



# BACKGROUND PAPER

*Fair Work Act 2009*

s.156–4 yearly review of modern awards

## **4 yearly review of modern awards – Fire Fighting Industry Award 2010** (AM2014/202)

MELBOURNE, 20 MAY 2016

*Note: This is a background document only. It has been prepared by staff of the Commission research area for the assistance of the parties. It does not represent the concluded views of the Commission on any issue. Parties may refer to the background document in their submissions.*

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## 1. Background

[1] Section 156 of the *Fair Work Act 2009* (the Act) requires the Fair Work Commission (the Commission) to review all modern awards every four years.

[2] In a [Statement](#) issued on 17 March 2014<sup>1</sup> the Commission stated that the first 4 yearly review of modern awards (the Review) would comprise an Initial stage, dealing with jurisdictional issues, a Common issues stage and an Award stage.

[3] The [Fire Fighting Industry Award 2010](#) (the Award) is a Group 2 award and is being reviewed as part of the Award stage of the Review. One of the substantive issues raised by the Metropolitan Fire and Emergency Services Board (the **MFB**), supported by the Country Fire Authority (the **CFA**), is a variation to the Award to introduce part-time work for public sector employees. The MFB and CFA filed a joint submission on 26 February 2016, the UFUA filed a submission on 6 April 2016. The MFB and CFA filed a joint submission in reply on 18 April 2016. The evidence was heard on 19 and 20 April 2016. The MFB and CFA filed final submissions on 16 May 2016 and are to file final submissions in reply by 10 June 2016. The UFUA are to file final submissions by 6 June 2016. A short final oral hearing will be held on 17 June 2016.

[4] The purpose of this background paper is to:

- provide an overview of the relevant arbitral history of the *Fire Fighting Industry Award 2010*
- examine part time provisions in modern awards and trends in part time employment, including employment trends in the fire Fighting industry; and
- provide an overview of Australian and international approaches and trends in part-time work, with an accompanying literature review.

## 2. Relevant Arbitral history

### 2.1 The Family Leave Test Case

[5] In the Stage 2 implementation of the 1994 Family Leave Test Case<sup>2</sup> decision the Australian Industrial Relations Commission (AIRC) considered the issue of inserting part-time work provisions into federal awards,<sup>3</sup> noting that:

“It is apparent from the evidence that part-time employees are an integral part of the labour force. Part-time employment is one of the ways in which families reconcile their work and family commitments. The evidence shows an employee preference for part-time work, particularly among women.”<sup>4</sup>

[6] The AIRC concluded that, :

“Upon application appropriate part-time work provisions should be inserted into awards which do not currently provide for part-time work. We have formed this view as a general proposition on equity and consistency grounds.”<sup>5</sup>

[7] The AIRC set out the matters that should be taken into account in the development of ‘fair and equitable part-time work provisions’, namely<sup>6</sup>:

- the need to ensure that part-time employees are provided pro-rata entitlements to benefits available to full-time employees, such as equitable access to training and career path opportunities;
- part-time work needs to be clearly distinguished from casual employment, and accordingly have regularity in working hours; and
- part-time work clauses in awards should include anti-discrimination provisions to ensure part-time employees are not discriminated against in relation to employment opportunities, training, personal development and career advancement.

## 2.2 Pre-reform instruments

[8] Item 49(8)(b) of Schedule 5 of the *Workplace Relations and Other Legislation Amendment Act 1996* (the **WROLA Act**) required the Commission to review the award during the interim period to determine that, where appropriate, “it contains provisions enabling the employment of regular part-time employees”. A similar provision was contained in Item 51(7)(b) of Schedule 5 of the WROLA Act that applied after the end of the interim period.

[9] The AIRC set down a number of principles to be considered during the Award Simplification process. Relevantly, principle 4 stated:

“4. When varying an award pursuant to these principles, the Commission will seek to ensure that at the end of the process the award has the following characteristics:

- where appropriate, it includes provisions enabling the employment of regular part-time employees;

[10] The inclusion of part-time provisions in the *Victorian Firefighting Industry Employees Interim Award 1993* was considered during the Award Simplification Process.

[11] As part of the Award Simplification process, the UFUA made an application to vary the *Victorian Firefighting Industry Employees Interim Award 1993* pursuant to Item 49 of the WROLA Act.<sup>8</sup> The issues in contention were unable to be resolved as at 30 June 1998 (the end of the interim period (Item 46)) and consequently became the subject of Commission review pursuant to Item 51 of the WROLA Act.<sup>9</sup>

[12] The CFA initially filed submissions proposing to vary the 10/14 roster provisions to allow for the introduction of part-time work,<sup>10</sup> but following a consultative process the parties filed a joint submission in relation to, among other things, the inclusion of part-time provisions, which said:

“The Parties consider that it is not appropriate to employ part-time firefighters or officers in the CFA.”<sup>11</sup>

[13] A further joint submission was subsequently filed which expanded on this position:

“B PART-TIME EMPLOYMENT

8. The parties submitted that, having regard to the nature of the industry and of the firefighting occupation, it is not appropriate to employ part-time firefighters and officers in the CFA. Accordingly, the Commission need make no variation to the Award in this regard.”<sup>12</sup>

[14] The decision<sup>13</sup> handed down by Commissioner Hingley dealt primarily with matters which remained in contention between the parties and did not address those issues agreed between the parties including the inclusion of regular part-time employment.

[15] The award was varied and titled the *Victorian Firefighting Industry Employees Interim Award 2000* (the VFIE Award). The VFIE Award provided that the ordinary working hours for employees to be 38 hours per week, over a cycle of eight weeks, with two 10 hours days shifts followed by two 14 hour night shifts.<sup>14</sup>

### 2.3 Award modernisation

[16] On 28 March 2008 the Minister for Employment and Workplace Relations signed an award modernisation request pursuant to s.576C(1) of the *Workplace Relations Act 1996* (the WR Act). The WR Act required the Commission (then known as the Australian Industrial Relations Commission (AIRC)) to complete an award modernisation process in accordance with the award modernisation request.

[17] As part of this process, the AIRC established a list of priority industries and occupations and laid down a timetable for the making of modern awards in relation to those industries and occupations. Fire fighting services were dealt with as part of the Stage 4 modernisation process.

[18] In making the *Fire Fighting Industry Award 2010*, the AIRC considered the hours of work provisions for public sector employment as well as the inclusion of part-time provisions. The Award Modernisation Full Bench ultimately included the existing hours of work provisions contained in the VFIE Award, including the application of the 10/14 roster but noted the discrepancy in the flexibility afforded to the private sector:

“[49] We acknowledge that the 10/14 roster is the standard method for arranging the work of most firefighters in the various public sector fire services in Australia. It is workable in a large fire service which operates fire stations on a 24 hours a day, seven days a week basis. However, we are not persuaded that a public sector employer covered by a modern award for the fire fighting industry should be prevented from employing firefighters except on a 10/14 roster. So far as the private sector is concerned, we note the submissions of Transfield which raise the realistic possibility that its key client may require day shift only fire and rescue services. The modern award makes provision for that possibility in the private sector and allows a greater degree of flexibility in hours of work and rostering in that sector. In the public sector it permits employment on bases other than the 10/14 roster provided that the employee receives no less than they would have received on the 10/14 roster. We have also included “special roster” provisions adapted from the part of the Victorian Firefighting Award that applies to the Country Fire Authority (CFA) on the basis that this was one way in which this can be achieved. It may be that the hours of work and rostering provisions in the modern award should be revisited at a time when it is practicable to canvass more extensive argument on these issues.”<sup>15</sup>

[19] The AIRC’s initial exposure draft of the *Fire Fighting Industry Award 2010*<sup>16</sup> contained provisions providing for part-time work. Submissions in support of the inclusion of part-time provisions were filed by a number of fire fighting services parties.<sup>17</sup>

