



FAIR WORK  
COMMISSION

# Research Report 5/2013

Accommodation and food services industry profile

RSRT & Minimum Wages Research Team, Tribunal Services Branch—Fair Work Commission

February 2013

The contents of this report are the responsibility of the researchers and the research has been conducted without the involvement of members of the Fair Work Commission.

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All research undertaken by the Fair Work Commission for the Annual Wage Review 2012–2013 has been agreed by the Research Group. The Research Group comprises a Chair from the RSRT & Minimum Wages Research Team, Tribunal Services Branch of the Fair Work Commission, and representatives nominated by:

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

A draft of the report was circulated to the Research Group prior to finalisation. The RSRT & Minimum Wages Research Team would like to thank the Research Group for its comments.

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## 1 Industry Overview

### 1.1 Economic indicators

**Table 1.1: Contribution of Accommodation and food services to the Australian economy, 2011–12**

|                                      | Accommodation and food services | Percentage of total |
|--------------------------------------|---------------------------------|---------------------|
| Gross value added (\$m)              | 33 564                          | 2.5                 |
| Sales (\$m)                          | 73 539                          | 3.2                 |
| Employment ('000s)                   | 763                             | 6.7                 |
| Actual hours worked per week ('000s) | 21 253                          | 5.5                 |
| Wages and salaries (\$m)             | 20145                           | 3.2                 |
| Gross fixed capital formation (\$m)  | 2984                            | 0.7                 |
| Net capital stock (\$m)              | 56 251                          | 1.3                 |

Note: Gross value added is expressed in original and real terms, from chain volume estimates. Sales is the sum of quarterly estimates from September 2011 to June 2012. Sales is expressed in real terms from chain volume estimates. Employment and actual hours worked per week figures are averaged over the four quarters from August 2011 to May 2012. Actual hours worked per week is expressed in original terms. Wages and salaries (\$m) data are collected from the *Australian System of National Accounts* and are expressed in original and nominal terms, from current price estimates. Gross fixed capital formation and net capital stock is expressed in original and real terms, from chain volume estimates.

Source: ABS, *Australian System of National Accounts, 2011–12*, Catalogue No. 5204.0; ABS, *Business Indicators, Australia, Sep 2012*, Catalogue No. 5676.0; ABS, *Labour Force, Australia, Detailed, Quarterly, Nov 2012*, Catalogue No. 6291.0.55.003.

### 1.2 Earnings

**Table 1.2: Average hourly cash earnings of full-time non-managerial adult employees in Accommodation and food services, by subdivision, August 2008, May 2010 and May 2012**

| Industry subdivision/group             | 2008         | 2010         | 2012         |
|----------------------------------------|--------------|--------------|--------------|
| Accommodation                          | 20.70        | 21.80        | 23.50        |
| Food and beverage services             | 21.80        | 23.00        | 24.00        |
| <b>Accommodation and food services</b> | <b>21.50</b> | <b>22.60</b> | <b>23.90</b> |
| <b>All Industries</b>                  | <b>30.10</b> | <b>32.20</b> | <b>34.70</b> |

Source: ABS, *Employee Earnings and Hours, Australia, various*, Catalogue No. 6306.0.

## 2 Industry structure and performance

### 2.1 Industry structure

**Table 2.1: Industry value added by Accommodation and food services subdivisions, 2008–09 to 2010–11**

|                                        | 2008–09              |                           | 2009–10              |                           | 2010–11              |                           |
|----------------------------------------|----------------------|---------------------------|----------------------|---------------------------|----------------------|---------------------------|
|                                        | Value added<br>(\$m) | % of industry value added | Value added<br>(\$m) | % of industry value added | Value added<br>(\$m) | % of industry value added |
| Accommodation                          | 6979                 | 23.4                      | 7149                 | 22.8                      | 7046                 | 21.1                      |
| Food and beverage services             | 22 820               | 76.6                      | 24 202               | 77.2                      | 26 389               | 78.9                      |
| <b>Accommodation and food services</b> | <b>29 798</b>        | <b>100.0</b>              | <b>31 351</b>        | <b>100.0</b>              | <b>33 435</b>        | <b>100.0</b>              |

Source: ABS, *Australian Industry, 2010–11*, Catalogue No. 8155.0.

**Table 2.2: Wages and salaries by business size, 2008–09 to 2010–11**

|                                        | Percentage of industry total |         |         |
|----------------------------------------|------------------------------|---------|---------|
|                                        | 2008–09                      | 2009–10 | 2010–11 |
| <b>Accommodation and food services</b> |                              |         |         |
| Small                                  | 44.5                         | 42.3    | 39.7    |
| Medium                                 | 32.4                         | 33.3    | 35.6    |
| Large                                  | 23.1                         | 24.4    | 24.7    |
| <b>Total selected industries</b>       |                              |         |         |
| Small                                  | 29.5                         | 31.4    | 29.5    |
| Medium                                 | 28.3                         | 26.7    | 27.7    |
| Large                                  | 42.1                         | 41.9    | 42.8    |

Note: Small businesses employ fewer than 20 persons, medium businesses employ between 20 to 199 persons and large businesses employ 200 or more persons. Total selected industries excludes Financial and insurance services.

Source: ABS, *Australian Industry, 2010–11*, Catalogue No. 8155.0.



**Table 2.3: Sales and service income by business size, 2008–09 to 2010–11**

|                                        | Percentage of industry total |         |         |
|----------------------------------------|------------------------------|---------|---------|
|                                        | 2008–09                      | 2009–10 | 2010–11 |
| <b>Accommodation and food services</b> |                              |         |         |
| Small                                  | 46.7                         | 44.9    | 44.8    |
| Medium                                 | 31.4                         | 32.3    | 33.2    |
| Large                                  | 22.0                         | 22.8    | 22.1    |
| <b>Total selected industries</b>       |                              |         |         |
| Small                                  | 31.9                         | 33.6    | 31.9    |
| Medium                                 | 24.8                         | 24.4    | 25.4    |
| Large                                  | 43.3                         | 42.0    | 42.7    |

Note: Small businesses employ fewer than 20 persons, medium businesses employ between 20 to 199 persons and large businesses employ 200 or more persons. Total selected industries excludes Financial and insurance services.

Source: ABS, *Australian Industry, 2010–11*, Catalogue No. 8155.0.

**Table 2.4: Industry value added by business size, 2008–09 to 2010–11**

|                                        | Percentage of industry total |         |         |
|----------------------------------------|------------------------------|---------|---------|
|                                        | 2008–09                      | 2009–10 | 2010–11 |
| <b>Accommodation and food services</b> |                              |         |         |
| Small                                  | 45.3                         | 43.5    | 41.5    |
| Medium                                 | 33.0                         | 34.2    | 34.4    |
| Large                                  | 21.8                         | 22.2    | 24.1    |
| <b>Total selected industries</b>       |                              |         |         |
| Small                                  | 34.0                         | 35.2    | 33.7    |
| Medium                                 | 23.6                         | 22.5    | 23.4    |
| Large                                  | 42.5                         | 42.3    | 42.9    |

Note: Small businesses employ fewer than 20 persons, medium businesses employ between 20 to 199 persons and large businesses employ 200 or more persons. Total selected industries excludes Financial and insurance services.

