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A profile of employee characteristics across modern awards

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Fair Work Commission

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All research undertaken or commissioned by the Fair Work Commission for the Annual Wage Review 2022–23 has been agreed by the Minimum Wages Research Group (MWRG). The MWRG comprises a Chair from the Fair Work Commission, and representatives nominated by:

- Australian Chamber of Commerce and Industry (ACCI);
- Australian Industry Group (Ai Group);
- Australian Council of Social Service (ACOSS);
- Australian Council of Trade Unions (ACTU);
- Australian Government; and
- State and territory governments.

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The contents of this report, however, remain the responsibility of the authors and the research has been conducted without the involvement of members of the Fair Work Commission.



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Summary

This report presents a range of employee characteristics utilising the Australian Bureau of Statistics' Survey of Employee Earnings and Hours (EEH) microdata which, for the first time, enables analysis of employees across individual modern awards. Previous analysis of award-reliant employees (those paid at the rate specified in an award) has been limited to examining the characteristics of these employees in aggregate.

Analysis at the award-level has been undertaken for 43 of the 121 modern awards, which account for over 95 per cent of employees covered by awards.

A first main finding is that there are large differences in coverage of individual modern awards. The 5 most common modern awards (*General Retail Industry Award 2020, Social, Community, Home Care and Disability Services Industry Award 2010, Hospitality Industry (General) Award 2020, Fast Food Industry Award 2010 and Restaurant Industry Award 2020*) account for almost half (44.3 per cent) of all modern award-reliant employees, while around two-thirds of modern award-reliant employees are accounted for by the 10 most common modern awards. Many modern awards cover a small proportion of employees, as around one-third of modern award-reliant employees had their pay set by the remaining modern awards.

A second main finding is the extent of heterogeneity across individual modern awards in the characteristics of employees covered and in the jobs they do. For example, some modern awards cover employees that are almost exclusively male or female, and the average age of employees on individual modern awards ranges from 21 to 54 years.

The third main finding is that, compared to employees not reliant on modern awards, modern award-reliant employees are on average more likely to be female, younger, work fewer hours, earn lower wages, are far more often casually employed and tend to work for smaller employers.



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1. Introduction

The Australian Bureau of Statistics' (ABS) Survey of Employee Earnings and Hours (EEH) has been the main data source for information on award reliance. With the inclusion of the modern award variable in the microdata for the 2021 EEH, characteristics of employees across individual modern awards can be directly identified, rather than being approximated or being reported only for all award-reliant employees.

Previously, information on the characteristics of employees on particular modern awards has been estimated using a framework developed by Commission staff that maps modern award coverage using the ABS Census.¹ As this framework is an approximation, the EEH microdata provide a more accurate description of the characteristics of employees paid according to rates in each modern award. However, employment estimates and proportions based on the modern award variable in this report have been used as a general guide, given the EEH survey is not specifically designed for this use.

The report presents a range of employee, job and employer characteristics across modern awards based on the variables available in the EEH. While data are limited and not available for all 121 modern awards, it still allows for much more detailed analysis than has previously been undertaken. This research therefore makes available, for the first time, data from the EEH that can support major cases at the Commission, such as the annual wage review.

In light of the *Fair Work Legislation Amendment (Secure Jobs Better Pay) Act 2022* (the Secure Jobs Better Pay Act), these data can also assist in providing information for the new objects of the *Fair Work Act 2009* and the amendments to the modern awards and minimum wages objectives in relation to gender equality and job security.

The report is structured as follows. Chapter 2 provides information on the EEH survey microdata and available data on award reliance. Chapter 3 presents analysis of the coverage of modern award-reliant employees, and Chapter 4 discusses the characteristics of employees across modern awards. Chapter 5 provides a discussion for the 5 most common modern awards and Chapter 6 provides concluding remarks.

¹ Preston M, Pung A, Leung E, Casey C, Dunn A & Richter O (2012), *Analysing modern award coverage using the Australian and New Zealand Industrial Classification 2006: Phase 1 report*, Research Report 2/2012, Fair Work Australia.



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2. Data

The EEH is a biennial survey that collects information from around 8100 employing businesses on approximately 52 000 employees.² It collects data using a two-stage sample selection process, where the sampled employing businesses need to provide information on a random sample of their employees. The survey contains data on the employee, job and employer characteristics by method of setting pay.³ Initially set for May 2020, the survey was postponed to May 2021 due to the disruptions to the labour market from the onset of the COVID-19 pandemic. The ABS notes that the survey response rate in 2021 was high, and that the reference period was ‘prior to the delta outbreak of COVID-19 cases in Australia, at which point there were no lockdowns in place across Australia’.⁴

The employee and job characteristics collected in the survey include sex, age, hours of work paid for, employment type, earnings, method of setting pay and occupation. Additionally, employer characteristics such as sector, industry and business size are also collected. Data on these variables are published in the general EEH release.

When collecting information on earnings and method of setting pay, the ABS has been collecting the name of the award that sets the pay of each award-reliant employee for some time. For the 2021 EEH, the ABS has quality assured this variable and made the information available as part of its microdata release.

2.1 Microdata

The ABS provides access to microdata files to researchers and analysts to conduct in-depth analysis that is not possible with the public data release or the TableBuilder product. Data at this level is available by paid subscription only and must satisfy a number of requirements prior to release, to ensure data is fit for purpose and maintains business and employee confidentiality.

² ABS, *A guide to understanding employee earnings and hours statistics, May 2021*, 19 January. It covers all employing businesses in Australia except for business in Agriculture, forestry and fishing; private households employing staff; Australian permanent defence forces; and foreign embassies and consulates.

³ ABS, *A guide to understanding employee earnings and hours statistics, May 2021*.

⁴ ABS, *Employee Earnings and Hours, Australia*, May 2021.



The EEH microdata contains de-identified unit record data allowing for almost unlimited cross-tabulation of variables, including the creation of new variables, based on existing values in the unit level data.

The microdata is accessed through the DataLab, which is a secure virtual facility. Obtaining output from DataLab requires clearance from the ABS that includes satisfying rules that uphold the confidentiality of survey participants (both employees and employers).⁵ As a result, this report only presents information that satisfies the ABS confidentiality requirements and is appropriate for public release.⁶ Throughout the report, an 'np' indicates a non-zero result that is not able to be published due to confidentiality or statistical reliability reasons.

2.2 Data on award reliance

In the EEH, it is possible to identify employees that are 'paid the award rate', and in the microdata it is also possible to identify employees that are 'paid award rates in the modern awards' themselves. This information is collected from employers.

The variables used to identify these employees are 'method of setting pay' and 'award code', respectively. The 'method of setting pay' variable provides data on the proportion of employees covered either by an award, collective agreement or individual arrangement.

Employees covered by an 'award' are defined as those paid at the rate of pay specified in the award they are covered by and are not paid more than that rate of pay. This variable does not differentiate between employees covered by awards in the federal or state jurisdictions.

The 'award code' variable that is available only in the microdata can be used to approximate employees on modern awards, thereby identifying those award-reliant employees who are in the federal jurisdiction and

⁵ For more information on the ABS clearance requirements, see ABS (2021), *Input and output clearance*, November.

⁶ Part of the ABS requirements for data to be released was to only report on cells with at least 10 observations. In some instances where there were less than 10 observations, the ABS allowed for data to be published as a range (up to a maximum), whereby the figure presented in the report assumes the cell has the minimum number of 10 observations. For instance, Table B1 shows that <11.9 per cent of employees on the *Pharmacy Industry Award 2020* are male. This figure is based on 10 observations in the survey sample finding males on the modern award, however the true result is somewhere below this maximum.



directly affected by annual wage review decisions.⁷ The variable allows for analysis to be undertaken on employees covered by an individual modern award.

However, the ABS caution that the EEH was not specifically designed for generating results on individual modern awards, and that these data should only be used as a general guide.⁸ Most importantly, as the EEH survey is based on a sample of employees and not a census (where all employees are included in the dataset), the amount of data that can be analysed is limited.

Data for only 43 of the 121 modern awards have been chosen for analysis in this report, as those modern awards contain at least a count of 30 employees in the survey, which has been determined as a minimum number for analysis.⁹ While it may have been possible to publish results for modern awards with fewer than 30 observations, this minimum number of responses is a common statistical rule of thumb, as a sample needs to be sufficiently large for the dataset to exhibit properties needed for analysis.¹⁰

Sample sizes are further reduced when cross-tabulating characteristics for each modern award, leading to an increased probability of sampling error for modern awards with a relatively small number of observations. In addition, the two-stage sample selection of employees further increases the variability of these finer-level estimates.¹¹ As a result, relative standard errors (RSEs) are also calculated to determine the reliability of estimates.

⁷ This is an approximation of employees on modern awards, as not all employees on a modern award have an identified award name for confidentiality reasons. These employees do not contribute towards our estimate of total modern award-reliant employees. Further details provided in ABS, *Microdata: Employee Earnings and Hours, Australia, May 2021*, microdata documentation file.

⁸ ABS, *Microdata: Employee Earnings and Hours, Australia, May 2021*, microdata documentation file.

⁹ No employees were observed in the EEH for 26 modern awards. This does not mean that there are no employees paid a rate of pay specified in these modern awards, only that they were not captured in this survey sample.

¹⁰ This is based on the central limit theorem, see Hill RC, Griffiths WE & Lim GC (2011), *Principles of Econometrics*, Fourth edition, John Wiley and sons, Inc, p. 699. Further, a sample size of 30 is held by many to be the minimum number for any statistical analysis of data (see Cohen L, Manion L & Morrison K (2007), *Research methods in education*, Sixth Edition, Routledge, New York, p. 101).

¹¹ ABS, *Microdata: Employee Earnings and Hours, Australia, May 2021*, microdata documentation file.



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Even with the identified limitations of the data source and publication constraints, the EEH microdata is a valuable data source for understanding the characteristics of employees across individual modern awards and will help to inform future annual wage reviews and other major cases.



3. Modern award usage

In May 2021, the proportion of employees who were paid at the rate of pay specified in an award (award reliant) was 23.0 per cent (or 2.66 million employees). With the modern award variable in the microdata, we can calculate the proportion of employees paid at the rate of pay specified across all *modern awards*. This proportion is 20.5 per cent (or 2.37 million employees). That is, almost 9 in 10 award-reliant employees were paid the rate of pay specified in a modern award (modern award reliant).

The remaining award-reliant employees¹² not paid at the rate of pay specified in a modern award may be covered by modern enterprise awards,¹³ state reference public sector awards¹⁴ or paid via state jurisdiction awards.¹⁵

For most industries, award-reliant employees are almost entirely covered by modern awards. However, there are some exceptions, notably Health care and social assistance and Public administration and safety (Chart 3.1). For these two industries, the proportion of modern award-reliant employees is 10 and 9 percentage points lower, respectively. Health care and social assistance has the 4th highest proportion of award-reliant employees but drops to the 6th highest proportion when ranked according to modern award-reliant employees. The difference is due to these industries having a higher proportion of employees on state awards.

¹² Award reliant as defined in the headline ABS release.

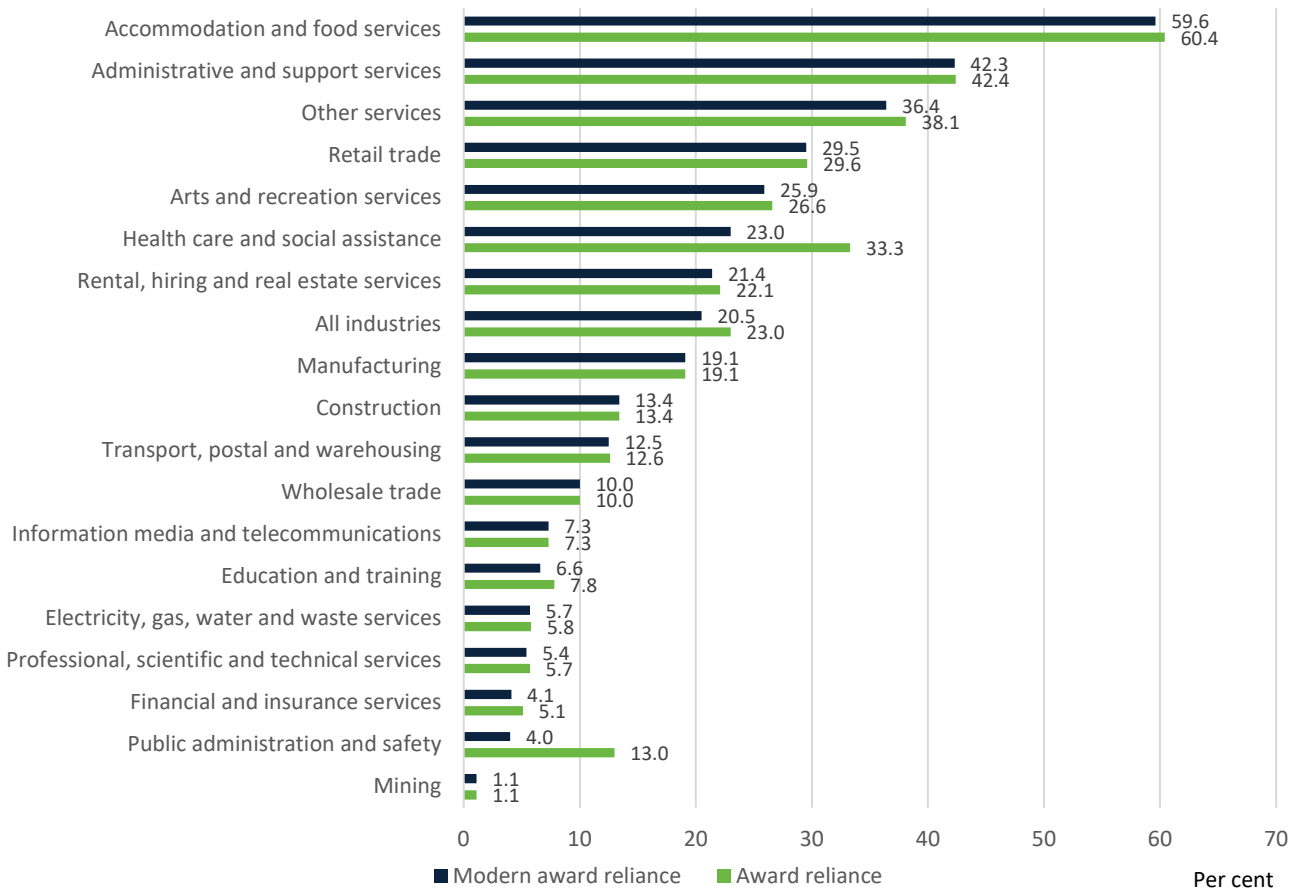
¹³ Modern enterprise awards are awards that set out the minimum wages and conditions that apply to employees at specific businesses.

¹⁴ State reference public sector awards are awards that cover certain public sector employers, such as public sector bodies covered by the national system (e.g., most public sector bodies in Victoria).

¹⁵ State jurisdiction awards are those awards that are made by a state industrial tribunal. The ABS has advised that also included in this remainder is a very small number of individuals on a modern award not identified by the award code variable, suppressed from the microdata for confidentiality reasons. See ABS, *Microdata: Employee Earnings and Hours, Australia*, May 2021, microdata documentation file.



Chart 3.1: Award-reliant and modern award-reliant employees within industry, 2021



Note: Estimates of award reliance and modern award reliance for Mining have a RSE of greater than 50 per cent and is considered too unreliable for general use.

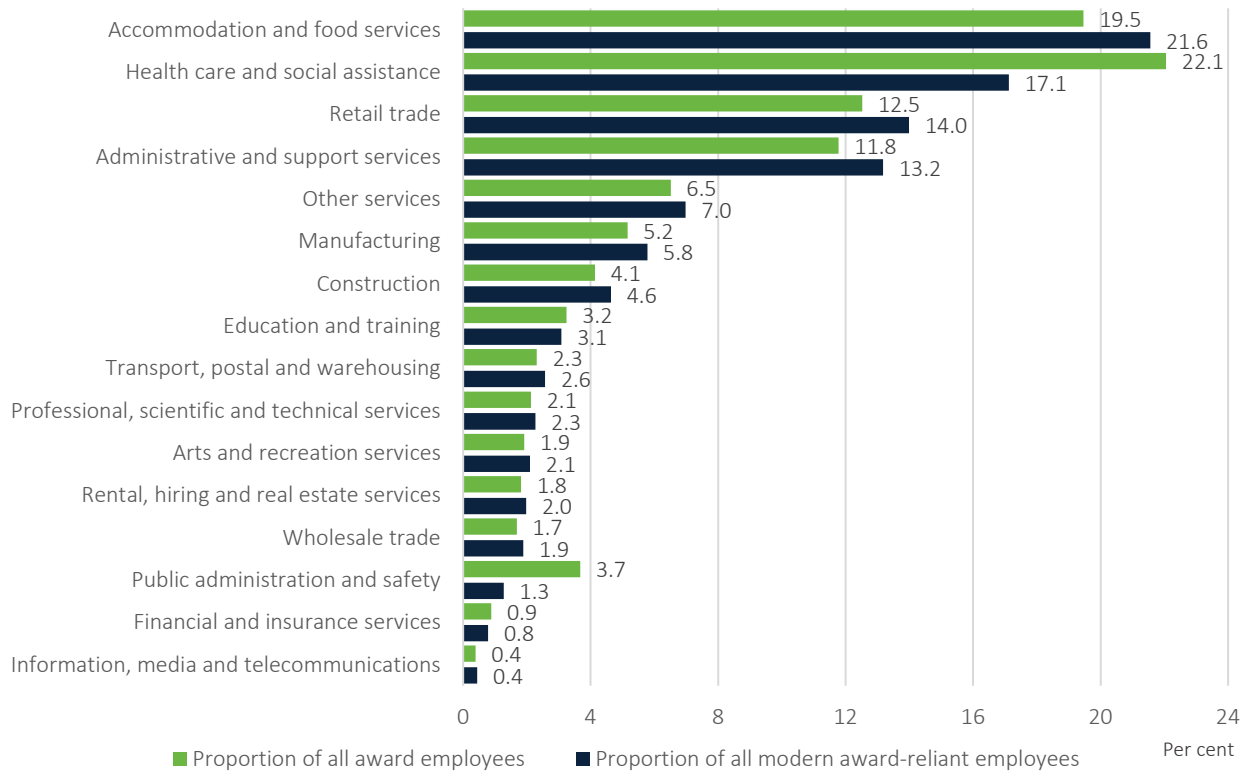
Source: ABS, *Microdata: Employee Earnings and Hours, Australia*, May 2021.

Chart 3.2 shows the breakdown of all modern award-reliant employees and all award-reliant employees across industries. For example, the highest proportion of all modern award-reliant employees are employed in Accommodation and food services, comprising 21.6 per cent or more than 1 in 5 modern-award reliant employees.

