



Australian Government

Australian Public Service Commission

Understanding our workforce: Carers in the Australian Public Service

December 2021

Research Note 34-21

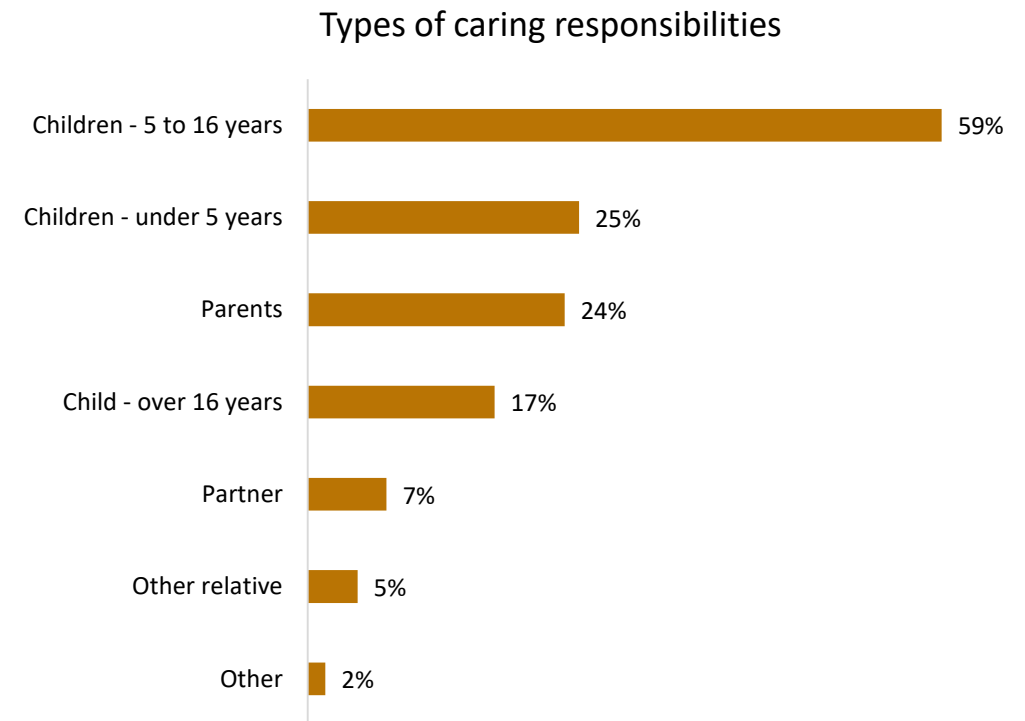


Two in five employees reported having caring responsibilities, most commonly for children between the ages of 5 and 16

In the 2021 APS Employee Census, 40% of respondents identified as having caring responsibilities.

The largest proportion of those with caring responsibilities cared for children aged between 5 to 16 years (59%).