[20] As the moving party, the CFA ultimately elected not to pursue its application for the inclusion of part-time work and in its decision, the AIRC stated:

“[51] The exposure draft made provision for part-time employment. The UFUA made strong submissions against that position and contended that the Commission has already made a “determination” that part-time employment is not appropriate in this industry. That contention appears to be based on the award simplification decision by Commissioner Hingley in relation to the Victorian Firefighting Award. As appears from the UFUA’s own submissions, part-time employment had not been part of that award and the CFA made application for the inclusion of part-time employment as part of the award simplification proceedings for that award. The UFUA filed evidence arguing against the CFA’s application. However, ultimately, the CFA abandoned its claim so that there was a consent submission against the inclusion of part-time employment. Commissioner Hingley’s decision makes no mention of part-time employment. In those circumstances, we do not see that decision as constraining us from considering for ourselves whether part-time employment is appropriate in this industry and we are far from persuaded that part-time employment should not be available. We note that while it is not provided for in Victoria it is provided for in several other States. Nevertheless, in the award we have made we have limited the availability of part-time employment to the private sector reserving for further consideration the issue of whether part time employment should also be available in the public sector.”<sup>18</sup>

### 3. Part-time provisions in Modern Awards

[21] Of the 122 modern awards (excluding modern enterprise awards), 116 permit employees to be engaged on a part-time basis. The provisions relating to part-time employees generally include provisions which set out the circumstances in which a part-time employee is entitled to payment for overtime. In addition, many awards also contain provisions providing for a minimum period of engagement. For example, in the *Clerks—Private Sector Award 2010*, clause 11.5 requires an employer to “roster a part-time employee for a minimum of three consecutive hours on any shift”.<sup>19</sup>

[22] In about two thirds of awards containing part-time provisions, overtime becomes payable once a part-time employee’s hours have exceeded their fixed hours (whether fixed by agreement between the employer and relevant employee, or unilaterally by the employer). The remainder provide that overtime rates will not become payable to a part-time employee until the employee has worked in excess, or outside the span, of ordinary hours.

[23] Of the 122 modern awards, 6 of do not contain provisions for part-time employment:

- (a) *Maritime Offshore Oil and Gas Award 2010*;<sup>20</sup>
- (b) *Seagoing Industry Award 2010*;<sup>21</sup>
- (c) *Road Transport (Long Distance Operations) Award 2010*;<sup>22</sup>
- (d) *Professional Diving Industry (Industrial) Award 2010*;<sup>23</sup>
- (e) *Mobile Crane Hiring Award 2010*;<sup>24</sup> and

(f) *Stevedoring Industry Award 2010*.<sup>25</sup>

[24] These 6 modern awards are considered below.

### 3.1 Seagoing Industry Award 2010 & Maritime Offshore Oil and Gas Award 2010

[25] In the award modernisation process, the AIRC determined that it was not appropriate to include provisions relating to part-time employees in either the *Seagoing Industry Award 2010* or the *Maritime Offshore Oil and Gas Award 2010*.

[26] In relation to the *Seagoing Industry Award 2010*, the insertion of part-time provisions was opposed by the unions. It was submitted on behalf of the MUA and AIMPE that:

“Our client’s [sic] oppose the inclusion of part time employment. It makes little sense to introduce this concept to the industry – employees are at sea on vessels within limited space and there is no demand to utilise employees for less than 38 hours per week.”<sup>26</sup>

[27] In coming to its conclusion, the Full Bench made the following comments regarding the exposure draft for the *Seagoing Industry Award 2010*:

“[114] The employers proposed the insertion of part-time and probationary employment. This proposal was opposed by the unions. The [*Maritime Industry Seagoing Award 1999*] does not provide for part-time or probationary employment. Part-time employment is not a current employment practice in this industry and we have decided not to include provision for it at this stage.”<sup>27</sup>

[28] In relation to the *Maritime Offshore Oil and Gas Award 2010*, the main union parties (the MUA and AIMPE) also opposed the introduction of provisions relating to part-time employees, asserting that:

“Part-time employment has no place in the industry. Employees go to work on a swing and whilst so engaged perform hours of work well in excess of 38 hours per week. It is not of practical utility to have persons on such facilities and vessels that would need a requirement of working less than 38 hours a week.”<sup>28</sup>

[29] In relation to the exposure draft for *Maritime Offshore Oil and Gas Award 2010*, the Full Bench made the following observation:

“[127] The principal employer group AMMA/ASOA proposed the inclusion of provisions as to part-time and probationary employment. They are not a feature of the [*Maritime Industry Offshore Oil and Gas Operations Award 2003*]. We have decided not to include them at this stage.”<sup>29</sup>

[30] In making the *Maritime Offshore Oil and Gas Award 2010*, the Full Bench decided that:

“[159] Although AMMA/ASA urged us to include part-time employment provisions in the award, we note that such an employment type is not a feature of the existing award nor is it a feature of the industry more generally. We are not persuaded to insert such provisions at this time.”<sup>30</sup>

[31] The Full Bench did, however, decide to include part-time employment provisions in the *Dredging Industry Award 2010*.<sup>31</sup>

### **3.2 Road Transport (Long Distance Operations) Award 2010**

[32] The *Road Transport (Long Distance Operations) Award 2010* is based primarily on the pre-reform *Transport Workers (Long Distance Drivers) Award 2000*.<sup>32</sup> Like the current modern award, the pre-reform award did not provide for part-time employment.

[33] Senior Deputy President Harrison received the award pursuant to Item 51 of the WROLA Act, including a consideration of part-time employment, :

“It was agreed between the parties that the industry and activities covered by the 1993 Award did not indicate that part-time employment was appropriate. The 1993 Award does not currently provide for part-time employment. I am not persuaded that it is appropriate that it be introduced.”<sup>33</sup>

[34] The Award Modernisation Full Bench did not include part-time provisions in the *Road Transport (Long Distance Operations) Award 2010*, but did not enunciate their reasons for doing so.<sup>34</sup>

### **3.3 Professional Diving Industry (Industrial) Award 2010**

[35] The provisions of the *Professional Diving Industry (Industrial) Award 2010* are primarily based on the provisions of the *Professional Divers’ – Maritime Union of Australia Award 2002*<sup>35</sup> which, in turn, superseded the *Seamen’s Union of Australia, Maritime Industry, Professional Divers’ Award 1992*. Neither the 2002 or 1992 award made provision for part-time employees.

### **3.4 Mobile Crane Hiring Award 2010**

[36] This modern award is based on the *Mobile Crane Hiring Award 2002*.<sup>36</sup> The pre-reform award made provision for part-time employment, appearing in clause 28—*Parental leave* as a form of flexible working arrangements.<sup>37</sup>

[37] During the award modernisation process, the CFMEU<sup>38</sup>, Australian Industry Group<sup>39</sup> and the Crane Industry Council of Australia<sup>40</sup> reached a consent position that a separate modern award for the mobile crane hiring industry should be created. Following private discussions between the parties, a joint draft award was provided on 20 January 2009.<sup>41</sup> The draft did not contain provisions for part-time employment and no such provisions were included in the making of the award.<sup>42</sup>

### **3.5 Stevedoring Industry Award 2010**

[38] The *Stevedoring Industry Award 2010* does not contain part-time provisions. The *Stevedoring Industry Award 1999*<sup>43</sup> (the pre-reform award on which the modern award was largely based) and the *Stevedoring Industry Award 1991* (the award which the 1999 award superseded) did not contain part-time employment provisions.

## **4. Current trends**

[39] This section analyses trends in part-time employment as well as employment trends in the fire fighting industry. It is in two parts: Section 4.1 focuses on trends in part-time employment and the factors driving these trends, while Section 4.2 presents employment data disaggregated at the ‘Fire protection and other emergency services’ classification level.

#### **4.1 Trends in part-time employment**

[40] This section presents data on trends in part-time work in the Australian labour market and the factors that have driven these trends, over the last decade from 2006 to 2016.

