



# **Analysis of the Workplace Agreements Database for the Family and Domestic Violence Leave Review**

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The contents of this paper are 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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## List of abbreviations

ABS	Australian Bureau of Statistics
Ai Group	Australian Industry Group
ANZSIC	The Australia and New Zealand Standard Industrial Classification
FDV	Family and Domestic Violence
WAD	Workplace Agreements Database

## 1 Background

The Fair Work Commission (Commission) proposed to conduct an analysis of the Attorney-General's Department Workplace Agreements Database (WAD) as part of the research program to assist in the Family and Domestic Violence (FDV) leave review 2021. The following report presents an analysis and summary of the data from the (WAD). The data analysis involves an overview of the FDV clauses or provisions in current enterprise agreements as at 30 June 2021 and approved enterprise agreements from 1 July 2016–30 June 2021. The data analysis also includes descriptions of the specific FDV fields first coded in 2016. The data analysis updates evidence provided by the Australian Industry Group (Ai Group) (Ai Group 2016) and examines the current terms in enterprise agreements relating to the issue of FDV. Included in this analysis is information regarding separate unpaid leave for employees affected by domestic violence. While this entitlement was first coded in the WAD in 2016, the quantum of leave was only coded from 2019 onwards.

## 2 Objective

Analysis and summary of the WAD provides the opportunity to identify and describe the characteristics of the enterprise agreements that offer employees some type of FDV clause or provision, including:

- paid FDV leave;
- unpaid FDV leave;
- access to other/existing leave – where the agreement allows victims of domestic violence to access other leave entitlements. This can include (but is not limited to): access to personal leave; compassionate leave; annual and long service leave; time off in lieu and; accrued flex time.
- non-leave entitlements/support. This can include safety precautions (changing location of work, phone numbers, etc.), counselling or access to an Employee Assistance Program, or any other related benefits; and
- provisions for carers/supporters of FDV victims.

The first part of this report undertakes an analysis of current agreements as at 30 June 2021 that contain some type of FDV clause or provision for employees experiencing family and domestic violence. The second part undertakes an analysis of approved agreements in relation to FDV clauses or provisions covering the period from 7 July 2018–30 June 2021. The date range captures the period from the Decision ([2018] FWCFB 1691) that confirmed that all award-covered employees should have access to unpaid FDV leave. The basis for this aggregation is to measure any changes in the agreements, for example, utilisation rates, that will assist the Commission in the current FDV review.

## 3 Workplace Agreement Database

To ensure that the summary and analysis captures contemporary and comparative characteristics, a similar WAD request to that made by Ai Group (2016) was submitted, requesting information on FDV provisions in all current enterprise agreements as at 31 March 2021 (or the latest data available) (see: the [Workplace Agreement Database - Data Request - 20 August 2021](#)). The Department provided a spreadsheet that covered current enterprise agreements as at 30 June 2021 and approved enterprise agreements from 1 July 2016–30 June 2021. The questions addressed are outlined below:

1. The proportion of the total agreements current as at **30 June 2021** which contain some type of FDV provision.

2. The proportion of the total number employees covered by enterprise agreements current as at **30 June 2021** which have some type of FDV provision.
3. The characteristics of enterprise agreements current as at **30 June 2021** which contain some type of FDV provision.
  - i. The industry sectors where the agreements apply
  - ii. The proportion of agreements in the private and public sectors
  - iii. The State/Territories where the agreements apply
  - iv. The proportion of agreements which cover the following categories of employees:
    - 1–15 employees;
    - 16–50 employees;
    - 51–100 employees;
    - 101–500 employees;
    - 501 or more employees.
  - v. The proportion of agreements which have union coverage
  - vi. The unions covered by the agreements.
4. The characteristics of enterprise agreements approved from **7 July 2018–30 June 2021** which contain some type of FDV violence provision, including:
  - a. Paid FDV leave entitlements
  - b. Unpaid FDV leave
  - c. Access to other/existing leave
  - d. Non-leave entitlements/support
  - e. Provisions for carers/supporters of FDV victims.

This includes the following characteristics for each type of FDV provision (a–e):

  - i. The industry sectors where the agreements apply
  - ii. The proportion of agreements in the private and public sectors
  - iii. The State/Territories where the agreements apply
  - iv. The proportion of agreements which cover the following categories of employees:
    - 1–15 employees
    - 16–50 employees
    - 51–100 employees
    - 101–500 employees
    - 501 or more employees.
  - v. The proportion of agreements which have union coverage
  - vi. The unions covered by the agreements.
5. The characteristics of enterprise agreements approved from **7 July 2018–30 June 2021** which have paid or unpaid FDV leave, including:
  - i. The number of days of paid FDV leave:
    - More than 10 days
    - 10 days
    - 5–9 days
    - 1–4 days.



## 4 Analysis of the Workplace Agreement Database

### 1. The proportion of the total agreements current as at 30 June 2021 which contain some type of FDV provision.

From the data provided by the WAD (see Tab 1 of the Department's spreadsheet), there were 6172 enterprise agreements current as at 30 June 2021 with some type of FDV clause or provision, or which dealt with FDV in some way. Examples might include: additional entitlements for employees experiencing family and domestic violence, flexible working arrangements, or access to both paid or unpaid leave. This corresponds to 6.28 per cent of all enterprise agreements current as at 30 June 2021. Of the 6172 enterprise agreements current as at 30 June 2021 with some type of FDV clause or provision:

- a. 2685 agreements (43.50 per cent) have paid FDV leave
- b. 3406 agreements (55.18 per cent) have unpaid FDV leave
- c. 1216 agreements (19.70 per cent) have access to other/existing leave
- d. 1164 agreements (18.86 per cent) have non-leave entitlements/support
- e. 987 agreements (15.99 per cent) have provisions for carers/supporters of FDV victims.

### 2. The proportion of the total number employees covered by enterprise agreements current as at 30 June 2021 who are covered by enterprise agreements which have some type of FDV provision.

From the WAD data, there were a total of 1 550 344 employees who were covered by enterprise agreements current as at 30 June 2021 with some type of FDV clause or provision. This corresponds to 87.04 per cent of all employees covered by enterprise agreements that were current as at 30 June 2021.

In comparison to the Ai Group's analysis (2016), this indicates an increase in the proportion of employees covered by enterprise agreements with some type of FDV clause provision by 49.24 percentage points, between 30 June 2016 to 30 June 2021, including, but not limited to, leave entitlements.

### 3. The characteristics of enterprise agreements current as at 30 June 2021, which contain some type of FDV provisions.

The WAD data shows the following characteristics about the industry sectors (in accordance with the ANZSIC) that constitute the 6172 enterprise agreements current as at 30 June 2021 with some type of FDV clause or provision.

**i. The industry sectors where the agreements apply**

**Table 4.1: Current agreements as at 30 June 2021 with some type of FDV provision by industry**

	Number of agreements current as at 30 June 2021 with some type of FDV provision (No.)	% of agreements current as at 30 June 2021 with some type of FDV provision (%)
Agriculture, forestry and fishing	87	1.41
Mining	176	2.85
Manufacturing	763	12.36
Electricity, gas, water and waste services	205	3.32
Construction	2220	35.97
Wholesale trade	104	1.69
Accommodation and food services	53	0.86
Retail trade	117	1.90
Transport, postal and warehousing	535	8.67
Information media and telecommunications	34	0.55
Financial and insurance services	64	1.04
Rental, hiring and real estate services	40	0.65
Professional, scientific and technical services	70	1.13
Administrative and support services	120	1.94
Public administration and safety	283	4.59
Education and training	429	6.95
Health care and social assistance	664	10.76
Arts and recreation services	65	1.05
Other services	143	2.32

Source: Attorney-General's Department, *Workplace Agreements Database*, June 2021.

From the above sectors listed (Table 4.1), the industry sectors with the greatest proportion of enterprise agreements current as at 30 June 2021 with some type of FDV clause or provision are the following:

- Construction (35.97 per cent)
- Manufacturing (12.36 per cent)
- Health care and social assistance (10.76 per cent).

From the 1 550 344 employees covered by enterprise agreements current as at 30 June 2021 with some type of FDV provision, the industry sectors of those employees are indicated below (Table 4.2).

**Table 4.2: Employees covered by agreements current as at 30 June 2021 with some type of FDV provision by industry**

	<b>Number of employees covered by agreements current as at 30 June 2021 with some type of FDV provision</b>	<b>% of employees covered by agreements current as at 30 June 2021 with some type of FDV provision</b>
	<b>(No.)</b>	<b>(%)</b>
Agriculture, forestry and fishing	8232	0.53
Mining	31 412	2.03
Manufacturing	63 916	4.12
Electricity, gas, water and waste services	39 378	2.54
Construction	62 703	4.04
Wholesale trade	10 750	0.69
Accommodation and food services	47 526	3.07
Retail trade	256 791	16.56
Transport, postal and warehousing	81 987	5.29
Information media and telecommunications	30 338	1.96
Financial and insurance services	62 381	4.02
Rental, hiring and real estate services	2873	0.19
Professional, scientific and technical services	12 741	0.82
Administrative and support services	14991	0.97
Public administration and safety	223 973	14.45
Education and training	320 637	20.68
Health care and social assistance	236 367	15.25
Arts and recreation services	22 886	1.48
Other services	20 465	1.32

Source: Attorney-General's Department, *Workplace Agreements Database*, June 2021.

From the above sectors listed, the industry sectors with the greatest proportion of employees covered by enterprise agreements current as at 30 June 2021 with some type of FDV clause or provision are the following:

- Education and training (20.68 per cent)
- Accommodation and food services (16.56 per cent)
- Health care and social assistance (15.25 per cent)
- Public administration and safety (14.45 per cent).