Accommodation and food services, Health care and social assistance, Retail trade, Administrative and support services and Other services accounted for the highest proportion of both modern award-reliant employees and award-reliant employees, comprising over 70 per cent of modern award-reliant employees and award-reliant employees (Chart 3.2).



Chart 3.2: Most common industry of employer, all award-reliant and modern award-reliant employees



Note: Mining and Electricity, gas, water and waste services are omitted from the chart as these estimates were not able to be published for modern award-reliant employees.

Source: ABS, *Employee Earnings and Hours*, May 2021; ABS, *Microdata: Employee Earnings and Hours, Australia*, May 2021.

3.1 The most common modern awards

The 10 most common modern awards accounted for around two-thirds of all modern award-reliant employees in May 2021 (Chart 3.2). This highlights the large differences in coverage of individual modern awards. The other one-third of modern award-reliant employees had their pay set by the remaining 111 modern awards.

The top 5 most common modern awards accounted for almost half of all modern award-reliant employee.

These were:

- *General Retail Industry Award 2020*;
- *Social, Community, Home Care and Disability Services Industry Award 2010*;
- *Hospitality Industry (General) Award 2020*;



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- *Fast Food Industry Award 2010*¹⁶; and
- *Restaurant Industry Award 2020*.

While these modern awards are analysed in more detail at Chapter 5, Table A1 in Appendix A contains information on the number and proportion of employees covered by the individual modern awards. For 37 modern awards, employee estimates are low or do not pass ABS confidentiality or data quality requirements.¹⁷ Therefore, data on these modern awards were not made available to be published for this report. However, employees covered by these 37 modern awards were included in the aggregate analysis of modern award-reliant employees. As well, in the microdata, no observations were found in a further 26 modern awards (see Table A2 for a list of these modern awards). The ABS advises that data for some of these modern awards are “non-releasable”, indicating that there are a very small number of employees on one or more of these 26 modern awards. Therefore, zero observations in the EEH microdata does not mean that there are no employees paid the rate of pay specified in these modern awards.¹⁸

Appendix A also contains more detailed data on modern award reliance at the industry subdivision (Table A3) and occupational sub-major group levels (Table A4). It also provides a list of the most common modern awards used across industries (Table A5).

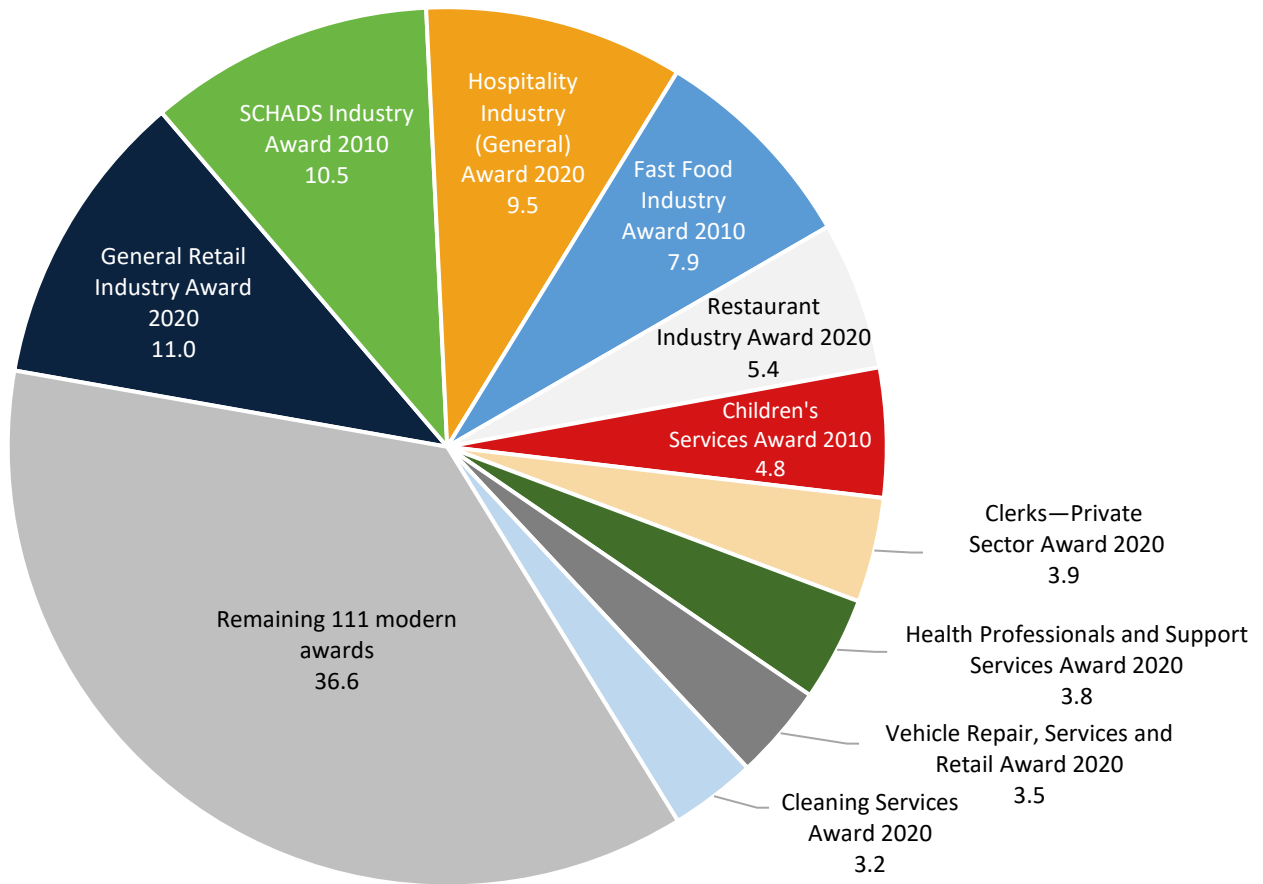
¹⁶ The *Fast Food Industry Award 2020* came into operation on 28 July 2022. However, at the time of the EEH, the 2010 modern award was in operation.

¹⁷ The ABS were not able to release employee estimates for 37 modern awards due to confidentiality and data quality requirements (See table A2 below). The ABS documentation file states ‘Employment estimates for finer level method of setting pay categorisations (e.g. for specific federal modern awards or at the state/federal level) may not be reliable and are only to be used as a general guide. The EEH survey is not specifically designed for this use. The two-stage sample selection of employees increases the variability of estimates at these finer levels’.

¹⁸ Reasons for why data may not be available for some modern awards in the EEH may be because employees covered by these modern awards were not identified in the EEH sample or due to the very small number of sampled employees on these modern awards.



Chart 3.3: Top 10 most common modern awards, 2021, per cent



Source: ABS, *Microdata: Employee Earnings and Hours, Australia*, May 2021.



4. Characteristics of employees across modern awards

The EEH collects information on employee, job and employer characteristics. Analysis of these variables across modern awards is presented in this Chapter.

As discussed in Chapter 2, analysis of the characteristics is restricted to modern awards with a sample of at least 30 employees that also pass the ABS confidentiality and data quality requirements. Due to these requirements, the number of modern awards examined for each characteristic may not always be 43 and can vary depending on the number of observations sampled for the characteristic of interest. However, the estimate calculated for the ‘average’ reported ‘across all modern awards’ in the analysis below is based on information collected in the EEH for all 95 modern awards that reported at least one observation.

The following characteristics are analysed:

- individual characteristics—sex and age;
- employment and business characteristics—full-time/part-time status, employment type, hours paid for, employees on junior rates of pay, overtime hours paid for, and business size; and
- earnings—average hourly earnings and employees classified as low paid.

Appendix B presents tables on each characteristic for up to 43 modern awards.

4.1 Individual characteristics

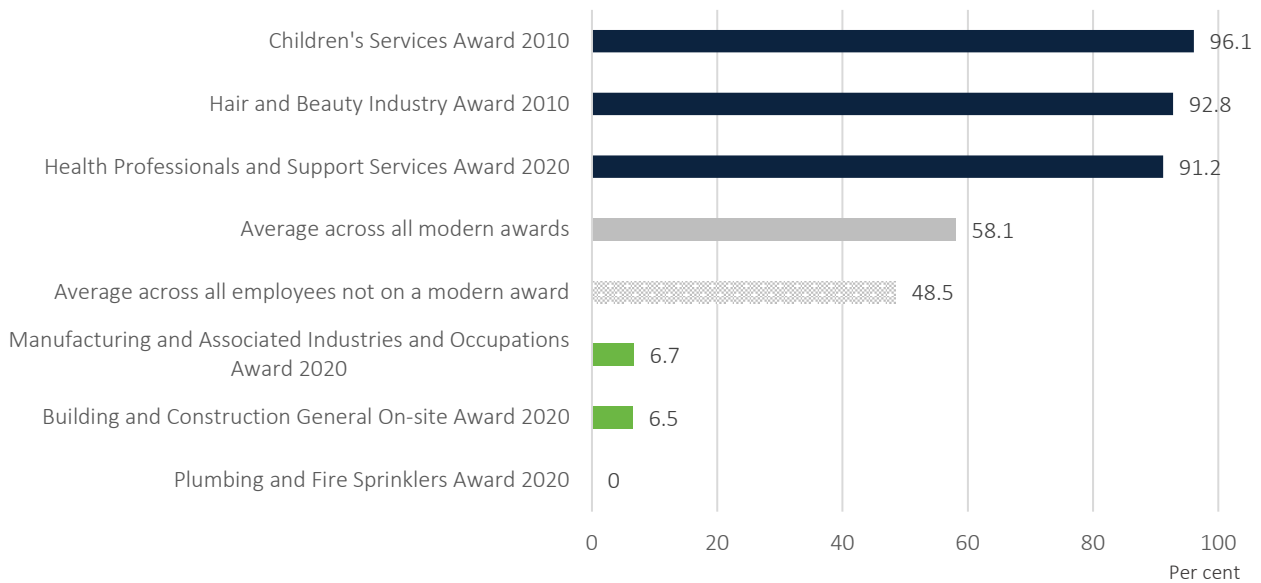
The data analysed in this chapter highlight that employees paid by modern award rates exhibit different characteristics to other workers. However, it also shows that there is substantial heterogeneity across employees on modern awards. These are likely driven by factors such as industry, occupation, and skill level.

Examining modern awards by gender finds that almost three in five employees across all modern awards were female (58.1 per cent), which is higher than for employees not on modern awards (48.5 per cent). The analysis also finds that employees on some modern awards were almost exclusively female, while for other modern



awards, employees were almost exclusively male. The modern awards with the highest and lowest proportion of female employees are shown in Chart 4.1.

Chart 4.1: Modern awards with the highest and lowest proportions of female employees



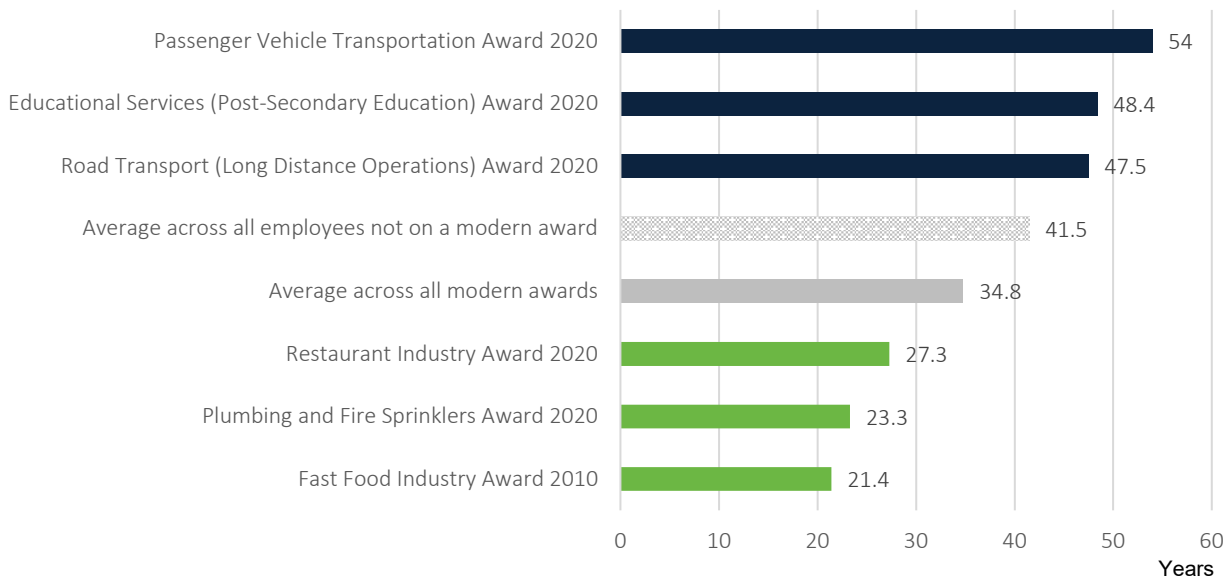
Note: See Appendix B for corresponding values across all 43 most common modern awards.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia*, May 2021.

Significant variation was also evident in the **average age** of employees across modern awards. This varied from 21.4 to 54.0 years, with an average across all modern awards of 34.8 years (Chart 4.2). This is below the average across all employees not on modern awards, which was 41.5 years.



Chart 4.2: Modern awards with the highest and lowest average age



Note: See Appendix B for corresponding values across all 43 most common modern awards.

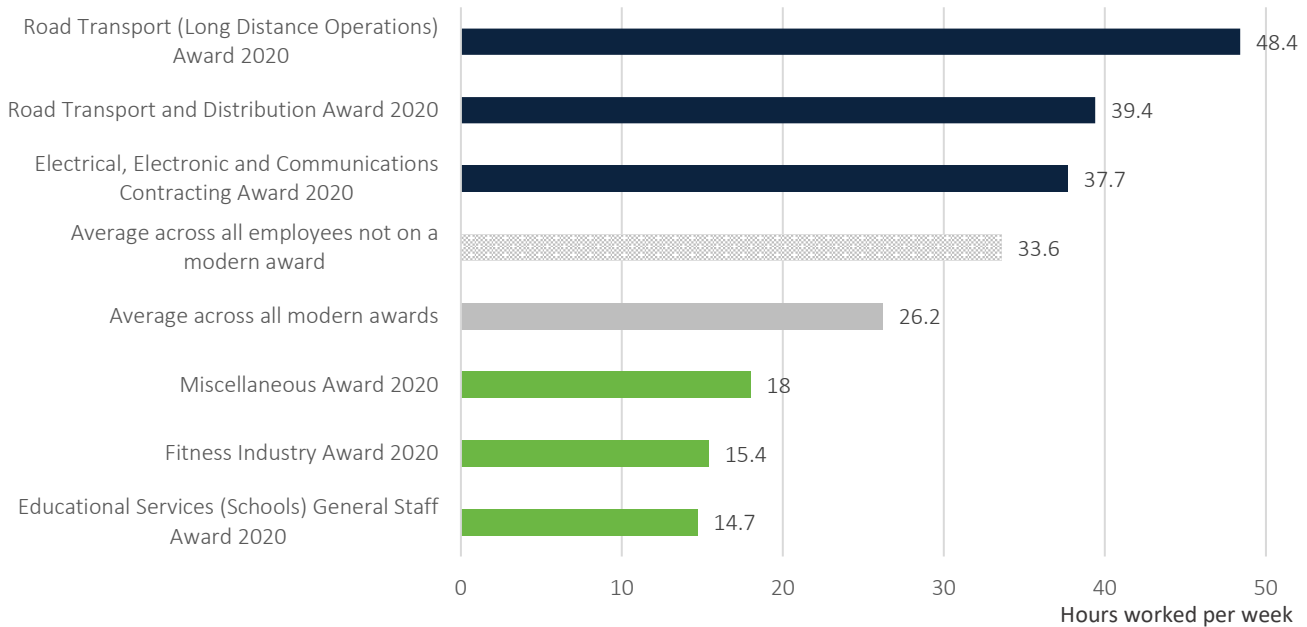
Source: ABS, *Microdata: Employee Earnings and Hours, Australia, May 2021*.

4.2 Employment and business characteristics

Average hours paid for across those on modern awards (26.2 hours) was lower than employees not on modern awards (33.6 hours). Among modern awards, average hours paid for was highest for those on the *Road Transport (Long Distance Operations) Award 2020*, which was more than 3 times higher than the modern award with the lowest average hours paid for. Modern awards that had the highest and lowest average hours paid for are outlined in Chart 4.3 below.



Chart 4.3: Modern awards with the highest and lowest average hours paid for



Note: See Appendix B for corresponding values across all 43 most common modern awards.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia, May 2021*.

Almost two-thirds of employees across all modern awards worked part-time hours. Across all employees not on modern awards, the proportion is almost half that, at just over one-third of employees. For some modern awards, employees worked almost exclusively part-time or full-time hours.¹⁹ The modern awards with the highest rates of **part-time** work were:

- *Nurses Award 2020* (92.8 per cent);
- *Educational Services (Schools) General Staff Award 2020* (greater than 89.8 per cent);
- *Amusement, Events and Recreation Award 2020* (87.5 per cent);
- *Registered and Licensed Clubs Award 2020* (greater than 87.4 per cent);
- *Passenger Vehicle Transportation Award 2020* (greater than 87.2 per cent); and
- *Aged Care Award 2010* (86.9 per cent).

¹⁹ Part-time employees ordinarily work less than the agreed or award hours for a full-time employee in their occupation. If there are no agreed or award hours for a full-time employee in their occupation, then part-time employees are those that ordinarily work less than 35 hours per week. ABS, *Employee Earnings and Hours, Australia methodology*, May 2021.