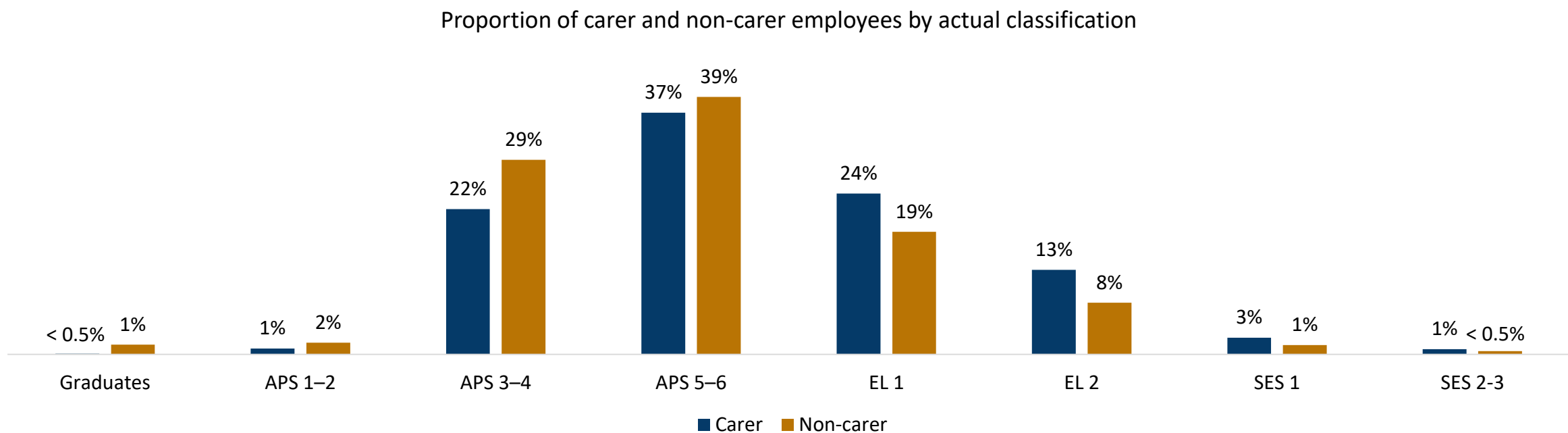
Almost a quarter (24%) of respondents had caring responsibilities for their parents.



Note: Respondents could select multiple options so percent may not add up to 100%. Respondents may care for multiple people within a single category.