## **ii. The proportion of agreements in the private and public sectors**

According to the WAD data, of the 6172 enterprise agreements current as at 30 June 2021 with some type of FDV clause or provision:

- 5768 of these (93.45 per cent) are in the private sector; and

- 404 of these (6.55 per cent) are in the public sector.

Additionally, based on the 5768 private sector agreements (93.45 per cent) current as at 30 June 2021 with some type of FDV provision, 1 018 934 employees were covered.

This corresponds to 65.72 per cent of all employees covered by enterprise agreements current as at 30 June 2021 with some type of FDV provision. From the 404 public sector agreements current as at 30 June 2021 with some type of FDV provision, 531,410 of employees were covered. This corresponds to 34.28 per cent of all employees covered by enterprise agreements current as at 30 June 2021 with some type of FDV provision.

### iii. The State/Territory where the agreements apply

The following data from the WAD shows characteristics about the States and Territories of the 6172 enterprise agreements current as at 30 June 2021 with some type of FDV provision (Table 4.3).

**Table 4.3: Current agreements as at 30 June 2021 with some type of FDV provision by State/Territory**

	Number of agreements current as at 30 June 2021 with some type of FDV provision (No.)	% of agreements current as at 30 June 2021 with some type of FDV provision (%)
Australian Capital Territory	88	1.43
New South Wales	1221	19.78
Northern Territory	76	1.23
Queensland	984	15.94
South Australia	385	6.24
Tasmania	216	3.50
Victoria	1607	26.04
Western Australia	522	8.46
Multi-state	1073	17.38

Source: Attorney-General's Department, *Workplace Agreements Database*, June 2021.

From the States and Territories listed above, the greatest proportion of enterprise agreements current as at 30 June 2021 with some type of FDV clause or provision are in:

- Victoria (26.04 per cent)
- New South Wales (19.78 per cent)
- Queensland (15.94 per cent).

The data from the WAD shows the following characteristics about the proportion of employees in each State/Territory covered by enterprise agreements current as at 30 June 2021 with some type of FDV provision (Table 4.4).

**Table 4.4: Employees covered by agreements current as at 30 June 2021 with some type of FDV provision by State/Territory**

	<b>Number of employees covered by agreements current as at 30 June 2021 with some type of FDV provision</b>	<b>% of employees covered by agreements current as at 30 June 2021 with some type of FDV provision</b>
	<b>(No.)</b>	<b>(%)</b>
Australian Capital Territory	31 474	2.03
New South Wales	168 751	10.88
Northern Territory	25 966	1.67
Queensland	163 737	10.56
South Australia	39 931	2.58
Tasmania	23 927	1.54
Victoria	361 035	23.29
Western Australia	88 268	5.69
Multi-state	647 258	41.75

Source: Attorney-General's Department, *Workplace Agreements Database*, June 2021.

Of the 1 550 344 employees covered by enterprise agreements current as at 30 June 2021 with some type of FDV provision, the highest proportion are in the following State/Territory:

- Victoria (23.29 per cent)
- New South Wales (10.88 per cent)
- Queensland (10.56 per cent).

**iv. The proportion of agreements which cover between 1–15, 16–50, 51–100, 101–500, 501 or more employees**

From the WAD data, of the 6172 enterprise agreements current as at 30 June 2021 with some type of FDV provision:

- 2144 agreements (approximately 34.74 per cent) cover 1–15 employees
- 1623 agreements (26.30 per cent) cover 16–50 employees
- 850 agreements (13.77 per cent) cover 51–100 employees
- 1108 agreements (17.95 per cent) cover 101–500 employees
- 447 agreements (7.24 per cent) cover 501 or more employees.

Due to obligations to the *Privacy Act*, when an agreement covers 5 or fewer employees, the employee figures have been redacted from the WAD. For this reason, a median number of 3 has been substituted in this analysis in place of “5 or fewer”. This affects the percentages to a very small degree. From the above data, the proportion of employees can also be understood as:

- 2144 or approximately 34.74 per cent of enterprise agreements current as at 30 June 2021 with some type of FDV provision cover up to (and including) 15 employees
- 4028 or 65.26 per cent of enterprise agreements current as at 30 June 2021 with some type of FDV provision cover more than 15 employees

- 2405 or 38.96 per cent of enterprise agreements current as at 30 June 2021 with some type of FDV provision cover more than 50 employees
- 1555 or 25.19 per cent of enterprise agreements current as at 30 June 2021 with some type of FDV provision cover more than 100 employees
- 447 or 7.24 per cent enterprise agreements current as at 30 June 2021 with some type of FDV provision cover more than 500 employees.

**v. The proportion of agreements which have union coverage**

From the WAD data, of the 6172 enterprise agreements current as at 30 June 2021 with some type of FDV provision:

- 1297 of these (21.01 per cent) do not cover unions
- 4875 of these (78.99 per cent) cover unions.

The 1297 non-union covered agreements current as at 30 June 2021 with some type of FDV provision cover 52 562 employees. This corresponds to 3.39 per cent of all employees covered by enterprise agreements current as at 30 June 2021 with some type of FDV provision. The 4875 union covered agreements current as at 30 June 2021 with some type of FDV provision cover 1 497 782 employees. This corresponds to 96.61 per cent of all employees covered by enterprise agreements current as at 30 June 2021 with some type of FDV provision.

**vi. The unions covered by the agreements**

The WAD data indicates that from the 4875 union-covered enterprise agreements current as at 30 June 2021 with some type of FDV provision, the following unions are covered (Table 4.5):

**Table 4.5: Unions covered by agreements current as at 30 June 2021 with some type of FDV provision**

	Number of agreements where union is the only union covered	Number of agreements where union is one of multiple union covered	Total number of agreements union is covered by
	(No.)	(No.)	(No.)
AAFEA	-	3	3
AEU	6	15	21
AFAP	8	5	13
AFULEQUE	-	4	4
AIMPE	8	19	27
ALAEA	14	3	17
AMIEU	39	14	53
AMOU	20	26	46
AMWU	320	308	628
ANF	197	239	436
APESMA	9	127	136
ARTBIU	41	31	72
ASMOF	7	6	13
ASU	193	180	373
AWU	367	157	524
BFEQ	-	1	1
BHTEU	2	1	3
CAOOAA	-	-	-
CEPU	524	278	802
CFMEU	3	2	5
CFMMEU	1114	168	1282
CMA	-	-	-
CPSU	58	70	128
ETU	1	2	3
FAAA	1	4	5
FSU	33	5	38
HSUA	110	147	257
IEUA	296	33	329
LHMU	47	57	104
MEAA	31	10	41
MUA	15	5	20
NTEU	46	32	78
NUW	85	29	114
PFA	1	0	1
SDAEA	70	34	104
TCFUA	-	-	-
TWU	159	50	209
UCIW	-	-	-
UFUA	3	6	9

Source: Attorney-General's Department, *Workplace Agreements Database*, June 2021.

From the characteristics indicated above, the unions covered by the most enterprise agreements current as at 30 June 2021 with some type of FDV provision are as follows:

- CFMMEU (covered by 1282 of the 6172 enterprise agreements (or 20.77 per cent) current as at 30 June 2021 with some type of FDV provision)
- CEPU (covered by 802 of the 6172 enterprise agreements (or 12.99 per cent) current as at 30 June 2021 with some type of FDV provision)
- AMWU (covered by 628 of the 6172 enterprise agreements (or 10.17 per cent) current as at 30 June 2021 with some type of FDV provision).

#### **4. The characteristics of enterprise agreements approved from 7 July 2018–30 June 2021 which contain some type of family and domestic violence provision**

From the data provided by the WAD, there were 7879 enterprise agreements approved from 7 July 2018–30 June 2021 with some type of FDV clause or provision. This constitutes 64.39 per cent of enterprise agreements approved from 7 July 2018–30 June 2021 with some type of FDV clause or provision. This presents a percentage point increase of approximately 27.79 per cent compared to the enterprise agreements approved from 6 July 2016–6 July 2018 with some type of FDV provision, before the decision to provide all award-covered employees with access to unpaid FDV leave.

The proportion of the total agreements approved from 7 July 2018–30 June 2021 which have the following FDV provisions (a–e) are as follows:

- a. 4011 agreements (32.77 per cent) have paid FDV leave
- b. 3886 agreements (31.76 per cent) have unpaid FDV leave
- c. 1599 agreements (13.07 per cent) have access to other/existing leave
- d. 1565 agreements (12.79 per cent) have non-leave entitlements/support
- e. 1203 agreements (9.83 per cent) have provisions for carers/supporters of FDV victims.

##### **i. The industry sectors where the agreements apply**

The WAD data shows the following characteristics about the industry sectors (according to ANZSIC industry classification) that comprise the 7879 enterprise agreements approved from 7 July 2018–30 June 2021 with some type of FDV clause or provision.



**Table 4.6: Agreements approved from 7 July 2018 – 30 June 2021 with some type of FDV provision by industry**

	Number of agreements approved from 7 July 2018–30 June 2021 with some type of FDV provisions	% of agreements approved from 7 July 2018–30 June 2021 with some type of FDV provisions
	(No.)	(%)
Agriculture, forestry and fishing	96	1.22
Mining	189	2.39
Manufacturing	873	11.08
Electricity, gas, water and waste services	227	2.89
Construction	3,358	42.61
Wholesale trade	128	1.62
Retail trade	60	0.76
Accommodation and food services	126	1.60
Transport, postal and warehousing	592	7.51
Information media and telecommunications	40	0.51
Financial and insurance services	67	0.85
Rental, hiring and real estate services	45	0.57
Professional, scientific and technical services	91	1.15
Administrative and support services	149	1.89
Public administration and safety	312	3.95
Education and training	480	6.09
Health care and social assistance	820	10.40
Arts and recreation services	84	1.07
Other services	160	2.03

Source: Attorney-General's Department, *Workplace Agreements Database*, June 2021.