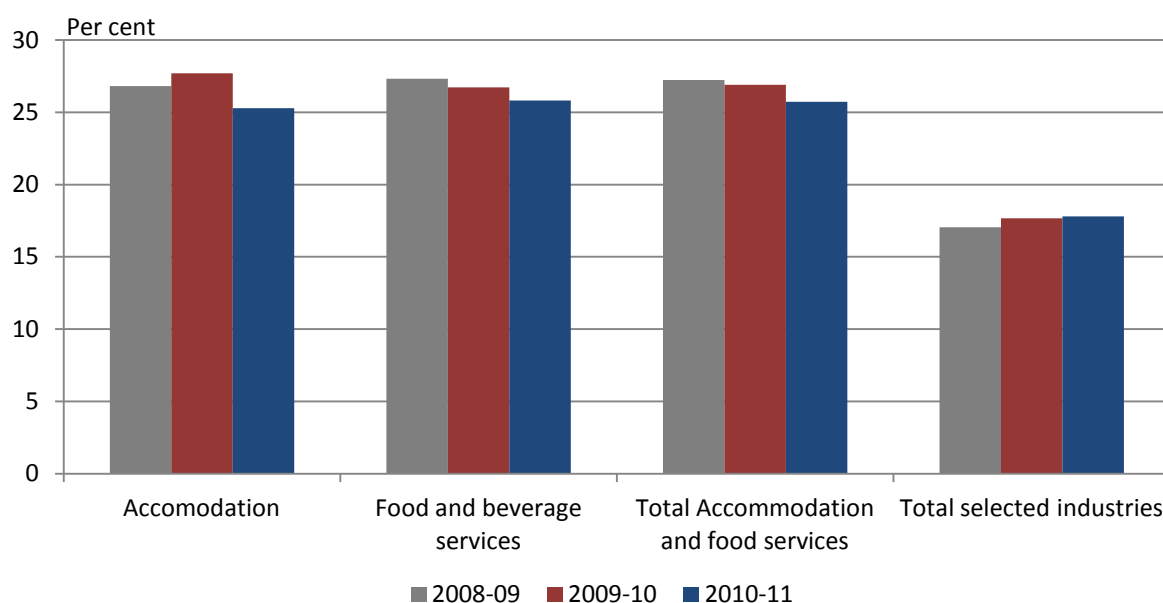
Source: ABS, *Australian Industry, 2010–11*, Catalogue No. 8155.0.

**Table 2.5: Industry gross value added by Accommodation and food services, by state/territory, 2011–12**

|                              | Percentage of national<br>Accommodation and<br>food services value<br>added | Percentage of<br>Accommodation and<br>food services value<br>added by state/territory |
|------------------------------|-----------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| New South Wales              | 36.6                                                                        | 3.0                                                                                   |
| Victoria                     | 21.8                                                                        | 2.5                                                                                   |
| Queensland                   | 20.7                                                                        | 2.6                                                                                   |
| South Australia              | 6.3                                                                         | 2.5                                                                                   |
| Western Australia            | 8.8                                                                         | 1.3                                                                                   |
| Tasmania                     | 2.1                                                                         | 3.0                                                                                   |
| Northern Territory           | 1.1                                                                         | 2.2                                                                                   |
| Australian Capital Territory | 2.5                                                                         | 2.8                                                                                   |
| <b>Australia</b>             | <b>100.0</b>                                                                | <b>2.5</b>                                                                            |

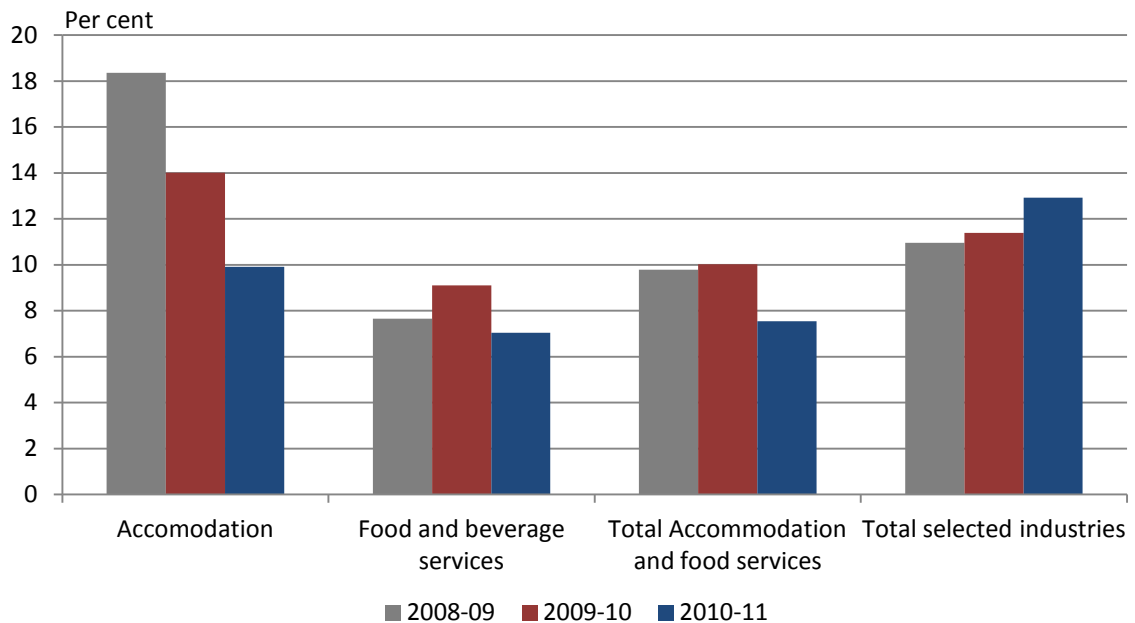
Source: ABS, *Australian National Accounts: State Accounts, 2011–12*, Catalogue No. 5220.0.

## 2.2 Income and cost structure

**Figure 2.1: Wages and salaries as percentage of total expenses, by subdivision, 2008–09 to 2010–11**

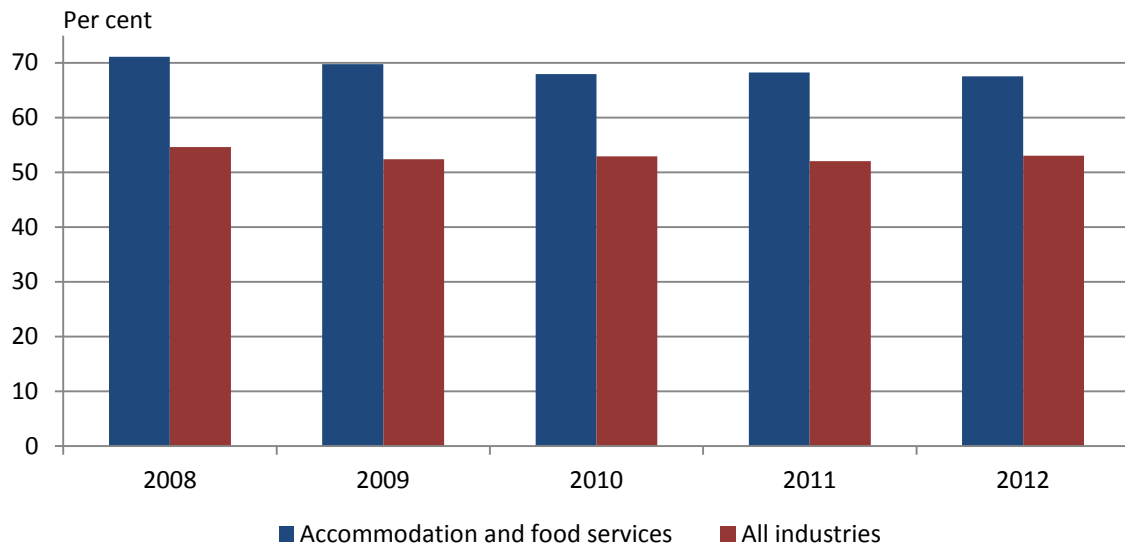
Note: Total selected industries excludes Financial and insurance services.

Source: ABS, *Australian Industry, 2010–11*, Catalogue No. 8155.0.