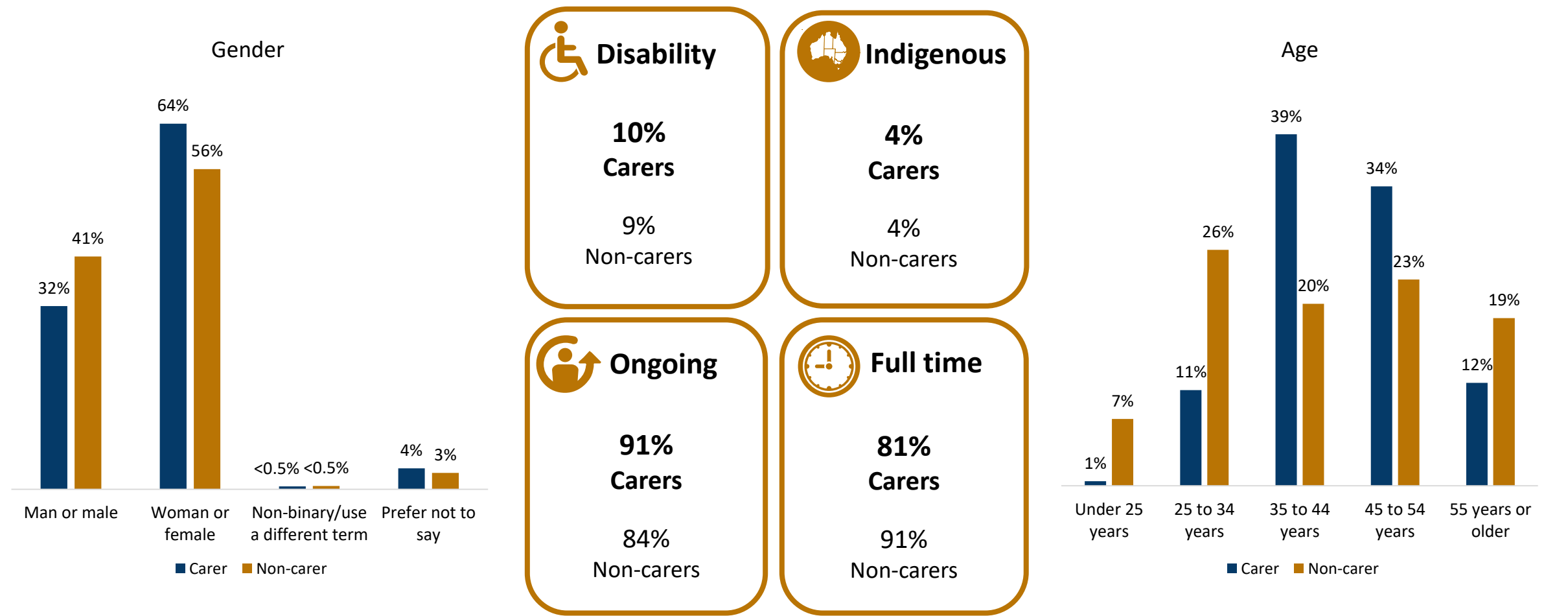


Similar proportions of employees with and without carer responsibilities are employed at each classification level



Similar to non-carers, the greatest proportion of carers are employed at the APS 5-6 (37%) level. Slightly larger proportions of carers are employed at the EL 1 level onwards, compared to non-carers.

A larger proportion of carers are female, aged between 35 to 54 years, are employed on an ongoing basis and work part-time