From the above sectors listed, the industry sectors with the greatest proportion of enterprise agreements approved from 7 July 2018 – 30 June 2021 with some type of FDV clause or provision are the following:

- Construction (42.61 per cent)
- Manufacturing (11.08 per cent)
- Health care and social assistance (10.40 per cent).

**a. Paid FDV Leave**

The WAD data shows the following characteristics about the industry sectors (according to the ANZSIC) that comprise the 4011 enterprise agreements approved from 7 July 2018–30 June 2021 with paid FDV leave (Table 4.7).

**Table 4.7: Agreements approved from 7 July 2018–30 June 2021 with paid FDV leave by industry**

	<b>Number of agreements approved from 7 July 2018–30 June 2021 with paid FDV leave</b>	<b>% of agreements approved from 7 July 2018–30 June 2021 with paid FDV leave</b>
	(No.)	(%)
Agriculture, forestry and fishing	15	0.37
Mining	11	0.27
Manufacturing	189	4.71
Electricity, gas, water and waste services	73	1.82
Construction	2116	52.75
Wholesale trade	25	0.62
Retail trade	53	1.32
Accommodation and food services	15	0.37
Transport, postal and warehousing	167	4.16
Information media and telecommunications	19	0.47
Financial and insurance services	52	1.30
Rental, hiring and real estate services	16	0.40
Professional, scientific and technical services	28	0.70
Administrative and support services	71	1.77
Public administration and safety	203	5.06
Education and training	325	8.10
Health care and social assistance	508	12.67
Arts and recreation services	43	1.07
Other services	82	2.04

Source: Attorney-General's Department, *Workplace Agreements Database*, June 2021.

From the above sectors listed, the industry sectors with the greatest proportion of enterprise agreements approved from 7 July 2018–30 June 2021 with paid FDV leave are the following:

- Construction (52.75 per cent)
- Health care and social assistance (12.67 per cent).

**b. Unpaid FDV Leave**

The WAD data shows the following characteristics about the industry sectors (according to the ANZSIC) that comprise the 3886 enterprise agreements approved from 7 July 2018–30 June 2021 with unpaid FDV leave (Table 4.8).

**Table 4.8: Agreements approved from 7 July 2018–30 June 2021 with unpaid FDV leave by industry**

	Number of agreements approved from 7 July 2018–30 June 2021 with unpaid FDV leave (No.)	% of agreements approved from 7 July 2018–30 June 2021 with unpaid FDV leave (%)
Agriculture, forestry and fishing	72	1.85
Mining	156	4.01
Manufacturing	572	14.72
Electricity, gas, water and waste services	133	3.42
Construction	1407	36.21
Wholesale trade	92	2.37
Retail trade	93	2.39
Accommodation and food services	41	1.06
Transport, postal and warehousing	380	9.78
Information media and telecommunications	16	0.41
Financial and insurance services	13	0.33
Rental, hiring and real estate services	27	0.69
Professional, scientific and technical services	59	1.52
Administrative and support services	79	2.03
Public administration and safety	98	2.52
Education and training	160	4.12
Health care and social assistance	378	9.73
Arts and recreation services	40	1.03
Other services	82	2.04

Source: Attorney-General's Department, *Workplace Agreements Database*, June 2021.

From the above sectors listed, the industry sectors with the greatest proportion of enterprise agreements approved from 7 July 2018–30 June 2021 with unpaid FDV leave are the following:

- Construction (36.21 per cent)
- Manufacturing (14.72 per cent)
- Transport, postal and warehousing (9.78 per cent)
- Health care and social assistance (9.73 per cent).

**c. Access to other/existing leave**

The WAD data show the following characteristics about the industry sectors (according to the ANZSIC) that comprise the 1599 enterprise agreements approved from 7 July 2018–30 June 2021 with access to other/existing leave (Table 4.9).

**Table 4.9: Agreements approved from 7 July 2018–30 June 2021 with access to other/existing leave by industry**

	Number of agreements approved from 7 July 2018–30 June 2021 with access to other/existing leave	% of agreements approved from 7 July 2018–30 June 2021 with access to other/existing leave
	(No.)	(%)
Agriculture, forestry and fishing	17	1.06
Mining	15	0.93
Manufacturing	174	10.88
Electricity, gas, water and waste services	41	2.56
Construction	369	23.07
Wholesale trade	22	1.37
Retail trade	47	2.94
Accommodation and food services	11	0.68
Transport, postal and warehousing	116	7.25
Information media and telecommunications	14	0.87
Financial and insurance services	15	0.94
Rental, hiring and real estate services	8	0.50
Professional, scientific and technical services	20	1.25
Administrative and support services	26	1.62
Public administration and safety	105	6.56
Education and training	225	14.07
Health care and social assistance	327	20.45
Arts and recreation services	19	1.19
Other services	45	2.81

Source: Attorney-General's Department, *Workplace Agreements Database*, June 2021.

From the above sectors listed, the industry sectors with the greatest proportion of enterprise agreements approved from 7 July 2018–30 June 2021 with access to other/existing leave are the following:

- Construction (23.07 per cent)
- Health care and social assistance (20.45 per cent)
- Education and training (14.07 per cent).

**d. Non-leave entitlements/support**

The WAD data show the following characteristics about the industry sectors (according to the ANZSIC) that comprise the 1565 enterprise agreements approved from 7 July 2018–30 June 2021 with non-leave entitlements/support (Table 4.10).

**Table 4.10: Agreements approved from 7 July 2018 – 30 June 2021 with non-leave entitlements/support by industry**

	Number of agreements approved from 7 July 2018– 30 June 2021 with non- leave entitlements/support	% of agreements approved from 7 July 2018–30 June 2021 with non-leave entitlements/support
	(No.)	(%)
Agriculture, forestry and fishing	7	0.45
Mining	10	0.64
Manufacturing	125	7.99
Electricity, gas, water and waste services	41	2.62
Construction	394	25.18
Wholesale trade	16	1.02
Retail trade	38	2.43
Accommodation and food services	9	0.58
Transport, postal and warehousing	112	7.16
Information media and telecommunications	14	0.89
Financial and insurance services	26	1.66
Rental, hiring and real estate services	5	0.32
Professional, scientific and technical services	21	1.34
Administrative and support services	33	2.11
Public administration and safety	150	9.58
Education and training	94	6.01
Health care and social assistance	379	24.22
Arts and recreation services	31	1.98
Other services	60	3.83

Source: Attorney-General's Department, *Workplace Agreements Database*, June 2021.

From the above sectors listed, the industry sectors with the greatest proportion of enterprise agreements approved from 7 July 2018 – 30 June 2021 with non-leave entitlements/support are the following:

- Construction (25.18 per cent)
- Health care and social assistance (24.22 per cent)
- Public administration and safety (9.58 per cent).

**e. Provisions for carers/supporters of FDV victims**

The WAD data show the following characteristics about the industry sectors (according to the ANZSIC) that comprise the 1203 enterprise agreements approved from 7 July 2018–30 June 2021 with provisions for carers/supporters of FDV victims (Table 4.11).

**Table 4.11: Agreements approved from 7 July 2018–30 June 2021 with provisions for carers/supporters of FDV victims by industry**

	Number of agreements approved from 7 July 2018–30 June 2021 with provisions for carers/ supporters of FDV victims	% of agreements approved from 7 July 2018–30 June 2021 with provisions for carers/ supporters of FDV victims
	(No.)	(%)
Agriculture, forestry and fishing	11	0.91
Mining	7	0.58
Manufacturing	84	6.98
Electricity, gas, water and waste services	23	1.91
Construction	266	22.11
Wholesale trade	6	0.50
Retail trade	35	2.91
Accommodation and food services	5	0.42
Transport, postal and warehousing	53	4.41
Information media and telecommunications	11	0.91
Financial and insurance services	25	2.08
Rental, hiring and real estate services	5	0.42
Professional, scientific and technical services	11	0.91
Administrative and support services	33	2.74
Public administration and safety	131	10.89
Education and training	175	14.55
Health care and social assistance	252	20.95
Arts and recreation services	26	2.16
Other services	44	3.66

Source: Attorney-General's Department, *Workplace Agreements Database*, June 2021.

From the above sectors listed, the industry sectors with the greatest proportion of enterprise agreements approved from 7 July 2018–30 June 2021 with provisions for carers/supporters of FDV victims are the following:

- Construction (22.11 per cent).
- Health care and social assistance (20.95 per cent).
- Education and training (14.55 per cent).

In the enterprise agreements approved from 7 July 2018–30 June 2021, a total of 1 684 047 employees were covered by enterprise agreements with some type of FDV clause or provision. This constitutes 87.03 per cent of all employees covered by enterprise agreements from 7 July 2018–30 June 2021. This

presents a substantial increase of approximately 22.68 per cent of employees compared to the employees covered by enterprise agreements approved from 6 July 2016–6 July 2018 with some type of FDV provision, before the decision to provide all award-covered employees with access to unpaid FDV leave. The proportion of the total number of employees covered by enterprise agreements approved from 7 July 2018–30 June 2021 who are covered by agreements which have the following FDV provisions (a–e) are as follows:

- a. 1,186,262 employees (61.65 per cent) are covered by agreements with paid FDV leave.
- b. 816,710 employees (42.58 per cent) are covered by agreements with unpaid FDV leave.
- c. 989,551 employees (51.14 per cent) are covered by agreements with access to other/existing leave.
- d. 749,947 employees (38.76 per cent) are covered by agreements with non-leave entitlements/support.
- e. 693,195 employees (35.82 per cent) are covered by agreements with provisions for carers/supporters of FDV victims.