[41] Data are sourced from the Australian Bureau of Statistics’ (ABS) Labour Force Survey and the Organisation for Economic Development and Cooperation (OECD). OECD data are used to provide an international comparison of the prevalence of part-time employment.

[42] Definitions of part-time employment vary depending on the data source used. According to the ABS, part-time employment is defined as when a person usually works less than 35 hours a week, in all jobs.<sup>44</sup> Full-time employment is defined by the ABS as when a person usually works 35 hours or more in a week, in all jobs. In contrast, the OECD defines part-time employment as when a person usually works less than 30 hours a week, in their main job.<sup>45</sup>

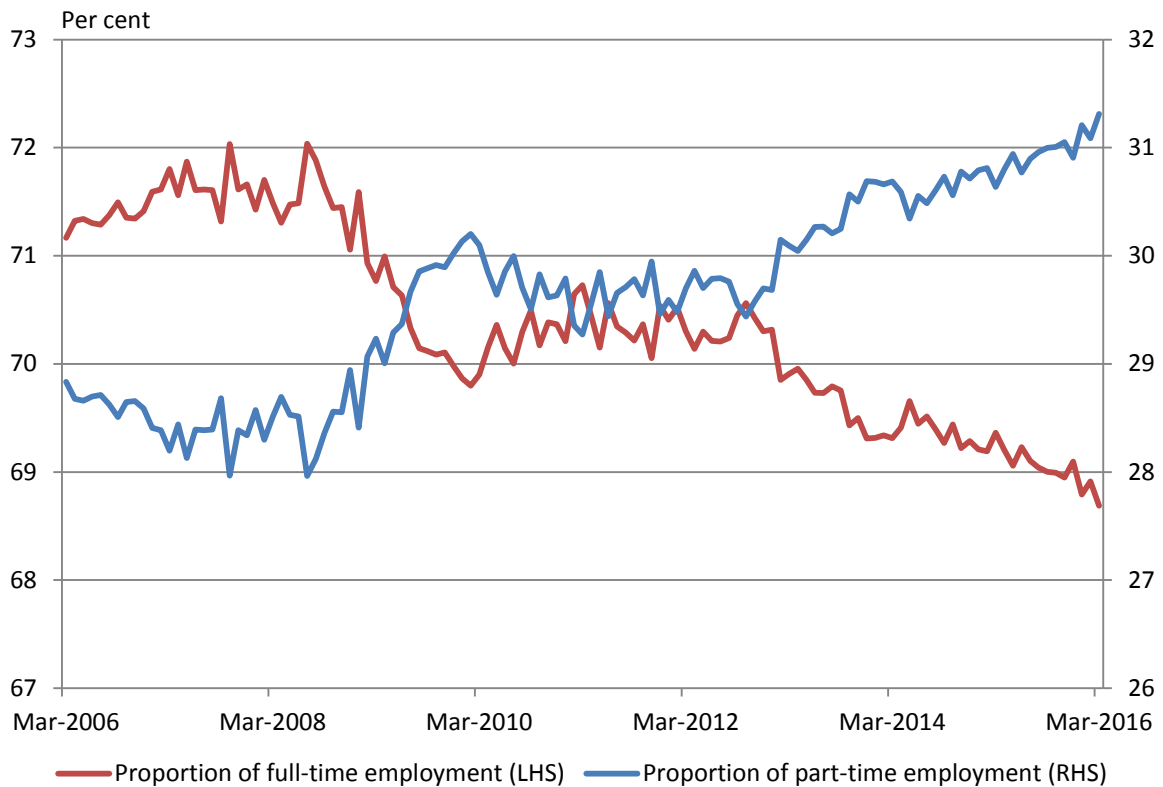
[43] Section 4.1.1 provides information on the trends in part-time employment in Australia over the decade while Section 4.1.2 is an analysis of the factors driving these trends.

##### **4.1.1 Changes in part-time employment**

[44] Changes in the proportions of full-time and part-time employment of total employment are shown in Chart 4.1. Over the last decade, full-time employment decreased from 71.2 per cent of total employment in March 2006, to 68.7 per cent in March 2016. This was offset by an increase in the proportion of part-time employment, which rose from 28.8 per cent of total employment in March 2006 to 31.3 per cent of total employment in March 2016.

#### **Chart 4.1: Proportions of full-time and part-time employment, March 2006 to March 2016**

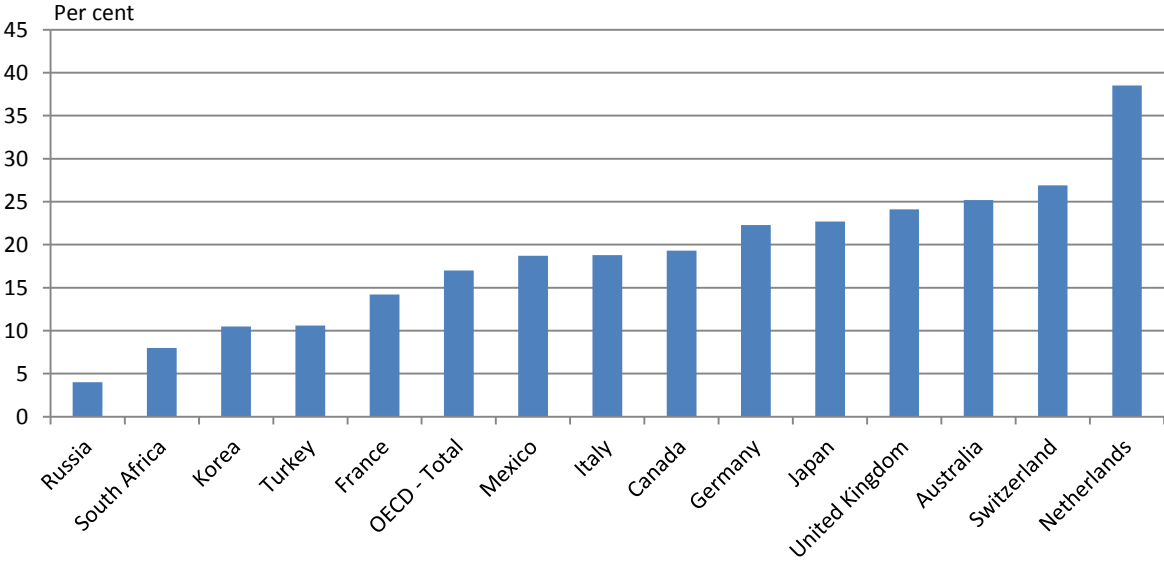




Note: Data used are seasonally adjusted.  
 Source: ABS, *Labour Force, Australia*, Mar 2016, Catalogue No. 6202.0.

[45] The proportions of part-time employment to total employment from selected countries in the OECD in 2014 are shown in Chart 4.2. Australia had the third highest proportion of part-time employment (25.2 per cent) out of all countries in the OECD, with only Switzerland (26.9 per cent) and the Netherlands (38.5 per cent) having higher proportions of part-time employment. When limited to G20 countries, Australia had the highest proportion of part-time employment. Compared with the OECD average, the proportion of part-time employment in Australia was 8.2 percentage points higher.

**Chart 4.2: OECD part-time employment proportions of total employment, 2014, selected countries**



Source: OECD, *Labour Market Statistics: Full-time part-time employment*, OECD Employment and Labour Market Statistics (database), 2014.