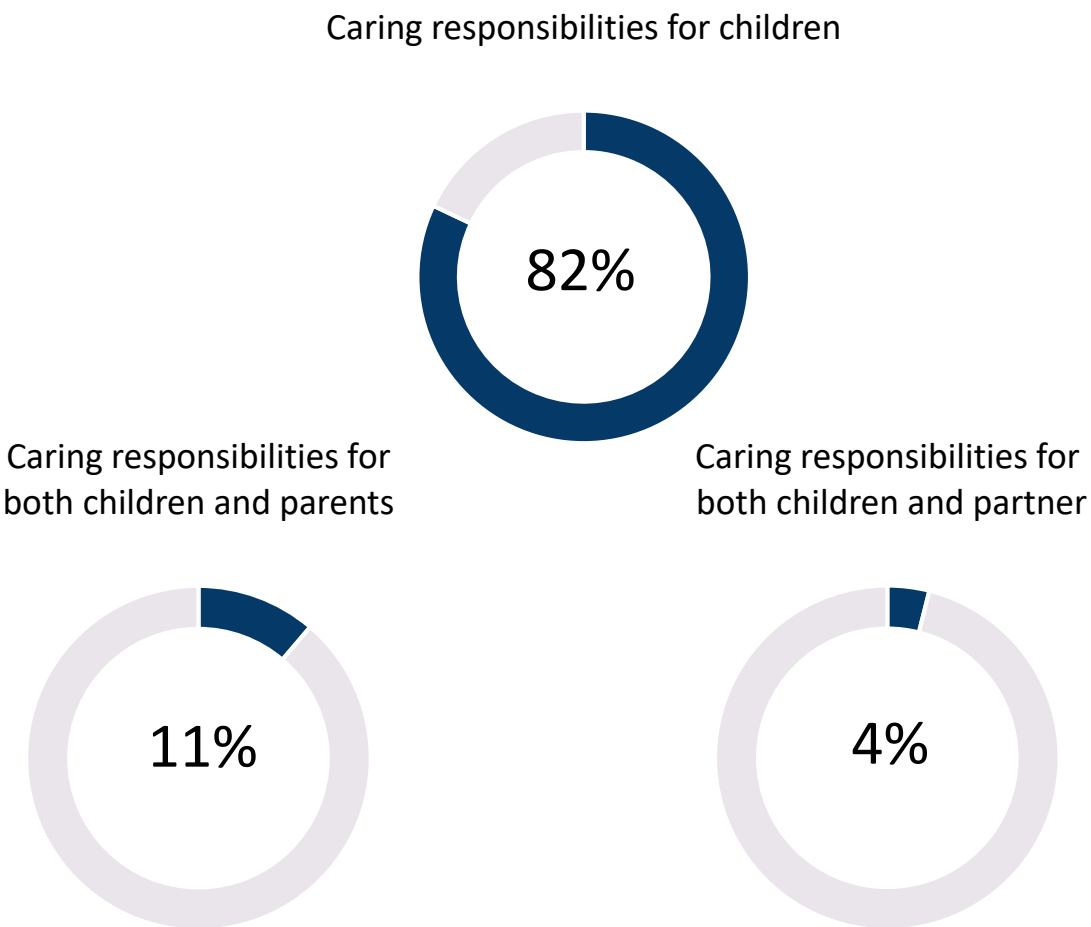
Source: 2021 APS Employee Census

While caring responsibilities for children was most common, some cared for both children and older generations

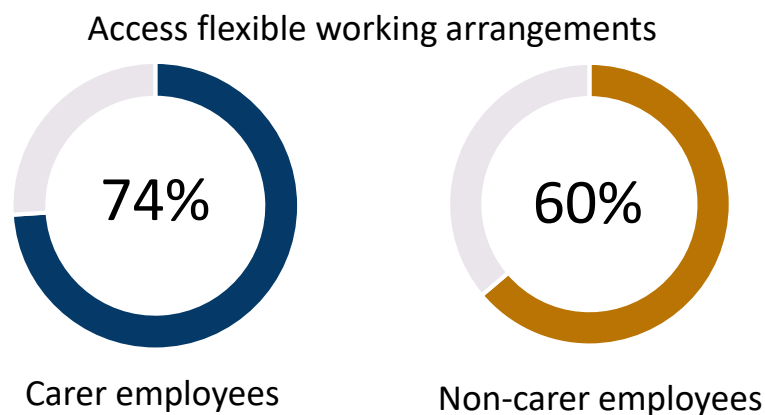
The majority of those with caring responsibilities (82%) cared for children.

Around one in ten respondents with caring responsibilities, however, cared for both children and parents (11%).

Around one in twenty five (4%) cared for both children and a partner.