The WAD data show the following characteristics about the industry sectors of the 1 684 047 employees covered by enterprise agreements approved from 7 July 2018–30 June 2021 with some type of FDV clause or provision (Table 4.12).

**Table 4.12: Employees covered by agreements approved from 7 July 2018 – 30 June 2021 with some type of FDV provision by industry**

	<b>Number of employees covered by agreements approved from 7 July 2018–30 June 2021 with some type of FDV provision</b>	<b>% of employees covered by agreements approved from 7 July 2018–30 June 2021 with some type of FDV provision</b>
	<b>(No.)</b>	<b>(%)</b>
Agriculture, forestry and fishing	8510	0.46
Mining	32 380	1.76
Manufacturing	78 220	4.25
Electricity, gas, water and waste services	41 230	2.24
Construction	84 096	4.57
Wholesale trade	11 281	0.61
Retail trade	267 867	14.56
Accommodation and food services	50 275	2.73
Transport, postal and warehousing	90 795	4.93
Information media and telecommunications	30 853	1.68
Financial and insurance services	64 942	3.53
Rental, hiring and real estate services	1610	0.09
Professional, scientific and technical services	18 616	1.01
Administrative and support services	173 349	9.42
Public administration and safety	219 068	11.91
Education and training	344 101	18.70
Health care and social assistance	276 179	15.01
Arts and recreation services	24 310	1.32
Other services	22 334	1.21

Source: Attorney-General's Department, *Workplace Agreements Database*, June 2021.

From the above sectors listed, the industry sectors with the greatest proportion of employees covered by enterprise agreements approved from 7 July 2018–30 June 2021 with some type of FDV provision are the following:

- Education and training (18.70 per cent)
- Health care and social assistance (15.01 per cent).

Based on the WAD data, the employee characteristics of the industry sectors of enterprise agreements approved from 7 July 2018 – 30 June 2021 by each specific FDV provision (a-e) are as follows (Tables 4.13 to 4.17):



a. Paid FDV leave

**Table 4.13: Employees covered by agreements approved from 7 July 2018–30 June 2021 with paid FDV leave by industry**

	Number of employees covered by agreements approved from 7 July 2018–30 June 2021 with paid FDV leave	% of employees covered by agreements approved from 7 July 2018–30 June 2021 with paid FDV leave
	(No.)	(%)
Agriculture, forestry and fishing	1358	0.11
Mining	2684	0.22
Manufacturing	25 508	2.14
Electricity, gas, water and waste services	31 241	2.62
Construction	50 247	4.21
Wholesale trade	4277	0.36
Retail trade	221 955	18.61
Accommodation and food services	3741	0.31
Transport, postal and warehousing	52 285	4.38
Information media and telecommunications	26 490	2.22
Financial and insurance services	62 979	5.28
Rental, hiring and real estate services	623	0.05
Professional, scientific and technical services	9977	0.84
Administrative and support services	7660	0.64
Public administration and safety	187 125	15.69
Education and training	283 403	23.76
Health care and social assistance	192 601	16.15
Arts and recreation services	16 181	1.36
Other services	12 565	1.05

Source: Attorney-General's Department, *Workplace Agreements Database*, June 2021.

From the above sectors listed, the industry sectors with the greatest proportion of employees covered by enterprise agreements approved from 7 July 2018 – 30 June 2021 with paid FDV leave are the following:

- Education and training (23.76 per cent)
- Retail trade (18.61 per cent)
- Health care and social assistance (16.15 per cent)
- Public administration and safety (15.69 per cent).

**b. Unpaid FDV leave**

**Table 4.14: Employees covered by agreements approved from 7 July 2018 – 30 June 2021 with unpaid FDV leave by industry**

	Number of employees covered by agreements approved from 7 July 2018–30 June 2021 with unpaid FDV leave	% of employees covered by agreements approved from 7 July 2018–30 June 2021 with unpaid FDV leave
	(No.)	(%)
Agriculture, forestry and fishing	6399	0.78
Mining	22 912	2.80
Manufacturing	44 213	5.41
Electricity, gas, water and waste services	8195	1.00
Construction	35 514	4.34
Wholesale trade	9782	1.20
Retail trade	244 144	29.86
Accommodation and food services	47 736	5.84
Transport, postal and warehousing	33 870	4.14
Information media and telecommunications	3411	0.42
Financial and insurance services	10 777	1.32
Rental, hiring and real estate services	1157	0.14
Professional, scientific and technical services	12 790	1.56
Administrative and support services	9893	1.21
Public administration and safety	91 885	11.24
Education and training	81 318	9.95
Health care and social assistance	134 794	16.49
Arts and recreation services	9715	1.19
Other services	9098	1.11

Source: Attorney-General's Department, *Workplace Agreements Database*, June 2021.

From the above sectors listed, the industry sectors with the greatest proportion of employees covered by enterprise agreements approved from 7 July 2018–30 June 2021 with unpaid FDV leave are the following:

- Retail trade (29.86 per cent).
- Health care and social assistance (16.49 per cent).
- Public administration and safety (11.24 per cent).

**c. Access to other/existing leave**

**Table 4.15: Employees covered by agreements approved from 7 July 2018 – 30 June 2021 with access to other/existing leave by industry**

	<b>Number of employees covered by agreements approved from 7 July 2018–30 June 2021 with access to other/existing leave</b>	<b>% of employees covered by agreements approved from 7 July 2018–30 June 2021 with access to other/existing leave</b>
	<b>(No.)</b>	<b>(%)</b>
Agriculture, forestry and fishing	1783	0.18
Mining	1298	0.13
Manufacturing	16 616	1.68
Electricity, gas, water and waste services	11 510	1.16
Construction	7801	0.79
Wholesale trade	4027	0.41
Retail trade	185 499	18.75
Accommodation and food services	2696	0.27
Transport, postal and warehousing	24 817	2.51
Information media and telecommunications	22 207	2.24
Financial and insurance services	6682	0.68
Rental, hiring and real estate services	185 499	18.75
Professional, scientific and technical services	6905	0.70
Administrative and support services	1924	0.19
Public administration and safety	119 721	12.10
Education and training	246 772	24.94
Health care and social assistance	128 731	13.01
Arts and recreation services	7733	0.78
Other services	7330	0.74

Source: Attorney-General's Department, *Workplace Agreements Database*, June 2021.

From the above sectors listed, the industry sectors with the greatest proportion of employees covered by enterprise agreements approved from 7 July 2018–30 June 2021 with access to other/existing leave are the following:

- Education and training (24.94 per cent).
- Retail trade (18.75 per cent).
- Rental, hiring and real estate services (18.75 per cent).

**d. Non-leave entitlements/support****Table 4.16: Employees covered by agreements approved from 7 July 2018 – 30 June 2021 with non-leave entitlements/support by industry**

	Number of employees covered by agreements approved from 7 July 2018 – 30 June 2021 with non- leave entitlements/ support	% of employees covered by agreements approved from 7 July 2018 – 30 June 2021 with non- leave entitlements/ support
	(No.)	(%)
Agriculture, forestry and fishing	710	0.09
Mining	1235	0.16
Manufacturing	12 856	1.71
Electricity, gas, water and waste services	11 769	1.57
Construction	9693	1.29
Wholesale trade	743	0.10
Retail trade	132 279	17.64
Accommodation and food services	2760	0.37
Transport, postal and warehousing	33 662	4.49
Information media and telecommunications	1191	0.16
Financial and insurance services	56 969	7.60
Rental, hiring and real estate services	226	0.03
Professional, scientific and technical services	9135	1.22
Administrative and support services	4805	0.64
Public administration and safety	153 358	20.45
Education and training	133 790	17.84
Health care and social assistance	159 802	21.31
Arts and recreation services	17 654	2.35
Other services	7310	0.97

Source: Attorney-General's Department, *Workplace Agreements Database*, June 2021.

From the above sectors listed, the industry sectors with the greatest proportion of employees covered by enterprise agreements approved from 7 July 2018–30 June 2021 with non-leave entitlements/support are the following:

- Health care and social assistance (21.31 per cent)
- Public administration and safety (20.45 per cent)
- Education and training (17.84 per cent)
- Retail trade (17.64 per cent).

**e. Provisions for carers/supporters of FDV victims**

**Table 4.17: Employees covered by agreements approved from 7 July 2018–30 June 2021 with provisions for carers/supporters of FDV victims by industry**

	<b>Number of employees covered by agreements approved from 7 July 2018–30 June 2021 with provisions for carers/supporters of FDV victims</b>	<b>% of employees covered by agreements approved from 7 July 2018–30 June 2021 with provisions for carers/supporters of FDV victims</b>
	<b>(No.)</b>	<b>(%)</b>
Agriculture, forestry and fishing	933	0.13
Mining	960	0.14
Manufacturing	8971	1.29
Electricity, gas, water and waste services	5326	0.77
Construction	6423	0.93
Wholesale trade	315	0.05
Retail trade	166 221	23.98
Accommodation and food services	514	0.07
Transport, postal and warehousing	6599	0.95
Information media and telecommunications	21 167	3.05
Financial and insurance services	50 390	7.27
Rental, hiring and real estate services	284	0.04
Professional, scientific and technical services	2948	0.43
Administrative and support services	2694	0.39
Public administration and safety	140 679	20.29
Education and training	167 194	24.12
Health care and social assistance	101 409	14.63
Arts and recreation services	4535	0.65
Other services	5633	0.81

Source: Attorney-General's Department, *Workplace Agreements Database*, June 2021.