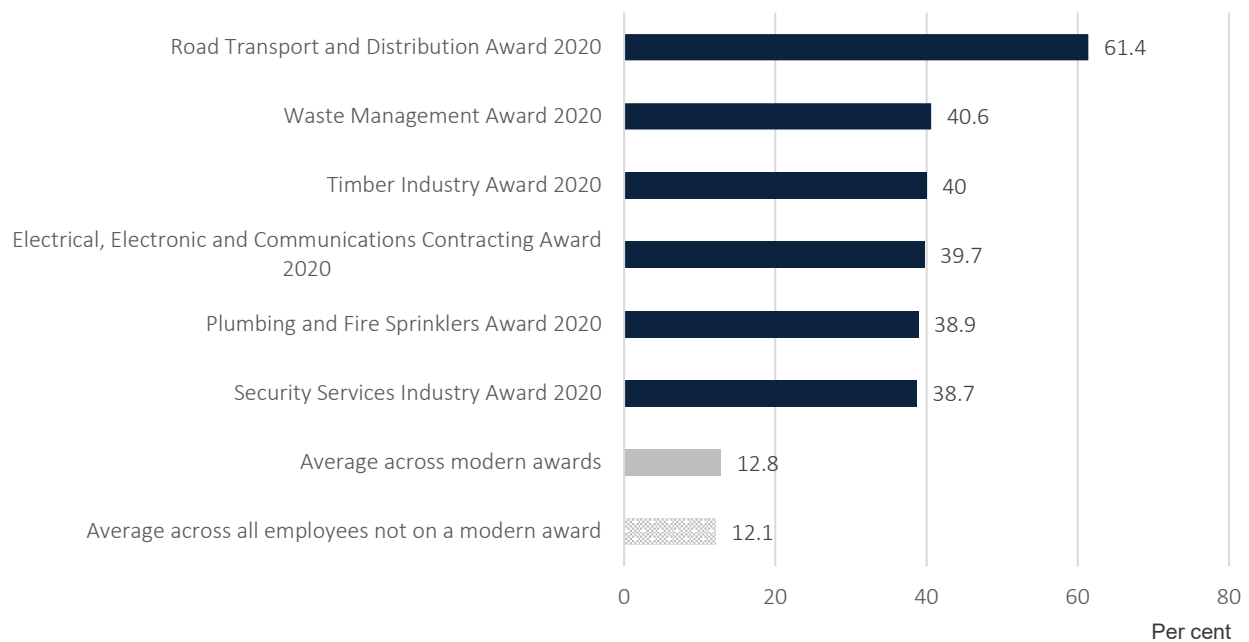


In contrast, the modern awards where employees were most likely to be working **full-time** hours were:

- *Electrical, Electronic and Communications Contracting Award 2020* (greater than 85.9 per cent);
- *Manufacturing and Associated Industries and Occupations Award 2020* (82.7 per cent); and
- *Real Estate Industry Award 2020* (82.1 per cent).

Total hours paid for can be categorised into ordinary and overtime hours. **Overtime hours paid for** are worked by around 1 in 8 employees on modern awards. The six modern awards with the highest rates of overtime work performed are presented in Chart 4.4. The highest proportion of employees working overtime hours paid for (61.4 per cent) were those covered by the *Road Transport and Distribution Award 2020*. Available data on overtime hours paid for was limited, with only 21 of the 43 modern awards in this analysis having fewer than 5 per cent of employees working any overtime hours that were paid for.²⁰

Chart 4.4: Modern awards with the highest share of employees working overtime



Note: * Estimate has a RSE of between 25 per cent and 50 per cent and should be interpreted with caution. See Appendix B for corresponding values across all 43 most common modern awards.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia, May 2021*.

²⁰ This includes those with insufficient observations for publication.



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For modern award-reliant employees working overtime hours, around 1 in 8 total hours paid for are overtime hours. For employees not on a modern award this proportion is slightly higher (1 in 7 hours). Employees covered by the *Registered and Licensed Clubs Award 2020* had the highest proportion of total hours paid for as overtime hours (33.0 per cent).

Around half of employees on modern awards are **casual employees**, which is significantly higher than for employees not on modern awards (1 in 7 employees). The modern awards with the highest proportion of casual employees were:

- *Registered and Licensed Clubs Award 2020* (85.1 per cent); and
- *Fitness Industry Award 2020* (82.9 per cent).

However, there were also modern awards that had a significantly high proportion of **permanent/fixed-term employees**, these were:

- *Labour Market Assistance Industry Award 2020* (100 per cent);
- *Real Estate Industry Award 2020* (86.7 per cent);
- *Electrical, Electronic and Communications Contracting Award 2020* (greater than 85.9 per cent); and
- *Supported Employment Services Award 2020* (greater than 84.8 per cent).

Around 1 in 10 employees on modern awards are paid a **junior rate**.²¹ An even smaller share, 1 in 50 employees, not on modern awards are paid a junior rate. Most modern awards have either a low proportion of employees or no employees paid at the junior rate. The *Fast Food Industry Award 2020* had the highest proportion of employees paid a junior rate (61.8 per cent).

Variation in modern award coverage/usage was also observed across business size. Modern awards with the highest proportion of employees in **small businesses** were:

- *Hair and Beauty Industry Award 2010* (87.2 per cent); and
- *Plumbing and Fire Sprinklers Award 2020* (80.2 per cent).

²¹ While the majority (58 per cent) of employees aged 20 years and under are paid junior rates, 24 per cent are paid adult rates while apprentice/trainee and disability rates account for the remaining 18 per cent.



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Modern awards with the highest proportion of employees in **medium-sized businesses** were:

- *Commercial Sales Award 2020* (69.6 per cent); and
- *Amusement, Events and Recreation Award 2020* (67.9 per cent).

The following modern awards had the highest proportion of employees in **large businesses**:

- *Labour Market Assistance Industry Award 2020* (79.3 per cent); and
- *Security Services Industry Award 2020* (65.3 per cent).

Across all modern awards, almost 4 in 10 employees are in medium-sized businesses (20 to 199 employees), over one-third are in small businesses (1 to 19 employees) and around one quarter are in large businesses (200 employees and over). In contrast, employees not on modern awards tend to work in large businesses (just over half of employees), with both small and medium sized businesses each employing less than a quarter of these employees.

4.5 Earnings

The EEH collects information on weekly total cash earnings, which are the sum of weekly ordinary and overtime earnings.²² Hourly earnings can be calculated by dividing weekly total cash earnings by weekly total hours paid for. Hourly earnings are presented in this report as they account for the different number of hours paid for by employees. For analysis of earnings in this Section, the sample is restricted to employees on adult rates of pay.²³

As the EEH identifies casual employees, hourly earnings can be adjusted to remove the 25 per cent wage premium applied to these employees for their lack of leave entitlements.²⁴ Both unadjusted (including casual loading) and adjusted (excluding casual loading) are presented in this report.

²² Cash earnings are remuneration paid to employees on a regular and frequent basis (quarterly or more frequently) for time worked or work done, and for time not worked such as recreation and other types of leave. Cash earnings (inclusive of amounts salary sacrificed) are gross amounts, that is, before tax and other items (e.g. superannuation) are deducted.

²³ Average hourly earnings across all rates of pay can be found in Appendix B (Table B9).

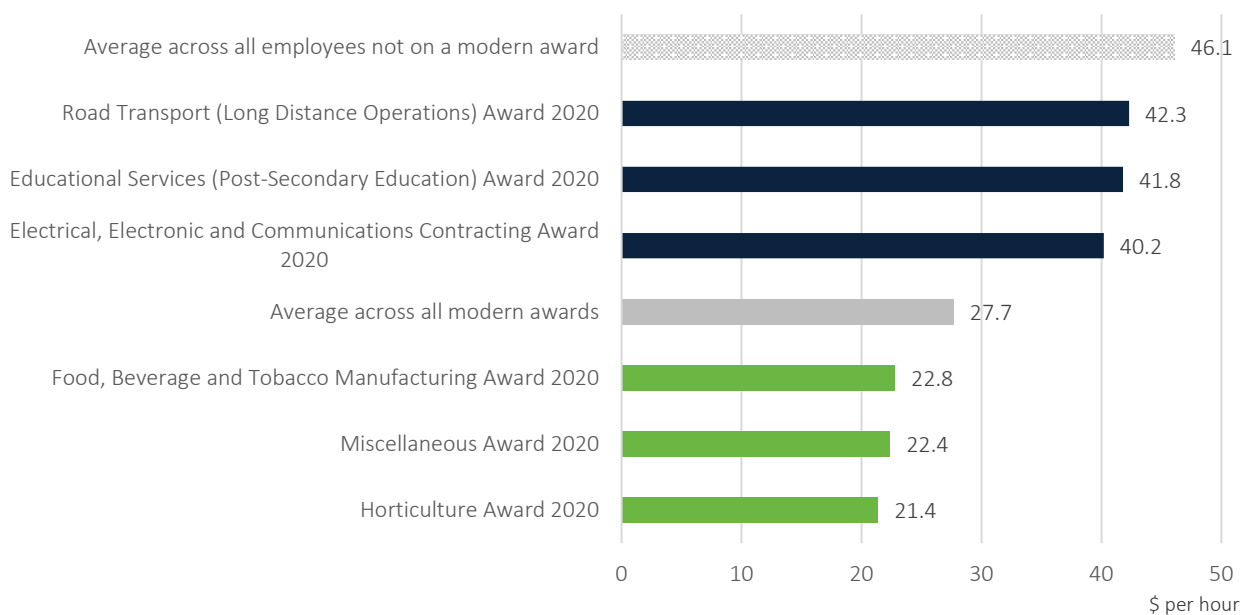
²⁴ Annual Wage Review 2019–20, [2020] FWCFB 3500 at [452].



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Average hourly total earnings for adult employees²⁵ on modern awards was \$30.80 (unadjusted) and \$27.70 (adjusted). Average hourly earnings for employees not on modern awards were much higher, at \$46.20 (unadjusted) and \$46.10 (adjusted). Chart 4.5 shows that average hourly earnings for employees not on modern awards was higher than for each modern award. The modern awards listed in the chart had the highest and lowest average hourly earnings for adult employees (adjusted). The chart shows that the highest average hourly earnings for the 3 listed modern awards was around double the hourly earnings of the 3 modern awards listed with the lowest average hourly earnings. In May 2021 at the time the EEH data were collected, the national minimum wage was \$19.84 following the Annual Wage Review 2019–20.²⁶

Chart 4.5: Modern awards with the highest and lowest average hourly earnings, adult rate of pay, adjusted for casual loading



Note: Average hourly earnings includes all hours paid for, both ordinary time and overtime. See Table B10 for corresponding values across all 43 most common modern awards.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia*, May 2021.

As with hours paid for, earnings can be separated into ordinary time and overtime earnings. Ordinary-time earnings captured in the EEH include more than the base classification rate, such as penalty rates, payments by

²⁵ Employees on adult rates of pay.

²⁶ Annual Wage Review 2019–20, [2020] FWCFB 3500 at [140].



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measured result (e.g., key performance indicators) and regular bonuses and commissions. These are presented in the Appendix at Table B11.

Using measures of hourly total cash earnings, an estimate of the proportion of **low-paid employees** across each modern award can be calculated. Low-paid employees are defined as employees paid adult rates of pay that are below two-thirds of median hourly earnings (across all employees paid adult rates of pay). This definition has been used across annual wage reviews. In the Annual Wage Review 2015–16, the Panel stated that '[t]here is a broad acceptance of the proposition that the two-thirds of median (adult) ordinary time earnings constitutes a reasonable basis for identifying the low paid'.²⁷

Two different thresholds for low pay are considered based on whether hourly earnings are adjusted or unadjusted for casual loading.²⁸ Usually, measures of low pay do not deflate for casual loading because this information is not collected, made available or requires microdata to calculate.²⁹

Based on unadjusted earnings, over one-third of modern award-reliant employees could be considered as low paid. This compares with less than 7 per cent across employees not on a modern award (Chart 4.6).

Around two-thirds of modern award-reliant employees on the *Pharmacy Industry Award 2020* could be considered low paid (66.3 per cent). The 7 modern awards with the highest share of low-paid employees are also shown in Chart 4.6.

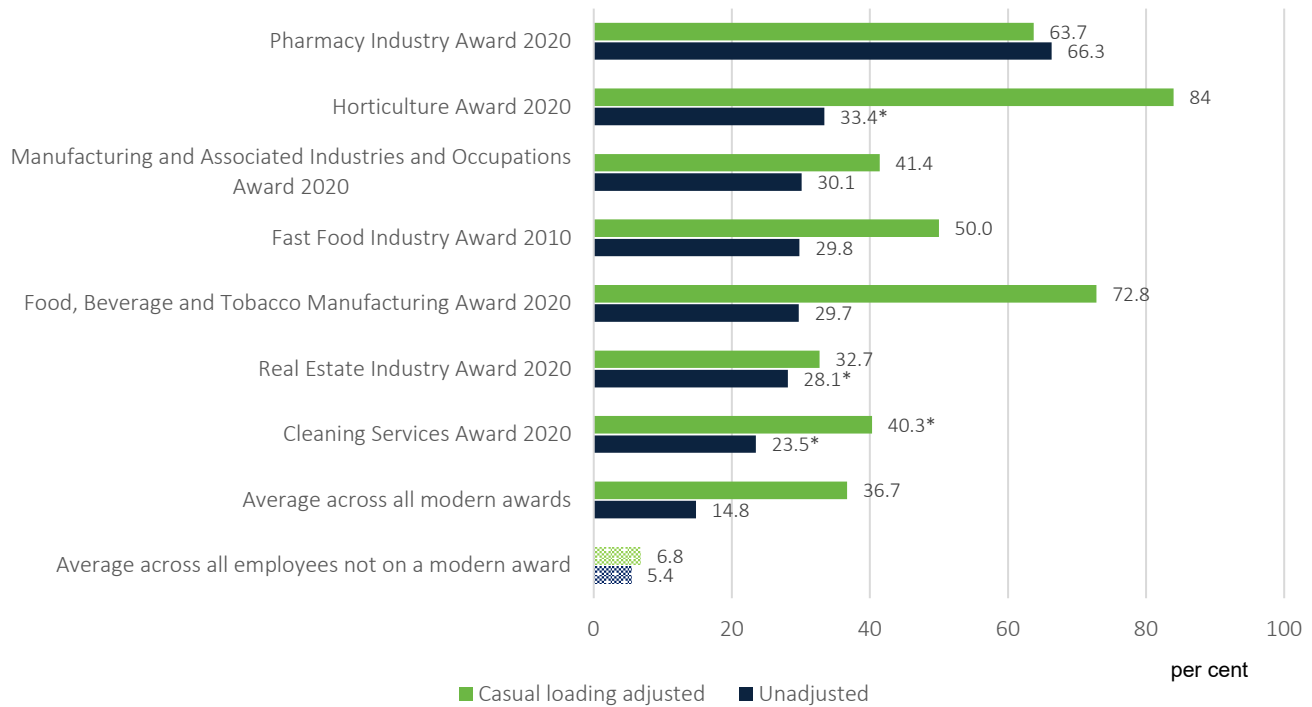
²⁷ Annual Wage Review 2015–16, [2016] FWCFB 3500 at [359].

²⁸ The low-paid threshold for unadjusted earnings was \$24.59 per hour and \$23.81 per hour for adjusted earnings.

²⁹ For example, see Fair Work Commission (2022), *Statistical report—Annual Wage Review 2021–22*, Version 9, 8 June, Tables 8.2, 8.8.



Chart 4.6: Modern awards with the highest share of low-paid employees



Note: Highest shares based on unadjusted earnings. Earnings are based on total hours paid for, including overtime. Only modern awards with a point estimate included in ranking. See Appendix B for corresponding values across all 43 most common modern awards.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia*, May 2021.

For some modern awards, there is a large difference in the proportion of low-paid employees depending on whether earnings are adjusted or unadjusted for casual loading. This mainly reflects the high proportion of casual employment among employees covered by these modern awards.

Conversely, a number of modern awards did not have many low-paid employees. Of the 43 modern awards included in this analysis, 18 modern awards had either low proportions of low-paid employees (less than 5 per cent) or these data were not able to be published (see Table B12).³⁰

³⁰ Based on earnings unadjusted for casual loading. Results that have low sample sizes and low proportions are typically not published as they do not meet the ABS confidentiality requirements.



5. Analysis of the top 5 modern awards

This Chapter presents analysis of the characteristics of employees on the most common top 5 modern awards. Employees on these modern awards account for almost half of all modern award-reliant employees (44.3 per cent or 1.05 million employees). The analysis compares the characteristics of employees on the most common top 5 modern awards with the ‘average across all modern award-reliant employees’.

Employees on these 5 modern awards share many similar characteristics. For example, on average they are younger, work fewer hours, are more likely to work on a casual basis and have lower average earnings than across all modern award-reliant employees. However, employees on the *Social, Community, Home Care and Disability Services Industry Award 2010* are found to be (on average) older, have higher average hourly earnings, work more hours and are less likely to be employed on a casual basis. Among these modern awards, employees on the *Fast Food Industry Award 2010* are the youngest, work the fewest number of hours and have the lowest average hourly earnings. A distribution of total hourly earnings for each of these modern awards is presented in Appendix B (Charts B1–B5).

5.1 *General Retail Industry Award 2020*

Around 11.0 per cent of all modern award-reliant employees are paid a rate specified in the *General Retail Industry Award 2020*. For employees on this modern award, around two in three are female, two in three are employed on a casual basis, and almost four in five work part-time hours (Table 5.1). Around three-quarters of these employees work in the Retail trade industry and more than 80 per cent are Sales workers.

Compared to the average across all modern award-reliant employees, these employees:

- are slightly younger and are more likely to receive junior rates of pay (around 1 in 6); and
- have lower average hourly earnings and are more likely to be considered low paid (particularly when earnings are adjusted for casual loading).



Table 5.1: Characteristics of employees reliant on the *General Retail Industry Award 2020, 2021*

	<i>General Retail Industry Award 2020</i>	Average across all modern award-reliant employees
Sex (%)		
Male	33.0	41.9
Female	67.0	58.1
Average age (years)	32.9	34.8
Share of employees on junior rates of pay (%)	17.8	10.5
Full-time/part-time status (%)		
Full-time	21.8	34.8
Part-time	78.2	65.2
Average hours paid for (hours)	21.9	26.2
Proportion of employees working overtime hours	9.0	12.8
Overtime hours as a proportion of total hours paid for [^]	8.4	12.5
Employment type (%)		
Permanent/fixed-term	33.0	50.3
Casual	67.0	49.7
Hourly earnings (\$)		
Average hourly earnings, all employees	27.1	28.6
Average hourly earnings, employees on adult rates of pay	28.9	30.8
Hourly earnings (adjusted for casual loading) (\$)		
Average hourly earnings, all employees	23.4	25.8
Average hourly earnings, employees on adult rates of pay	25.1	27.7
Proportion of low-paid employees (%)		
Based on unadjusted earnings	15.6	14.8
Adjusted for casual loading	47.9	36.7
Business size (%)		
Small (1–19 employees)	32.1	35.6
Medium (20–199)	43.2	38.6
Large (200+)	24.6	25.8

Most common occupations using the modern award (%)	
Sales workers	81.4
Clerical and administrative workers	5.3*
Most common industries using the modern award (%)	
Retail trade	74.5
Manufacturing	5.3*
Rental, hiring and real estate services	3.8*

Note: Low paid is defined as those earning less than two-thirds of median hourly earnings for all employees on an adult rate of pay. * Estimate has a RSE of between 25 per cent and 50 per cent and should be interpreted with caution. [^]For employees who worked overtime hours.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia*, May 2021.



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5.2 Social, Community, Home Care and Disability Services Industry Award 2010

Around 10.5 per cent of modern award-reliant employees are paid a rate specified in the *Social, Community, Home Care and Disability Services Industry Award 2010*. Around two-thirds of employees paid rates in this modern award work in the Health and social assistance industry, and around 7 in 10 employees work as Community and personal service workers (Table 5.2).

