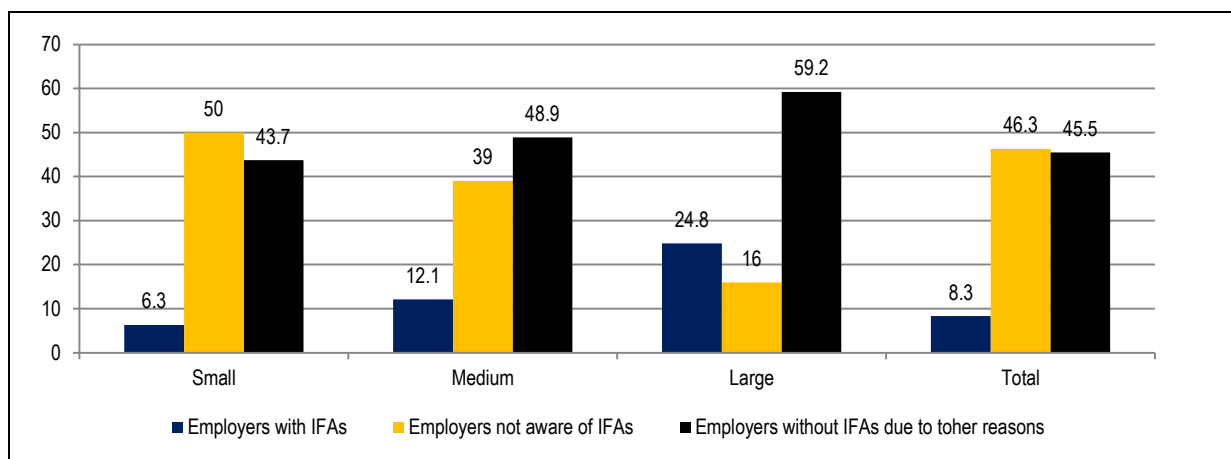
Source: ABS, *Australian Small Business Key Statistics and Analysis December 2012*, Cat. No. 8167.0, Department of Innovation

Individual Flexibility Arrangements (IFAs) and Right to Request

IFAs

Forty six per cent of employers were unaware of IFAs. This was more likely for smaller employers with 50 per cent of small employers, thirty nine per cent of medium-sized employers and 16 per cent of large employers were not aware of IFAs.

Chart 1: Employers who had IFAs to vary employment conditions by employee size – 2012



Note: Business size is presented using the ABS definition where a small employer employs fewer than 20 employees, medium-sized employers employ 20 to 199 employees, and large employers employ 200 or more employees

Source: Fair Work Australia (FWA), General Manager, Employer Survey 2012 in *General Manager's report into the extent to which individual flexibility arrangements are agreed to and the content of those arrangements 2009–2012*

Right to request provisions

Awareness of either the Right to Request extensions to unpaid parental leave or to flexible working arrangements increase with employer size.

Employee Survey

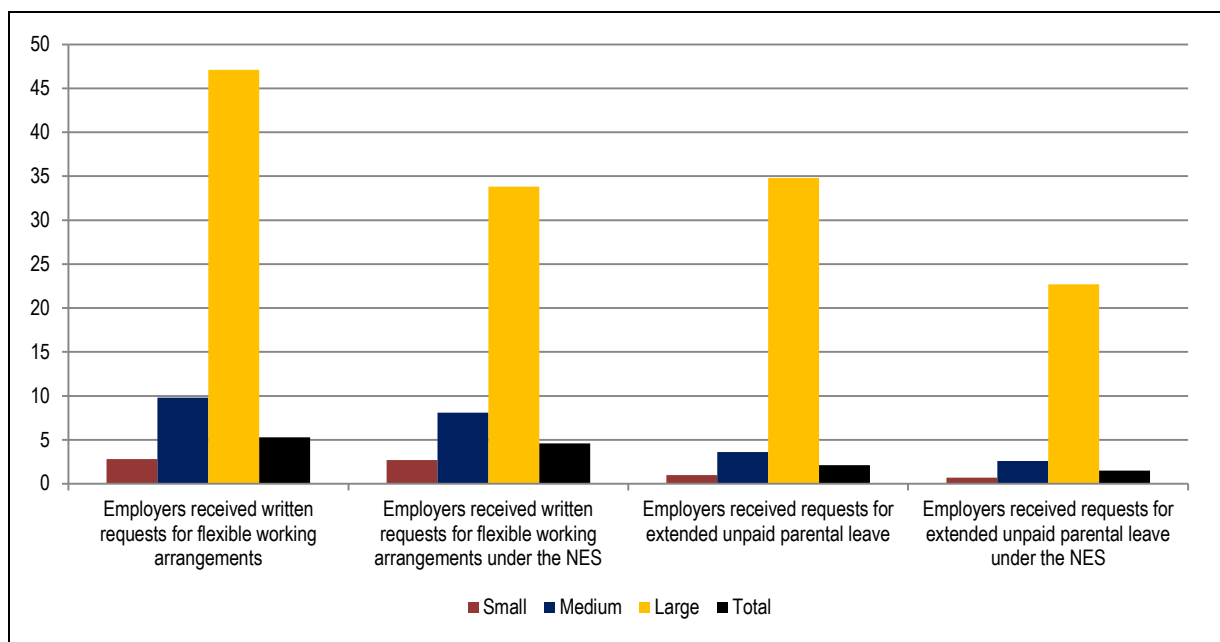
Employees working for medium-sized and large employers (around two per cent each) were more likely to have made a request for flexible working arrangements than employees working for small employers (around one per cent).