From the above sectors listed, the industry sectors with the greatest proportion of employees covered by enterprise agreements approved from 7 July 2018 – 30 June 2021 with provisions for carers/supporters of FDV victims are the following:

- Education and training (24.12 per cent)
- Retail trade (23.98 per cent)
- Public administration and safety (20.29 per cent).

## **ii. The proportion of agreements in the private and public sectors**

From the WAD data, of the 7879 enterprise agreements (64.54 per cent) approved from 7 July 2018–30 June 2021 with some type of FDV clause or provision:

- 7451 of these (94.34 per cent) are in the private sector
- 428 of these (5.43 per cent) are in the public sector.

Of the 7451 agreements approved (94.34 per cent) in the private sector that have some type of FDV provision, 1 200 397 employees (71.28 per cent) were covered.

Of the 428 agreements approved (5.43 per cent) in the public sector that have some type of FDV provision, 483 650 employees (28.7 per cent) were covered.

### **a. Paid FDV Leave**

Of the 4011 agreements (32.77 per cent) that have paid FDV leave:

- 3671 of these (95.52 per cent) are in the private sector
- 340 of these (8.48 per cent) are in the public sector.

Of the 3671 agreements (95.52 per cent) in the private sector that have paid FDV leave, 753 323 employees (63.15 per cent) were covered.

Of the 340 agreements (8.48 per cent) in the public sector that have paid FDV leave, 439 680 employees (36.85 per cent) were covered.

### **b. Unpaid FDV Leave**

Of the 3886 (31.76 per cent) agreements that have unpaid FDV leave:

- 3792 of these (97.58 per cent) are in the private sector
- 94 of these (2.42 per cent) are in the public sector.

Of the 3792 agreements (97.58 per cent) in the private sector that have unpaid FDV leave, 638 163 employees (78.05 per cent) were covered.

Of the 94 agreements (2.42 per cent) in the public sector that have unpaid FDV leave, 180 262 employees (22.04 per cent) were covered.

### **c. Access to other/existing leave**

Of the 1599 (12.74 per cent) agreements that have access to other/existing leave:

- 1428 of these (89.30 per cent) are in the private sector
- 171 of these (10.69 per cent) are in the public sector.

Of the 1428 agreements (89.30 per cent) in the private sector that have access to other/existing leave, 545 383 employees (55.11 per cent) were covered.

Of the 171 agreements (10.69 per cent) in the public sector that have access to other/existing leave, 258 959 employees (26.17 per cent) were covered.

**d. Non-leave entitlements/support**

Of 1565 (12.79 per cent) agreements that have non-leave entitlements/support:

- 1311 of these (83.77 per cent) are in the private sector
- 254 of these (16.23 per cent) are in the public sector.

Of the 1312 agreements (83.83 per cent) in the private sector that have non-leave entitlements/support, 432 085 employees (57.62 per cent) were covered.

Of the 254 agreements (16.23 per cent) in the public sector that have non-leave entitlements/support, 347 858 employees (46.38 per cent) were covered.

**e. Provisions for carers/supporters of FDV victims**

Of the 1203 (9.83 per cent) agreements that have provisions for carers/supporters of FDV victims:

- 1005 of these (83.54 per cent) are in the private sector
- 198 of these (16.46 per cent) are in the public sector.

Of the 1005 agreements (83.54 per cent) in the private sector that have provisions for carers/supporters of FDV victims, 462 243 employees (66.68 per cent) were covered.

Of the 198 agreements (16.46 per cent) in the public sector that have provisions for carers/supporters of FDV victims, 230 952 employees (33.32 per cent) were covered.

**iii. The State/Territories where the agreements apply**

The following data from the WAD shows characteristics about the States and Territories of the 7879 enterprise agreements approved from 7 July 2018 – 30 June 2021 with some type of FDV provision (Table 4.18).

**Table 4.18: Agreements approved from 7 July 2018 – 30 June 2021 with some type of FDV provision by State/Territory**

	<b>Number of agreements approved from 7 July 2018–30 June 2021 with some type of FDV provision</b>	<b>% of agreements approved from 7 July 2018–30 June 2021 with some type of FDV provision</b>
	<b>(No.)</b>	<b>(%)</b>
Australian Capital Territory	109	1.38
New South Wales	1412	17.92
Northern Territory	80	1.01
Queensland	1105	14.02
South Australia	430	5.46
Tasmania	243	3.08
Victoria	2561	32.50
Western Australia	581	7.37
Multi-state	1602	20.33

Source: Attorney-General's Department, *Workplace Agreements Database*, June 2021.

From the States and Territories listed above, the greatest proportion of enterprise agreements approved from 7 July 2018–30 June 2021 with some type of FDV clause or provision are in:

- Victoria (32.50 per cent)
- New South Wales (17.92 per cent)
- Queensland (14.02 per cent).

Based on the WAD data, the characteristics of the States/Territories of enterprise agreements approved from 7 July 2018–30 June 2021 by each specific FDV provision (a–e) are as follows (Tables 4.19 to 4.23):

**a. Paid FDV leave**

**Table 4.19: Agreements approved from 7 July 2018–30 June 2021 with paid FDV leave by State/Territory**

	Number of agreements approved from 7 July 2018– 30 June 2021 with paid FDV leave (No.)	% of agreements approved from 7 July 2018–30 June 2021 with paid FDV leave (%)
Australian Capital Territory	71	1.77
New South Wales	594	14.81
Northern Territory	32	0.80
Queensland	540	13.46
South Australia	143	3.57
Tasmania	135	3.37
Victoria	1735	43.26
Western Australia	145	3.62
Multi-state	616	15.36

Source: Attorney-General's Department, *Workplace Agreements Database*, June 2021.

From the States and Territories listed above, the greatest proportion of enterprise agreements approved from 7 July 2018–30 June 2021 with paid FDV leave are in:

- Victoria (43.26 per cent)
- New South Wales (14.81 per cent)
- Queensland (13.46 per cent).



**b. Unpaid FDV leave****Table 4.20: Agreements approved from 7 July 2018–30 June 2021 with unpaid FDV leave by State/Territory**

	<b>Number of agreements approved from 7 July 2018–30 June 2021 with unpaid FDV leave</b>	<b>% of agreements approved from 7 July 2018–30 June 2021 with unpaid FDV leave</b>
	<b>(No.)</b>	<b>(%)</b>
Australian Capital Territory	36	0.93
New South Wales	724	18.63
Northern Territory	44	1.13
Queensland	705	18.14
South Australia	286	7.36
Tasmania	104	2.68
Victoria	867	22.31
Western Australia	398	10.24
Multi-state	722	18.58

Source: Attorney-General's Department, *Workplace Agreements Database*, June 2021.

From the States and Territories listed above, the greatest proportion of enterprise agreements approved from 7 July 2018–30 June 2021 with unpaid FDV leave are in:

- Victoria (22.31 per cent).
- New South Wales (18.63 per cent).
- Queensland (18.14 per cent).

**c. Access to other/existing leave****Table 4.21: Agreements approved from 7 July 2018 – 30 June 2021 with access to other/existing leave by State/Territory**

	<b>Number of agreements approved from 7 July 2018–30 June 2021 with access to other/existing leave</b>	<b>% of agreements approved from 7 July 2018–30 June 2021 with access to other/existing leave</b>
	<b>(No.)</b>	<b>(%)</b>
Australian Capital Territory	27	1.69
New South Wales	211	13.20
Northern Territory	24	1.50
Queensland	287	17.95
South Australia	63	3.94
Tasmania	91	5.69
Victoria	607	37.96
Western Australia	126	7.88
Multi-state	163	10.19

Source: Attorney-General's Department, *Workplace Agreements Database*, June 2021.

From the States and Territories listed above, the greatest proportion of enterprise agreements approved from 7 July 2018–30 June 2021 with access to other/existing leave are in:

- Victoria (37.96 per cent).
- Queensland (17.95 per cent).
- New South Wales (13.20 per cent).

**d. Non-leave entitlements/support**

**Table 4.22: Agreements approved from 7 July 2018–30 June 2021 with non-leave entitlements/support by State/Territory**

	Number of agreements approved from 7 July 2018– 30 June 2021 with non-leave entitlements/support (No.)	% of agreements approved from 7 July 2018–30 June 2021 with non-leave entitlements/support (%)
Australian Capital Territory	15	0.96
New South Wales	178	11.37
Northern Territory	19	1.21
Queensland	176	11.25
South Australia	80	5.11
Tasmania	93	5.94
Victoria	754	48.18
Western Australia	82	5.24
Multi-state	168	10.73

Source: Attorney-General's Department, *Workplace Agreements Database*, June 2021.

From the States and Territories listed above, the greatest proportion of enterprise agreements approved from 7 July 2018–30 June 2021 with non-leave entitlements/support are in:

- Victoria (48.18 per cent)
- Queensland (11.37 per cent)
- New South Wales (11.25 per cent).

**e. Provisions for carers/supporters of FDV victims**

**Table 4.23: Agreements approved from 7 July 2018–30 June 2021 with provisions for carers/supporters of FDV victims by State/Territory**

	<b>Number of agreements approved from 7 July 2018–30 June 2021 with provisions for carers/supporters of FDV victims</b>	<b>% of agreements approved from 7 July 2018–30 June 2021 with provisions for carers/supporters of FDV victims</b>
	<b>(No.)</b>	<b>(%)</b>
Australian Capital Territory	20	1.66
New South Wales	100	8.31
Northern Territory	12	1.00
Queensland	234	19.45
South Australia	28	2.33
Tasmania	68	5.65
Victoria	481	39.98
Western Australia	43	3.57
Multi-state	217	18.04

Source: Attorney-General's Department, *Workplace Agreements Database*, June 2021.