Compared to the average across all modern awards, employees covered by this modern award are:

- more likely to be female (more than two in three);
- more likely to be older;
- more likely to be employed on a permanent/fixed-term basis and work part-time hours;
- earning more on an hourly basis;
- less likely to be considered low paid; and
- less likely to work in a small business.



Table 5.2: Characteristics of employees reliant on the *Social, Community, Home Care and Disability Services Industry Award 2010, 2021*

	<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>	Average across all modern award-reliant employees
Sex (%)		
Male	30.7	41.9
Female	69.3	58.1
Average age (years)		
	41.6	34.8
Share of employees on junior rates of pay (%)		
	0.0	10.5
Full-time/part-time status (%)		
Full-time	28.8	34.8
Part-time	71.2	65.2
Average hours paid for (hours)		
	26.3	26.2
Proportion of employees working overtime hours		
Overtime hours as a proportion of total hours paid for [^]	6.5*	12.8
	8.6	12.5
Employment type (%)		
Permanent/fixed-term	54.9	50.3
Casual	45.1	49.7
Hourly earnings (\$)		
Average hourly earnings, all employees	39.1	28.6
Average hourly earnings, employees on adult rates of pay	39.2	30.8
Hourly earnings (adjusted for casual loading) (\$)		
Average hourly earnings, all employees	35.7	25.8
Average hourly earnings, employees on adult rates of pay	35.7	27.7
Proportion of low-paid employees (%)		
Based on unadjusted earnings	np	14.8
Adjusted for casual loading	5.8	36.7
Business size (%)		
Small (1–19 employees)	10.4*	35.6
Medium (20–199)	55.3	38.6
Large (200+)	34.4	25.8
Most common occupations using the modern award (%)		
Community and personal service workers		70.9
Professionals		11.6
Clerical and administrative workers		11.0
Most common industries using the modern award (%)		
Health care and social assistance		67.3
Other services		12.1*
Administrative and support services		7.2**

Note: np = not published. Low paid is defined as those earning less than two-thirds of median hourly earnings for all employees on an adult rate of pay.

* Estimate has a RSE of between 25 per cent and 50 per cent and should be interpreted with caution. ** Estimate has a RSE of greater than 50 per cent and is considered too unreliable for general use. ^ For employees who worked overtime hours.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia*, May 2021.



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5.3 Hospitality Industry (General) Award 2020

Just under 10 per cent of employees on modern awards are paid a rate specified in the *Hospitality Industry (General) Award 2020*. Around three-quarters of these employees work in the Accommodation and food services industry. Around 2 in 5 employees work as Community and personal service workers and around one-third work as Labourers (Table 5.3).³¹

Compared to the average across all modern awards, employees covered by this award are:

- more likely to be female (around two in three);
- more likely to be employed on a casual basis and work part-time hours;
- earning less on an hourly basis;
- more likely to be low paid (just over half when adjusted for casual loading); and
- more frequently employed by medium-sized businesses (just over half).

³¹ As shown in Table A4, 58.9 per cent of Food preparation assistants are modern award reliant and they are part of the Labourers occupation.



Table 5.3: Characteristics of employees reliant on the *Hospitality Industry (General) Award 2020, 2021*

	<i>Hospitality Industry (General) Award 2020</i>	Average across all modern award-reliant employees
Sex (%)		
Male	34.2	41.9
Female	65.8	58.1
Average age (years)	34.4	34.8
Share of employees on junior rates of pay (%)	3.6*	10.5
Full-time/part-time status (%)		
Full-time	18.3	34.8
Part-time	81.7	65.2
Average hours paid for (hours)	21.7	26.2
Proportion of employees working overtime hours	5.6*	12.8
Overtime hours as a proportion of total hours paid for [^]	16.6*	12.5
Employment type (%)		
Permanent/fixed-term	28.5	50.3
Casual	71.5	49.7
Hourly earnings (\$)		
Average hourly earnings, all employees	28.2	28.6
Average hourly earnings, employees on adult rates of pay	28.8	30.8
Hourly earnings (adjusted for casual loading) (\$)		
Average hourly earnings, all employees	24.1	25.8
Average hourly earnings, employees on adult rates of pay	24.6	27.7
Proportion of low-paid employees (%)		
Based on unadjusted earnings	14.5	14.8
Adjusted for casual loading	52.2	36.7
Business size (%)		
Small (1–19 employees)	26.3	35.6
Medium (20–199)	51.7	38.6
Large (200+)	22.1	25.8

Most common occupations using the modern award (%)	
Community and personal service workers	41.7
Labourers	33.9
Technicians and trades workers	12.7
Most common industries using the modern award (%)	
Accommodation and food services	73.6
Administrative and support services	14.9*
Rental, hiring and real estate services	3.7*

Note: Low paid is defined as those earning less than two-thirds of median hourly earnings for all employees on an adult rate of pay.

* Estimate has a RSE of between 25 per cent and 50 per cent and should be interpreted with caution.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia*, May 2021.



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5.4 Fast Food Industry Award 2010

Around 8 per cent of modern award-reliant employees are paid a rate specified in the *Fast Food Industry Award 2020*. Around 9 in 10 employees work in the Accommodation and food services industry and most work as Sales workers and Labourers (Table 5.4).³²

Compared with other modern-award reliant employees, employees on this award are on average:

- more likely to be employed on a casual basis and work part-time hours (almost 9 in 10);
- much younger, with over 3 in 5 employees receiving a junior rate of pay;
- earning less on an hourly basis;
- more likely to be low paid (around half, when earnings are adjusted for casual loading); and
- more frequently employed by large businesses (almost 3 in 5).

³² For this modern award, a high proportion of employees work as Labourers as this occupation covers Food preparation assistants (i.e., Fast food cooks, Food trades assistants, and kitchenhands).



Table 5.4: Characteristics of employees reliant on the *Fast Food Industry Award 2020, 2021*

	<i>Fast Food Industry Award 2020</i>	Average across all modern award-reliant employees
Sex (%)		
Male	39.2	41.9
Female	60.8	58.1
Average age (years)	21.4	34.8
Share of employees on junior rates of pay (%)	61.8	10.5
Full-time/part-time status (%)		
Full-time	14.0	34.8
Part-time	86.0	65.2
Average hours paid for (hours)	19.8	26.2
Proportion of employees working overtime hours	4.7*	12.8
Overtime hours as a proportion of total hours paid for [^]	3.4	12.5
Employment type (%)		
Permanent/fixed-term	29.4	50.3
Casual	70.6	49.7
Hourly earnings (\$)		
Average hourly earnings, all employees	21.2	28.6
Average hourly earnings, employees on adult rates of pay	27.0	30.8
Hourly earnings (adjusted for casual loading) (\$)		
Average hourly earnings, all employees	18.3	25.8
Average hourly earnings, employees on adult rates of pay	24.3	27.7
Proportion of low-paid employees (%)		
Based on unadjusted earnings	29.8	14.8
Adjusted for casual loading	50.0	36.7
Business size (%)		
Small (1–19 employees)	30.0	35.6
Medium (20–199)	11.9*	38.6
Large (200+)	58.1	25.8
Most common occupations using the modern award (%)		
Sales workers		46.2
Labourers		37.3
Community and personal service workers		8.8
Most common industries using the modern award (%)		
Accommodation and food services		89.3
Retail trade		2.4**

Note: Low paid is defined as those earning less than two-thirds of median hourly earnings for all employees on an adult rate of pay. * Estimate has a RSE of between 25 per cent and 50 per cent and should be interpreted with caution. ** Estimate has a RSE of greater than 50 per cent and is considered too unreliable for general use. ^ For employees who worked overtime hours.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia, May 2021*.



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5.5 Restaurant Industry Award 2020

Over 5 per cent of modern award-reliant employees are paid a rate specified in the *Restaurant Industry Award 2020*. The vast majority (around 9 in 10 employees) work in the Accommodation and food services industry and almost two-thirds work as Community and personal service workers (Table 5.5).

Compared to the average across all modern award employees, these employees are:

- more often female and work on a casual basis (over two-thirds),
- more likely to work part-time hours (around 4 in 5);
- younger, with a higher proportion of employees on junior rates of pay;
- earning less on an hourly basis, and are also more likely to be low paid; and
- far more often employed by small and medium-sized businesses (almost all employees).



Table 5.5: Characteristics of employees reliant on the *Restaurant Industry Award 2020, 2021*

	<i>Restaurant Industry Award 2020</i>	Average across all modern award-reliant employees
Sex (%)		
Male	38.6	41.9
Female	61.4	58.1
Average age (years)	27.3	34.8
Share of employees on junior rates of pay (%)	15.7	10.5
Full-time/part-time status (%)		
Full-time	20.5	34.8
Part-time	79.5	65.2
Average hours paid for (hours)	23.0	26.2
Proportion of employees working overtime hours	4.5**	12.8
Overtime hours as a proportion of total hours paid for [^]	9.2	12.5
Employment type (%)		
Permanent/fixed-term	31.2	50.3
Casual	68.8	49.7
Hourly earnings (\$)		
Average hourly earnings, all employees	26.2	28.6
Average hourly earnings, employees on adult rates of pay	28.0	30.8
Hourly earnings (adjusted for casual loading) (\$)		
Average hourly earnings, all employees	22.5	25.8
Average hourly earnings, employees on adult rates of pay	24.1	27.7
Proportion of low-paid employees (%)		
Based on unadjusted earnings	17.7	14.8
Adjusted for casual loading	62.2	36.7
Business size (%)		
Small (1–19 employees)	55.0	35.6
Medium (20–199)	44.3*	38.6
Large (200+)	0.7*	25.8

Most common occupations using the modern award (%)	
Community and personal service workers	63.6
Technicians and trades workers	21.0
Labourers	13.5
Most common industries using the modern award (%)	
Accommodation and food services	90.9
Manufacturing	3.4**

Note: Low paid is defined as those earning less than two-thirds of median hourly earnings for all employees on an adult rate of pay. * Estimate has a RSE of between 25 per cent and 50 per cent and should be interpreted with caution. ** Estimate has a RSE of greater than 50 per cent and is considered too unreliable for general use. ^ For employees who worked overtime hours.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia, May 2021*.



6. Conclusion

This report has presented descriptive information on the coverage of individual modern awards, focusing on employee, job and employer characteristics. The analysis uses a variable that identifies the individual modern award that is used to set pay for each employee who is modern award reliant, available for the first time in microdata for the EEH 2021. This variable makes it possible to undertake analysis across individual modern awards rather than for all award-reliant employees or through approximation.

Of the full set of 121 modern awards, the EEH microdata can be used to provide descriptive information for 43 modern awards, which account for over 95 per cent of all employees covered by modern awards.

The analysis finds large differences in the usage of individual modern awards. The 5 most common modern awards account for almost half of all modern award-reliant employees, while around two-thirds of modern award-reliant employees are accounted for by the top 10 modern awards. There are also many modern awards where a relatively small number of employees are paid the award rate, as around one-third of modern award-reliant employees had their pay set by the remaining modern awards. The 43 modern awards considered for analysis account for over 95 per cent of employees covered by modern awards.

Analysis of characteristics finds significant heterogeneity between individual modern awards. For some modern awards, employees covered by them are almost exclusively male or female, or exclusively working full-time or part-time and average earnings for some modern awards pay twice that of other modern awards. Further, the average age of employees across individual modern awards ranges from 21 to 54 years and hours paid for ranges from 15 to 48 hours,

The characteristics of employees whose pay is set by a modern award are on average different to employees not on modern awards. Modern award-reliant employees are, on average, more likely to be female, younger, work fewer hours, earn lower wages, far more often employed on a casual basis and work for smaller employers.

While this research report provides an overview of the characteristics of employees across modern awards, the modern award variable in the EEH 2021 microdata broadens the scope for research to be undertaken to inform annual wage reviews and other major cases.



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In light of the *Fair Work Legislation Amendment (Secure Jobs Better Pay) Act 2022*, these data will also assist in providing information on the new objects of the *Fair Work Act 2009* and the amendments to the modern awards and minimum wages objectives in relation to gender equality and job security.



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Appendix A: Modern award usage

Table A1: Modern award usage, 2021

	Employees paid a rate specified in modern award	Proportion of all modern award-reliant employees	Characteristics presented in Appendix B?
	(No.)	(%)	
<i>General Retail Industry Award 2020</i>	260 117	11.0	Yes
<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>	248 741	10.5	Yes
<i>Hospitality Industry (General) Award 2020</i>	225 926	9.5	Yes
<i>Fast Food Industry Award 2010</i>	187 239	7.9	Yes
<i>Restaurant Industry Award 2020</i>	129 198	5.4	Yes
<i>Children’s Services Award 2010</i>	112 876	4.8	Yes
<i>Clerks—Private Sector Award 2020</i>	91 506	3.9	Yes
<i>Health Professionals and Support Services Award 2020</i>	90 962	3.8	Yes
<i>Vehicle Repair, Services and Retail Award 2020</i>	82 491	3.5	Yes
<i>Cleaning Services Award 2020</i>	75 281*	3.2	Yes
<i>Building and Construction General On-site Award 2020</i>	74 969	3.2	Yes
<i>Manufacturing and Associated Industries and Occupations Award 2020</i>	55 337	2.3	Yes
<i>Hair and Beauty Industry Award 2010</i>	50 016	2.1	Yes
<i>Food, Beverage and Tobacco Manufacturing Award 2020</i>	44 390	1.9	Yes
<i>Storage Services and Wholesale Award 2020</i>	43 158*	1.8	Yes
<i>Pharmacy Industry Award 2020</i>	38 303*	1.6	Yes
<i>Fitness Industry Award 2020</i>	33 911	1.4	Yes
<i>Registered and Licensed Clubs Award 2020</i>	31 539*	1.3	Yes
<i>Meat Industry Award 2020</i>	29 831*	1.3	Yes
<i>Road Transport and Distribution Award 2020</i>	27 536	1.2	Yes
<i>Miscellaneous Award 2020</i>	23 359	1.0	Yes
<i>Nurses Award 2020</i>	21 829*	0.9	Yes
<i>Security Services Industry Award 2020</i>	20 924*	0.9	Yes
<i>Electrical, Electronic and Communications Contracting Award 2020</i>	20 649	0.9	Yes
<i>Timber Industry Award 2020</i>	20 180*	0.9	Yes
<i>Supported Employment Services Award 2020</i>	19 574*	0.8	Yes
<i>Amusement, Events and Recreation Award 2020</i>	18 432*	0.8	Yes
<i>Joinery and Building Trades Award 2020</i>	17 620**	0.7	No
<i>Plumbing and Fire Sprinklers Award 2020</i>	17 093*	0.7	Yes
<i>Horticulture Award 2020</i>	16 112*	0.7	Yes
<i>Educational Services (Teachers) Award 2020</i>	14 577**	0.6	Yes



	Employees paid a rate specified in modern award	Proportion of all modern award-reliant employees	Characteristics presented in Appendix B?
	(No.)	(%)	
<i>Passenger Vehicle Transportation Award 2020</i>	13 734*	0.6	Yes
<i>Real Estate Industry Award 2020</i>	13 647	0.6	Yes
<i>Aged Care Award 2010</i>	13 339*	0.6	Yes
<i>Animal Care and Veterinary Services Award 2020</i>	12 551*	0.5	Yes
<i>Educational Services (Post-Secondary Education) Award 2020</i>	9988*	0.4	Yes
<i>Road Transport (Long Distance Operations) Award 2020</i>	8845*	0.4	Yes
<i>Educational Services (Schools) General Staff Award 2020</i>	8840	0.4	Yes
<i>Commercial Sales Award 2020</i>	8739*	0.4	Yes
<i>Textile, Clothing, Footwear and Associated Industries Award 2020</i>	7607**	0.3	No
<i>Banking, Finance and Insurance Award 2020</i>	7443*	0.3	Yes
<i>Waste Management Award 2020</i>	7188*	0.3	Yes
<i>Gardening and Landscaping Services Award 2020</i>	6718*	0.3	Yes
<i>Labour Market Assistance Industry Award 2020</i>	6433*	0.3	Yes
<i>Graphic Arts, Printing and Publishing Award 2020</i>	5547**	0.2	No
<i>Broadcasting, Recorded Entertainment and Cinemas Award 2020</i>	5265	0.2	Yes
<i>Professional Employees Award 2020</i>	4976*	0.2	No
<i>Local Government Industry Award 2020</i>	3852*	0.2	No
<i>Electrical Power Industry Award 2020</i>	3232**	0.1	No
<i>Horse and Greyhound Training Award 2020</i>	3008*	0.1	No
<i>Telecommunications Services Award 2020</i>	2544*	0.1	No
<i>Pastoral Award 2020</i>	2130**	0.1	No
<i>Dry Cleaning and Laundry Industry Award 2020</i>	1703*	0.1	No
<i>Racing Clubs Events Award 2020</i>	1329**	0.1	No
<i>Live Performance Award 2020</i>	1000*	0.0	No
<i>Marine Tourism and Charter Vessels Award 2020</i>	873**	0.0	No
<i>Contract Call Centres Award 2020</i>	863*	0.0	No
<i>Racing Industry Ground Maintenance Award 2020</i>	426*	0.0	No
<i>Higher Education Industry-Academic Staff-Award 2020</i>	np	np	No
<i>Higher Education Industry-General Staff-Award 2020</i>	np	np	No
<i>Mining Industry Award 2020</i>	np	np	No
<i>Rail Industry Award 2020</i>	np	np	No
<i>Business Equipment Award 2020</i>	np	np	No
<i>Market and Social Research Award 2020</i>	np	np	No
<i>Mobile Crane Hiring Award 2020</i>	np	np	No
<i>Nursery Award 2020</i>	np	np	No
<i>Transport (Cash in Transit) Award 2020</i>	np	np	No
<i>Air Pilots Award 2020</i>	np	np	No
<i>Aircraft Cabin Crew Award 2020</i>	np	np	No



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	Employees paid a rate specified in modern award	Proportion of all modern award-reliant employees	Characteristics presented in Appendix B?
	(No.)	(%)	
<i>Airline Operations-Ground Staff Award 2020</i>	np	np	No
<i>Marine Towing Award 2020</i>	np	np	No
<i>Cement, Lime and Quarrying Award 2020</i>	np	np	No
<i>Concrete Products Award 2020</i>	np	np	No
<i>Premixed Concrete Award 2020</i>	np	np	No
<i>Aluminium Industry Award 2020</i>	np	np	No
<i>Hydrocarbons Industry (Upstream) Award 2020</i>	np	np	No
<i>Surveying Award 2020</i>	np	np	No
<i>Journalists Published Media Award 2020</i>	np	np	No
<i>Seafood Processing Award 2020</i>	np	np	No
<i>Pharmaceutical Industry Award 2020</i>	np	np	No
<i>Cemetery Industry Award 2020</i>	np	np	No
<i>Poultry Processing Award 2020</i>	np	np	No
<i>Architects Award 2020</i>	np	np	No
<i>Sporting Organisations Award 2020</i>	np	np	No
<i>Wine Industry Award 2020</i>	np	np	No
<i>Pest Control Industry Award 2020</i>	np	np	No
<i>Travelling Shows Award 2020</i>	np	np	No
<i>Funeral Industry Award 2020</i>	np	np	No
<i>Salt Industry Award 2020</i>	np	np	No
<i>Professional Diving Industry (Recreational) Award 2020</i>	np	np	No
<i>Water Industry Award 2020</i>	np	np	No
<i>Aboriginal and Torres Strait Islander Health Workers and Practitioners and Aboriginal Community Controlled Health Services Award 2020</i>	np	np	No
<i>Legal Services Award 2020</i>	np	np	No
<i>State Government Agencies Award 2020</i>	np	np	No
<i>Seagoing Industry Award 2020</i>	np	np	No
Total	2 371 637	100.0	Yes

Note: np = not published * Estimate has a RSE of between 25 per cent and 50 per cent and should be interpreted with caution. ** Estimate has a RSE of greater than 50 per cent and is considered too unreliable for general use. RSEs have not been calculated for the proportion column, however, the flags present in the number of employees column can be used as a general guide. See sections 2.2 and 3.2 for information on the reliability of these estimates.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia*, May 2021.