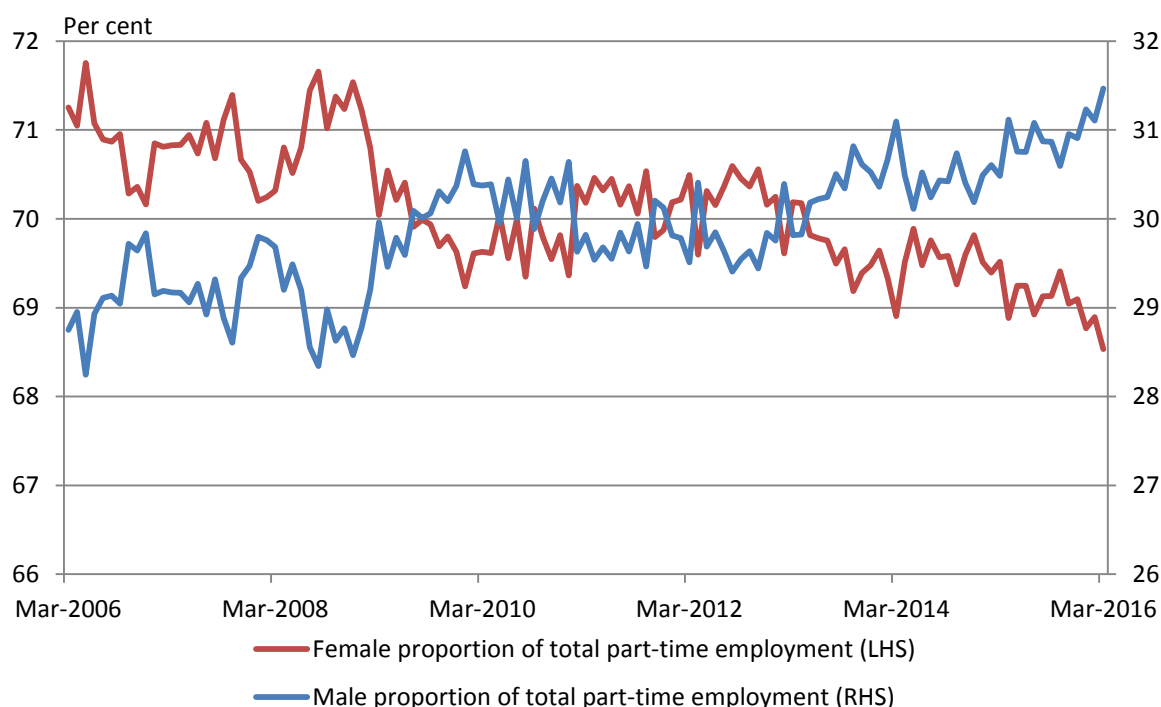
**4.1.2 Drivers of the growth in part-time employment**

[46] In this section, the ABS Labour Force data are used to analyse the makeup of the overall trends in part-time employment.

[47] Chart 4.3 shows the changes in the gender composition of part-time employment. While females account for the majority of part-time employment, the proportion of part-time employment made up by females has decreased over the past decade, falling 2.8 percentage points to 68.5 per cent in March 2016. This was offset by a rise in the proportion of male part-time employment, which increased by 2.8 percentage points to 31.5 per cent in March 2016.

[48] Further, although the levels of both part-time employment of males and females increased over the past decade, it was greater for males.

**Chart 4.3: Male and female proportions of total part-time employment**



Note: Data used are seasonally adjusted.

Source: ABS, *Labour Force, Australia*, Mar 2016, Catalogue No. 6202.0

[49] Table 4.1 presents the composition of part-time employment by age group, from March 2006 to March 2016. The proportion of part-time employment comprised of 25–34 year olds and those over 55 years increased over this period. In particular, the greatest increase reported was among those over 65 years, whose proportion of part-time employment increased by 3.3 percentage points.

[50] However, the top three age groups that account for the highest proportions of part-time employment (15–24 years, 35–44 years and 45–54 years) experienced a decline over the past 10 years, with the largest decrease occurring among 35–44 year olds, where the proportion of part-time employment decreased by 3.6 percentage points.

**Table 4.1: Proportion of part-time employment by 10-year age groups, March 2006 and March 2016**

Age group	March 2006	March 2016	Percentage point change
	(%)	(%)	(ppt)
15–24 years	27.4	26.4	–0.9
25–34 years	15.4	16.8	1.4
35–44 years	21.6	17.9	–3.6
45–54 years	18.9	17.0	–1.9
55–64 years	13.2	14.9	1.8
65 years and over	3.6	6.9	3.3

Note: Data used are original.

Source: ABS, *Labour Force, Australia, Detailed - Electronic Delivery*, Mar 2016, Catalogue No. 6219.0.55.001.

[51] Table 4.2 presents the share of part-time employment as a proportion of total part-time employment for each industry.

[52] Industries with the greatest increase in part-time employment were Accommodation and food services, Health care and social assistance and Public administration and safety. Industries with the greatest decrease in part-time employment were Retail trade, Manufacturing and Agriculture, forestry and fishing.

**Table 4.2: Proportions of part-time employment by industry, February 2006 and February 2016**

<b>Industry</b>	<b>February 2006</b>	<b>February 2016</b>	<b>Percentage point change</b>
	(%)	(%)	(ppt)
Agriculture, forestry and Fishing	3.8	2.6	-1.2
Mining	0.1	0.1	0.0
Manufacturing	5.0	3.6	-1.4
Electricity, gas, water and waste services	0.3	0.4	0.1
Construction	5.0	4.1	-0.9
Wholesale trade	2.1	1.6	-0.5
Retail trade	18.8	17.3	-1.5
Accommodation and food services	11.4	13.7	2.4
Transport, postal and warehousing	3.2	3.7	0.5
Information media and telecommunications	1.5	1.2	-0.3
Financial and insurance services	2.4	2.1	-0.3
Rental, hiring and real estate services	1.9	1.5	-0.4
Professional, scientific and technical services	5.5	6.1	0.6
Administrative and support services	4.9	5.0	0.1
Public administration and safety	3.2	3.9	0.7
Education and training	8.9	9.2	0.3
Health care and social assistance	15.4	16.9	1.5
Arts and recreation services	2.8	2.9	0.1
Other services	3.9	4.0	0.2

Note: Data used are original.

Source: ABS, *Labour Force, Australia, Detailed - Quarterly*, Mar 2016, Catalogue No. 6219.0.55.003.

[53] Table 4.3 presents the proportion of part-time employment by occupation. Five occupations experienced decreases in their share of total part-time employment, while it remained constant for Managers. Only Community and personal service workers and Professionals had increases in their proportions of total part-time employment.

**Table 4.3: Proportions of part-time employment by occupation, February 2006 and February 2016**

Occupation	February 2006	February 2016	Percentage point change
	(%)	(%)	(ppt)
Managers	5.6	5.6	0.0
Professionals	16.3	17.9	1.6
Technicians and trades workers	6.7	6.4	-0.3
Community and personal service workers	14.1	18.6	4.5
Clerical and administrative workers	19.7	16.5	-3.2
Sales workers	19.2	17.7	-1.5
Machinery operators and drivers	3.4	3.0	-0.4
Labourers	15.0	14.3	-0.7

Note: Data used are original.

Source: ABS, *Labour Force, Australia, Detailed - Quarterly*, Mar 2016, Catalogue No. 6219.0.55.003.

#### 4.2 Analysis of employment trends in the Fire fighting industry

[54] The data used in this section is from the 2006 and 2011 Australian Bureau of Statistics (ABS) Census of Population and Housing (Census). The Census collects data on the number and key characteristics (i.e. dwelling, employment and education) of all people who are in Australia on Census night, except for foreign diplomats and their families.<sup>46</sup>

[55] The Census is the only official data source that provides employment data by industry at the level of detail required for this analysis and as the Census provides a complete count of the population, sampling error is not an issue. As with all employment data from the ABS, the Census does not include volunteer workers in its definition of employees.<sup>47</sup> However, these data are cross sectional and present an analysis of data at two different points in time

[56] The Fair Work Commission (Commission) has previously undertaken research to ‘map’ modern awards with the ABS Australian and New Zealand Standard Industrial Classification (ANZSIC) 2006 class.<sup>48</sup> Based on this research, the “Fire protection and other emergency services” is the primary industry class “mapped” to the *Fire Fighting Industry Award 2010*. The ANZSIC industry class (4-digit) is the most detailed level of industry classification and is only available from a selected number of ABS publications, such as the Census.