From the States and Territories listed above, the greatest proportion of enterprise agreements approved from 7 July 2018–30 June 2021 with provisions for carers/supporters of FDV victims are in:

- Victoria (39.98 per cent)
- Queensland (19.45 per cent)
- New South Wales (8.31 per cent).

The following data from the WAD shows the proportion of employees in each State/Territory covered by enterprise agreements approved from 7 July 2018–30 June 2021 with some type of FDV provision (Table 4.24).

**Table 4.24: Employees covered by agreements approved from 7 July 2018 – 30 June 2021 with some type of FDV provision by State/Territory**

	<b>Number of employees covered by agreements approved from 7 July 2018–30 June 2021 with some type of FDV provision (No.)</b>	<b>% of employees covered by agreements approved from 7 July 2018–30 June 2021 with some type of FDV provision (%)</b>
Australian Capital Territory	37 291	2.21
New South Wales	186 147	11.05
Northern Territory	16 289	0.97
Queensland	169 052	10.04
South Australia	40 401	2.40
Tasmania	27 865	1.65
Victoria	414 679	24.62
Western Australia	85 911	5.10
Multi-state	706 431	41.95

Source: Attorney-General's Department, *Workplace Agreements Database*, June 2021.

Of the 1 684 047 employees covered by enterprise agreements approved from 7 July 2018–30 June 2021 with some type of FDV provision, the highest proportion are in the following State/Territory:

- Victoria (24.62 per cent)
- New South Wales (11.05 per cent)
- Queensland (10.04 per cent).

Based on the WAD data, the characteristics about the proportion of employees in each State/Territory covered by enterprise agreements approved from 7 July 2018–30 June 2021 by each specific FDV provision (a-e) are as follows (Tables 4.25 to 4.29):

a. Paid FDV leave

**Table 4.25: Employees covered by agreements approved from 7 July 2018–30 June 2021 with paid FDV leave by State/Territory**

	<b>Number of employees covered by agreements approved from 7 July 2018–30 June 2021 with paid FDV leave</b>	<b>% of employees covered by agreements approved from 7 July 2018–30 June 2021 with paid FDV leave</b>
	<b>(No.)</b>	<b>(%)</b>
Australian Capital Territory	32 531	2.73
New South Wales	110 042	9.22
Northern Territory	10 429	0.87
Queensland	118 529	9.94
South Australia	18 959	1.59
Tasmania	21 038	1.76
Victoria	341 891	28.66
Western Australia	35 818	3.00
Multi-state	503 766	42.23

Source: Attorney-General's Department, *Workplace Agreements Database*, June 2021.

Of the 1 186 262 employees covered by enterprise agreements approved from 7 July 2018 – 30 June 2021 with paid FDV leave, the highest proportion are in the following State/Territory:

- Victoria (28.66 per cent).
- Queensland (9.94 per cent).
- New South Wales (9.22 per cent).

**b. Unpaid FDV leave**

**Table 4.26: Employees covered by agreements approved from 7 July 2018–30 June 2021 with unpaid FDV leave by State/Territory**

	Number of employees covered by agreements approved from 7 July 2018– 30 June 2021 with unpaid FDV leave	% of employees covered by agreements approved from 7 July 2018–30 June 2021 with unpaid FDV leave
	(No.)	(%)
Australian Capital Territory	9340	0.79
New South Wales	96 251	8.14
Northern Territory	3617	0.31
Queensland	60 459	5.11
South Australia	26 361	2.23
Tasmania	8703	0.74
Victoria	165 170	13.96
Western Australia	53 701	4.54
Multi-state	759 491	64.20

Source: Attorney-General's Department, *Workplace Agreements Database*, June 2021.

Of the 816 710 employees covered by enterprise agreements approved from 7 July 2018–30 June 2021 with unpaid FDV leave, the highest proportion are in the following State/Territory:

- Victoria (13.96 per cent).
- New South Wales (8.14 per cent).
- Queensland (5.11 per cent).

**c. Access to other/existing leave**

**Table 4.27: Employees covered by agreements approved from 7 July 2018–30 June 2021 with access to other/existing leave by State/Territory**

	<b>Number of employees covered by agreements approved from 7 July 2018–30 June 2021 with access to other/existing leave</b>	<b>% of employees covered by agreements approved from 7 July 2018–30 June 2021 with access to other/existing leave</b>
	(No.)	(%)
Australian Capital Territory	26 179	3.27
New South Wales	71 095	8.88
Northern Territory	3339	0.42
Queensland	70 891	8.85
South Australia	10 756	1.34
Tasmania	12 878	1.61
Victoria	187 220	23.38
Western Australia	38 704	4.83
Multi-state	379 832	47.43

Source: Attorney-General's Department, *Workplace Agreements Database*, June 2021.

Of the 989 551 employees covered by enterprise agreements approved from 7 July 2018–30 June 2021 with access to other/existing leave, the highest proportion are in the following State/Territory:

- Victoria (23.38 per cent)
- New South Wales (8.88 per cent)
- Queensland (8.85 per cent).

**d. Non-leave entitlements/support**

**Table 4.28: Employees covered by agreements approved from 7 July 2018–30 June 2021 with non-leave entitlements/support by State/Territory**

	Number of employees covered by agreements approved from 7 July 2018– 30 June 2021 with non- leave entitlements/support <b>(No.)</b>	% of employees covered by agreements approved from 7 July 2018–30 June 2021 with non-leave entitlements/support <b>(%)</b>
Australian Capital Territory	11 503	1.48
New South Wales	89 640	11.50
Northern Territory	10 313	1.32
Queensland	31 668	4.06
South Australia	11 557	1.48
Tasmania	15 705	2.01
Victoria	270 799	34.73
Western Australia	23 835	3.06
Multi-state	314 659	40.36

Source: Attorney-General's Department, *Workplace Agreements Database*, June 2021.

Of the 749 947 employees covered by enterprise agreements approved from 7 July 2018 – 30 June 2021 with non-leave entitlements/support, the highest proportion are in the following State/Territory:

- Victoria (34.73 per cent)
- New South Wales (11.50 per cent).



**e. Provisions for carers/supporters of FDV victims**

**Table 4.29: Employees covered by agreements approved from 7 July 2018–30 June 2021 with provisions for carers/supporters of FDV victims by State/Territory**

	<b>Number of employees covered by agreements approved from 7 July 2018–30 June 2021 with provisions for carers/supporters of FDV victims</b>	<b>% of employees covered by agreements approved from 7 July 2018–30 June 2021 with provisions for carers/supporters of FDV victims</b>
	<b>(No.)</b>	<b>(%)</b>
Australian Capital Territory	26 546	3.83
New South Wales	26 060	3.76
Northern Territory	2010	0.29
Queensland	46 098	6.65
South Australia	1713	0.25
Tasmania	11 100	1.60
Victoria	217 258	31.35
Western Australia	12 725	1.84
Multi-state	349 413	50.43

Source: Attorney-General's Department, *Workplace Agreements Database*, June 2021.

Of the 693 195 employees covered by enterprise agreements approved from 7 July 2018–30 June 2021 with provisions for carers/supporters of FDV victims, the highest proportion are in the following State/Territory:

- Victoria (31.35 per cent)
- Queensland (6.65 per cent).

**iv. The proportion of agreements which cover between 1–15, 16–50, 51–100, 101–500, 501 or more employees.**

From the WAD data, of the 7879 enterprise agreements approved from 7 July 2018–June 30 2021 with some type of FDV provision:

- 3111 agreements (approximately 39.48 per cent) cover 1–15 employees.
- 1985 agreements (25.19 per cent) cover 16–50 employees.
- 1008 agreements (12.79 per cent) cover 51–100 employees.
- 1288 agreements (16.34 per cent) cover 101–500 employees.
- 487 agreements (6.18 per cent) cover 501 or more employees.

From the above data, the proportion of employees can also be understood as:

- 3111 or (approximately 39.48 per cent) of enterprise agreements approved from 7 July 2018–30 June 2021 with some type of FDV provision cover up to (and including) 15 employees.
- 4768 or 60.51 per cent of enterprise agreements approved from 7 July 2018–30 June 2021 with some type of FDV provision cover more than 15 employees.

- 2783 or 35.31 per cent of enterprise agreements approved from 7 July 2018–30 June 2021 with some type of FDV provision cover more than 50 employees.
- 1775 or 22.52 per cent of enterprise agreements approved from 7 July 2018–30 June 2021 with some type of FDV provision cover more than 100 employees.
- 487 or 6.18 per cent of enterprise agreements approved from 7 July 2018–30 June 2021 with some type of FDV provision cover more than 500 employees.

**a. Of the 4011 agreements (32.77 per cent) that have paid FDV leave:**

- 1744 agreements (approximately 42.84 per cent) cover 1–15 employees.
- 832 agreements (20.74 per cent) cover 16–50 employees.
- 452 agreements (11.10 per cent) cover 51–100 employees.
- 658 agreements (16.16 per cent) cover 101–500 employees.
- 325 agreements (7.98 per cent) cover 501 or more employees.

From the above data, the proportion of employees can also be understood as:

- 1744 or (approximately 42.84 per cent) of enterprise agreements approved from 7 July 2018–30 June 2021 with paid FDV leave cover up to (and including) 15 employees.
- 2327 or 57.15 per cent of enterprise agreements approved from 7 July 2018–30 June 2021 with paid FDV leave cover more than 15 employees.
- 1435 or 35.24 per cent of enterprise agreements approved from 7 July 2018–30 June 2021 with paid FDV leave cover more than 50 employees.
- 983 or 24.14 per cent of enterprise agreements approved from 7 July 2018–30 June 2021 with paid FDV leave cover more than 100 employees.
- 325 or 7.98 per cent of enterprise agreements approved from 7 July 2018–30 June 2021 with paid FDV leave cover more than 500 employees.