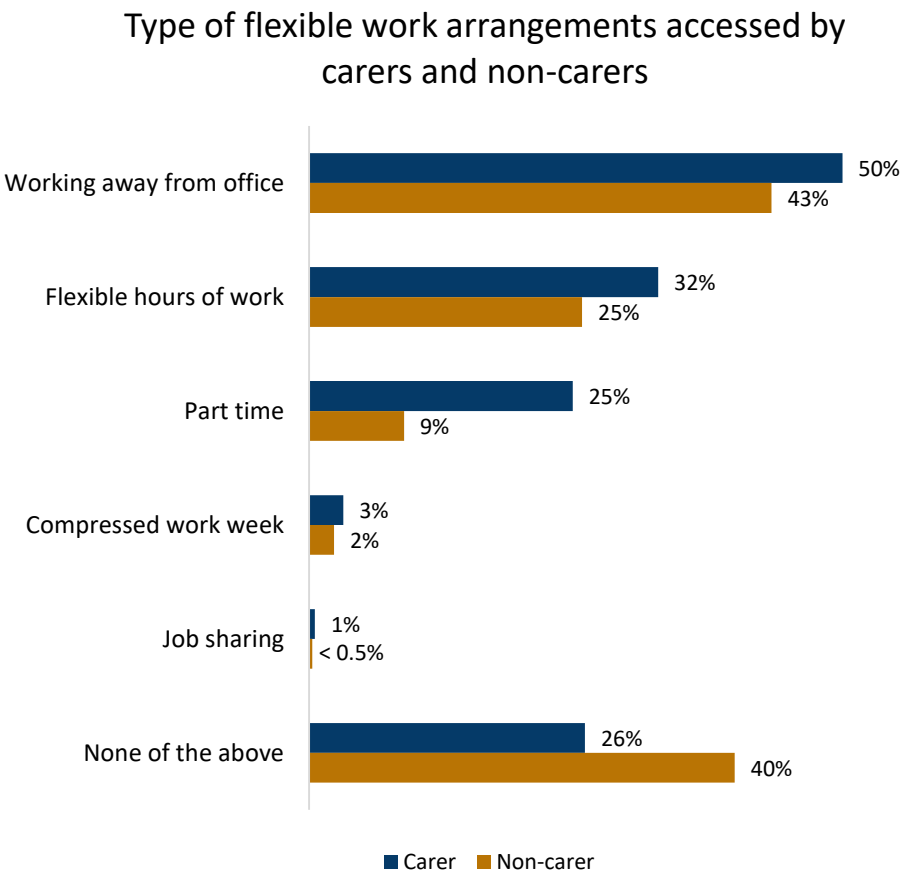


Over three quarters of carers accessed a wide range of flexible working arrangements



In 2021, a larger portion of carers accessed flexible working arrangements compared to non-carers.

The type of flexible work arrangement most frequently accessed by carers in 2021 was working away from the office or from home.

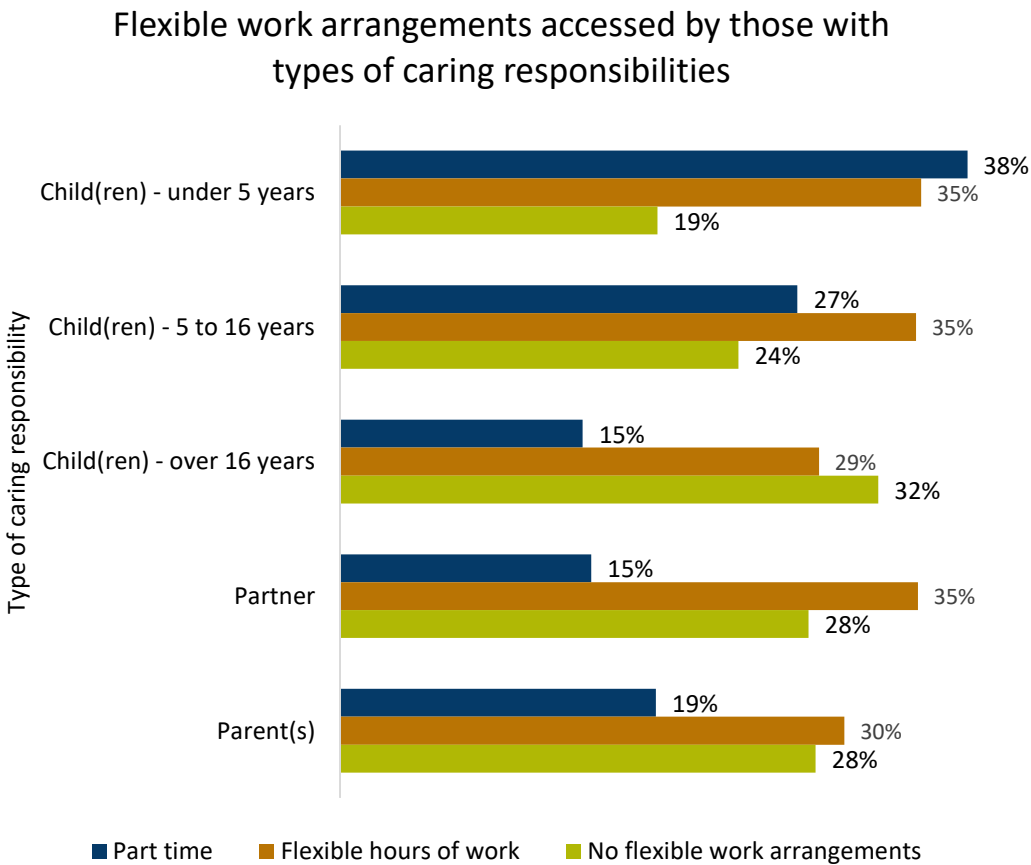


Note: Respondents could select multiple options so percentages may not add up to 100%.