[57] The analysis within this section is separated into two parts: Section 4.2.1 provides information on the coverage of the *Fire Fighting Industry Award 2010* and its mapping to the ANZSIC industry class Fire Protection and other emergency services. Section 4.2.2 provides an analysis of these data by gender and employment characteristics.

#### 4.2.1 Coverage under the Fire Fighting Industry Award and the Fire Protection and other emergency services

[58] The *Fire Fighting Industry Award 2010* described the coverage of the fire fighting industry as follows:

“4.2 For the purposes of this award the **fire fighting industry** means:

- a) the suppression and extinguishing of fires;
- b) the provision of rescue services (other than by police, ambulance, a State Emergency Service or the military) at the scene of accidents, explosions or other emergencies;
- c) the handling of spillages of toxic or hazardous materials in emergency situations (other than in a marine environment or by an employer in relation to its own property, premises or products); and
- d) the prevention of fires and the sale, supply, installation, maintenance, repair and/or inspection of fire protection equipment other than fixed or semi-fixed protection systems by an employer otherwise in the fire fighting industry by virtue of clause 4.2(a).”<sup>49</sup>

[59] As noted in the above research undertaken by the Commission, this closely maps to the ANZSIC 4-digit Fire protection and other emergency services industry class. The ABS describe the coverage of this industry class as consisting of “units mainly engaged in providing fire fighting or related civil emergency services (except police and ambulance services).”<sup>50</sup> The primary activities of this class are:

- airport fire service;
- emergency service (other than defence and police);
- fire brigade service;
- fire fighting service;
- fire prevention service;
- forest fire fighting service; and
- rescue service<sup>51</sup>

[60] The exclusions relating to this class are units mainly engaged in:

- providing ambulance services are included in Class 8591 Ambulance services; and
- installing fire alarms are included in Class 3234 Fire and security alarm installation services.”<sup>52</sup>

[61] Although the Fire protection and other emergency services industry class closely maps to the Fire fighting industry specified in the *Fire Fighting Industry Award 2010*, the modern award excludes State Emergency Service from the provision of rescue services, which is likely to be included in the ANZSIC Fire protection and other emergency services industry class.

## 4.2.2 Data analysis

[62] Table 4.4 presents data on gender and employment characteristics of employees in the Fire protection and other emergency services industry for 2006 and 2011. The data show that relative to all industries, employees in the Fire protection and other emergency services industry class were more likely to be male, working full-time and employed in the public sector, for both periods.

[63] While these proportions do not change significantly over time, there was a relatively large increase in employees in the Fire protection and other emergency services industry class working in the public sector, compared with all industries.

**Table 4.4: Characteristics of employees in Fire protection and other emergency services**

	Fire protection and other emergency services			All industries		
	2006 (%)	2011 (%)	Change (ppt)	2006 (%)	2011 (%)	Change (ppt)
Male	82.6	80.9	-1.6	51.1	50.9	-0.2
Female	17.4	19.1	1.6	48.9	49.1	0.2
Full-time	91.6	91.5	-0.1	68.4	67.8	-0.5
Part-time	8.4	8.5	0.1	31.6	32.2	0.5
Public	75.9	87.5	11.6	17.7	18.7	1.0
Private	24.1	12.5	-11.6	82.3	81.3	-1.0
<b>All employees ('000s)</b>	<b>13.9</b>	<b>15.4</b>	<b>10.5</b>	<b>6876.7</b>	<b>7758.8</b>	<b>12.8</b>

Source: ABS, *Census of Population and Housing, 2006 and 2011*.

[64] Table 4.5 shows employment growth within the Fire protection and other emergency services industry class between 2006 and 2011. The data show that over this period, the number of employees in Fire protection and other emergency services:

- increased for both males and females, with females recording a higher growth rate compared with all industries;
- increased for full-time and part-time employees, but at lower growth rates than all industries; and
- increased for employees in the public sector (at a higher rate than all industries) and decreased for employees in the private sector.

**Table 4.5: Employment growth in Fire protection and other emergency services**

	Fire protection and other emergency services			All industries		
	2006 (‘000s)	2011 (‘000s)	Change (%)	2006 (‘000s)	2011 (‘000s)	Change (%)
Male	11.5	12.4	8.3	3515.5	3951.8	12.4
Female	2.4	2.9	20.8	3361.2	3807.0	13.3
Full-time	12.7	14.1	10.4	4700.8	5262.0	11.9
Part-time	1.2	1.3	11.8	2175.9	2496.9	14.8
Public	10.6	13.5	27.4	1215.9	1451.9	19.4
Private	3.4	1.9	-42.8	5660.8	6306.9	11.4
<b>All employees</b>	<b>13.9</b>	<b>15.4</b>	<b>10.5</b>	<b>6876.7</b>	<b>7758.8</b>	<b>12.8</b>

Source: ABS, *Census of Population and Housing, 2006 and 2011*.

[65] Table 4.6 presents data on employment within the private and public sectors disaggregated by gender and full-time and part-time employment for Fire protection and other emergency services and all industries in 2006 and 2011. Within the Fire protection and other emergency services industry, the data showed that:

- a higher proportion of male full-time employees worked in the public sector relative to the private sector at both points in time; and
- a lower proportion of female part-time employees worked in the public sector relative to the private sector at both points in time.

[66] Between 2006 and 2011, the data showed that:

- the proportion of full-time males decreased, while the proportion of full-time females increased within both private and public sectors;
- the proportion of part-time males remained relatively unchanged within the public sector, but increased slightly within the private sector; and
- the proportion of part-time females increased within both private and public sectors.

[67] Compared with all industries, the Fire protection and other emergency services comprised:

- higher proportions of full-time males and lower proportions of full-time females within both public and private sectors at both points in time; and
- lower proportions of part-time males and females within both public and private sectors, although compared with males, the proportions of part-time females within the Fire protection and other emergency services industry was much lower than all industries, at both points in time.



**Table 4.6: Proportion of employees in Fire protection and other emergency services by sector**

	2006				2011			
	Full-time		Part-time		Full-time		Part-time	
	Male	Female	Male	Female	Male	Female	Male	Female
	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
<b>Fire protection and other emergency services</b>								
Public	79.1	13.3	4.3	3.3	77.6	14.4	4.2	3.8
Private	74.9	14.1	5.0	6.1	69.4	18.3	5.3	7.0
Total	78.1	13.5	4.5	4.0	76.6	14.9	4.4	4.2
<b>All industries</b>								
Public	38.6	35.1	5.4	20.9	36.6	35.8	5.6	22.0
Private	43.0	24.3	9.7	23.1	42.8	24.0	10.2	23.1
Total	42.2	26.2	8.9	22.7	41.6	26.2	9.3	22.9

Note: Each row sums to 100 for each year.

Source: ABS, *Census of Population and Housing, 2006 and 2011*.

### 4.3 Articles

[68] A list of research articles concerning part-time work is set out at [Attachment A](#).

#### *Trends in part-time work in Australia*

[69] Research suggests that the proportion of part-time workers has risen steadily in Australia<sup>53</sup>, with part time workers more likely to be women,<sup>54</sup> and more likely to work in low skilled occupations compared with full-time workers.<sup>55</sup> However, the growth of part-time work has increased for both male and female workers,<sup>56</sup> with Healy (2014) stating that a “distinctive feature of the Australian labour market is a much higher prevalence of part time employment for both sexes”.<sup>57</sup> Studies also indicate that part time employees earned an hourly pay premium.<sup>58</sup>

[70] Female workplace participation rates increase in direct proportion to the growing availability of part-time employment.<sup>59</sup> Barriers to the increased availability of quality part-time work include gendered workplace cultures resistant to change, managerial skill deficits in managing part-time workers, and poor administrative processes and systems built around the template of full-time jobs.<sup>60</sup>

[71] Research is varied on the physical and cognitive effects of part-time work. One study suggests that when working hours are less than around 25 hours a week for employees over 40 years of age, there is a positive correlation with improved cognitive functioning.<sup>61</sup> However, another analysis tentatively indicates that part-time emergency personnel, such as fire rescue workers, exhibit higher body mass index and body fat levels and lower aerobic capabilities and strength compared to full-time personnel, which may affect rates and patterns of on-duty injuries.<sup>62</sup> However, these results are inconclusive and subject to further research.