**b. Of the 3886 agreements (31.76 per cent) that have unpaid FDV leave:**

- 1460 agreements (approximately 37.57 per cent) cover 1–15 employees.
- 1100 agreements (28.31 per cent) cover 16–50 employees.
- 527 agreements (13.56 per cent) cover 51–100 employees.
- 595 agreements (15.31 per cent) cover 101–500 employees.
- 204 agreements (5.25 per cent) cover 501 or more employees.

From the above data, the proportion of employees can also be understood as:

- 1460 or (approximately 37.57 per cent) of enterprise agreements approved from 7 July 2018–June 30 2021 with unpaid FDV leave cover up to (and including) 15 employees.
- 2426 or 62.43 per cent of enterprise agreements approved from 7 July 2018–June 30 2021 with unpaid FDV leave cover more than 15 employees.
- 1326 or 35.12 per cent of enterprise agreements approved from 7 July 2018–June 30 2021 with unpaid FDV leave cover more than 50 employees.
- 799 or 20.56 per cent of enterprise agreements approved from 7 July 2018–June 30 2021 with unpaid FDV leave cover more than 100 employees.

- 204 or 5.25 per cent per cent of enterprise agreements approved from 7 July 2018–June 30 2021 with unpaid FDV leave cover more than 500 employees.

**c. Of the 1599 agreements (13.21 per cent) that have access to other/existing leave:**

- 525 agreements (approximately 32.83 per cent) cover 1–15 employees.
- 327 agreements (20.45 per cent) cover 16–50 employees.
- 209 agreements (13.07 per cent) cover 51–100 employees.
- 337 agreements (21.08 per cent) cover 101–500 employees.
- 201 agreements (12.57 per cent) cover 501 or more employees.

From the above data, the proportion of employees can also be understood as:

- 525 or (approximately 32.83 per cent) of enterprise agreements approved from 7 July 2018–30 June 2021 with access to other/existing leave cover up to (and including) 15 employees.
- 1074 or 67.17 per cent of enterprise agreements approved from 7 July 2018–30 June 2021 with access to other/existing leave cover more than 15 employees.
- 747 or 46.72 per cent of enterprise agreements approved from 7 July 2018–30 June 2021 with access to other/existing leave cover more than 50 employees.
- 538 or 33.65 per cent of enterprise agreements approved from 7 July 2018–30 June 2021 with access to other/existing leave cover more than 100 employees.
- 201 or 12.57 per cent of enterprise agreements approved from 7 July 2018–30 June 2021 with access to other/existing leave cover more than 500 employees.

**d. Of the 1565 agreements (12.79 per cent) that have non-leave entitlements/support:**

- 447 agreements (approximately 28.56 per cent) cover 1–15 employees.
- 309 agreements (19.74 per cent) cover 16–50 employees.
- 224 agreements (14.31 per cent) cover 51–100 employees.
- 355 agreements (22.68 per cent) cover 101–500 employees.
- 230 agreements (14.70 per cent) cover 501 or more employees.

From the above data, the proportion of employees can also be understood as:

- 447 or (approximately 28.56 per cent) of enterprise agreements approved from 7 July 2018–30 June 2021 with non-leave entitlements/support cover up to (and including) 15 employees.
- 1118 or 71.43 per cent of enterprise agreements approved from 7 July 2018–30 June 2021 with non-leave entitlements/support cover more than 15 employees.
- 809 or 51.69 per cent of enterprise agreements approved from 7 July 2018–30 June 2021 with non-leave entitlements/support cover more than 50 employees.
- 585 or 37.38 per cent of enterprise agreements approved from 7 July 2018–30 June 2021 with non-leave entitlements/support cover more than 100 employees.
- 230 or 14.70 per cent of enterprise agreements approved from 7 July 2018–30 June 2021 with non-leave entitlements/support cover more than 500 employees.

**e. Of the 1203 agreements (9.83 per cent) that have provisions for carers/supporters of FDV victims:**

- 399 agreements (approximately 33.17 per cent) cover 1–15 employees.
- 243 agreements (20.20 per cent) cover 16–50 employees.
- 162 agreements (13.47 per cent) cover 51–100 employees.
- 245 agreements (20.37 per cent) cover 101–500 employees.
- 154 agreements (12.80 per cent) cover 501 or more employees.

From the above data, the proportion of employees can also be understood as:

- 399 or (approximately 33.17 per cent) of enterprise agreements approved from 7 July 2018–30 June 2021 with provisions for carers/supporters of FDV victims cover up to (and including) 15 employees.
- 804 or 66.84 per cent of enterprise agreements approved from 7 July 2018–30 June 2021 with provisions for carers/supporters of FDV victims cover more than 15 employees.
- 561 or 46.64 per cent of enterprise agreements approved from 7 July 2018–30 June 2021 with provisions for carers/supporters of FDV victims cover more than 50 employees.
- 399 or 33.17 per cent of enterprise agreements approved from 7 July 2018–30 June 2021 provisions for carers/supporters of FDV victims more than 100 employees.
- 154 or 12.80 per cent of enterprise agreements approved from 7 July 2018–30 June 2021 with provisions for carers/supporters of FDV victims cover more than 500 employees.

#### **v. The proportion of agreements which have union coverage**

From the WAD data, of the 7879 enterprise agreements approved from 7 July 2018–30 June 2021 with some type of FDV provision:

- 1329 of these (16.87 per cent) do not cover unions; and
- 6569 of these (83.37 per cent) cover unions.

The 1329 non-union covered enterprise agreements approved from 7 July 2018–30 June 2021 with some type of FDV provision cover 52 511 employees. This corresponds to 3.12 per cent of all employees covered by enterprise agreements approved from 7 July 2018–30 June 2021 with some type of FDV provision. The 6569 union covered enterprise agreements approved from 7 July 2018–30 June 2021 with some type of FDV provision cover 1 631 536 employees. This corresponds to 96.88 per cent of all employees covered by enterprise agreements approved from 7 July 2018–30 June 2021 with some type of FDV provision.

##### **a. Of the 4011 agreements (27.70 per cent) that have paid FDV leave:**

- 113 of these (2.82 per cent) do not cover unions; and
- 3898 of these (97.18 per cent) cover unions.

The 113 non-union covered enterprise agreements approved from 7 July 2018–30 June 2021 with paid FDV leave cover 9314 employees. This corresponds to 0.78 per cent of all employees covered by enterprise agreements approved from 7 July 2018–30 June 2021 with paid FDV leave. The 3898 union covered enterprise agreements approved from 7 July 2018–30 June 2021 with paid FDV leave cover approximately 1 193 003 employees. This corresponds to nearly all employees covered by enterprise agreements approved from 7 July 2018–30 June 2021 with paid FDV leave.

##### **b. Of the 3886 agreements (31.76 per cent) that have unpaid FDV leave:**

- 1086 of these (27.95 per cent) do not cover unions; and
- 2800 of these (72.05 per cent) cover unions.

The 1086 non-union covered enterprise agreements approved from 7 July 2018–30 June 2021 with unpaid FDV leave cover 41 981 employees. This corresponds to 5.13 per cent of all employees covered by enterprise agreements approved from 7 July 2018–30 June 2021 with unpaid FDV leave. The 2800 union covered enterprise agreements approved from 7 July 2018–30 June 2021 with unpaid FDV leave cover 775 962 employees. This corresponds to 94.91 per cent of all employees covered by enterprise agreements approved from 7 July 2018–30 June 2021 with unpaid FDV leave.

**c. Of the 1599 agreements (13.21 per cent) that have access to other/existing leave:**

- 95 of these (5.94 per cent) do not cover unions; and
- 1504 of these (93.05 per cent) cover unions.

The 95 non-union covered enterprise agreements approved from 7 July 2018–30 June 2021 with access to other/existing leave cover 4717 employees. This corresponds to 0.48 per cent of all employees covered by enterprise agreements approved from 7 July 2018–30 June 2021 with access to other/existing leave. The 1504 union covered enterprise agreements approved from 7 July 2018–30 June 2021 with access to other/existing leave cover 799 625 employees. This corresponds to 80.80 per cent of all employees covered by enterprise agreements approved from 7 July 2018–30 June 2021 with access to other/existing leave.

**d. Of the 1565 agreements (12.79 per cent) that have non-leave entitlements/support:**

- 84 of these (5.37 per cent) do not cover unions; and
- 1481 of these (94.63 per cent) cover unions.

The 84 non-union covered enterprise agreements approved from 7 July 2018–30 June 2021 with non-leave entitlements/support cover 4528 employees. This corresponds to 0.60 per cent of all employees covered by enterprise agreements approved from 7 July 2018–30 June 2021 with non-leave entitlements/support. The 1481 union covered enterprise agreements approved from 7 July 2018–30 June 2021 with non-leave entitlements/support covers approximately 99.4 per cent of all employees with non-leave entitlements/support.

**e. Of the 1203 agreements (9.83 per cent) that have provisions for carers/supporters of FDV victims:**

- 68 of these (5.65 per cent) do not cover unions; and
- 1135 of these (94.35 per cent) cover unions.

The 68 non-union covered enterprise agreements approved from 7 July 2018–30 June 2021 with provisions for carers/supporters of FDV victims cover 2828 employees. This corresponds to 0.41 per cent of all employees covered by enterprise agreements approved from 7 July 2018–30 June 2021 with provisions for carers/supporters of FDV victims. The 1135 union covered enterprise agreements approved from 7 July 2018–30 June 2021 with provisions for carers/supporters of FDV victims cover approximately 690 357 employees. This corresponds to 99.59 per cent of all employees covered by enterprise agreements approved from 7 July 2018–30 June 2021 with provisions for carers/supporters of FDV victims.