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**Table A2: Modern awards where no employees were found to be paid a rate of pay specified in the award,
2021**

<i>Black Coal Mining Industry Award 2020</i>
<i>Cotton Ginning Award 2020</i>
<i>Medical Practitioners Award 2020</i>
<i>Silviculture Award 2020</i>
<i>Wool Storage, Sampling and Testing Award 2020</i>
<i>Coal Export Terminals Award 2020</i>
<i>Airport Employees Award 2020</i>
<i>Port Authorities Award 2020</i>
<i>Ports, Harbours and Enclosed Water Vessels Award 2020</i>
<i>Stevedoring Industry Award 2020</i>
<i>Asphalt Industry Award 2020</i>
<i>Gas Industry Award 2020</i>
<i>Hydrocarbons Field Geologists Award 2020</i>
<i>Oil Refining and Manufacturing Award 2020</i>
<i>Book Industry Award 2020</i>
<i>Dredging Industry Award 2020</i>
<i>Maritime Offshore Oil and Gas Award 2020</i>
<i>Sugar Industry Award 2020</i>
<i>Alpine Resorts Award 2020</i>
<i>Car Parking Award 2020</i>
<i>Ambulance and Patient Transport Industry Award 2020</i>
<i>Professional Diving Industry (Industrial) Award 2020</i>
<i>Corrections and Detention (Private Sector) Award 2020</i>
<i>Fire Fighting Industry Award 2020</i>
<i>Aquaculture Industry Award 2020</i>
<i>Mannequins and Models Award 2020</i>

Note: One or more of these awards may have observations in the EEH survey, however, the ABS have indicated that award name data have been removed from the microdata? for confidentiality reasons.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia, May 2021*.



Table A3: Modern award reliance by industry division and subdivision, 2021

	Proportion of employees in industry that are modern award reliant (%)
Mining	1.1
Coal mining	np
Oil and gas extraction	np
Exploration and other mining support services	np
Manufacturing	19.1
Food product manufacturing	35.5
Textile, leather, clothing and footwear manufacturing	np
Wood product manufacturing	30.0*
Pulp, paper and converted paper product manufacturing	np
Printing (including the reproduction of recorded media)	np
Basic chemical and chemical product manufacturing	np
Polymer product and rubber product manufacturing	20.9*
Non-metallic mineral product manufacturing	10.7**
Primary metal and metal product manufacturing	np
Fabricated metal product manufacturing	19.1*
Transport equipment manufacturing	np
Machinery and equipment manufacturing	8.5*
Furniture and other manufacturing	np
Electricity, gas, water and waste services	5.7
Electricity supply	np
Waste collection, treatment and disposal services	18.5
Construction	13.4
Building construction	19.1
Heavy and civil engineering construction	0.5*
Construction services	13.7
Wholesale trade	10.0
Basic material wholesaling	17.2*
Machinery and equipment wholesaling	4.8**
Motor vehicle and motor vehicle parts wholesaling	12.4**
Grocery, liquor and tobacco product wholesaling	12.6*
Other goods wholesaling	9.7*
Commission-based wholesaling	np
Retail trade	29.5
Motor vehicle and motor vehicle parts retailing	24.9
Fuel retailing	49.2*
Food retailing	22.5
Other store-based retailing	35.1



	Proportion of employees in industry that are modern award reliant (%)
Non-store retailing and retail commission-based buying and/or selling	np
Accommodation and food services	59.6
Accommodation	68.6
Food and beverage services	58.6
Transport, postal and warehousing	12.5
Road transport	21.3
Rail transport	np
Water transport	np
Air and space transport	np
Other transport	np
Postal and courier pick-up and delivery services	11.3*
Transport support services	np
Warehousing and storage services	10.9*
Information media and telecommunications	7.3
Publishing (except internet and music publishing)	2.5*
Motion picture and sound recording activities	17.9*
Broadcasting (except internet)	15.0
Telecommunications services	4.6*
Internet service providers, web search portals and data processing services	np
Financial and insurance services	4.1
Finance	4.9*
Insurance and superannuation funds	np
Auxiliary finance and insurance services	3.7*
Rental, hiring and real estate services	21.4
Rental and hiring services (except real estate)	16.8
Property operators and real estate services	23.0
Professional, scientific and technical services	5.4
Professional, scientific and technical services (except computer system design and related services)	6.7
Computer system design and related services	np
Administrative and support services	42.3
Administrative services	0.0
Building cleaning, pest control and other support services	64.2
Public administration and safety	4.0
Public administration	0.2**
Public order, safety and regulatory services	13.8
Education and training	6.6
Preschool and school education	2.5
Tertiary education	6.0*



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	Proportion of employees in industry that are modern award reliant (%)
Adult, community and other education	36.5
Health care and social assistance	23.0
Hospitals	np
Medical and other health care services	25.7
Residential care services	13.3
Social assistance services	58.8
Arts and recreation services	25.9
Heritage activities	33.8*
Creative and performing arts activities	22.3*
Sports and recreation activities	33.0
Gambling activities	5.3*
Other services	36.4
Repair and maintenance	24.2
Personal and other services	41.7
All industries	20.5

Note: np = not published. * Estimate has a RSE of between 25 per cent and 50 per cent and should be interpreted with caution. ** Estimate has a RSE of greater than 50 per cent and is considered too unreliable for general use.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia*, May 2021.



Table A4: Modern award reliance by occupational major group and sub-major group, 2021

	Proportion of employees in occupation that are modern award reliant (%)
Managers	4.0
Specialist managers	2.7*
Hospitality, retail and service managers	9.8
Professionals	4.0
Arts and media professionals	7.0*
Business, human resource and marketing professionals	2.6
Design, engineering, science and transport professionals	4.4*
Education professionals	3.5*
Health professionals	5.1
ICT professionals	1.0*
Legal, social and welfare professionals	10.9
Technicians and trades workers	22.5
Engineering, ICT and science technicians	6.8
Automotive and engineering trades workers	15.8
Construction trades workers	33.4
Electrotechnology and telecommunications trades workers	14.8
Food trades workers	52.3
Skilled animal and horticultural workers	30.9
Other technicians and trades workers	24.7
Community and personal service workers	40.5
Health and welfare support workers	29.9
Carers and aides	38.3
Hospitality workers	64.9
Protective service workers	14.0
Sports and personal service workers	40.8
Clerical and administrative workers	13.2
Office managers and program administrators	7.7
Personal assistants and secretaries	9.0*
General clerical workers	17.5
Inquiry clerks and receptionists	25.7
Numerical clerks	7.8
Clerical and office support workers	10.0*
Other clerical and administrative workers	7.9
Sales workers	33.5
Sales representatives and agents	10.3
Sales assistants and salespersons	36.3
Sales support workers	44.0



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	Proportion of employees in occupation that are modern award reliant (%)
Machinery operators and drivers	19.5
Machine and stationary plant operators	11.9
Mobile plant operators	16.7
Road and rail drivers	20.3
Storepersons	28.7
Labourers	40.6
Cleaners and laundry workers	58.5
Construction and mining labourers	12.9
Factory process workers	37.4
Farm, forestry and garden workers	44.8
Food preparation assistants	58.9
Other labourers	23.9
All occupations	20.5

Note: * Estimate has a RSE of between 25 per cent and 50 per cent and should be interpreted with caution.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia*, May 2021.



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Table A5: Modern award usage by industry, 2021

	Proportion of all modern award-reliant employees in industry (%)
Accommodation and food services	
<i>Fast Food Industry Award 2010</i>	32.7
<i>Hospitality Industry (General) Award 2020</i>	32.5
<i>Restaurant Industry Award 2020</i>	23.0
<i>Registered and Licensed Clubs Award 2020</i>	5.0*
Administrative and support services	
<i>Cleaning Services Award 2020</i>	20.9*
<i>Hospitality Industry (General) Award 2020</i>	10.8*
<i>Clerks—Private Sector Award 2020</i>	8.4*
<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>	5.7**
<i>Health Professionals and Support Services Award 2020</i>	5.5*
<i>Storage Services and Wholesale Award 2020</i>	4.2*
<i>Food, Beverage and Tobacco Manufacturing Award 2020</i>	4.0*
<i>Building and Construction General On-site Award 2020</i>	3.8*
<i>Manufacturing and Associated Industries and Occupations Award 2020</i>	2.8*
<i>Road Transport and Distribution Award 2020</i>	1.5*
<i>General Retail Industry Award 2020</i>	1.5**
<i>Nurses Award 2020</i>	1.4**
<i>Vehicle Repair, Services and Retail Award 2020</i>	1.3*
<i>Horticulture Award 2020</i>	1.2*
<i>Gardening and Landscaping Services Award 2020</i>	1.1*
<i>Waste Management Award 2020</i>	1.0**
<i>Local Government Industry Award 2020</i>	0.8*
Other services	
<i>Hair and Beauty Industry Award 2010</i>	30.0
<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>	18.1
<i>Vehicle Repair, Services and Retail Award 2020</i>	10.8*
<i>Clerks—Private Sector Award 2020</i>	7.9*
<i>General Retail Industry Award 2020</i>	3.8*
<i>Miscellaneous Award 2020</i>	3.0**
<i>Cleaning Services Award 2020</i>	2.9*
<i>Children’s Services Award 2010</i>	1.8*
Health care and social assistance	
<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>	41.2
<i>Children’s Services Award 2010</i>	23.5*
<i>Health Professionals and Support Services Award 2020</i>	16.2



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	Proportion of all modern award-reliant employees in industry (%)
<i>Nurses Award 2020</i>	4.1*
<i>Aged Care Award 2010</i>	3.0*
Retail trade	
<i>General Retail Industry Award 2020</i>	58.4
<i>Vehicle Repair, Services and Retail Award 2020</i>	14.1
<i>Pharmacy Industry Award 2020</i>	7.5*
<i>Meat Industry Award 2020</i>	5.4*
<i>Storage Services and Wholesale Award 2020</i>	4.8**
<i>Clerks—Private Sector Award 2020</i>	2.3*
Arts and recreation services	
<i>Fitness Industry Award 2020</i>	27.2
<i>Amusement, Events and Recreation Award 2020</i>	24.7
<i>Registered and Licensed Clubs Award 2020</i>	11.6*
<i>Hospitality Industry (General) Award 2020</i>	7.3*
<i>Horse and Greyhound Training Award 2020</i>	6.0*
<i>General Retail Industry Award 2020</i>	3.2*
<i>Racing Clubs Events Award 2020</i>	2.7**
<i>Miscellaneous Award 2020</i>	2.6**
<i>Clerks—Private Sector Award 2020</i>	1.9*
<i>Live Performance Award 2020</i>	1.2*
<i>Sporting Organisations Award 2020</i>	1.1**

Note: * Estimate has a RSE of between 25 per cent and 50 per cent and should be interpreted with caution. ** Estimate has a RSE of greater than 50 per cent and is considered too unreliable for general use.

Proportions for each industry may not sum to 100 due to ABS data clearance requirements limiting the number of modern awards that are presented in this table.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia*, May 2021.



Appendix B: Employee characteristics across modern awards

Table B1: Proportions by sex, 2021, ranked by female

	Male (%)	Female (%)
<i>Children's Services Award 2010</i>	3.9	96.1
<i>Hair and Beauty Industry Award 2010</i>	7.2**	92.8
<i>Health Professionals and Support Services Award 2020</i>	8.8	91.2
<i>Pharmacy Industry Award 2020</i>	< 11.9**	> 88.1
<i>Nurses Award 2020</i>	< 14.7*	> 85.3
<i>Educational Services (Teachers) Award 2020</i>	19.2	> 80.8
<i>Clerks—Private Sector Award 2020</i>	19.2	80.8
<i>Aged Care Award 2010</i>	20.5*	79.5
<i>Banking, Finance and Insurance Award 2020</i>	27.8**	72.2
<i>Animal Care and Veterinary Services Award 2020</i>	< 27.8	> 72.2
<i>Real Estate Industry Award 2020</i>	27.8	72.2
<i>Educational Services (Schools) General Staff Award 2020</i>	29.8*	70.2
<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>	30.7	69.3
<i>Labour Market Assistance Industry Award 2020</i>	< 31.3**	> 68.8
<i>General Retail Industry Award 2020</i>	33.0	67.0
<i>Fitness Industry Award 2020</i>	34.0	66.0
<i>Hospitality Industry (General) Award 2020</i>	34.2	65.8
<i>Commercial Sales Award 2020</i>	34.7	65.3
<i>Registered and Licensed Clubs Award 2020</i>	37.3	62.7
<i>Restaurant Industry Award 2020</i>	38.6	61.4
<i>Fast Food Industry Award 2010</i>	39.2	60.8
<i>Cleaning Services Award 2020</i>	40.0	60.0
<i>Educational Services (Post-Secondary Education) Award 2020</i>	40.6	59.4
Average across all modern awards	41.9	58.1
<i>Horticulture Award 2020</i>	44.2*	55.8*
<i>Amusement, Events and Recreation Award 2020</i>	48.7	51.3
<i>Miscellaneous Award 2020</i>	50.0	50.0
<i>Broadcasting, Recorded Entertainment and Cinemas Award 2020</i>	50.6	49.4
Average across all employees not on modern awards	51.5	48.5
<i>Food, Beverage and Tobacco Manufacturing Award 2020</i>	64.9	35.1
<i>Passenger Vehicle Transportation Award 2020</i>	67.0	33.0
<i>Road Transport (Long Distance Operations) Award 2020</i>	> 69.7	< 30.3**



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	Male (%)	Female (%)
<i>Supported Employment Services Award 2020</i>	70.8	29.2*
<i>Vehicle Repair, Services and Retail Award 2020</i>	72.2	27.8
<i>Meat Industry Award 2020</i>	78.3	21.7
<i>Timber Industry Award 2020</i>	> 79.2	< 20.8**
<i>Security Services Industry Award 2020</i>	81.6	18.4
<i>Gardening and Landscaping Services Award 2020</i>	> 83.6	< 16.4*
<i>Storage Services and Wholesale Award 2020</i>	84.9	15.1
<i>Electrical, Electronic and Communications Contracting Award 2020</i>	> 85.9	< 14.1**
<i>Road Transport and Distribution Award 2020</i>	87.5	12.5
<i>Waste Management Award 2020</i>	89.5	10.5*
<i>Manufacturing and Associated Industries and Occupations Award 2020</i>	93.3	6.7*
<i>Building and Construction General On-site Award 2020</i>	93.5	6.5*
<i>Plumbing and Fire Sprinklers Award 2020</i>	100.0	0.0

Note: * Estimate has a RSE of between 25 per cent and 50 per cent and should be interpreted with caution.** Estimate has a RSE of greater than 50 per cent and is considered too unreliable for general use. Modern awards in bold and italicised text are the top 5 most common modern awards. For some proportions based on a very low number of observations, the ABS has allowed for the result to be published as a range. For instance, the “11.9” shown in the result “<11.9 per cent of employees are male” is calculated based on 10 observations, even though the number of male observations present in the survey is less than 10.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia*, May 2021.



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Table B2: Average age, 2021

	Years
<i>Passenger Vehicle Transportation Award 2020</i>	54.0
<i>Educational Services (Post-Secondary Education) Award 2020</i>	48.4
<i>Road Transport (Long Distance Operations) Award 2020</i>	47.5
<i>Commercial Sales Award 2020</i>	46.8
<i>Road Transport and Distribution Award 2020</i>	45.0
<i>Security Services Industry Award 2020</i>	43.2
<i>Cleaning Services Award 2020</i>	43.2
<i>Banking, Finance and Insurance Award 2020</i>	42.1
<i>Clerks—Private Sector Award 2020</i>	41.8
<i>Waste Management Award 2020</i>	41.8
<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>	41.6
Average across all employees <u>not</u> on modern awards	41.5
<i>Aged Care Award 2010</i>	40.1
<i>Food, Beverage and Tobacco Manufacturing Award 2020</i>	40.0
<i>Registered and Licensed Clubs Award 2020</i>	39.6
<i>Supported Employment Services Award 2020</i>	39.3
<i>Nurses Award 2020</i>	39.1
<i>Educational Services (Teachers) Award 2020</i>	38.8
<i>Health Professionals and Support Services Award 2020</i>	37.5
<i>Real Estate Industry Award 2020</i>	37.2
<i>Horticulture Award 2020</i>	36.8
<i>Timber Industry Award 2020</i>	35.8
<i>Manufacturing and Associated Industries and Occupations Award 2020</i>	35.5
<i>Children’s Services Award 2010</i>	35.4
<i>Labour Market Assistance Industry Award 2020</i>	35.3
Average across all modern awards	34.8
<i>Hospitality Industry (General) Award 2020</i>	34.4
<i>Meat Industry Award 2020</i>	33.9
<i>Storage Services and Wholesale Award 2020</i>	33.7
<i>Educational Services (Schools) General Staff Award 2020</i>	33.5
<i>Amusement, Events and Recreation Award 2020</i>	33.0
<i>General Retail Industry Award 2020</i>	32.9
<i>Vehicle Repair, Services and Retail Award 2020</i>	31.9
<i>Gardening and Landscaping Services Award 2020</i>	31.9
<i>Fitness Industry Award 2020</i>	31.7
<i>Pharmacy Industry Award 2020</i>	31.6
<i>Animal Care and Veterinary Services Award 2020</i>	31.5
<i>Miscellaneous Award 2020</i>	31.3
<i>Electrical, Electronic and Communications Contracting Award 2020</i>	29.9



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	Years
<i>Hair and Beauty Industry Award 2010</i>	29.8
<i>Broadcasting, Recorded Entertainment and Cinemas Award 2020</i>	28.8
<i>Building and Construction General On-site Award 2020</i>	28.4
<i>Restaurant Industry Award 2020</i>	27.3
<i>Plumbing and Fire Sprinklers Award 2020</i>	23.3
<i>Fast Food Industry Award 2010</i>	21.4

Note: Modern awards in bold and italicised text are the top 5 most common modern awards.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia*, May 2021.