Those with different caring responsibilities tended to access different forms of flexible working arrangements

Those who cared for children aged under 5 years more commonly worked part time (38%) when compared to those with other caring responsibilities.

Around a third of those who cared for children aged over 16 years (32%), a partner (28%) or their parents (28%) did not access any flexible work arrangements.



Carers reported high levels of employee engagement and perceived their wellbeing was supported

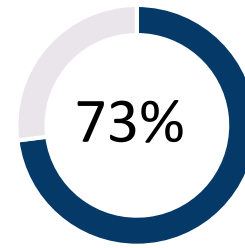
Employee Engagement Index scores reflect whether respondents feel emotionally connected and committed to their organisation.

The Employee Engagement Index score for the APS overall is 73%.

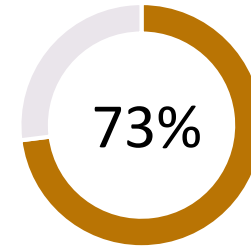
Wellbeing Index scores reflect whether respondents feel their health and wellbeing is supported.

The Wellbeing Index score for the APS overall is 68%.

Employee Engagement Index Score

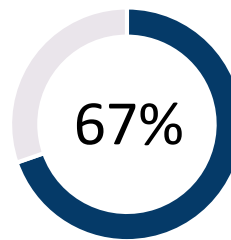


Carer

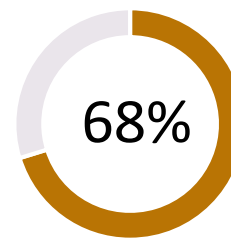


Non-carer

Wellbeing Index Score



Carer

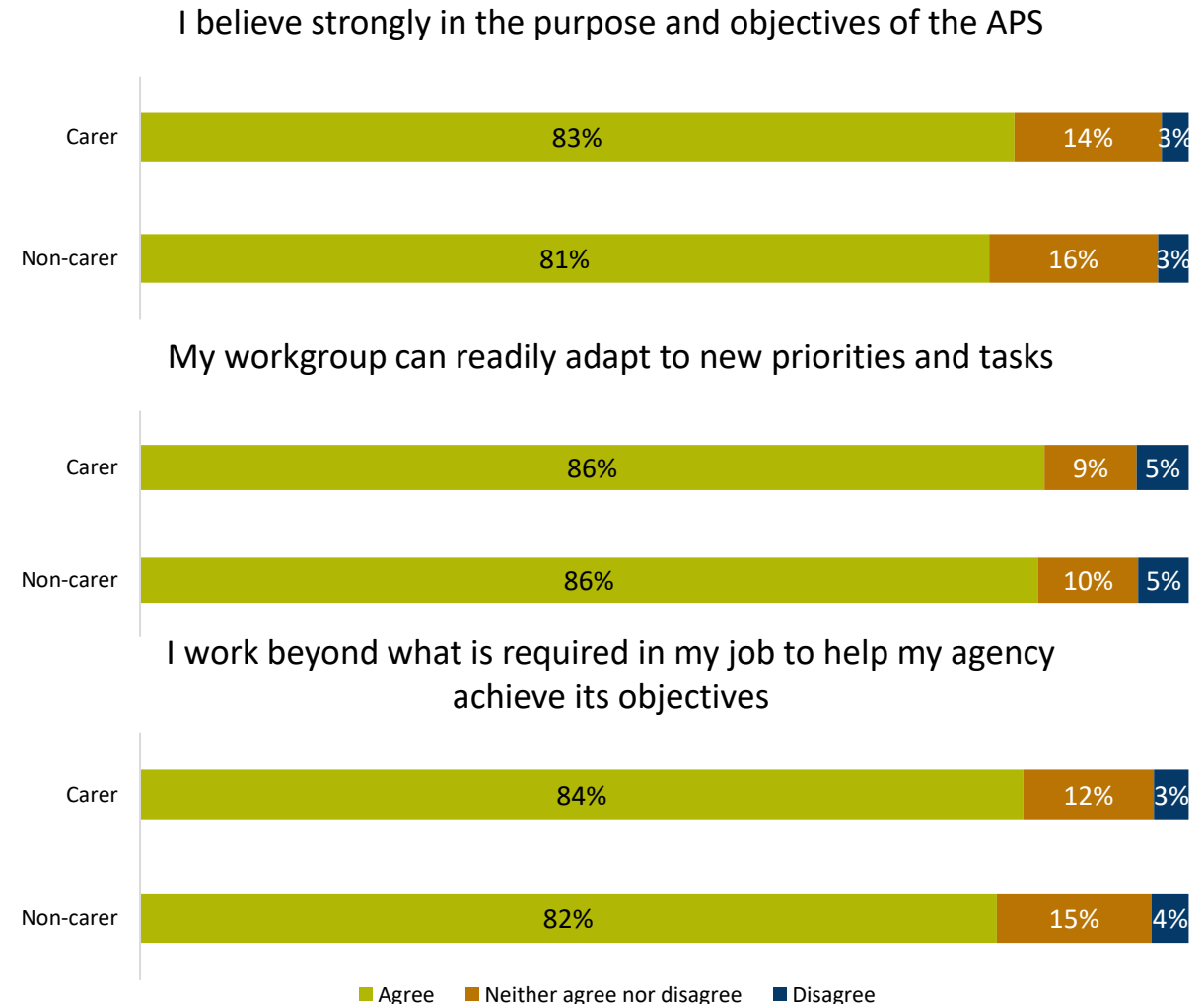


Non-carer

Carers believe strongly in the APS and are a vital part of an adaptive workforce striving to achieve its objectives

