

## Fast food industry profile

The following information presents an update on the profile of a 'typical' Fast Food industry employee as published in the Penalty Rates Case Decision.<sup>1</sup>

A paper by Fair Work Commission staff provides a framework for 'mapping' modern award coverage to the ANZSIC. Using this framework the *Fast Food Award* is 'mapped' to the Takeaway food services industry class, which is at the ANZSIC 4 digit level.<sup>2</sup>

The ABS Census of Population and Housing (Census) is the only data source with information on employment at Takeaway food services level. The most recent Census data is from August 2016.

The August 2016 Census data show that there were around 170 000 employees in Takeaway food services. Table 1 compares characteristics available in the Census of employees in the Takeaway food services industry class, with employees in 'all industries'.

**Table 1: Employee characteristics of the Takeaway food services industry class, 9 August 2016**

	Takeaway food services		All industries	
	(No.)	(%)	(No.)	(%)
<b>Gender</b>				
Male	76 461	44.9	4 438 604	50.0
Female	93 762	55.1	4 443 125	50.0
Total	170 223	100.0	8 881 729	100.0
<b>Full-time/part-time status</b>				
Full-time	23 345	14.4	5 543 862	65.8
Part-time	138 438	85.6	2 875 457	34.2
Total	161 783	100.0	8 419 319	100.0
<b>Highest year of school completed</b>				
Year 12 or equivalent	82 206	48.8	5 985 652	68.1
Year 11 or equivalent	29 433	17.5	856 042	9.7
Year 10 or equivalent	34 907	20.7	1 533 302	17.4
Year 9 or equivalent	18 321	10.9	273 180	3.1
Year 8 or below	3381	2.0	112 429	1.3
Did not go to school	336	0.2	26 356	0.3
Total	168 584	100.0	8 786 961	100.0
<b>Student status</b>				
Full-time student	100 952	59.6	715 436	8.1
Part-time student	7353	4.3	491 098	5.6
Not attending	61 091	36.1	7 618 177	86.3
Total	169 396	100.0	8 824 711	100.0
<b>Age (5 year groups)</b>				
15–19 years	103 385	60.7	518 263	5.8
20–24 years	31 992	18.8	952 161	10.7
25–29 years	11 331	6.7	1 096 276	12.3

<sup>1</sup> [2017] FWCFB 1001 at para 1272.

<sup>2</sup> Preston M, Pung A, Leung E, Casey C, Dunn A and Richter O (2012), *Analysing modern award coverage using the Australian and New Zealand Standard Industrial Classification 2006: Phase 1 report*, Research Report 2/2012, Fair Work Australia, February; the ANZSIC class 4512–Takeaway food services is considered to be a 'clean fit' for the *Fast Food Industry Award 2010*.

	Takeaway food services		All industries	
	(No.)	(%)	(No.)	(%)
30–34 years	6104	3.6	1 096 878	12.3
35–39 years	3899	2.3	972 092	10.9
40–44 years	3592	2.1	968 068	10.9
45–49 years	3212	1.9	947 187	10.7
50–54 years	2785	1.6	872 485	9.8
55–59 years	2083	1.2	740 822	8.3
60–64 years	1265	0.7	469 867	5.3
65 years and over	545	0.3	247 628	2.8
Total	170 193	100.0	8 881 727	100.0
<b>Average age</b>	22.0		39.3	
<b>Hours worked</b>				
1–15 hours	92 643	57.3	977 997	11.6
16–24 hours	28 821	17.8	911 318	10.8
25–34 hours	16 977	10.5	986 138	11.7
35–39 hours	10 329	6.4	1 881 259	22.3
40 hours	7448	4.6	1 683 903	20.0
41–48 hours	2699	1.7	858 120	10.2
49 hours and over	2861	1.8	1 120 577	13.3
Total	161 778	100.0	8 419 312	100.0

Source: ABS, *Census of Population and Housing, 2016*

Note: Part-time work in the Census is defined as employed persons who worked less than 35 hours in all jobs during the week prior to Census night. Information on employment type is collected for persons aged 15 years and over.

Totals may not sum to the same amount due to non-response. For full-time/part-time status and hours worked, data on employees that were currently away from work (that reported working zero hours), were not presented. .

The profile of Fast Food employees differs from the profile of employees in 'All industries' in four important respects:

- around 86 per cent of Fast Food employees work part time (i.e. less than 35 hours per week), compared to only 34.2 per cent of all employees;
- more than half (57.3 per cent) of Fast Food employees work 1–15 hours per week and three-quarters (75.1 per cent) work 1–24 hours per week, compared to only 11.6 per cent and 22.4 per cent respectively of all employees;
- over six in ten (60.7 per cent) Fast Food employees are aged between 15 and 19 years, and 79.5 per cent are aged between 15 and 24 years, compared with only 5.8 per cent and 16.6 per cent respectively of all employees; and
- almost two-thirds (63.9 per cent) of Fast Food employees are students (59.6 per cent are full time students and 4.3 per cent study part time) compared to 13.7 per cent of all employees.