Table B3: Proportions by full-time/part-time status, ranked by part-time status, 2021

	Full-time (%)	Part-time (%)
<i>Nurses Award 2020</i>	7.2**	92.8
<i>Educational Services (Schools) General Staff Award 2020</i>	< 10.2**	> 89.8
<i>Amusement, Events and Recreation Award 2020</i>	12.5*	87.5
<i>Registered and Licensed Clubs Award 2020</i>	< 12.6**	> 87.4
<i>Passenger Vehicle Transportation Award 2020</i>	< 12.8**	> 87.2
<i>Aged Care Award 2010</i>	13.1*	86.9
<i>Fast Food Industry Award 2010</i>	14.0	86.0
<i>Fitness Industry Award 2020</i>	14.7*	85.3
<i>Hospitality Industry (General) Award 2020</i>	18.3	81.7
<i>Cleaning Services Award 2020</i>	19.6*	80.4
<i>Miscellaneous Award 2020</i>	19.8*	80.2
<i>Restaurant Industry Award 2020</i>	20.5	79.5
<i>General Retail Industry Award 2020</i>	21.8	78.2
<i>Pharmacy Industry Award 2020</i>	22.4	77.6
<i>Supported Employment Services Award 2020</i>	22.6*	77.4
<i>Hair and Beauty Industry Award 2010</i>	23.1*	76.9
<i>Commercial Sales Award 2020</i>	23.4**	76.6
<i>Animal Care and Veterinary Services Award 2020</i>	< 27.8**	> 72.2
<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>	28.8	71.2
<i>Educational Services (Teachers) Award 2020</i>	29.0**	71.0*
<i>Banking, Finance and Insurance Award 2020</i>	32.5*	67.5
<i>Health Professionals and Support Services Award 2020</i>	34.6	65.4
Average across all modern awards	34.8	65.2
<i>Broadcasting, Recorded Entertainment and Cinemas Award 2020</i>	35.5	64.5
<i>Educational Services (Post-Secondary Education) Award 2020</i>	37.7*	62.3*
<i>Food, Beverage and Tobacco Manufacturing Award 2020</i>	38.2	61.8
<i>Children's Services Award 2010</i>	38.4	61.6
<i>Horticulture Award 2020</i>	39.1*	60.9*
<i>Security Services Industry Award 2020</i>	45.1	54.9
<i>Gardening and Landscaping Services Award 2020</i>	52.1*	47.9*
<i>Meat Industry Award 2020</i>	52.5	47.5
<i>Clerks—Private Sector Award 2020</i>	53.1	46.9
<i>Vehicle Repair, Services and Retail Award 2020</i>	58.3	41.7
<i>Waste Management Award 2020</i>	61.7	38.3*
<i>Storage Services and Wholesale Award 2020</i>	62.0	38.0
Average across all employees <u>not</u> on modern awards	66.2	33.8
<i>Labour Market Assistance Industry Award 2020</i>	> 68.8	< 31.3**
<i>Road Transport and Distribution Award 2020</i>	68.9	31.1



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	Full-time (%)	Part-time (%)
<i>Road Transport (Long Distance Operations) Award 2020</i>	> 69.7	< 30.3**
<i>Plumbing and Fire Sprinklers Award 2020</i>	> 72.2	< 27.8**
<i>Timber Industry Award 2020</i>	72.8	27.2*
<i>Building and Construction General On-site Award 2020</i>	77.8	22.2
<i>Real Estate Industry Award 2020</i>	82.1	17.9*
<i>Manufacturing and Associated Industries and Occupations Award 2020</i>	82.7	17.3*
<i>Electrical, Electronic and Communications Contracting Award 2020</i>	> 85.9	< 14.1**

Note: * Estimate has a RSE of between 25 per cent and 50 per cent and should be interpreted with caution. ** Estimate has a RSE of greater than 50 per cent and is considered too unreliable for general use. Modern awards in bold and italicised text are the top 5 most common modern awards. Modern awards in bold and italicised text are the top 5 most common modern awards. For some proportions based on a very low number of observations, the ABS has allowed for the result to be published as a range. For instance, the “11.9” shown in the result “<11.9 per cent of employees are male” is calculated based on 10 observations, even though the number of male observations present in the survey is less than 10.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia*, May 2021.



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Table B4: Proportions by employment type, ranked by casual employment, 2021

	Casual (%)	Permanent/ fixed-term (%)
<i>Registered and Licensed Clubs Award 2020</i>	85.1	14.9**
<i>Fitness Industry Award 2020</i>	82.9	17.1*
<i>Amusement, Events and Recreation Award 2020</i>	79.4	20.6*
<i>Miscellaneous Award 2020</i>	73.9	26.1*
<i>Educational Services (Schools) General Staff Award 2020</i>	73.2	26.8*
<i>Hospitality Industry (General) Award 2020</i>	71.5	28.5
<i>Horticulture Award 2020</i>	71.1	28.9*
<i>Fast Food Industry Award 2010</i>	70.6	29.4
<i>Restaurant Industry Award 2020</i>	68.8	31.2
<i>Broadcasting, Recorded Entertainment and Cinemas Award 2020</i>	68.6	31.4
<i>General Retail Industry Award 2020</i>	67.0	33.0
<i>Commercial Sales Award 2020</i>	66.6*	33.4**
<i>Waste Management Award 2020</i>	59.8	40.2*
<i>Food, Beverage and Tobacco Manufacturing Award 2020</i>	58.0	42.0
<i>Meat Industry Award 2020</i>	56.9	43.1*
<i>Road Transport and Distribution Award 2020</i>	53.2	46.8
<i>Storage Services and Wholesale Award 2020</i>	51.9	48.1
Average across all modern awards	49.7	50.3
<i>Banking, Finance and Insurance Award 2020</i>	49.1*	50.9*
<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>	45.1	54.9
<i>Nurses Award 2020</i>	43.9*	56.1*
<i>Clerks—Private Sector Award 2020</i>	39.0	61.0
<i>Security Services Industry Award 2020</i>	37.8	62.2
<i>Gardening and Landscaping Services Award 2020</i>	37.6*	62.4
<i>Cleaning Services Award 2020</i>	35.1*	64.9
<i>Timber Industry Award 2020</i>	34.7*	65.3
<i>Hair and Beauty Industry Award 2010</i>	33.8*	66.2
<i>Vehicle Repair, Services and Retail Award 2020</i>	33.2	66.8
<i>Health Professionals and Support Services Award 2020</i>	32.6	67.4
<i>Educational Services (Post-Secondary Education) Award 2020</i>	31.2**	68.8
<i>Children's Services Award 2010</i>	27.1	72.9
<i>Animal Care and Veterinary Services Award 2020</i>	25.3*	74.7
<i>Manufacturing and Associated Industries and Occupations Award 2020</i>	25.1	74.9
<i>Building and Construction General On-site Award 2020</i>	24.7	75.3
<i>Pharmacy Industry Award 2020</i>	22.5*	77.5
<i>Aged Care Award 2010</i>	21.0*	79.0
<i>Supported Employment Services Award 2020</i>	< 15.2**	> 84.8



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	Casual (%)	Permanent/ fixed-term (%)
Average across all employees <u>not</u> on modern awards	14.5	85.5
<i>Electrical, Electronic and Communications Contracting Award 2020</i>	< 14.1*	> 85.9
<i>Real Estate Industry Award 2020</i>	13.3*	86.7
<i>Plumbing and Fire Sprinklers Award 2020</i>	np	np
<i>Road Transport (Long Distance Operations) Award 2020</i>	np	np
<i>Passenger Vehicle Transportation Award 2020</i>	np	np
<i>Educational Services (Teachers) Award 2020</i>	np	np
<i>Labour Market Assistance Industry Award 2020</i>	0.0	100.0

Note: np = not published. * Estimate has a RSE of between 25 per cent and 50 per cent and should be interpreted with caution. ** Estimate has a RSE of greater than 50 per cent and is considered too unreliable for general use.

Modern awards in bold and italicised text are the top 5 most common modern awards. For some proportions based on a very low number of observations, the ABS has allowed for the result to be published as a range. For instance, the “11.9” shown in the result “<11.9 per cent of employees are male” is calculated based on 10 observations, even though the number of male observations present in the survey is less than 10.

Modern awards in bold and italicised text are the top 5 most common modern awards.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia*, May 2021.



Table B5: Proportions by business size, ranked by small business proportion, 2021

	Small (1 to 19 employees) (%)	Medium (20 to 199 employees) (%)	Large (200 employees and over) (%)
<i>Hair and Beauty Industry Award 2010</i>	87.2	np	np
<i>Plumbing and Fire Sprinklers Award 2020</i>	80.2	np	np
<i>Health Professionals and Support Services Award 2020</i>	69.0	14.2*	16.8*
<i>Real Estate Industry Award 2020</i>	68.3	31.7*	np
<i>Banking, Finance and Insurance Award 2020</i>	68.2	np	np
<i>Electrical, Electronic and Communications Contracting Award 2020</i>	67.6	17.0**	15.4*
<i>Building and Construction General On-site Award 2020</i>	65.6	21.5*	12.9*
<i>Educational Services (Teachers) Award 2020</i>	65.5	np	np
<i>Fitness Industry Award 2020</i>	64.7	24.8*	10.5*
<i>Meat Industry Award 2020</i>	61.2	np	np
<i>Animal Care and Veterinary Services Award 2020</i>	58.2	41.8**	np
Restaurant Industry Award 2020	55.0	44.3*	0.7*
<i>Gardening and Landscaping Services Award 2020</i>	54.0	np	np
<i>Pharmacy Industry Award 2020</i>	47.5	np	np
<i>Clerks—Private Sector Award 2020</i>	46.9	24.1	29.0*
<i>Miscellaneous Award 2020</i>	45.5	43.4	11.1
<i>Road Transport and Distribution Award 2020</i>	44.9	40.1	14.9
<i>Vehicle Repair, Services and Retail Award 2020</i>	44.9	24.9	30.2
<i>Registered and Licensed Clubs Award 2020</i>	40.7	56.6	2.6
<i>Broadcasting, Recorded Entertainment and Cinemas Award 2020</i>	37.9	np	np
Average across all modern awards	35.6	38.6	25.8
<i>Nurses Award 2020</i>	34.6	28.6	36.7
<i>Food, Beverage and Tobacco Manufacturing Award 2020</i>	33.8	48.7	17.5
<i>Manufacturing and Associated Industries and Occupations Award 2020</i>	32.6	59.2	8.1
General Retail Industry Award 2020	32.1	43.2	24.6
Fast Food Industry Award 2010	30.0	11.9	58.1
<i>Waste Management Award 2020</i>	26.4	55.5	18.1
Hospitality Industry (General) Award 2020	26.3	51.7	22.1
Average across all employees <u>not</u> on modern awards	23.2	24.3	52.5
<i>Children's Services Award 2010</i>	21.1	48.1	30.8
<i>Educational Services (Schools) General Staff Award 2020</i>	20.6	20.9	58.5
<i>Cleaning Services Award 2020</i>	19.7	26.2	54.2
<i>Amusement, Events and Recreation Award 2020</i>	19.7	67.9	12.4
<i>Storage Services and Wholesale Award 2020</i>	14.2	61.1	24.7



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	Small (1 to 19 employees) (%)	Medium (20 to 199 employees) (%)	Large (200 employees and over) (%)
<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>	10.4	55.3	34.4
<i>Security Services Industry Award 2020</i>	9.2	25.5	65.3
<i>Horticulture Award 2020</i>	np	51.4	np
<i>Road Transport (Long Distance Operations) Award 2020</i>	np	44.2	np
<i>Passenger Vehicle Transportation Award 2020</i>	np	35.4	np
<i>Timber Industry Award 2020</i>	np	54.4	np
<i>Educational Services (Post-Secondary Education) Award 2020</i>	np	53.2	np
<i>Commercial Sales Award 2020</i>	np	69.6	np
<i>Labour Market Assistance Industry Award 2020</i>	np	np	79.3
<i>Supported Employment Services Award 2020</i>	np	np	52.0
<i>Aged Care Award 2010</i>	0.0	49.8	50.2

Note: np = not published. * Estimate has a RSE of between 25 per cent and 50 per cent and should be interpreted with caution. ** Estimate has a RSE of greater than 50 per cent and is considered too unreliable for general use. Modern awards in bold and italicised text are the top 5 most common modern awards. Modern awards in bold and italicised text are the top 5 most common modern awards.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia*, May 2021.



Table B6: Proportion of employees on junior rates of pay, 2021

	Proportion of employees on junior rates of pay (%)
Fast Food Industry Award 2010	61.8
<i>Broadcasting, Recorded Entertainment and Cinemas Award 2020</i>	30.7
<i>Miscellaneous Award 2020</i>	26.5*
<i>Amusement, Events and Recreation Award 2020</i>	23.9
<i>Pharmacy Industry Award 2020</i>	18.5
General Retail Industry Award 2020	17.8
Restaurant Industry Award 2020	15.7*
<i>Fitness Industry Award 2020</i>	12.1**
Average across all modern awards	10.5
<i>Vehicle Repair, Services and Retail Award 2020</i>	7.6
<i>Registered and Licensed Clubs Award 2020</i>	< 7.0
<i>Clerks—Private Sector Award 2020</i>	4.6*
<i>Manufacturing and Associated Industries and Occupations Award 2020</i>	< 4.5
<i>Health Professionals and Support Services Award 2020</i>	< 3.7
Hospitality Industry (General) Award 2020	3.6*
Average across all employees <u>not</u> on modern awards	2.1
<i>Hair and Beauty Industry Award 2010</i>	np
<i>Banking, Finance and Insurance Award 2020</i>	np
<i>Building and Construction General On-site Award 2020</i>	np
<i>Horticulture Award 2020</i>	np
<i>Plumbing and Fire Sprinklers Award 2020</i>	np
<i>Road Transport and Distribution Award 2020</i>	np
<i>Meat Industry Award 2020</i>	np
<i>Timber Industry Award 2020</i>	np
<i>Food, Beverage and Tobacco Manufacturing Award 2020</i>	np
<i>Educational Services (Schools) General Staff Award 2020</i>	np
<i>Storage Services and Wholesale Award 2020</i>	np
<i>Gardening and Landscaping Services Award 2020</i>	np
<i>Supported Employment Services Award 2020</i>	np
<i>Real Estate Industry Award 2020</i>	np
<i>Animal Care and Veterinary Services Award 2020</i>	np
<i>Children's Services Award 2010</i>	np
<i>Security Services Industry Award 2020</i>	0.0
<i>Aged Care Award 2010</i>	0.0
<i>Cleaning Services Award 2020</i>	0.0
<i>Electrical, Electronic and Communications Contracting Award 2020</i>	0.0
<i>Nurses Award 2020</i>	0.0



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	Proportion of employees on junior rates of pay (%)
<i>Road Transport (Long Distance Operations) Award 2020</i>	0.0
<i>Waste Management Award 2020</i>	0.0
<i>Passenger Vehicle Transportation Award 2020</i>	0.0
<i>Educational Services (Post-Secondary Education) Award 2020</i>	0.0
<i>Educational Services (Teachers) Award 2020</i>	0.0
<i>Commercial Sales Award 2020</i>	0.0
<i>Labour Market Assistance Industry Award 2020</i>	0.0
<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>	0.0

Note: np = not published. * Estimate has a RSE of between 25 per cent and 50 per cent and should be interpreted with caution. ** Estimate has a RSE of greater than 50 per cent and is considered too unreliable for general use. For some proportions based on a very low number of observations, the ABS has allowed for the result to be published as a range. For instance, the “11.9” shown in the result “<11.9 per cent of employees are male” is calculated based on 10 observations, even though the number of male observations present in the survey is less than 10. Modern awards in bold and italicised text are the top 5 most common modern awards.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia*, May 2021.



Table B7: Average number of total hours paid for, all rates of pay, 2021

	All rates of pay (Hours per week)
<i>Road Transport (Long Distance Operations) Award 2020</i>	48.4
<i>Road Transport and Distribution Award 2020</i>	39.4
<i>Electrical, Electronic and Communications Contracting Award 2020</i>	37.7
<i>Timber Industry Award 2020</i>	37.7
<i>Plumbing and Fire Sprinklers Award 2020</i>	37.6
<i>Building and Construction General On-site Award 2020</i>	37.5
<i>Manufacturing and Associated Industries and Occupations Award 2020</i>	37.1
<i>Real Estate Industry Award 2020</i>	35.4
<i>Labour Market Assistance Industry Award 2020</i>	35.3
<i>Waste Management Award 2020</i>	33.4
Average across all employees <u>not</u> on modern awards	33.0
<i>Security Services Industry Award 2020</i>	32.8
<i>Storage Services and Wholesale Award 2020</i>	32.8
<i>Vehicle Repair, Services and Retail Award 2020</i>	32.3
<i>Meat Industry Award 2020</i>	31.4
<i>Gardening and Landscaping Services Award 2020</i>	31.2
<i>Educational Services (Teachers) Award 2020</i>	30.5
<i>Clerks—Private Sector Award 2020</i>	28.7
<i>Food, Beverage and Tobacco Manufacturing Award 2020</i>	28.6
<i>Animal Care and Veterinary Services Award 2020</i>	28.0
<i>Children’s Services Award 2010</i>	27.7
<i>Horticulture Award 2020</i>	26.3
<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>	26.3
Average across all modern awards	26.2
<i>Hair and Beauty Industry Award 2010</i>	25.8
<i>Health Professionals and Support Services Award 2020</i>	25.7
<i>Banking, Finance and Insurance Award 2020</i>	25.3
<i>Aged Care Award 2010</i>	24.8
<i>Educational Services (Post-Secondary Education) Award 2020</i>	23.2
<i>Pharmacy Industry Award 2020</i>	23.1
<i>Restaurant Industry Award 2020</i>	23.0
<i>Cleaning Services Award 2020</i>	22.7
<i>Passenger Vehicle Transportation Award 2020</i>	22.6
<i>Broadcasting, Recorded Entertainment and Cinemas Award 2020</i>	22.3
<i>General Retail Industry Award 2020</i>	21.9
<i>Hospitality Industry (General) Award 2020</i>	21.7
<i>Registered and Licensed Clubs Award 2020</i>	21.4
<i>Nurses Award 2020</i>	21.2



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	All rates of pay (Hours per week)
<i>Supported Employment Services Award 2020</i>	20.4
<i>Fast Food Industry Award 2010</i>	19.8
<i>Amusement, Events and Recreation Award 2020</i>	18.6
<i>Commercial Sales Award 2020</i>	18.0*
<i>Miscellaneous Award 2020</i>	18.0
<i>Fitness Industry Award 2020</i>	15.4
<i>Educational Services (Schools) General Staff Award 2020</i>	14.7

Note: * Estimate has a RSE of between 25 per cent and 50 per cent and should be interpreted with caution. ** Estimate has a RSE of greater than 50 per cent and is considered too unreliable for general use. Modern awards in bold and italicised text are the top 5 most common modern awards.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia*, May 2021.