Similarly to their non-carer colleagues, carer respondents show a strong belief (83%) in the purpose and objectives of the APS.

They demonstrate this purpose through their flexibility to prioritise and adapt with colleagues to complete workgroup tasks, and their willingness to work beyond what is required by their job to help achieve their agency's objectives.

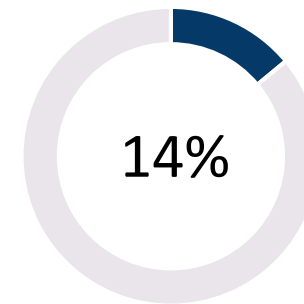


A slightly larger proportion of carers perceived discrimination and harassment or bullying in the workplace

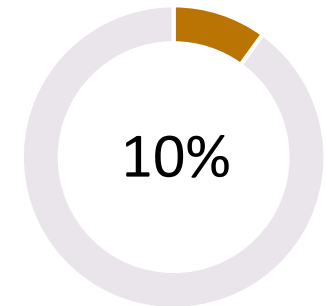
Fourteen per cent of respondents with carer responsibilities perceived discrimination on the basis of their background or a personal characteristic in the course of their employment over the previous 12 months. The most common form of perceived discrimination was on the basis of caring responsibilities (40%).

Twelve per cent of respondents with carer responsibilities perceived that they had been subjected to harassment or bullying in their current workplace during the previous 12 months.

Perceived discrimination

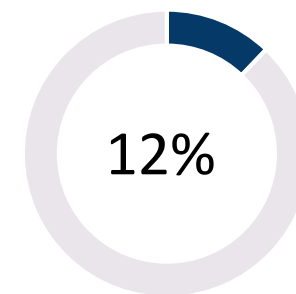


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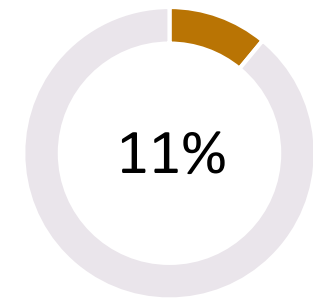


Non-carer

Perceived harassment or bullying



Carer



Non-carer



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