**vi. The unions covered by the agreements**

The WAD data indicates that from the 6569 union-covered enterprise agreements approved from 7 July 2018–30 June 2021 with some type of FDV provision the following unions are covered (Table 4.30).

**Table 4.30: Agreements approved from 7 July 2018–30 June 2021 with some type of FDV provision by unions covered**

	Number of agreements where union is the only union covered	Number of agreements where union is one of multiple union covered	Total number of agreements union is covered by
	(No.)	(No.)	(No.)
AAFEA	-	3	3
AAOA	-	-	
AEU	9	14	23
AFAP	12	5	17
AFULEQUE	-	4	4
AIMPE	9	20	29
ALAEA	16	4	20
AMIEU	40	16	56
AMOU	21	30	51
AMWU	379	344	723
ANF	247	304	551
APESMA	11	138	149
ARTBIU	39	31	70
ASMOF	7	5	12
ASU	217	201	418
AWU	432	180	612
BEU	-	-	
BFUE	-	1	1
BFEQ	-	1	1
BHTEU	2	1	3
CAOOAA		-	
CEPU	747	308	1055
CFMEU	168	-	168
CFMMEU	1898	183	2081
CMA	-	-	
CPSU	61	70	131
ETU	1	3	4
FAAA	1	6	7
FSU	37	4	41
HSUA	137	197	334
IEUA	351	40	391
LHMU	57	69	126
MEAA	43	11	54

	Number of agreements where union is the only union covered	Number of agreements where union is one of multiple union covered	Total number of agreements union is covered by
	(No.)	(No.)	(No.)
MUA	14	6	20
NTEU	40	28	68
NUW	94	39	133
PFA	1	-	1
SDAEA	77	39	40
TCFUA	1	-	1
TWU	188	62	250
UCIW	-	-	
UFUA	4	5	9
UWU	170	83	253
WAMEU	-	10	10
VIPA	-	2	2

Source: Attorney-General's Department, *Workplace Agreements Database*, June 2021.

From the characteristics indicated above, the unions covered by the most enterprise agreements approved from 7 July 2018–30 June 2021 with some type of FDV provision are as follows:

- CFMMEU covered by 2081 of the 7879 enterprise agreements (26.41 per cent) approved from 7 July 2018–30 June 2021 with some type of FDV provision.
- CEPU covered by 1055 of the 7879 enterprise agreements (13.39 per cent) approved from 7 July 2018–30 June 2021 with some type of FDV provision.
- AMWU covered by 723 of the 7879 enterprise agreements (9.18 per cent) approved from 7 July 2018–30 June 2021 with some type of FDV provision.

#### a. Paid FDV leave

The WAD data indicates that from the 2800 union-covered enterprise agreements approved from 7 July 2018–30 June 2021 with paid FDV leave the following unions are covered (Table 4.31).

**Table 4.31: Agreements approved from 7 July 2018–30 June 2021 with paid FDV leave by unions covered**

	Number of agreements where union is the only union covered	Number of agreements where union is one of multiple covered	Total number of agreements union is covered by
	(No.)	(No.)	(No.)
AAFEA	-	1	1
AAOA	-	-	
AEU	8	13	21
AFAP		3	3
AFULEQUE		3	3

Analysis of the Workplace Agreements Database for the Family and Domestic Violence Leave Review

	<b>Number of agreements where union is the only union covered</b>	<b>Number of agreements where union is one of multiple covered</b>	<b>Total number of agreements union is covered by</b>
	<b>(No.)</b>	<b>(No.)</b>	<b>(No.)</b>
AIMPE	5	7	12
ALAEA	4	1	5
AMIEU	3	8	11
AMOU	13	14	27
AMWU	166	156	322
ANF	159	203	362
APESMA	7	114	121
ARTBIU	20	22	42
ASMOF	6	4	10
ASU	169	162	331
AWU	134	77	211
BEU	-	-	
BFUE	-	-	
BFEQ	-	-	
BHTEU	1	1	2
CAOOAA	-	-	
CEPU	222	144	366
CFMEU	165		165
CFMMEU	1662	83	1745
CMA	-	-	
CPSU	38	52	90
ETU	-	1	1
FAAA	1	3	4
FSU	31	3	34
HSUA	93	118	211
IEUA	239	32	271
LHMU	22	34	56
MEAA	26	9	35
MUA	3	2	5
NTEU	27	27	54
NUW	11	16	27
PFA	1	-	1
SDAEA	25	21	22
TCFUA	1	-	1
TWU	30	22	52
UCIW	-	-	-
UFUA	2	4	6
UWU	36	42	78
WAMEU	-	6	8
VIPA	-	2	2



Source: Attorney-General's Department, *Workplace Agreements Database*, June 2021.

**b. Unpaid FDV leave**

The WAD data indicates that from the 2652 union-covered enterprise agreements approved from 7 July 2018–30 June 2021 with unpaid FDV leave the following unions are covered (Table 4.32).

**Table 4.32: Agreements approved from 7 July 2018 – 30 June 2021 with unpaid FDV leave by unions covered**

	Number of agreements where union is the only union covered (No.)	Number of agreements where union is one of multiple covered (No.)	Total number of agreements union is covered by (No.)
AAFEA	-	2	2
AAOA	-	-	1
AEU	2	1	3
AFAP	11	2	13
AFULEQUE	-	-	1
AIMPE	7	5	12
ALAEA	10	3	13
AMIEU	34	12	46
AMOU	14	15	29
AMWU	199	166	365
ANF	105	104	209
APESMA	3	18	21
ARTBIU	15	5	20
ASMOF	3	3	6
ASU	67	36	103
AWU	259	101	360
BEU	-	-	1
BFUE	-	1	1
BFEQ	-	1	1
BHTEU	2	1	3
CAOOAA	-	-	
CEPU	662	156	818
CFMEU	-	-	
CFMMEU	289	103	392
CMA	-	-	
CPSU	15	19	34
ETU	1	-	1
FAAA	-	3	3
FSU	9	1	10
HSUA	62	77	139
IEUA	105	9	114
LHMU	33	31	64

	<b>Number of agreements where union is the only union covered</b>	<b>Number of agreements where union is one of multiple covered</b>	<b>Total number of agreements union is covered by</b>
	<b>(No.)</b>	<b>(No.)</b>	<b>(No.)</b>
MEAA	18	4	22
MUA	6	4	10
NTEU	12	7	19
NUW	71	23	94
PFA	-	-	
SDAEA	65	24	89
TCFUA	1	-	1
TWU	138	32	170
UCIW	-	-	0
UFUA	2	-	2
UWU	134	48	182
WAMEU	-	5	5
VIPA	-	-	

Source: Attorney-General's Department, *Workplace Agreements Database*, June 2021.

## 5. The number of days of paid or unpaid family and domestic violence leave

From the WAD data, of the 4011 enterprise agreements (32.77 per cent) approved from 7 July 2018–30 June 2021 which have paid FDV leave entitlements:

- 397 agreements (9.90 per cent) provide for more than 10 days of paid FDV leave.
- 2509 agreements (62.55 per cent) provide for 10 days of paid FDV leave.
- 648 agreements (16.16 per cent) provide for 5–9 days of paid FDV leave
- 167 agreements (4.16 per cent) provide for 1–4 days of paid FDV leave.
- 290 agreements (7.23 per cent) provide paid FDV leave that is unknown or varies.

From the WAD data, of the 3886 enterprise agreements (31.76 per cent) approved from 7 July 2018–30 June 2021 which have unpaid FDV leave entitlements:

- 5 agreements (0.13 per cent) provide for more than 10 days of unpaid FDV leave.
- 76 agreements (2.04 per cent) provide for 10 days of unpaid FDV leave
- 3172 agreements (85.18 per cent) provide for 5–9 days of unpaid FDV leave.
- 137 agreements (3.68 per cent) provide for 1–4 days of unpaid FDV leave.
- 334 agreements (8.97 per cent) provide unpaid FDV leave that is unknown or varies.
- 162 agreements (4.2 per cent) were unclassified.

From the WAD data, of the 1 186 262 employees (61.85 per cent) covered by enterprise agreements approved from 7 July 2018–30 June 2021 which have paid FDV leave entitlements:

- 331 266 employees (27.93 per cent) were covered by agreements that provide for more than 10 days of paid FDV leave.

- 327 461 employees (27.60 per cent) were covered by agreements that provide for 10 days of paid FDV leave.
- 282 524 employees (23.82 per cent) were covered by agreements that provide for 5–9 days of paid FDV leave
- 90 831 employees (7.66 per cent) were covered by agreements that provide for 1–4 days of paid FDV leave.
- 154 180 employees (12.99 per cent) were covered by agreements that provide paid FDV leave that is unknown or varies.

From the WAD data, of the 816 710 employees (42.58 per cent) covered by enterprise agreements approved from 7 July 2018–30 June 2021 which have unpaid FDV leave entitlements:

- 473 employees (0.06 per cent) were covered by agreements that provide for more than 10 days of unpaid FDV leave.
- 47 254 employees (5.79 per cent) were covered by agreements that provide for 10 days of unpaid FDV leave.
- 505 153 employees (61.85 per cent) were covered by agreements that provide for 5–9 days of unpaid FDV leave
- 65 777 employees (8.05 per cent) were covered by agreements that provide for 1–4 days of unpaid FDV leave.
- 124 021 employees (15.19 per cent) were covered by agreements that provide unpaid FDV leave that is unknown or varies.