Table B8: Overtime work, 2021

	Proportion of employees working at least some overtime hours	For those working overtime—share of total hours paid for that are overtime hours
	(%)	(%)
<i>Road Transport and Distribution Award 2020</i>	61.4	17.7
<i>Waste Management Award 2020</i>	40.6*	18.0
<i>Timber Industry Award 2020</i>	40.0*	14.9
<i>Electrical, Electronic and Communications Contracting Award 2020</i>	39.7	12.6
<i>Plumbing and Fire Sprinklers Award 2020</i>	38.9*	6.5*
<i>Security Services Industry Award 2020</i>	38.7	13.9
<i>Building and Construction General On-site Award 2020</i>	36.0	11.8
<i>Storage Services and Wholesale Award 2020</i>	33.8	14.6
<i>Manufacturing and Associated Industries and Occupations Award 2020</i>	33.7	10.6
<i>Food, Beverage and Tobacco Manufacturing Award 2020</i>	32.9*	11.5
<i>Registered and Licensed Clubs Award 2020</i>	27.1**	33.0
<i>Vehicle Repair, Services and Retail Award 2020</i>	24.3	10.2
<i>Meat Industry Award 2020</i>	22.2*	11.6*
<i>Gardening and Landscaping Services Award 2020</i>	16.6*	6.7*
Average across modern awards	12.8	12.5
Average across all employees <u>not</u> on modern awards	12.1	14.4
<i>Health Professionals and Support Services Award 2020</i>	11.8*	6.7*
<i>Children's Services Award 2010</i>	10.3*	3.7
<i>Pharmacy Industry Award 2020</i>	9.2*	10.7*
<i>General Retail Industry Award 2020</i>	9.0	8.4
<i>Clerks—Private Sector Award 2020</i>	6.9*	24.9*
<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>	6.5*	8.6
<i>Amusement, Events and Recreation Award 2020</i>	5.7*	7.1*
<i>Hospitality Industry (General) Award 2020</i>	5.6*	16.6*
<i>Fast Food Industry Award 2010</i>	4.7*	3.4
<i>Restaurant Industry Award 2020</i>	4.5**	9.2
<i>Cleaning Services Award 2020</i>	4.4*	18.0
<i>Hair and Beauty Industry Award 2010</i>	np	np
<i>Aged Care Award 2010</i>	np	np
<i>Banking, Finance and Insurance Award 2020</i>	np	np
<i>Horticulture Award 2020</i>	np	np
<i>Nurses Award 2020</i>	np	np
<i>Road Transport (Long Distance Operations) Award 2020</i>	np	np
<i>Passenger Vehicle Transportation Award 2020</i>	np	np



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	Proportion of employees working at least some overtime hours	For those working overtime—share of total hours paid for that are overtime hours
	(%)	(%)
<i>Educational Services (Schools) General Staff Award 2020</i>	np	np
<i>Educational Services (Teachers) Award 2020</i>	np	np
<i>Commercial Sales Award 2020</i>	np	np
<i>Broadcasting, Recorded Entertainment and Cinemas Award 2020</i>	np	np
<i>Fitness Industry Award 2020</i>	np	np
<i>Supported Employment Services Award 2020</i>	np	np
<i>Miscellaneous Award 2020</i>	np	np
<i>Real Estate Industry Award 2020</i>	np	np
<i>Animal Care and Veterinary Services Award 2020</i>	np	np
<i>Educational Services (Post-Secondary Education) Award 2020</i>	0.0	0.0
<i>Labour Market Assistance Industry Award 2020</i>	0.0	0.0

Note: np = not published. * Estimate has a RSE of between 25 per cent and 50 per cent and should be interpreted with caution. ** Estimate has a RSE of greater than 50 per cent and is considered too unreliable for general use. Modern awards in bold and italicised text are the top 5 most common modern awards.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia*, May 2021.



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Table B9: Average hourly earnings, all rates of pay, 2021

	Average hourly earnings (\$ per hour)	Average hourly earnings – adjusted for casual loading (\$ per hour)
Average across all employees <u>not</u> on modern awards	46.20	45.20
<i>Educational Services (Post-Secondary Education) Award 2020</i>	45.50	41.00
<i>Road Transport (Long Distance Operations) Award 2020</i>	43.10	42.30
<i>Nurses Award 2020</i>	39.30	35.60
<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>	39.10	35.70
<i>Commercial Sales Award 2020</i>	35.50	31.80
<i>Educational Services (Teachers) Award 2020</i>	33.70	33.50
<i>Security Services Industry Award 2020</i>	32.40	29.70
<i>Waste Management Award 2020</i>	31.70	27.90
<i>Aged Care Award 2010</i>	31.40	30.00
<i>Educational Services (Schools) General Staff Award 2020</i>	31.20	26.40
<i>Health Professionals and Support Services Award 2020</i>	31.10	29.20
<i>Storage Services and Wholesale Award 2020</i>	29.90	26.70
<i>Electrical, Electronic and Communications Contracting Award 2020</i>	29.80	29.00
<i>Road Transport and Distribution Award 2020</i>	29.50	26.40
<i>Registered and Licensed Clubs Award 2020</i>	29.10	24.20
<i>Clerks—Private Sector Award 2020</i>	29.00	26.50
<i>Labour Market Assistance Industry Award 2020</i>	28.80	28.80
Average across all modern awards	28.70	25.80
<i>Passenger Vehicle Transportation Award 2020</i>	28.60	23.40
<i>Real Estate Industry Award 2020</i>	28.40	27.70
<i>Fitness Industry Award 2020</i>	28.30	23.60
<i>Hospitality Industry (General) Award 2020</i>	28.20	24.10
<i>Children’s Services Award 2010</i>	28.20	26.70
<i>Banking, Finance and Insurance Award 2020</i>	28.00	25.10
<i>Broadcasting, Recorded Entertainment and Cinemas Award 2020</i>	27.50	24.10
<i>Cleaning Services Award 2020</i>	27.40	25.30
<i>Manufacturing and Associated Industries and Occupations Award 2020</i>	27.30	25.80
<i>General Retail Industry Award 2020</i>	27.10	23.40
<i>Hair and Beauty Industry Award 2010</i>	27.10	25.00
<i>Building and Construction General On-site Award 2020</i>	27.00	25.40
<i>Timber Industry Award 2020</i>	26.70	24.90
<i>Animal Care and Veterinary Services Award 2020</i>	26.30	25.10



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	Average hourly earnings (\$ per hour)	Average hourly earnings – adjusted for casual loading (\$ per hour)
<i>Restaurant Industry Award 2020</i>	26.20	22.50
<i>Vehicle Repair, Services and Retail Award 2020</i>	26.00	24.20
<i>Food, Beverage and Tobacco Manufacturing Award 2020</i>	25.90	22.80
<i>Meat Industry Award 2020</i>	25.30	22.20
<i>Amusement, Events and Recreation Award 2020</i>	25.30	21.20
<i>Horticulture Award 2020</i>	24.80	21.40
<i>Gardening and Landscaping Services Award 2020</i>	24.70	22.70
<i>Pharmacy Industry Award 2020</i>	23.90	22.80
<i>Miscellaneous Award 2020</i>	22.90	19.30
<i>Plumbing and Fire Sprinklers Award 2020</i>	22.10	21.70
<i>Fast Food Industry Award 2010</i>	21.20	18.30
<i>Supported Employment Services Award 2020</i>	14.20	13.60

Note: Modern awards in bold and italicised text are the top 5 most common modern awards.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia*, May 2021.



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Table B10: Average hourly earnings, adult rate of pay, 2021

	Average hourly total earnings (\$ per hour)	Average hourly total earnings – adjusted for casual loading (\$ per hour)	Average hourly ordinary-time earnings – adjusted for casual loading (\$ per hour)
Average across all employees <u>not</u> on modern awards	47.10	46.10	-
<i>Road Transport (Long Distance Operations) Award 2020</i>	43.10	42.30	40.70
<i>Educational Services (Post-Secondary Education) Award 2020</i>	46.50	41.80	41.80
<i>Electrical, Electronic and Communications Contracting Award 2020</i>	41.80	40.20	39.50
<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>	39.20	35.70	35.70
<i>Nurses Award 2020</i>	39.30	35.60	35.00
<i>Plumbing and Fire Sprinklers Award 2020</i>	35.50	34.20	34.10
<i>Educational Services (Teachers) Award 2020</i>	33.70	33.50	33.50
<i>Commercial Sales Award 2020</i>	35.50	31.80	31.70
<i>Supported Employment Services Award 2020</i>	32.80	31.00	31.00
<i>Building and Construction General On-site Award 2020</i>	33.40	30.40	29.70
<i>Aged Care Award 2010</i>	31.40	30.00	29.90
<i>Labour Market Assistance Industry Award 2020</i>	29.90	29.90	29.90
<i>Health Professionals and Support Services Award 2020</i>	31.80	29.80	29.70
<i>Security Services Industry Award 2020</i>	32.40	29.70	28.90
<i>Real Estate Industry Award 2020</i>	29.50	28.60	28.60
<i>Broadcasting, Recorded Entertainment and Cinemas Award 2020</i>	31.40	28.10	27.70
<i>Manufacturing and Associated Industries and Occupations Award 2020</i>	29.70	27.90	27.50
<i>Waste Management Award 2020</i>	31.70	27.90	26.70
Average across all modern awards	30.80	27.70	27.60
<i>Children's Services Award 2010</i>	28.80	27.30	27.20
<i>Clerks—Private Sector Award 2020</i>	29.80	27.20	27.00
<i>Animal Care and Veterinary Services Award 2020</i>	28.40	27.20	27.20
<i>Hair and Beauty Industry Award 2010</i>	29.50	27.10	27.10
<i>Educational Services (Schools) General Staff Award 2020</i>	32.20	27.10	27.00
<i>Storage Services and Wholesale Award 2020</i>	29.90	26.80	26.10
<i>Road Transport and Distribution Award 2020</i>	29.80	26.70	25.40
<i>Timber Industry Award 2020</i>	28.70	26.70	25.90
<i>Vehicle Repair, Services and Retail Award 2020</i>	28.80	26.60	26.40
<i>Banking, Finance and Insurance Award 2020</i>	29.00	26.00	26.00



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	Average hourly total earnings (\$ per hour)	Average hourly total earnings – adjusted for casual loading (\$ per hour)	Average hourly ordinary-time earnings – adjusted for casual loading (\$ per hour)
<i>Cleaning Services Award 2020</i>	27.40	25.30	25.20
<i>General Retail Industry Award 2020</i>	28.90	25.10	25.10
<i>Gardening and Landscaping Services Award 2020</i>	27.60	25.00	24.90
<i>Fitness Industry Award 2020</i>	29.50	24.70	24.70
<i>Hospitality Industry (General) Award 2020</i>	28.80	24.60	24.50
<i>Pharmacy Industry Award 2020</i>	25.60	24.60	24.40
<i>Registered and Licensed Clubs Award 2020</i>	29.70	24.60	24.20
<i>Fast Food Industry Award 2010</i>	27.00	24.30	24.30
<i>Restaurant Industry Award 2020</i>	28.00	24.10	24.10
<i>Meat Industry Award 2020</i>	27.20	23.70	23.60
<i>Passenger Vehicle Transportation Award 2020</i>	28.90	23.60	23.50
<i>Amusement, Events and Recreation Award 2020</i>	27.50	23.30	23.20
<i>Food, Beverage and Tobacco Manufacturing Award 2020</i>	25.90	22.80	22.30
<i>Miscellaneous Award 2020</i>	26.70	22.40	22.00
<i>Horticulture Award 2020</i>	24.80	21.40	21.40

Note: Modern awards in bold and italicised text are the top 5 most common modern awards.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia*, May 2021.



Table B11: Average hourly ordinary-time earnings for adults, 2021

	Lowest classification rate	Highest classification rate	Average hourly ordinary-time earnings – adjusted for casual loading
	(\$ per hour)	(\$ per hour)	(\$ per hour)
Average across all employees <u>not</u> on modern awards	-	-	45.79
<i>Educational Services (Post-Secondary Education) Award 2020</i>	21.09	46.64	41.82
<i>Road Transport (Long Distance Operations) Award 2020</i>	21.80	24.74	40.65
<i>Electrical, Electronic and Communications Contracting Award 2020</i>	20.12	29.20	39.53
<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>	21.35	38.50	35.68
<i>Nurses Award 2020</i>	20.04	55.86	35.04
<i>Plumbing and Fire Sprinklers Award 2020</i>	20.85	26.48	34.15
<i>Educational Services (Teachers) Award 2020</i>	26.44	36.58	33.49
<i>Commercial Sales Award 2020</i>	20.85	23.17	31.71
<i>Supported Employment Services Award 2020</i>	19.84	26.22	30.99
<i>Aged Care Award 2010</i>	21.09	25.62	29.95
<i>Labour Market Assistance Industry Award 2020</i>	22.46	37.43	29.94
<i>Health Professionals and Support Services Award 2020</i>	21.09	55.82	29.75
<i>Building and Construction General On-site Award 2020</i>	20.85	27.02	29.68
<i>Security Services Industry Award 2020</i>	22.28	24.47	28.93
<i>Real Estate Industry Award 2020</i>	20.79	26.56	28.65
<i>Broadcasting, Recorded Entertainment and Cinemas Award 2020</i>	19.84	38.13	27.66
Average across all modern awards	-	-	27.56
<i>Manufacturing and Associated Industries and Occupations Award 2020</i>	19.84	31.23	27.50
<i>Children's Services Award 2010</i>	21.85	39.52	27.24
<i>Animal Care and Veterinary Services Award 2020</i>	19.84	37.93	27.22
<i>Hair and Beauty Industry Award 2010</i>	21.78	25.09	27.07
<i>Educational Services (Schools) General Staff Award 2020</i>	20.41	36.57	27.04
<i>Clerks—Private Sector Award 2020</i>	21.09	29.20	26.98
<i>Waste Management Award 2020</i>	21.01	26.23	26.70
<i>Vehicle Repair, Services and Retail Award 2020</i>	19.84	25.27	26.41
<i>Storage Services and Wholesale Award 2020</i>	21.19	23.22	26.12
<i>Banking, Finance and Insurance Award 2020</i>	21.09	29.86	26.02
<i>Timber Industry Award 2020</i>	19.84	25.92	25.93
<i>Road Transport and Distribution Award 2020</i>	21.01	26.86	25.41
<i>Cleaning Services Award 2020</i>	21.18	23.09	25.24



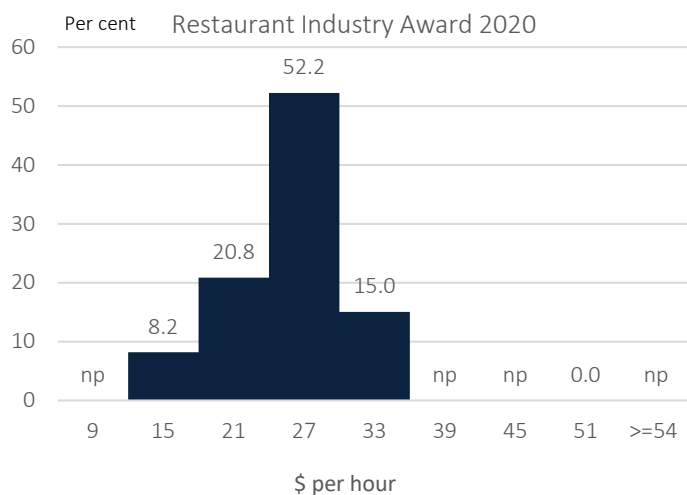
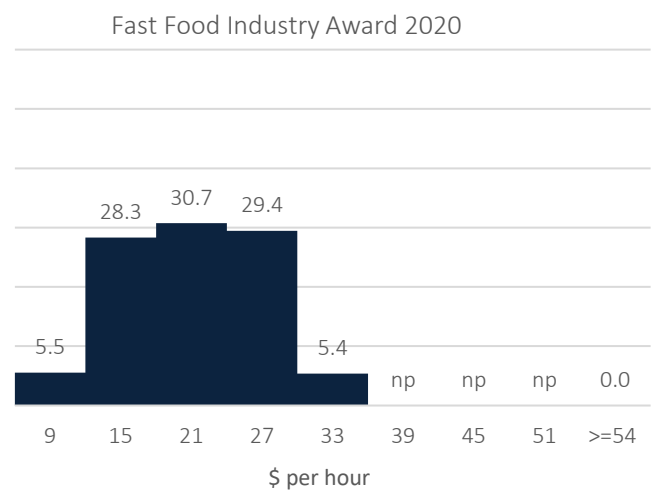
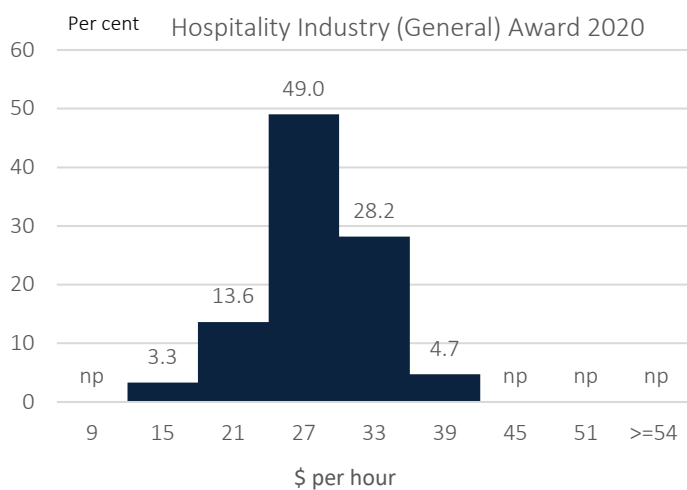
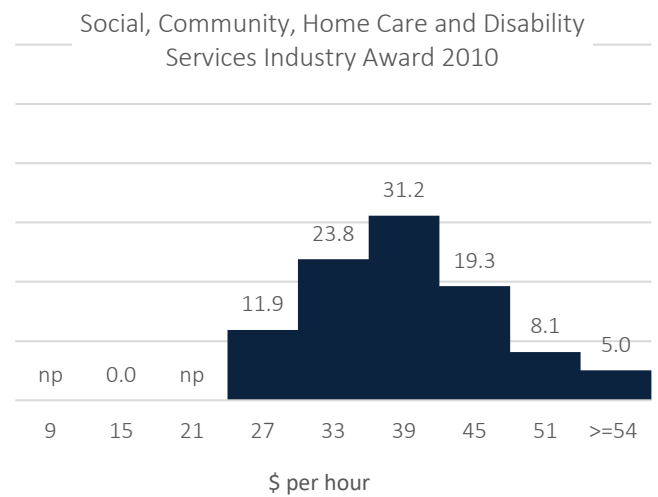
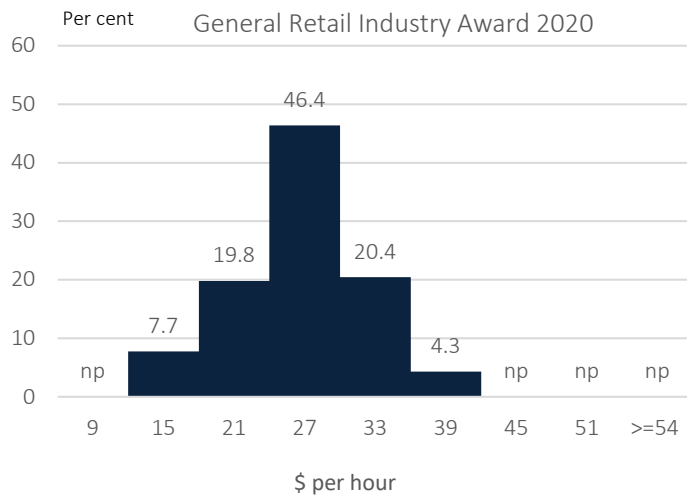
	Lowest classification rate	Highest classification rate	Average hourly ordinary-time earnings – adjusted for casual loading
	(\$ per hour)	(\$ per hour)	(\$ per hour)
<i>General Retail Industry Award 2020</i>	21.78	26.66	25.05
<i>Gardening and Landscaping Services Award 2020</i>	19.84	23.82	24.90
<i>Fitness Industry Award 2020</i>	19.84	27.36	24.66
<i>Hospitality Industry (General) Award 2020</i>	19.84	26.00	24.49
<i>Pharmacy Industry Award 2020</i>	21.78	37.38	24.39
<i>Fast Food Industry Award 2010</i>	21.78	23.74	24.27
<i>Registered and Licensed Clubs Award 2020</i>	19.84	31.78	24.24
<i>Restaurant Industry Award 2020</i>	19.84	25.20	24.07
<i>Meat Industry Award 2020</i>	19.84	23.94	23.60
<i>Passenger Vehicle Transportation Award 2020</i>	21.40	26.42	23.55
<i>Amusement, Events and Recreation Award 2020</i>	19.84	31.17	23.23
<i>Food, Beverage and Tobacco Manufacturing Award 2020</i>	19.84	23.82	22.30
<i>Miscellaneous Award 2020</i>	19.84	25.20	22.02
<i>Horticulture Award 2020</i>	19.84	23.09	21.35

