

# Make It Fair:

## Work and Care Survey Responses, Western Australia

### ***Background***

Between August 4 and August 23, 2017, the ACTU, UnionsWA, affiliated unions, Carers Australia and Parenthood cooperated in the conduct of a survey asking Australians about their work and caring responsibilities.

As of August 23, 2017, over 5,400 responses have been received. The survey was completed by 1,178 West Australians. This report summarises the results from West Australian respondents.

### ***Key Findings***

Of West Australians who completed the survey **81.9% currently have** or have had caring responsibilities in the past. **Many with more than one type of care.**

Of those **currently in paid work, one in five respondents also have current care responsibilities.**

Of all West Australian survey respondents, **18.1% reported that they do not have or have never previously had care responsibilities.**

Respondents were asked about those that benefitted from their current or past care. On average respondents with care responsibilities had at **least two caring responsibilities overall.**

Findings included:

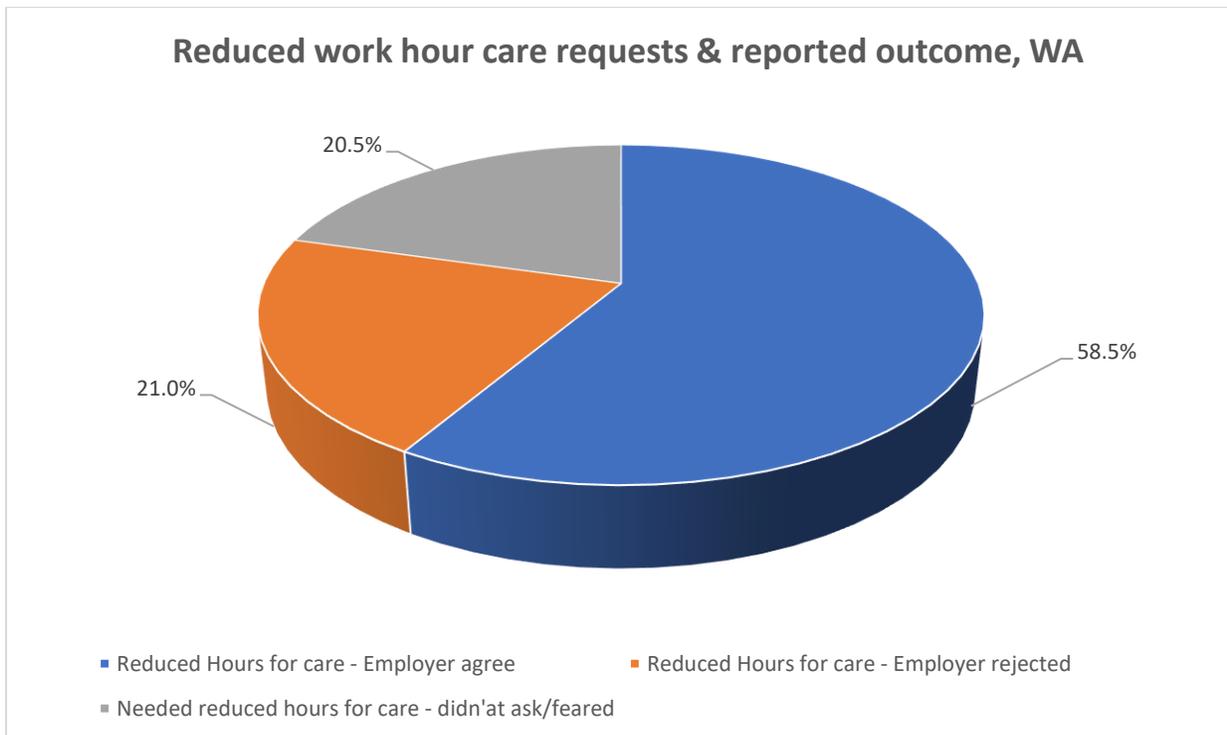
- **63.7% of respondents care or cared for a child of school age or younger;**
- **23.6% had cared for someone who was frail or aged;**
- **23.1% (272) had cared for someone with a medical condition'**
- **13.0% (153) had cared for someone with a mental illness;**
- **10.6% had cared for someone with a disability.**

Respondents were asked if they had ever asked their employer for reduced hours of work so that they might fulfil care responsibilities. Respondents were also asked if they might have wished for reduced hours of work for care responsibilities but did not ask and why.

Findings included:

- **32.5% West Australians surveyed had asked their employer for reduced hours for caring;**
- **72.5% of those that did ask an employer for reduced hours of work had reported that request being agreed to.**
- **More than a quarter of requests to an employer for reduced hours of work to attend to care responsibilities had been knocked back.**

Taken together **40.9% of all respondent reported having a need for reduced hours of work to attend to care responsibilities at some point.** This includes those that had made a request (32.5%) plus those (8.4%) that were fearful or did not make a request.



*Respondents = 482*

Of the 8.4% of all respondents that needed but did not make a request to their employer for reduced hours of work to attend to care responsibilities the following reasons were provided:

- **22.2% were fearful of the consequences;**
- **26.2% didn't think your request would be approved;**
- **38.4% don't have a workplace culture that supports flexible work.**