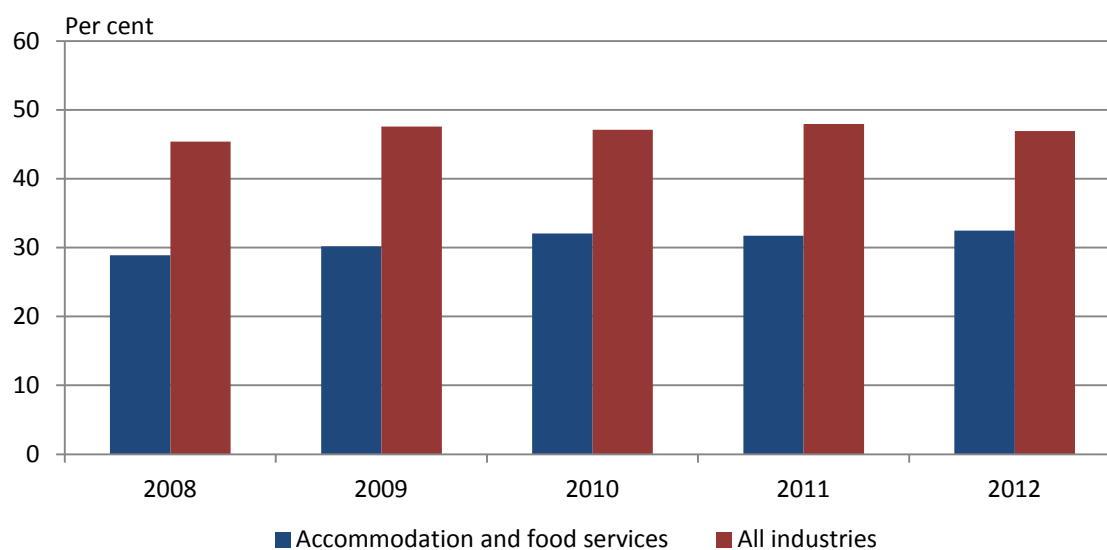
**Figure 2.2: Profit margins by subdivision, 2008–09 to 2010–11**

Note: Profit margins are calculated as the percentage of sales and service income available as operating profit before tax. Total selected industries excludes Financial and insurance services. The estimate of operating profit before tax in Food and beverage services in 2008–09 has a relatively large standard error of between 25 and 50 per cent and should be interpreted with caution.

Source: ABS, *Australian Industry, 2010–11*, Catalogue No. 8155.0.

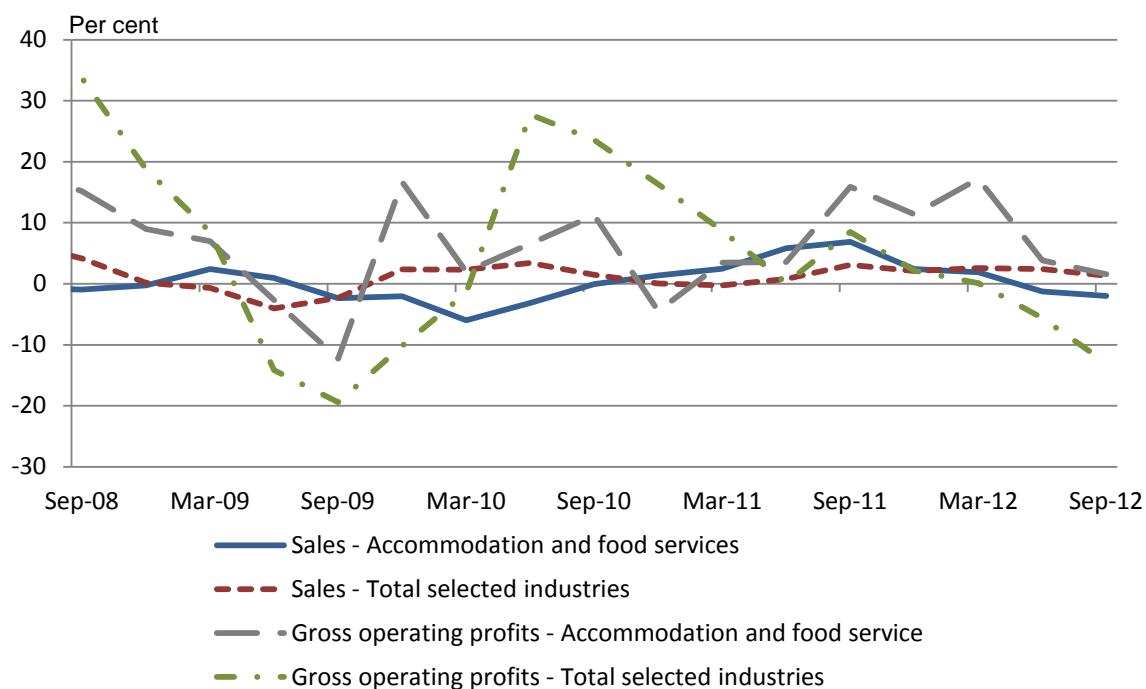
**Figure 2.3: Wages share of total factor income, June 2008 to June 2012**

Source: ABS, *Australian System of National Accounts, 2011–12*, Catalogue No. 5204.0.

**Figure 2.4: Profit and gross mixed share of total factor income, June 2008 to June 2012**

Source: ABS, *Australian System of National Accounts, 2011–12*, Catalogue No. 5204.0.

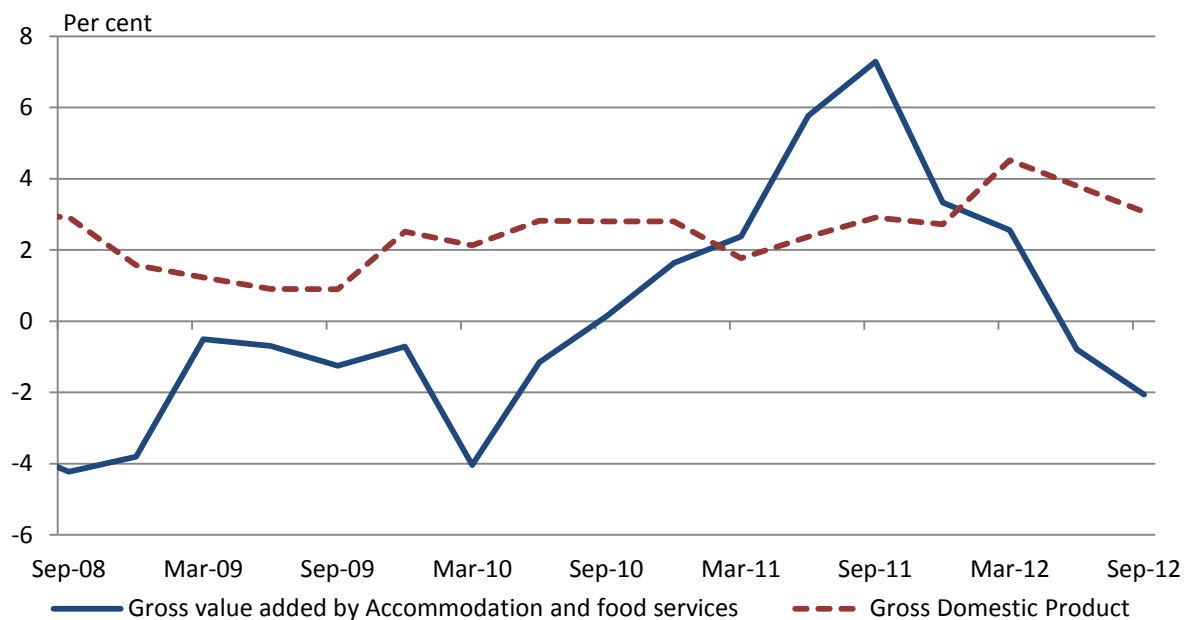
## 2.3 Industry performance

**Figure 2.5: Sales and company gross operating profits in Accommodation and food services, annual percentage change, September 2008 to September 2012**

Note: Sales of goods and services and gross operating profit estimates are not available for Education and training and Health care and social services, as well as Depository financial intermediation and Insurance superannuation funds subdivisions from Finance and insurance services. Sales is expressed in real terms from chain volume estimates. Gross operating profits is expressed in nominal terms from current price estimates.

Source: ABS, *Business Indicators, Australia, Sep 2012*, Catalogue No. 5676.0.

**Figure 2.6: Growth in real output, annual percentage change, September 2008 to September 2012**



Note: All data are expressed in real terms from chain volume estimates.

Source: ABS, *Australian National Accounts: National Income, Expenditure and Product, Sep 2012*, Catalogue No. 5206.0.

### 3 Labour market structure and trends

#### 3.1 Industry workforce

**Table 3.1: Employed persons by gender and employment status, November 2012**

|               | Accommodation and food services |                                   | All industries                 |
|---------------|---------------------------------|-----------------------------------|--------------------------------|
|               | No. ('000s)                     | Percentage of industry employment | Percentage of total employment |
| <b>Male</b>   |                                 |                                   |                                |
| Full-time     | 190.8                           | 24.4                              | 45.7                           |
| Part-time     | 155.5                           | 19.8                              | 8.5                            |
| <b>Female</b> |                                 |                                   |                                |
| Full-time     | 156.5                           | 20.0                              | 24.9                           |
| Part-time     | 280.6                           | 35.8                              | 20.9                           |
| <b>Total</b>  | <b>783.4</b>                    | <b>100.0</b>                      | <b>100.0</b>                   |

Note: All data are expressed in original terms.