Note: Classification rates for each modern award are those as at May 2021. Classifications did not take into account piece rates in modern awards. Some modern awards did not specify the classification rates in hourly terms. For these modern awards, hourly rates were generated by dividing the weekly rate by 38 (i.e., employees assumed to work 38 hours a week). The following modern awards did not have hourly rates: *Hair and Beauty Industry Award 2010*; *Aged Care Award 2010*; *Nurses Award 2020*; *Road Transport (Long Distance Operations) Award 2020*; *Educational Services (Teachers) Award 2020*; *Social, Community, Home Care and Disability Services Industry Award 2010*; and *Real Estate Industry Award 2020*. Ordinary-time hourly earnings were above the highest classification rate for 13 of the 43 modern awards. This may be due to several reasons: ordinary time earnings include penalty rates, payments by measured result (e.g., key performance indicators) and regular bonuses and commissions, which are not included in the base classification rates in the modern award; and that the assumption of 38 hours per week for modern awards that do not provide for an hourly rate may be higher than the number of hours paid for captured in the EEH. Modern awards in bold and italicised text are the top 5 most common modern awards.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia*, May 2021; Fair Work Commission (2022), [Modern Awards Pay Database](#).



Charts B1–B5: Distribution of total hourly earnings, top 5 modern awards (all rates of pay), 2021

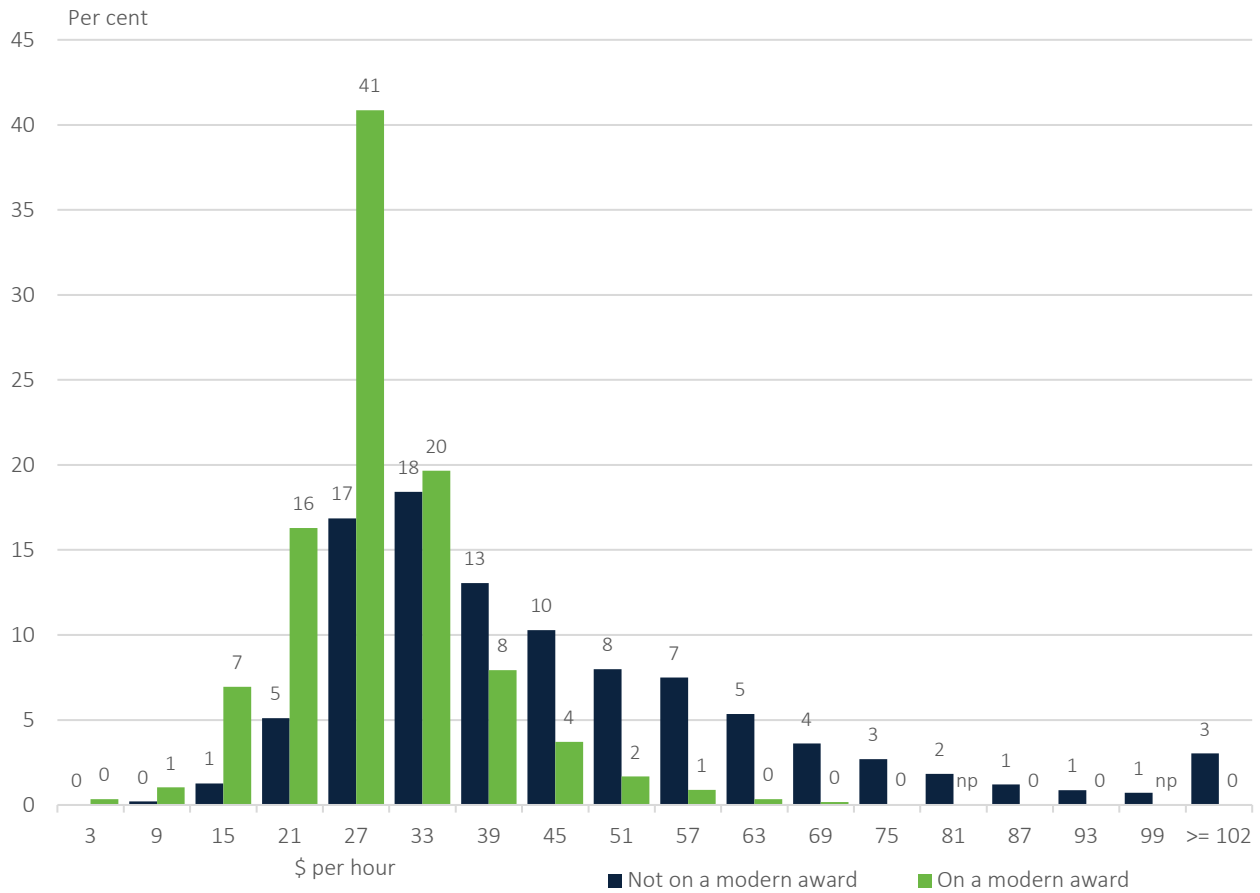


Note: np = not published. Horizontal axis refers to the midpoint of the dollar range covered (i.e., everyone earning between \$24.00 and \$29.99 an hour contributes to '27'). Earnings include overtime hours paid for and are not adjusted for casual loading.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia, May 2021*.



Charts B6: Distribution of total hourly earnings, modern award employees and not on a modern award, 2021

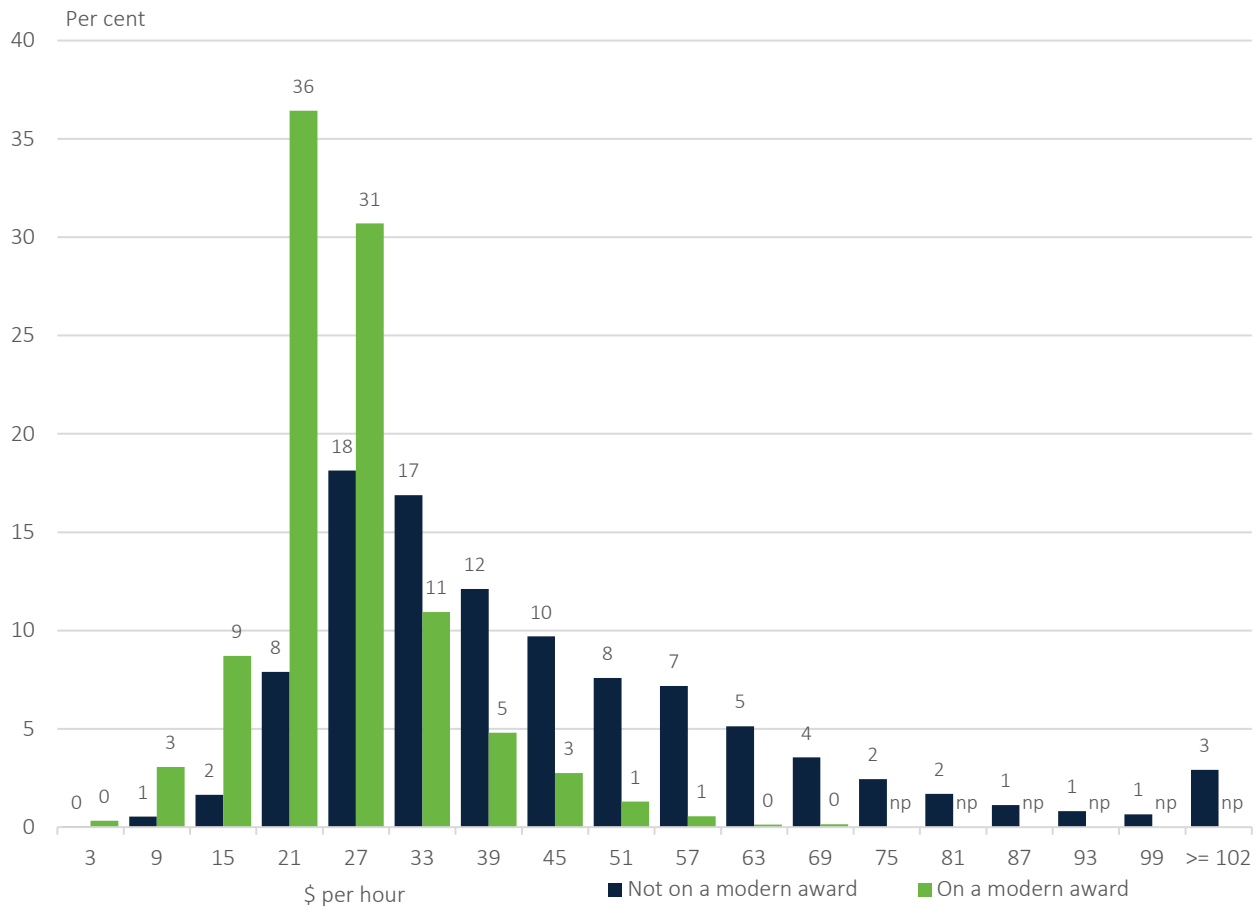


Note: np = not published. Horizontal axis refers to the midpoint of the dollar range covered (i.e., everyone earning between \$24.00 and \$29.99 an hour contributes to '27'). Earnings include overtime hours paid for and are not adjusted for casual loading.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia*, May 2021.



Charts B7: Distribution of ordinary time earnings (adjusted for casual loading), modern award employees and those not on a modern award, 2021



Note: np = not published. Horizontal axis refers to the midpoint of the dollar range covered (i.e., everyone earning between \$24.00 and \$29.99 an hour contributes to '27'). Earnings excludes overtime hours paid for and are adjusted for casual loading.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia, May 2021*.



Table B12: Proportion of employees who are considered low paid, ranked by unadjusted earnings, 2021

	Unadjusted earnings (%)	Earnings adjusted to remove casual loading (%)
<i>Pharmacy Industry Award 2020</i>	66.3	63.7
<i>Horticulture Award 2020</i>	33.4*	84.0
<i>Animal Care and Veterinary Services Award 2020</i>	< 32.3	39.8
<i>Manufacturing and Associated Industries and Occupations Award 2020</i>	30.1	41.4
Fast Food Industry Award 2010	29.8	50.0
<i>Food, Beverage and Tobacco Manufacturing Award 2020</i>	29.7*	72.8
<i>Real Estate Industry Award 2020</i>	28.1*	32.7
<i>Cleaning Services Award 2020</i>	23.5*	40.3*
<i>Timber Industry Award 2020</i>	< 23.3	46.3*
<i>Vehicle Repair, Services and Retail Award 2020</i>	22.8	43.2
<i>Amusement, Events and Recreation Award 2020</i>	22.0	67.6
<i>Miscellaneous Award 2020</i>	19.1*	75.5
Restaurant Industry Award 2020	17.7*	62.2
General Retail Industry Award 2020	15.6	47.9
Average across all modern awards	14.8	36.7
<i>Aged Care Award 2010</i>	14.8*	18.5*
Hospitality Industry (General) Award 2020	14.5*	52.2
<i>Health Professionals and Support Services Award 2020</i>	13.9	23.7
<i>Road Transport and Distribution Award 2020</i>	13.8*	39.0
<i>Clerks—Private Sector Award 2020</i>	13.4*	21.2
<i>Children's Services Award 2010</i>	12.7*	21.9
<i>Waste Management Award 2020</i>	< 11.9	np
<i>Hair and Beauty Industry Award 2010</i>	8.7*	27.5*
<i>Security Services Industry Award 2020</i>	8.4	14.0
<i>Registered and Licensed Clubs Award 2020</i>	< 7.6	58.8
<i>Storage Services and Wholesale Award 2020</i>	6.3*	35.8
Average across all employees <u>not</u> on modern awards	5.4	6.8
<i>Fitness Industry Award 2020</i>	4.5*	41.0
<i>Educational Services (Schools) General Staff Award 2020</i>	4.4*	32.1
<i>Banking, Finance and Insurance Award 2020</i>	np	0.0
<i>Building and Construction General On-site Award 2020</i>	np	13.8*
<i>Nurses Award 2020</i>	np	np
<i>Plumbing and Fire Sprinklers Award 2020</i>	np	np
<i>Road Transport (Long Distance Operations) Award 2020</i>	np	np
<i>Meat Industry Award 2020</i>	np	53.8*
<i>Passenger Vehicle Transportation Award 2020</i>	np	68.0*



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	Unadjusted earnings (%)	Earnings adjusted to remove casual loading (%)
<i>Educational Services (Post-Secondary Education) Award 2020</i>	np	np
<i>Commercial Sales Award 2020</i>	np	57.8*
<i>Labour Market Assistance Industry Award 2020</i>	np	0.0
<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>	np	5.8*
<i>Gardening and Landscaping Services Award 2020</i>	np	0.0
<i>Supported Employment Services Award 2020</i>	np	np
<i>Broadcasting, Recorded Entertainment and Cinemas Award 2020</i>	0.0	27.6*
<i>Electrical, Electronic and Communications Contracting Award 2020</i>	0.0	0.0
<i>Educational Services (Teachers) Award 2020</i>	0.0	0.0

Note: np = not published. Low paid is defined as those earning less than two-thirds of median hourly earnings for all employees on an adult rate of pay. The difference between the two low paid measures reflects the extent of casual employment in the modern award. * Estimate has a RSE of between 25 per cent and 50 per cent and should be interpreted with caution. ** Estimate has a RSE of greater than 50 per cent and is considered too unreliable for general use. For some proportions based on a very low number of observations, the ABS has allowed for the result to be published as a range. For instance, the “11.9” shown in the result “<11.9 per cent of employees are male” is calculated based on 10 observations, even though the number of male observations present in the survey is less than 10. Modern awards in bold and italicised text are the top 5 most common modern awards.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia*, May 2021.



Table B13: Characteristics of modern award-reliant employees and employees not on a modern award, 2021

	Average across all modern award-reliant employees	Average across employees <u>not</u> on a modern award
Sex (%)		
Male	41.9	51.5
Female	58.1	48.5
Average age (years)	34.8	41.5
Share of employees on junior rates of pay (%)	10.5	2.1
Full-time/part-time status (%)		
Full-time	34.8	66.2
Part-time	65.2	33.8
Average hours paid for (hours)	26.2	33.0
Proportion of employees working overtime hours	12.8	12.1
Overtime hours as a proportion of total hours paid for [^]	12.5	14.4
Employment type (%)		
Permanent/fixed-term	50.3	85.5
Casual	49.7	14.5
Hourly earnings (\$)		
Average hourly earnings, all employees	28.6	46.2
Average hourly earnings, employees on adult rates of pay	30.8	47.1
Hourly earnings (adjusted for casual loading) (\$)		
Average hourly earnings, all employees	25.8	45.2
Average hourly earnings, employees on adult rates of pay	27.7	46.1
Proportion of low-paid employees (%)		
Based on unadjusted earnings	14.8	5.4
Adjusted for casual loading	36.7	6.8
Business size (%)		
Small (1–19 employees)	35.6	23.2
Medium (20–199)	38.6	24.3
Large (200+)	25.8	52.5
Occupation (%)		
Community and personal services workers	27.2	10.3
Labourers	20.2	7.6
Sales workers	17.4	8.9
Technicians and trades workers	13.0	11.5
Clerical and administrative workers	10.4	17.7
Machinery operators and drivers	5.6	5.9
Professionals	4.8	29.5
Managers	1.4	8.5
Industry (%)		
Accommodation and food services	21.6	3.8
Health care and social assistance	17.1	14.7
Retail trade	14.0	8.6
Administrative and support services	13.2	4.6



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	Average across all modern award-reliant employees	Average across employees <u>not</u> on a modern award
Other services	7.0	3.1
Manufacturing	5.8	6.3
Construction	4.6	7.7
Education and training	3.1	11.3
Transport, postal and warehousing	2.6	4.6
Professional, scientific and technical services	2.3	10.2
Arts and recreation services	2.1	1.5
Rental, hiring and real estate services	2.0	1.9
Wholesale trade	1.9	4.4
Public administration and safety	1.3	7.8
Financial and insurance services	0.8	4.8
Information, media and telecommunications	0.4	1.4
Mining	np	1.9
Electricity, gas, water and waste services	np	1.2

Note: np = not published. Low paid is defined as those earning less than two-thirds of median hourly earnings for all employees on an adult rate of pay.

^ For employees who worked overtime hours. Proportions for occupation and industry may not sum to 100 for each column due to data not being published for some occupations/industries.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia*, May 2021.