

**OUTLINE OF SUBMISSION OF AUSTRALIAN INDUSTRY GROUP
RELATING TO STATEMENT ISSUED 28 SEPTEMBER 2016**

1. The Ai Group provides this outline of submission in response to the statement of the Commission issued on 28 September 2016 (the “**Statement**”) and the three accompanying reports (the Industry Profile – Accommodation and Food Services report dated September 2016 (the “**AFS Industry Profile Report**”); the Industry Profile – Retail trade report dated September 2016 (the “**Retail Industry Profile Report**”); and the Changing Work Patterns Report initially dated September 2016 but later reissued with additional data and dated October 2016 (the “**Changing Work Patterns Report**”).
2. The Ai Group notes that it had already made submissions in writing on the first version of the AFS Industry Profile Report, the Retail Industry Profile Report and the Changing Work Patterns Report (see outline of submissions dated 5 February 2016, especially paragraphs 266, 267, 268 and 269). The Ai Group maintains those submissions.
3. The Ai Group submits that, although some of the data in the first version of the AFS Industry Profile Report has been updated, the AFS Industry Profile Report continues to be focussed on the one-digit division level, the two-digit subdivision level or the three-digit group level and not (relevantly) the four-digit class level (with the four-digit class level relating to the fast food industry rather than the broader accommodation and food services industry or the broader food and beverage services industry) (see also the outline of submissions dated 5 February 2015, paragraphs 266(b), 266(c), 266(d), 266(e), 266(f) and 266(g)).
4. The Ai Group submits that the new section in the AFS Industry Profile Report relating to “takeaway food services” (see the AFS Industry Profile Report, section 5.9, pp33-35) is based on data from the ABS Census in 2011 (rather than the data in SDA/AIG Amended Aide Memoire from 2014 or in the Ai Group Employee Survey from May 2015), with 175,000 employees recorded in the ABS Census in 2011 rather than the 214,265 employees in 2014 (see the outline of submissions dated 5 February 2016, paragraph 60), but that the data contained within AFS Industry Profile Report is consistent with, and confirmatory of, the typical fast food employee identified by the Ai Group (see the outline of submissions dated 5 February 2016, paragraph 86 (young; studying; working part time hours of 1-15 hours per week), including the slightly greater proportion of female employees (see the outline of submissions, dated 5 February 2016, paragraph 64).
5. The Ai Group submits that, although some of the data in the first version of the Retail Industry Profile Report has been updated, the Retail Industry Profile Report continues not to address the fast food industry (see also the Retail Industry Profile Report, p6, note on class 4512) and,

in any event, continues to be focussed on the one-digit division level of retail trade, which is separate to the fast food industry (see also the outline of submissions dated 5 February 2016, paragraph 267(b)).

6. The Ai Group submits that, although some of the data in the first version of the Changing Work Patterns Report has been updated, one matter to note is the continuation of the trend across Australian society generally for the reduction in the average number of hours worked per month (from 139.1 hours in 2015 to 138.5 hours in 2016) (see Changing Work Patterns Report, p3)
7. The Ai Group submits that the new section in the Changing Work Patters Report (see Changing Work Patterns Report, section 3.4, pp23 to 25), with its identification of the proportion of employees across industries usually working weekends (in the range of 70 to 76 per cent of employees in the accommodation and food services industry), is consistent with the data from the Ai Group Survey from May 2015 (approximately 72 per cent of employees working for McDonald's and Hungry Jack's who were full time students worked on Saturdays and approximately 72 per cent of employees working for McDonald's and Hungry Jack's who were full time students worked on Sundays) (see outline of submissions dated 5 February 2016, par 76).

14 October 2016