### Changes in employee characteristics over time

Between 2011 and 2016, employment within the Takeaway food services industry class has fallen by around 5000.<sup>3</sup>

Over this period, the Takeaway food services industry class has experienced an increase in the proportion of part-time employment (from 79.7 per cent to 85.6 per cent) and full-time students (from 51.1 per cent to 59.6 per cent). The Takeaway food services industry also experienced an increase in employees that work 1–15 hours per week (from 49.6 per cent to 57.3 per cent) and employees aged between 15 and 24 years (from 71.1 per cent to 79.5 per cent).<sup>4</sup>

### Employment tenure

Data on the duration of employment with current employer from the Household, Income and Labour Dynamics in Australia (HILDA) Survey are only available at the broader ANZSIC 2-digit level. The relevant 2-digit industry subdivision that covers the Takeaway food services industry class would be Food and beverage services.

In addition to the Takeaway food services industry class, the Food and beverage services industry subdivision also includes:

- Cafes and Restaurants (4511) industry class;
- Catering services (4513) industry class;
- Pubs, taverns and bars (4520) industry class; and
- Clubs (Hospitality) (4530) industry class.

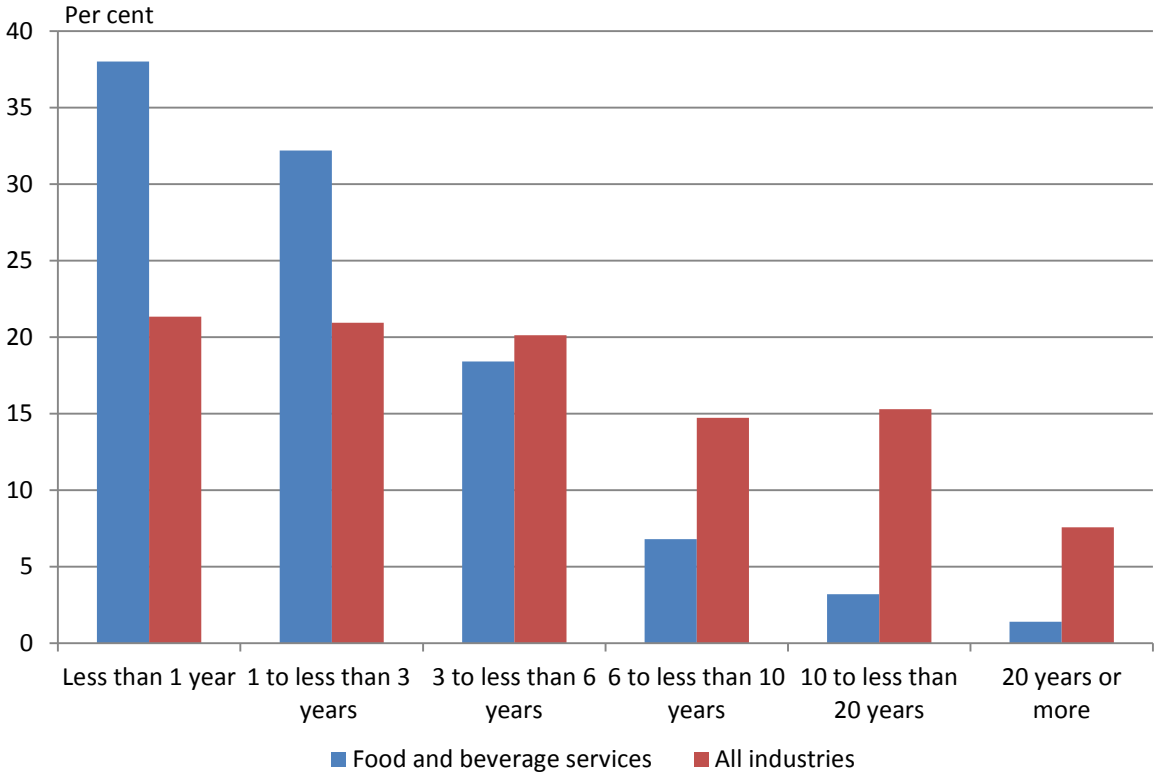
In 2016, employees in Food and beverage services were more likely to experience a shorter duration of employment with an employer than employees across all industries. Chart 1 shows that almost 4 in 10 employees had been with their employer for less than a year while almost a third of employees in Food and beverage services had been with their employer for 1 to less than 3 years.

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<sup>3</sup> ABS, *Census of Population and Housing*, 2011 and 2016.

<sup>4</sup> ABS, *Census of Population and Housing*, 2011 and 2016.

**Chart 1: Duration of employment with current employer for employees in Food and beverage services, 2016**



Source: HILDA survey Wave 16, 2016.