Source: ABS, *Labour Force, Australia, Detailed, Quarterly, Nov 2012*, Catalogue No. 6291.0.55.003.

**Table 3.2: Employed persons by age, November 2012**

| Age (yrs)    | Accommodation and food services |                                   | All industries                 |
|--------------|---------------------------------|-----------------------------------|--------------------------------|
|              | No. ('000s)                     | Percentage of industry employment | Percentage of total employment |
| 15–19        | 191                             | 24.4                              | 5.7                            |
| 20–24        | 150                             | 19.2                              | 10.3                           |
| 25–34        | 164                             | 20.9                              | 22.7                           |
| 35–44        | 98                              | 12.5                              | 22.4                           |
| 45–54        | 99                              | 12.6                              | 21.4                           |
| 55–59        | 40                              | 5.1                               | 8.4                            |
| 60–64        | 24                              | 3.1                               | 5.7                            |
| 65 and over  | 17                              | 2.2                               | 3.4                            |
| <b>Total</b> | <b>783</b>                      | <b>100.0</b>                      | <b>100.0</b>                   |

Note: All data are expressed in original terms. Estimates of the number of employees are rounded.

Source: ABS, *Labour Force, Australia, Detailed, Quarterly, Nov 2012*, Catalogue No. 6291.0.55.003.

**Table 3.3: Composition of employed persons by subdivision, November 2012**

| Subdivision                            | Total employment |              | Percentage of total subdivision employment |             |             |             |             |             |             |             |
|----------------------------------------|------------------|--------------|--------------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|                                        | No.<br>('000s)   | %            | Male                                       |             | Female      |             | Total       |             | Total       |             |
|                                        |                  |              | FT                                         | PT          | FT          | PT          | Male        | Female      | FT          | PT          |
| Accommodation                          | 106.2            | 13.6         | 27.9                                       | 9.6         | 30.9        | 31.6        | 37.5        | 62.5        | 58.8        | 41.2        |
| Food and beverage services             | 677.3            | 86.4         | 23.8                                       | 21.5        | 18.3        | 36.5        | 45.3        | 54.7        | 42.1        | 57.9        |
| <b>Accommodation and food services</b> | <b>783.4</b>     | <b>100.0</b> | <b>24.4</b>                                | <b>19.8</b> | <b>20.0</b> | <b>35.8</b> | <b>44.2</b> | <b>55.8</b> | <b>44.3</b> | <b>55.7</b> |
| <b>All industries</b>                  | <b>11531.1</b>   |              | <b>45.7</b>                                | <b>8.5</b>  | <b>24.9</b> | <b>20.9</b> | <b>54.2</b> | <b>45.8</b> | <b>70.6</b> | <b>29.4</b> |

Note: All data are expressed in original terms. Estimates of employed persons in Other Accommodation and food services are subject to high sampling variability too high for use and, as a result, not included. FT = full-time, PT = part-time.

Source: ABS, *Labour Force, Australia, Detailed, Quarterly, Nov 2012*, Catalogue No. 6291.0.55.003.

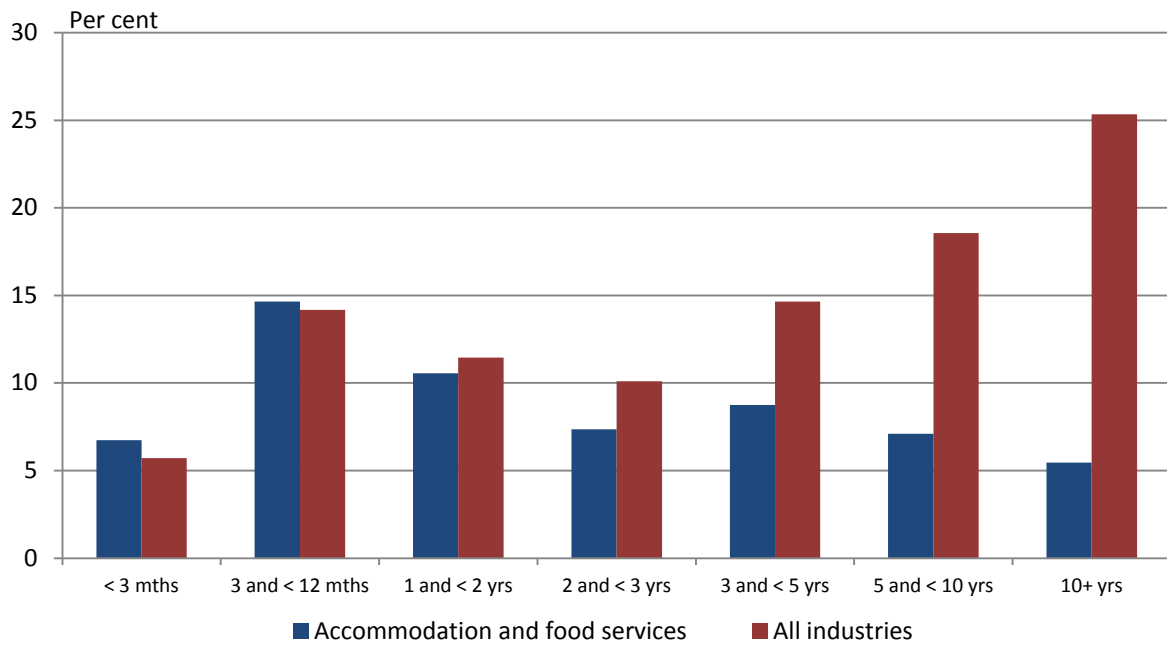
**Table 3.4: Employed persons by major occupational group, November 2012**

|                                        | Accommodation and food services |                                        | All industries                               |
|----------------------------------------|---------------------------------|----------------------------------------|----------------------------------------------|
|                                        | No. ('000s)                     | Percentage of employment in occupation | Percentage of total employment in occupation |
| Managers                               | 136                             | 17.4                                   | 12.5                                         |
| Professionals                          | 6                               | 0.8                                    | 22.1                                         |
| Technicians and trade workers          | 101                             | 12.9                                   | 14.6                                         |
| Community and personal service workers | 235                             | 30.0                                   | 9.7                                          |
| Clerical and administrative workers    | 29                              | 3.7                                    | 14.6                                         |
| Sales workers                          | 98                              | 12.5                                   | 9.4                                          |
| Machinery operators and drivers        | 11                              | 1.4                                    | 6.8                                          |
| Labourers                              | 168                             | 21.5                                   | 10.1                                         |
| <b>Total</b>                           | <b>783</b>                      | <b>100.0</b>                           | <b>100.0</b>                                 |

Note: All data are expressed in original terms. Estimates of the number of employees are rounded.