*Trends in part-time work – an international perspective*

[72] From an international perspective, research indicates that the increase of part-time work among women with children in Denmark and the Netherlands increases its acceptance among women and men, and that a larger share of part-time work in a country is associated with stronger preferences among full-time workers to reduce work hours.<sup>63</sup> In the Netherlands, changing social norms and attitudes has resulted in an increasing propensity to work part-time and a decreasing propensity to work full-time for the generations born after the early 1950s. The removal of institutional barriers has not led to higher working hours for women.<sup>64</sup> In Denmark, women fulfil most part-time jobs, and the shift from manufacturing to services and the increase in the demand for flexible labour, has played a significant role.<sup>65</sup>

[73] However, in the United States, research indicates that the rise in the share of part-time workers appears to be driven by employer demands for scheduling flexibility and a work force that commands lower compensation.<sup>66</sup>

[74] A comparative study of part-time female employees in Australia and the United Kingdom finds that part-time working women in United Kingdom experience poorer working conditions including lower hourly earnings, fewer opportunities for training, and less autonomy and job security than their Australian counterparts.<sup>67</sup>

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## Attachment A—List of research articles and reports

### Australia:

[Abhayaratna, J, Andrews, L, Nuch, H and Podbury, T \(2008\), 'Part Time Employment' the Australian Experience', Productivity Commission Staff Working Paper, June.](#)

This paper analyses ABS data and HILDA findings to provide a comparison of part-time work in Australia and overseas and possible reasons for our relatively high reliance on part time work. It also discusses the changing role of part-time work and identifies workers availing themselves of part-time work, and industries that have higher proportions of part-time workers and how these have changed over time.

[Baird, M and Charlesworth, S \(2010\), 'Flexible and Part-Time Work in Australia: Some responses to the need for work life balance', \*Egalite homes/femmes et articulation travail/famille:vers un nouveau modele?\* Conference, Paris, 30 September - 1 October 2010.](#)

This article seeks to understand how to increase the availability of quality part-time work in Australia, particularly for women, by examining three case studies of organisations. It found that barriers to this objective included gendered workplace cultures that were resistant to change, managerial skill deficits in managing part-time workers, poor administrative processes and systems built around the template of full-time jobs.

[Baxter, J, Hewitt, B and Rose, J \(2013\), 'Women and part-time employment: Easing or squeezing time pressure?', \*Journal of Sociology\*, March 2013, 49: 41-59.](#)

Using data from the 2006 'Negotiating the Life Course' project, this article investigates satisfaction with time pressure for men and women with different hours of paid employment. The 2006 study differentiates between women employed for minimal part-time, half-time and reduced full-time hours, as well as women employed full-time and not in the labour force, to investigate differences in perceived time pressure at home, at work and overall time pressure. The authors conclude that being employed part-time does not alleviate time pressure for all women.

[Booth, A. L. and Wood, M. \(2008\), \*Back-to-Front Down Under? Part-Time/Full-Time Wage Differentials in Australia. Industrial Relations: A Journal of Economy and Society\*, 47: 114–135.](#)

This article investigates part-time full-time hourly wage gaps using panel data from the first four waves of the HILDA Survey (2001-2004). Once unobserved individual heterogeneity has been taken into account, this paper found that part-time men and women typically earn an hourly pay premium which varies with casual employment status, but is always positive. It explores some hypotheses as to why there is this part-time pay advantage.

[Borland, J. \(2011\), 'The Australian labour market in the 2000s: The quiet decade', Reserve Bank of Australia Conference 2011.](#)

In a paper for the RBA, Borland summarises changes in the Australian labour market over the 2000s. He states that there was a “shift in composition to part time jobs”, and noted the growth in the part time employment to population rate, which consistently increased. Borland

also made a link between increases in female participation rates and the “growing availability of part time and flexible employment”.

[Burgess \(2005\) ‘Exploring Job Quality and Part-time Work in Australia’, \*Labour & Industry: a journal of the social and economic relations of work\*, 15:3, 29-40.](#)

This article explores the construction of part time work and job quality in the Australian context, highlighting the construction and measurement of part-time work, and examining the quality of part-time jobs. It argues that the gap separating part-time from full-time jobs can constitute the starting point for addressing part-time job quality.

[Campbell, I. \(2005\), \*Long Working Hours in Australia: Working Time Deregulation and Employer Pressures\*, Centre for Applied Social Research, RMIT University, Melbourne.](#)

This article describes and explains existing data and discussion relating to work hours in Australia, within a cross-national context. Primarily drawing on official labour force data, it examines trends in long work hours. This research is tangentially relevant to trends in part-time hours as it finds that larger numbers of part-time workers desire, but are unable to obtain, additional hours of work.

[Day, I and Rodgers, J \(2013\), ‘The Premium for Part-Time Work in Australia’, \*Economics Working Papers 13-04\*.](#)

This paper finds substantial hourly wage increases when employees move to part-time employment and similarly large hourly wage decreases occur when they move into full-time employment. The magnitude of these wage changes is smaller when the change from full-time to part-time employment (or vice versa) occurs with a change of employer.

[Harley, B & Whitehouse, G \(2001\) \*Women In Part-Time Work: A Comparative Study Of Australia And The United Kingdom\*, \*Labour & Industry: a journal of the social and economic relations of work\*, 12:2, 33-59,](#)

This article compares selected indicators of the conditions of employment (hourly earnings, training, autonomy and job security) for part-time female employees in Australia and the United Kingdom, using data from the 1995 Australian Workplace Industrial Relations Survey and the 1998 Workplace Employee Relations Survey. The analysis generally shows poorer conditions for women working shorter hours, particularly in the UK survey.

[Healy, J. \(2015\), ‘The Australian labour market in 2014: Still ill?’, \*Journal of Industrial Relations\*, Vol. 57\(3\): 348–365.](#)

In this paper Healy studied the state of the Australian labour market in 2014. He found that whilst overall employment growth was slow, “of the limited employment growth that did occur most was in the part-time work force”. Healy notes that there was a shift from full time to part time work as jobs with less than 35 hours a week were added, with few full time positions. He commented further that this shift was “normally beneficial to females and youths”.

[Healy, J. \(2014\), ‘The Australian labour market in 2013?’, \*Journal of Industrial Relations\*, Vol. 56: 345.](#)

In this article Healy examined the overall state of the Australian labour market over 2013. Using ABS data he found that “employment has been expanding most rapidly in part time employment”. Using data from the OECD he stated that a “distinctive feature of the Australian labour market is a much higher prevalence of part time employment for both sexes”. Healy also raises concerns with links between the high prevalence of part time employment and underemployment: “problems with underemployment will arise if part time employment is not what workers want”. Utilising data from the ABS he finds that “in Australia the underemployed are mostly part time workers who want more hours”. These findings are confirmed using the involuntary part time work measure from the OECD.

[Kajitani, S, McKenzie, C and Sakata, K, \*Use It Too Much and Lose It? The Effect of Working Hours on Cognitive Ability\*, Melbourne Institute Working Paper No. 7/16.](#)

Kajitani, McKenzie and Sakata examine the causal impact of working hours on cognitive functioning for middle aged and older adults using a cross section sample from the HILDA Survey. Their research suggests that when working hours are less than around 25 hours a week, working hours have a positive impact on cognitive functioning. However, when working hours are more than 25 hours per week, working hours have negative impacts on cognition.