Of employees who had made a written request for flexible working arrangements, 75.7 per cent were women, 58.6 per cent were part-time. 12.9 per cent of employees were from small, 48.6 per cent from medium and 38.6 per cent from large businesses.

Employer Survey

Estimates from the employer survey show that the likelihood of having received requests for extended parental leave and for flexible working arrangements increased with employer size (see Chart 2).

Chart 2: Employers who have received requests by employee size – 2012



Source: Fair Work Australia (FWA), General Manager, Employer Survey 2012, *General Manager's report into the operation of the provisions of the National Employment Standards relating to requests for flexible working arrangements and extensions of unpaid parental leave 2012*

Paid Parental Leave

Employer provided parental leave

Few employees in small business enterprises had access to employer provided paid parental leave. Almost half (46 per cent) of eligible mothers working in the private sector had access to employer paid leave however this falls to 8 per cent in businesses of fewer than 20 employees.

Table 4: Employers providing Employer Parental Leave and recipients, by business size, 2010

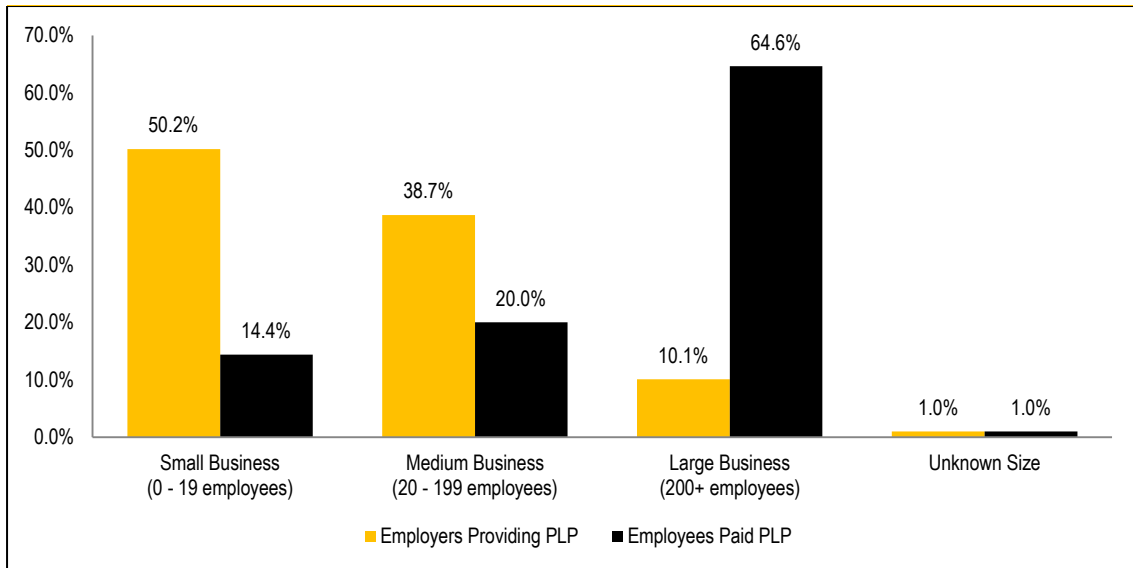
		Proportion with access to EPL	Mean weeks EPL at normal pay rate (EPL users only)	Mean weeks EPL at normal pay rate (all mothers)	Per cent
All		47%	11.0	4.6	100
Size/Sector					
	Public	83%	11.7	9.4	30
	Private				63
	Large (100+)	46%	10.0	4.2	34
	Medium (20-99)	12%	11.8	1.0	10
	Small (<20)	8%	12.7	0.7	19
	Not for Profit	46%	10.3	4.3	8

Source: Data from the Baseline Mothers Survey (BaMS), Paid Parental Leave Evaluation, 2010

Paid parental leave scheme

From January 2011 to March 2013, 50.2 per cent of employers providing Paid Parental Leave under the national scheme were employers of fewer than 20 employees. Of the number of employees receiving PPL, 14.4 per cent were from small employers.

Chart 3: Employers providing Parental Leave Pay and recipients, by business size January 2011 to March 2013



Source: Department of Families, Housing, Community Services and Indigenous Affairs, Paid Parental leave scheme – data update, paid parental leave review