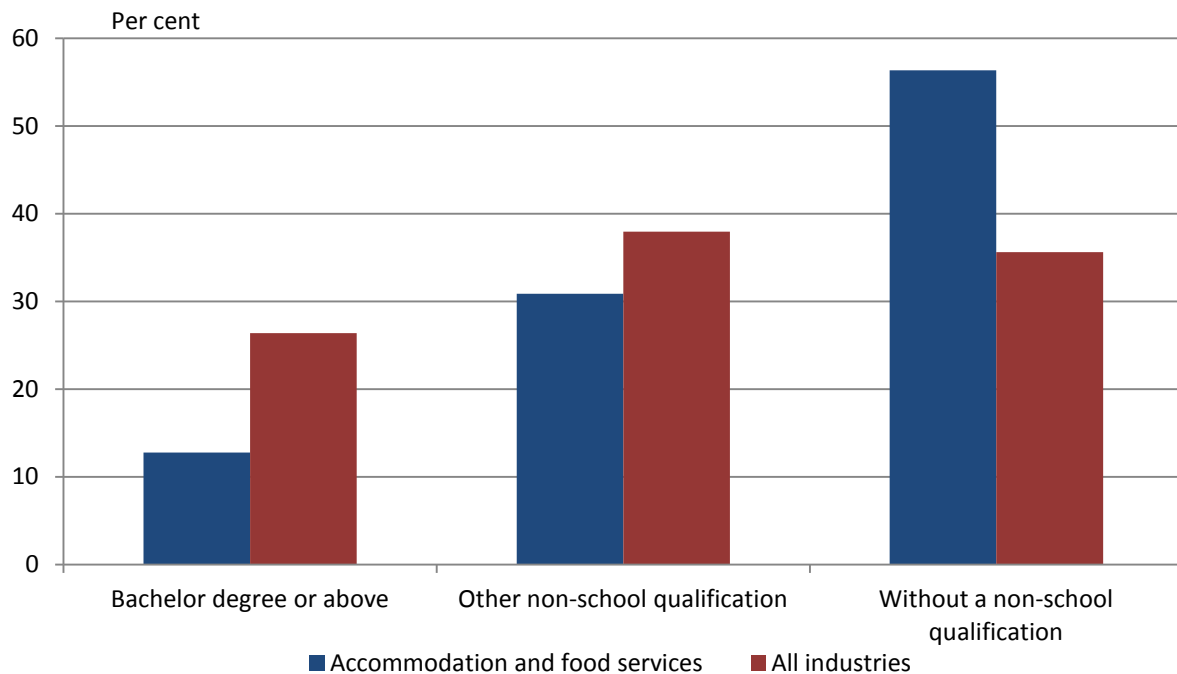
Source: ABS, *Labour Force, Australia, Detailed, Quarterly, Nov 2012*, Catalogue No. 6291.0.55.003.

**Figure 3.1: Duration of employment with current employer/business in Accommodation and food services, February 2012**



Source: ABS, *Labour Mobility, Australia, Feb 2012*, Catalogue No. 6209.0.

**Figure 3.2: Employed persons by level of educational attainment, May 2012**

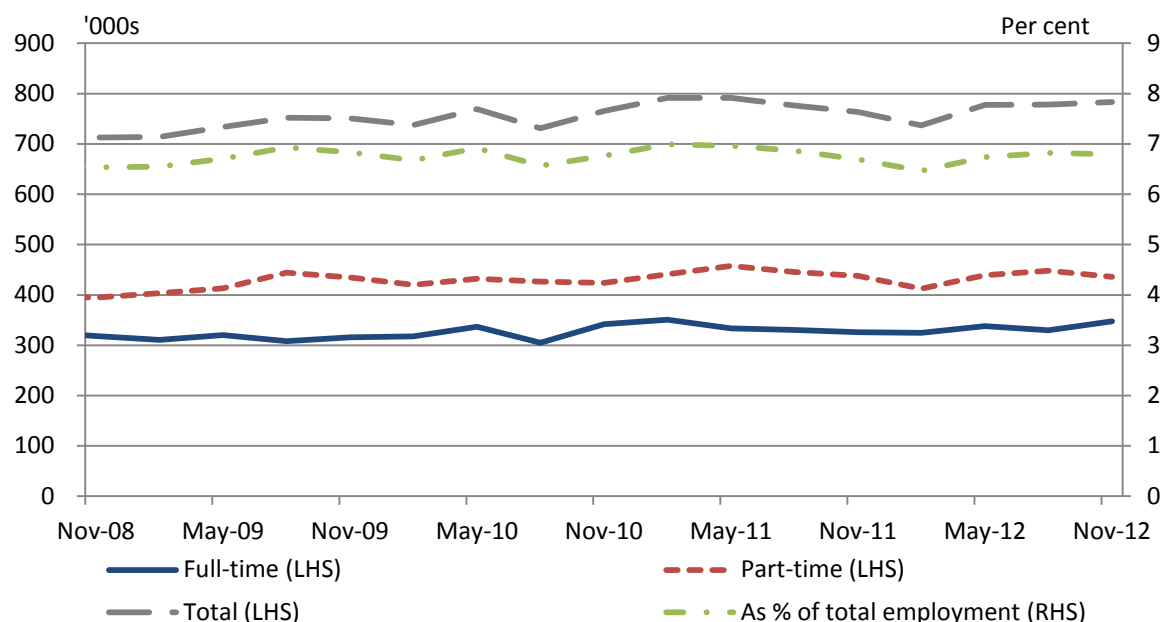


Source: ABS, *Education and Work, Australia, May 2012*, Catalogue No. 6227.0.



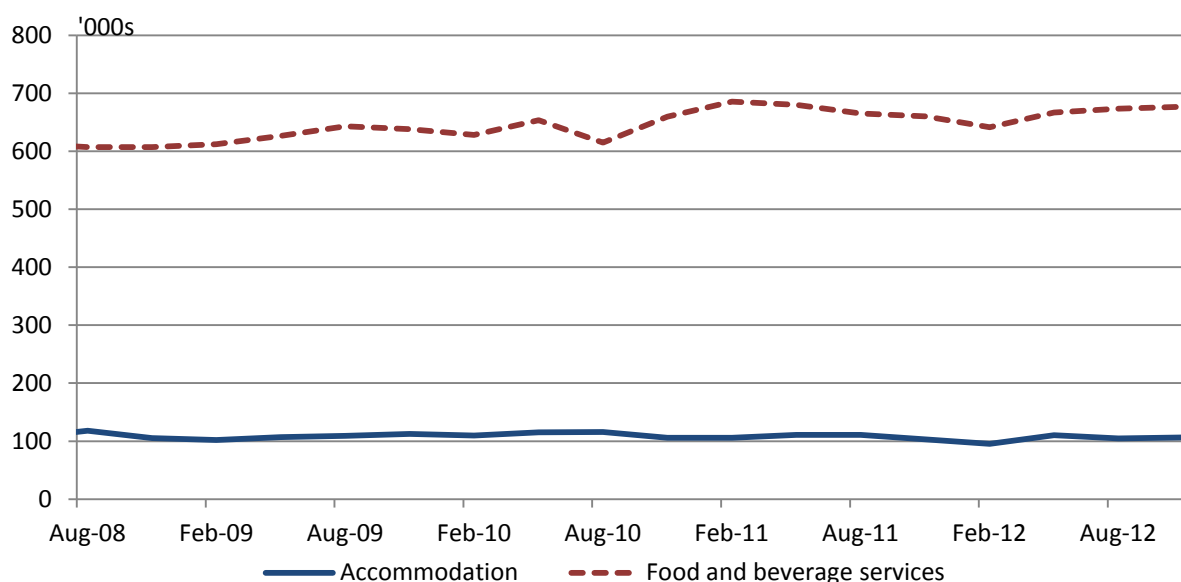
### 3.2 Labour market trends

**Figure 3.3: Persons employed in Accommodation and food services and Accommodation and food services as a proportion of total employment, November 2008 to November 2012**



Source: ABS, *Labour Force, Australia, Detailed, Quarterly, Nov 2012*, Catalogue No. 6291.0.55.003.

**Figure 3.4: Persons employed in Accommodation and food services by subdivision, November 2008 to November 2012**



Note: All data are expressed in original terms.

Source: ABS, *Labour Force, Australia, Detailed, Quarterly, Nov 2012*, Catalogue No. 6291.0.55.003.

**Table 3.5: Persons previously employed in Accommodation and food services, November 2012**

|              | Accommodation and food services |                                            | All industries                          |
|--------------|---------------------------------|--------------------------------------------|-----------------------------------------|
|              | No. ('000s)                     | Percentage of industry previously employed | Percentage of total previously employed |
| Male         | 15.8                            | 47.0                                       | 58.4                                    |
| Female       | 17.7                            | 52.7                                       | 41.6                                    |
| <b>Total</b> | <b>33.6</b>                     | <b>100.0</b>                               | <b>100.0</b>                            |

Note: All data are expressed in original terms. Persons previously employed cover unemployed persons who had worked for two weeks or more in the last two years in the industry.

Source: ABS, *Labour Force, Australia, Detailed, Quarterly, Nov 2012*, Catalogue No. 6291.0.55.003.