[MacDonald, D, Orr, R and Pope, R \(2016\), ‘Differences in physical characteristics and performance measures of part-time and full-time tactical personnel: A critical narrative review’, \*Journal of Military and Veterans’ Health\*.](#)

Part-time and full-time military, law enforcement and fire and rescue personnel perform physically strenuous occupational tasks, requiring strength, endurance and cardiovascular fitness. This article critically reviews existing literature comparing physical characteristics and physical performance of part-time and full-time tactical personnel. The analysis indicates that, typically, part-time tactical personnel exhibit higher BMI and body fat levels and lower aerobic capacities and strength than full-time tactical personnel. These differences may impact rates and patterns of injuries sustained while on duty, however the analysis concludes that further research is needed to more adequately profile the physical characteristics and rates and patterns of injuries in part-time tactical personnel.

[Rasmussen, E. and J. Burgess \(2007\), \*Too much of a good thing: Longer working hours in Australia and New Zealand\*, The University of Auckland and the University of Newcastle.](#)

This paper is tangentially relevant as it cites ABS statistics from 2003 to support a growing trend in part-time employment.

[Wilkins, R. and Wooden, M. \(2014\), ‘Two decades of change: the Australian labour market, 1993-2013’, \*The Australian Economic Review\*, vol. 47\(4\): 417–31.](#)

Wilkins and Wooden examine changes in major trends in the Australian labour market over 20 years from 1993 to 2013. The “changing distribution of working time” in Australia was one part of their analysis, using data from the ABS Labour Force Survey. They find that in the 1980s and 1990s the share of part time work in Australia rose strongly. However after 2000, the share of part time work rose only moderately. In the second half of their considered

period, 2003 to 2013, the proportion of men working part time rose, whereas the proportion of women changed little, whilst still being very high.

[Wooden, M. and Drago, R. \(2007\), 'The Changing Distribution of Working Hours in Australia', Melbourne Institute of Applied Economic and Social Research, Working Paper Series No. 19/07.](#)

Wooden and Drago present evidence on changes in the distribution of working hours in Australia, finding that “working arrangements in Australia have become more diversified in recent decades”. Using ABS Labour Force data over 1979 to 2009, they find that the proportion of part time work has risen steadily. For the whole period women worked part time more than men did, however the growth in part time employment was shared evenly between men and women. Of part time workers, they found that a minority wanted to work more hours. These findings were corroborated using data from HILDA up to wave 5. Finally, using data from the OECD they found that Australia was above average in terms of its share of short hours worked, although they also commented that Australia was “not as distinctive as often claimed”.

[Workplace and Economic Research Section, Fair Work Commission \(2016\), 'Changing work patterns', Fair Work Commission research paper. broken](#)

This document was prepared by the Workplace and Economic Research Section to assist the penalty rates case. It presents data on changes in the Australian labour market of work patterns and preferences. Using ABS data over the last 25 years, the paper shows that whilst full time employment had decreased, both male and female rates of part time employment have increased.

### **International:**

[Chris Tilley \(1991\), 'Reasons for the continuing growth of part-time employment', \*Monthly Labor Review\*, March.](#)

This article examines involuntary part-time workers in the United States, and suggests that the rise in the share of part-time workers appears to be driven by employer demands for scheduling flexibility and a work force that commands lower compensation.

[Bosch, N., Deelen, A. and Euwals, R. \(2010\), 'Is Part-time Employment Here to Stay? Working Hours of Dutch Women over Successive Generations', \*Labour\*, 24: 35–54.](#)

The Netherlands combines a high female employment rate with a high part-time employment rate, but the removal of institutional barriers has not led to higher working hours. Using the Dutch Labour Force Survey 1992–2005, the authors find evidence of an increasing propensity to work part-time and a decreasing propensity to work full-time for the generations born after the early 1950s, which are in line with results of studies on social norms and attitudes.

[Craig, L. and Roeters, A. \(2014\), 'Part-time work, women's work–life conflict, and job satisfaction: A cross-national comparison of Australia, the Netherlands, Germany, Sweden, and the United Kingdom', \*International Journal of Comparative Sociology\*, Vol. 55\(3\): 185–203.](#)

Craig and Roeters conduct a cross national comparison of the outcomes of part time work for women, and how this depends on the regulatory or policy framework of part time work in a country. They use data from the International Social Survey Programme (ISSP) “Family and changing gender roles” (2013) survey. The two outcomes of part time work they study are resolving the work-life conflict and job satisfaction. They found that “the impact of part time work on quality of life is only marginally contingent on the country context”. Overall they conclude “we found few cross national differences in the effects of part time work”.

[Euwals, R. and Hogerbrugge, M. \(2006\), ‘Explaining the Growth of Part-time Employment: Factors of Supply and Demand’, \*Labour\*, 20: 533–557.](#)

At the time of this research, Denmark was the country with the highest part-time employment rate of the OECD countries. Using the Dutch Labour Force Survey 1991–2001, the analysis revealed that women fulfil most part-time jobs, and that the growth of part-time employment in the 1990s relates strongly to the growth in female labour force participation. Factors of labour demand, such as the shift from manufacturing to services and the increase in the demand for flexible labour, bear a significant role as well.

[Münderlein, M, Koster, F and Wielers, R \(2013\), ‘Part-Time Work and Work Hour Preferences. An International Comparison’, \*European Sociology Review\* \(2014\) 30 \(1\): 76-89 first published online August 20, 2013.](#)

This paper attempts to explain cross-country differences in over and under employment, focusing on the effects of the growth of part time work. It found that the increase of part-time work among women with children increases its acceptance among women and men. The authors’ thesis is that the spread of part time work affects the full time work hour norm. With the spread of part time work, fulltime workers show stronger preferences to reduce their working hours. They confirm this hypothesis empirically using data from the European Social Survey (2004) covering 22 European countries.

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<sup>1</sup> [\[2014\] FWC 1790.](#)

<sup>2</sup> O’Connor, P, Ross, VP, Marsh, SDP, McDonald, C and Holmes, C, [Family Leave Test Case](#), (29 November 1994) 57 IR 121, Print L6900.

<sup>3</sup> AIRC (1995), [Australian Liquor, Hospitality and Miscellaneous Workers Union & Others Personal/Carer’s Leave Test Case – Stage 2](#) (28 November 1995) 62 IR 48, Print M6700.

<sup>4</sup> Ibid at p. 40.

<sup>5</sup> Ibid at p. 42

<sup>6</sup> Ibid at p. 41.

<sup>7</sup> AIRC, [Award Simplification Decision](#) [1997] AIRCFB 1533 (23 December 1997) Print [P7500](#) p.30.

<sup>8</sup> [Re Victorian Firefighting Industry Employees Interim Award 1993](#) [1998] AIRC 720 (22 June 1998) Print [Q2214](#).

<sup>9</sup> [Re Victorian Firefighting Industry Employees Interim Award 1993](#) [2000] AIRC 128 (1 March 2000) Print [S3127](#).

<sup>10</sup> Country Fire Authority, [Submission](#), 25 March 1999, at para 31.

<sup>11</sup> Country Fire Authority and United Firefighters’ Union of Australia, [Joint submission](#), 24 November 1999 at p. 2 (unsigned).

<sup>12</sup> Country Fire Authority and United Firefighters’ Union of Australia, [Further joint submission](#), 1 December 2016, at para. 8.

<sup>13</sup> [Re Victorian Firefighting Industry Employees Interim Award 1993](#) [2000] AIRC 128 (1 March 2000) Print [S3127](#) at cl. 39.

<sup>14</sup> AP801881CRV – [Victorian Firefighting Industry Employees Interim Award 2000](#), cl. 13, cl. 14.