**Table 3.6: Persons underemployed in Accommodation and food services, November 2012**

|              | Accommodation and food services |                                      | All industries                    |
|--------------|---------------------------------|--------------------------------------|-----------------------------------|
|              | No. ('000s)                     | Percentage of industry underemployed | Percentage of total underemployed |
| Male         | 51.3                            | 37.5                                 | 39.8                              |
| Female       | 85.6                            | 62.5                                 | 60.2                              |
| <b>Total</b> | <b>136.9</b>                    | <b>100.0</b>                         | <b>100.0</b>                      |

Note: All data are expressed in original terms.

Source: ABS, *Labour Force, Australia, Detailed, Quarterly, Nov 2012*, Catalogue No. 6291.0.55.003.

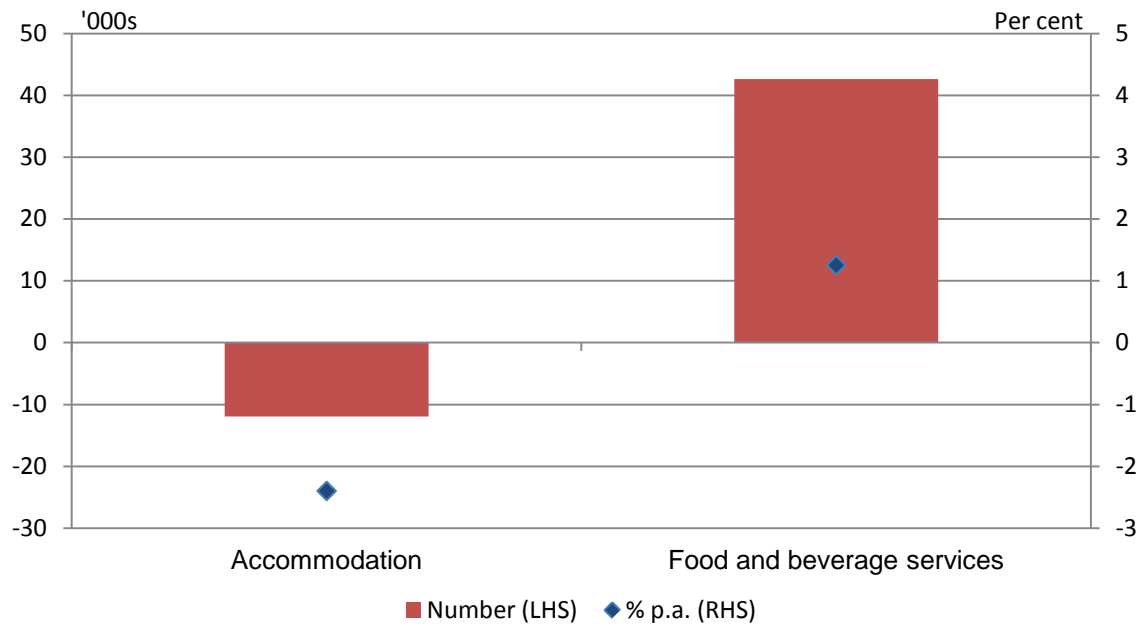
**Table 3.7: Average annual growth rates of labour and multifactor productivity, 2003–04 to 2011–12**

|                    | Accommodation and food services |                          | Total market sector |                          |
|--------------------|---------------------------------|--------------------------|---------------------|--------------------------|
|                    | Labour productivity             | Multifactor productivity | Labour productivity | Multifactor productivity |
|                    | %                               | %                        | %                   | %                        |
| 2003–04 to 2007–08 | 1.3                             | 0.5                      | 1.1                 | -0.6                     |
| 2007–08 to 2011–12 | -0.6                            | -0.2                     | 1.6                 | -0.6                     |

Note: The 2007–08 to 2011–12 growth cycle is incomplete. Labour productivity measures the amount of output per unit of labour which is measured in terms of gross value added per hour worked. Multifactor productivity measures the ratio of growth in output to growth in two or more factor inputs and represents that part of the change in output that cannot be explained by changes in the inputs. Multifactor productivity, in this case, is based on the gross value added of capital and labour in production. The total market sector comprises all industries except for Public administration and safety, Education and training and Health care and social assistance.

Source: ABS, *Estimates of Industry Multifactor Productivity, 2011–12*, Catalogue No. 5260.0.55.002.

**Figure 3.5: Projected employment growth in Accommodation and food services by subdivision, five years to 2016–17**



Source: DEEWR, *Employment Projections by Industry, Occupation and Regions, 2012*, <http://www.deewr.gov.au/LMIP/default.aspx?LMIP/Publications/IndustryEmploymentProjections>.

## 4 Earnings and wage instruments

### 4.1 Earnings

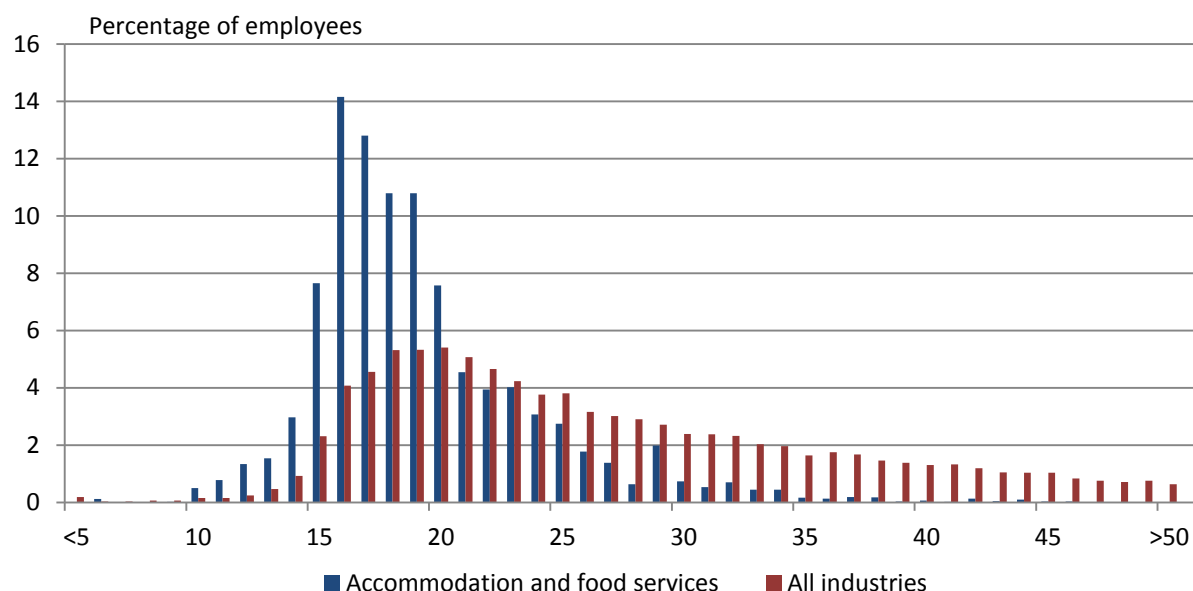
**Table 4.1: Average weekly earnings, November 2012**

|                                                                            | Accommodation<br>and food<br>services | All industries | Ratio of<br>Accommodation<br>and food<br>services relative<br>to all industries |
|----------------------------------------------------------------------------|---------------------------------------|----------------|---------------------------------------------------------------------------------|
|                                                                            | \$                                    | \$             | %                                                                               |
| Average weekly earnings, all employees                                     | 530.30                                | 1081.30        | 49.0                                                                            |
| Average weekly ordinary time earnings,<br>full-time adult employees        | 992.80                                | 1396.00        | 71.1                                                                            |
| Average weekly ordinary time earnings,<br>full-time adult male employees   | 1012.30                               | 1491.80        | 67.9                                                                            |
| Average weekly ordinary time earnings,<br>full-time adult female employees | 959.50                                | 1230.10        | 78.0                                                                            |

Note: All data are expressed in original terms.

Source: ABS, *Average Weekly Earnings, Australia, Nov 2012*, Catalogue No. 6302.0.

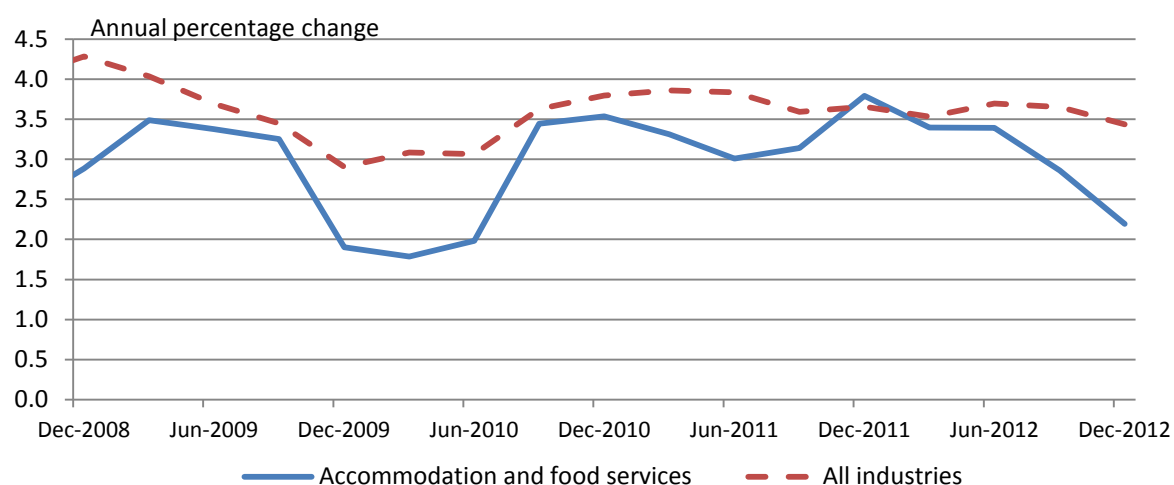
**Figure 4.1: Distribution of hourly total cash earnings (\$1 intervals), adult employees, May 2010**



Note: Earnings are presented using \$1 intervals (e.g. \$15 includes amounts over \$14 per hour and equal to or less than \$15 per hour).

Source: ABS, *Employee, Earnings and Hours, Expanded CURF, May 2010*, Catalogue No. 6306.0.55.001.

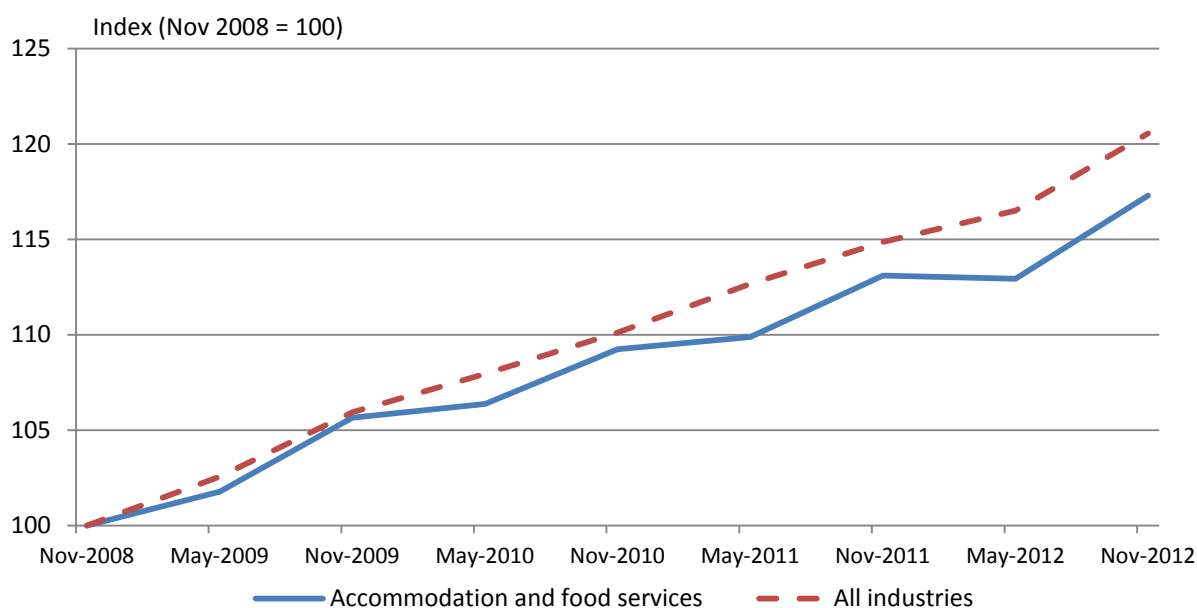
**Figure 4.2: Rate of growth in total hourly rates of pay excluding bonuses, December 2008 to December 2012**



Note: All data are expressed in original terms.

Source: ABS, *Wage Price Index, Australia, Dec 2012*, Catalogue No. 6345.0.

**Figure 4.3: Average weekly ordinary time earnings of full-time adult employees, November 2008 to November 2012**



Note: All data are expressed in original terms.

Source: ABS, *Average Weekly Earnings, Australia, Nov 2012*, Catalogue No. 6302.0.

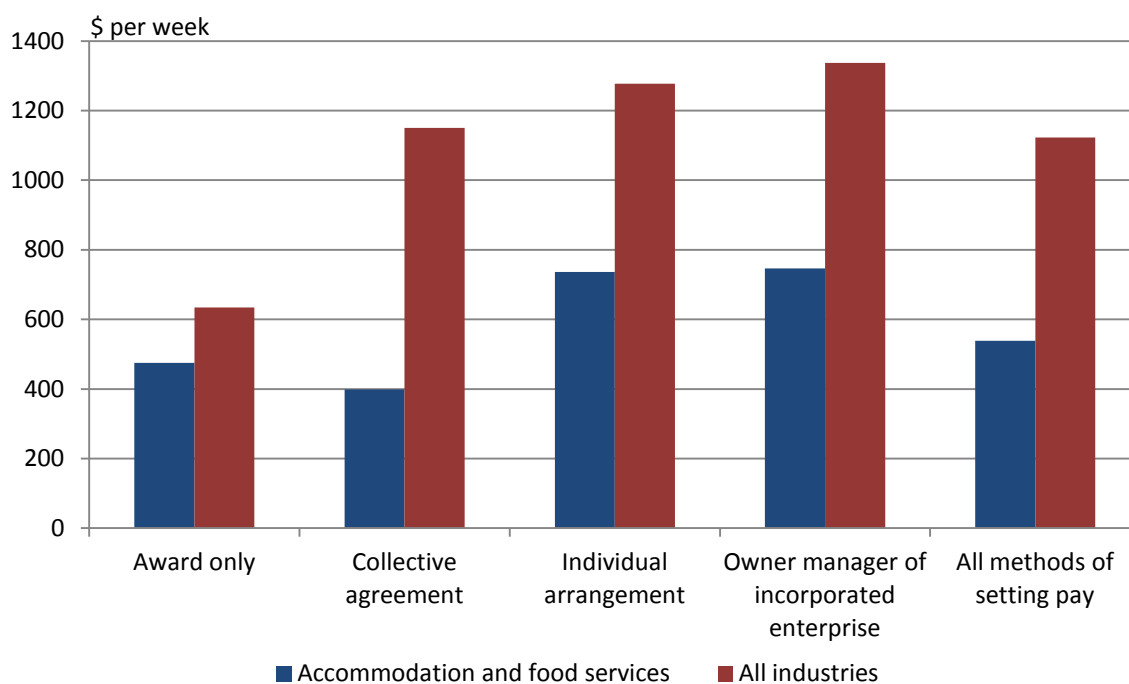
## 4.2 Wage instruments and bargaining

Table 4.2: Method of setting pay, May 2012

|                                          | Accommodation and food services | All industries |
|------------------------------------------|---------------------------------|----------------|
|                                          | %                               | %              |
| Award only                               | 44.8                            | 16.1           |
| Collective agreement                     | 23.8                            | 42.0           |
| Individual arrangement                   | 29.6                            | 38.7           |
| Owner manager of incorporated enterprise | 1.7                             | 3.3            |
| <b>All methods of setting pay</b>        | <b>100.0</b>                    | <b>100.0</b>   |