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- <sup>15</sup> AIRC, *Award modernisation – Stage 4 Awards* [2009]AIRC FB 945, at para. 49.
- <sup>16</sup> [Exposure draft](#), *Fire Fighting Industry Award 2010* (as at 25 September 2009) at cl. 10.
- <sup>17</sup> See for example, Metropolitan Fire and Emergency Services Board, [Submission](#), 16 October 2009 at para. 18; and Metropolitan Fire and Emergency Services Board and others, [Submission](#), 3 August 2009 at para. 80.
- <sup>18</sup> AIRC, *Award modernisation – Stage 4 Awards* [2009]AIRC FB 945, at para. 51.
- <sup>19</sup> [MA000002].
- <sup>20</sup> [MA000086].
- <sup>21</sup> [MA000122].
- <sup>22</sup> [MA000039].
- <sup>23</sup> [MA000108].
- <sup>24</sup> [MA000032].
- <sup>25</sup> [MA000053].
- <sup>26</sup> Maritime Union of Australia and Australian Institute of Marine and Power Engineers, [Further submission](#), 15 April 2009, at para 5.
- <sup>27</sup> AIRC, *Award Modernisation* [2009] AIRC FB 450, at para 114.
- <sup>28</sup> Maritime Union of Australia and Australian Institute of Marine and Power Engineers, [Submission](#), 18 March 2009, at p. 7.
- <sup>29</sup> AIRC, *Award Modernisation* [2009] AIRC FB 450, at paras 114, 127.
- <sup>30</sup> AIRC, *Award modernisation*, [2009] AIRC FB 826, at para. 159.
- <sup>31</sup> AIRC, *Award modernisation* [2009] AIRC FB 450, at para. 121.
- <sup>32</sup> Transport Workers (Long Distance Drivers) Award 2000 [AP805988CRV]
- <sup>33</sup> Print T1098 at para. 8
- <sup>34</sup> See AIRC, *Award modernisation*, [2009] AIRC FB 50 and *Award modernisation*, [2009] AIRC FB 345.
- <sup>35</sup> *Professional Divers’ - Maritime Union of Australia Award 2002* [AP814932]
- <sup>36</sup> *Mobile Crane Hiring Award 2002* [AP816842CRV]
- <sup>37</sup> *Mobile Crane Hiring Award 2002* [AP816842CRV], at cl 28.11
- <sup>38</sup> See [Transcript](#), *Award modernisation* (AIRC, AM2008/15, Watson SDP. 1 December 2008) PN59 and CFMEU – Construction & General Division, [Correspondence](#), 16 January 2009.
- <sup>39</sup> Australian Industry Group, [Parties’ draft award](#), 21 January 2009.
- <sup>40</sup> Crane Industry Council of Australia, [Correspondence](#), 16 January 2009
- <sup>41</sup> Australian Industry Group, [Parties’ draft award](#), 21 January 2009.
- <sup>42</sup> *Award modernisation*, [2009] AIRC FB 345, at paras 114–126.
- <sup>43</sup> *Stevedoring Industry Award 1999* [AP796113]
- <sup>44</sup> ABS, *Labour Force, Australia, Mar 2016*, Catalogue No. 6202.0.
- <sup>45</sup> OECD, *Labour Market Statistics: Full-time part-time employment*, OECD Employment and Labour Market Statistics (database), 2014.
- <sup>46</sup> ABS, *Census: What is the Census-Details*, <http://www.abs.gov.au/websitedbs/censushome.nsf/home/whatdetails?opendocument&navpos=110>
- <sup>47</sup> Persons who undertook voluntary work only are classified to ‘not in labour force’ (ABS, *Labour Force, Australia, March 2016*, Catalogue No. 6202.0; see Glossary).
- <sup>48</sup> Fair Work Commission, *Spreadsheets with ANZSIC classes & mapped modern awards*, 2014.
- <sup>49</sup> *Fire Fighting Industry Award 2010* [MA000111] at cl. 4.2.
- <sup>50</sup> ABS, *Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (Revision 2.0)*, Catalogue No. 1292.0, at p. 334.
- <sup>51</sup> ABS, *Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (Revision 2.0)*, Catalogue No. 1292.0, at pp. 334–335.
- <sup>52</sup> ABS, *Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (Revision 2.0)*, Catalogue No. 1292.0, at p. 335.



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- <sup>53</sup> [Abhayaratna, J. Andrews, L. Nuch, H and Podbury, T \(2008\), 'Part Time Employment' the Australian Experience', Productivity Commission Staff Working Paper, June;](#) [Wooden, M. and Drago, R. \(2007\), 'The Changing Distribution of Working Hours in Australia', Melbourne Institute of Applied Economic and Social Research, Working Paper Series No. 19/07.](#)
- <sup>54</sup> Ibid.
- <sup>55</sup> [Abhayaratna, J. Andrews, L. Nuch, H and Podbury, T \(2008\), 'Part Time Employment' the Australian Experience', Productivity Commission Staff Working Paper, June, p. xvii.](#)
- <sup>56</sup> [Wilkins, R. and Wooden, M. \(2014\), 'Two decades of change: the Australian labour market, 1993-2013', The Australian Economic Review, vol. 47\(4\): 417-31;](#) [Wooden, M. and Drago, R. \(2007\), 'The Changing Distribution of Working Hours in Australia', Melbourne Institute of Applied Economic and Social Research, Working Paper Series No. 19/07;](#) [Workplace and Economic Research Section, Fair Work Commission \(2016\), 'Changing work patterns', Fair Work Commission.](#)
- <sup>57</sup> [Healy, J. \(2014\), 'The Australian labour market in 2013?', Journal of Industrial Relations, Vol. 56: 345.](#)
- <sup>58</sup> [Booth, A. L. and Wood, M. \(2008\), 'Back-to-Front Down Under? Part-Time/Full-Time Wage Differentials in Australia', Industrial Relations: A Journal of Economy and Society, 47: 114-135.;](#) [Day, I and Rodgers, J \(2013\), 'The Premium for Part-Time Work in Australia', Economics Working Papers 13-04.](#)
- <sup>59</sup> [Borland, J. \(2011\), 'The Australian labour market in the 2000s: The quiet decade', Reserve Bank of Australia Conference 2011.](#)
- <sup>60</sup> [Baird, M and Charlesworth, S \(2010\), 'Flexible and Part-Time Work in Australia: Some responses to the need for work life balance', Egalite homes/femmes et articulation travail/famille:vers un nouveau modele? Conference, Paris, 30 September - 1 October 2010.](#)
- <sup>61</sup> [Kajitani, S. McKenzie, C and Sakata, K. \(2016\), Use It Too Much and Lose It? The Effect of Working Hours on Cognitive Ability, Melbourne Institute Working Paper No. 7/16.](#)
- <sup>62</sup> [MacDonald, D, Orr, R and Pope, R \(2016\), 'Differences in physical characteristics and performance measures of part-time and full-time tactical personnel: A critical narrative review', Journal of Military and Veterans' Health.](#)
- <sup>63</sup> [Münderlein, M., Koster, F. and Wielers, R. \(2013\), 'Part-Time Work and Work Hour Preferences. An International Comparison', Europe Sociology Review \(2014\) 30 \(1\): 76-89 first published online August 20, 2013.](#)
- <sup>64</sup> [Bosch, N., Deelen, A. and Euwals, R. \(2010\), 'Is Part-time Employment Here to Stay? Working Hours of Dutch Women over Successive Generations', Labour, 24: 35-54.](#)
- <sup>65</sup> [Euwals, R. and Hogerbrugge, M. \(2006\), 'Explaining the Growth of Part-time Employment: Factors of Supply and Demand', Labour, 20: 533-557.](#)
- <sup>66</sup> [Tilley, C \(1991\), 'Reasons for the continuing growth of part-time employment', Monthly Labor Review, March.](#)
- <sup>67</sup> [Harley, B & Whitehouse, G \(2001\), 'Women In Part-Time Work: A Comparative Study Of Australia And The United Kingdom', Labour & Industry: a journal of the social and economic relations of work, 12:2, 33-59.](#)