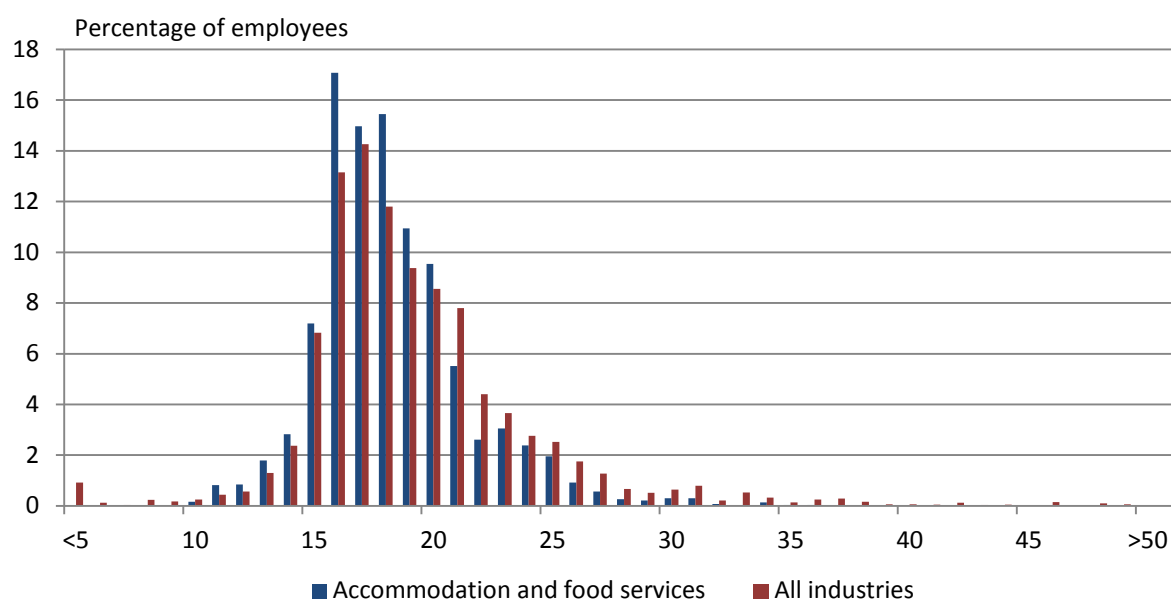
Source: ABS, *Employee Earnings and Hours, Australia, May 2012*, Catalogue No. 6306.0.

Figure 4.4: Average weekly total cash earnings by method of setting pay, May 2012



Source: ABS, *Employee Earnings and Hours, Australia, May 2012*, Catalogue No. 6306.0.

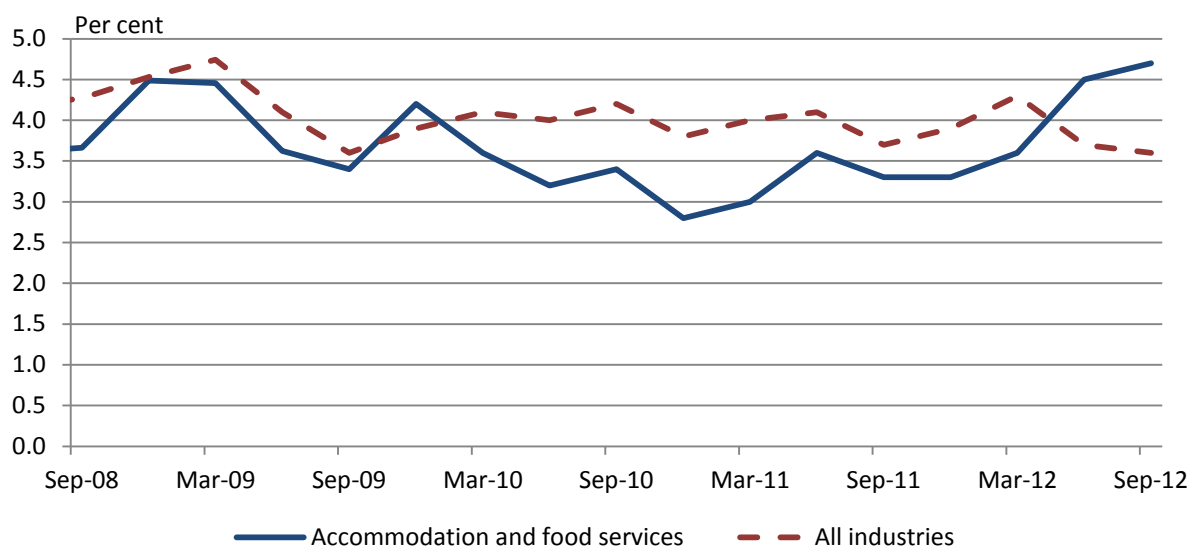
**Figure 4.5: Distribution of hourly total cash earnings (\$1 intervals) for award-reliant adult employees, May 2010**



Note: Earnings are presented using \$1 intervals (e.g. \$15 includes amounts over \$14 per hour and equal to or less than \$15 per hour).

Source: ABS, *Employee, Earnings and Hours, Expanded CURF, May 2010*, Catalogue No. 6306.0.55.001.

**Figure 4.6: Average annualised wage increases for federal enterprise agreements certified in the quarter, September 2008 to September 2012**



Source: Department of Education, Employment and Workplace Relations, *Trends in Federal Enterprise Bargaining*, September 2012, <http://foi.deewr.gov.au/node/30419>.

## 5 Forms and conditions of employment

**Table 5.1: Employment type by gender, November 2011**

|                                           | Accommodation and food services |              |              | All industries |              |              |
|-------------------------------------------|---------------------------------|--------------|--------------|----------------|--------------|--------------|
|                                           | Men                             | Women        | Persons      | Men            | Women        | Persons      |
|                                           | %                               | %            | %            | %              | %            | %            |
| Employees with paid leave entitlements    | 35.2                            | 29.0         | 31.7         | 61.7           | 63.4         | 62.5         |
| Employees without paid leave entitlements | 51.4                            | 61.9         | 57.3         | 16.6           | 23.8         | 19.9         |
| OMIE                                      | 5.1                             | 3.5          | 4.2          | 9.1            | 4.3          | 6.9          |
| OMUE                                      | 8.4                             | 5.6          | 6.8          | 12.6           | 8.5          | 10.7         |
| <b>Total</b>                              | <b>100.0</b>                    | <b>100.0</b> | <b>100.0</b> | <b>100.0</b>   | <b>100.0</b> | <b>100.0</b> |

Note: OMIE = owner-manager of incorporated enterprise. OMUE = owner-manager of unincorporated enterprise. All data are expressed in original terms.

Source: ABS, *Australian Labour Market Statistics, Jul 2012*, Catalogue No. 6105.0.

**Table 5.2: Forms of employment by gender, November 2011**

|                          | Accommodation and food services |              |              | All industries |              |              |
|--------------------------|---------------------------------|--------------|--------------|----------------|--------------|--------------|
|                          | Men                             | Women        | Persons      | Men            | Women        | Persons      |
|                          | %                               | %            | %            | %              | %            | %            |
| Employees                | 86.9                            | 91.0         | 89.2         | 77.6           | 86.9         | 81.8         |
| Independent contractors  | 0.8                             | 1.8          | 1.4          | 12.0           | 5.4          | 9.0          |
| Other business operators | 12.2                            | 7.2          | 9.4          | 10.4           | 7.7          | 9.2          |
| <b>Total</b>             | <b>100.0</b>                    | <b>100.0</b> | <b>100.0</b> | <b>100.0</b>   | <b>100.0</b> | <b>100.0</b> |

Source: ABS, *Forms of Employment, Australia, Nov 2011*, Catalogue No. 6359.0.

**Table 5.3: Employees with and without paid leave, November 2011**

|                                 | Full-time       |                    | Part-time       |                    | All employees   |                    |
|---------------------------------|-----------------|--------------------|-----------------|--------------------|-----------------|--------------------|
|                                 | With paid leave | Without paid leave | With paid leave | Without paid leave | With paid leave | Without paid leave |
|                                 | %               | %                  | %               | %                  | %               | %                  |
| Accommodation and food services | 72.5            | 27.5               | 14.3            | 85.7               | 35.9            | 64.1               |
| <b>All industries</b>           | <b>89.5</b>     | <b>10.5</b>        | <b>46.4</b>     | <b>53.6</b>        | <b>76.3</b>     | <b>23.7</b>        |

Source: ABS, *Forms of Employment, Australia, Nov 2011*, Catalogue No. 6359.0.



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