

# Accommodation and food services

30 August 2021

*This document has been prepared by Fair Work Commission staff and does not purport to be a comprehensive discussion of the issues involved. It does not represent the views of the Fair Work Commission on any issue.*

This note updates data where possible from a [note](#) published on 26 July 2021

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## Introduction

The industry division *Accommodation and food services* as defined within the Australian and New Zealand Standard Industrial Classification (ANZSIC) can be ‘mapped’ to the following modern awards:<sup>1</sup>

- *Hospitality Industry (General) Award 2020* (Hospitality Award);
- *Restaurant Industry Award 2020* (Restaurant Award); and
- *Registered and Licensed Clubs Award 2010* (Clubs Award).

The industry comprises short-term accommodation for visitors and/or meals, snacks, and beverages for consumption by customers both on and off-site.<sup>2</sup>

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<sup>1</sup> Preston M, Pung A, Leung E, Casey C, Dunn A and Richter O (2012) ‘*Analysing modern award coverage using the Australian and New Zealand Industrial Classification 2006: Phase 1 report*’, Research Report 2/2012, Fair Work Australia.

<sup>2</sup> ABS, *Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (Revision 2.0)*, Catalogue No. 1292.0.

The Hospitality Award covers hotels and other types of accommodation; wine bars; caterers; and casinos.<sup>3</sup> The Restaurant Award covers employers in the restaurant industry,<sup>4</sup> and the Clubs Award covers clubs registered or recognised under State, Territory or Commonwealth legislation and their employees, such as bar attendants, ground attendants and gardeners.<sup>5</sup>

Appendices A, B and C contains more detail on the ANZSIC for this industry.

## Why is this industry important to consider?

The industry has been significantly impacted by the restrictions on social gatherings which have had an adverse effect on businesses operations.

In research commissioned for the *Annual Wage Review 2020–21* (2020–21 Review), Professor Jeff Borland of the University of Melbourne concluded that Accommodation and food services could be considered as 'lagging' the economic recovery as the number of jobs remained lower than at the onset of the pandemic.<sup>6</sup>

In the 2020–21 Review decision, the Expert Panel for annual wage reviews was cognisant of future outbreaks leading to lockdowns, although they are likely to be of limited duration and localised.<sup>7</sup> These are expected to adversely impact a number of industries, including hospitality (other than those providing take away food services).<sup>8</sup> The increase awarded from the 2020–21 Review was delayed until 1 November 2021 for modern awards mapped to the Accommodation and food services industries as the Expert Panel was satisfied that there were exceptional circumstances.<sup>9</sup> This included the Restaurant Award.<sup>10</sup>

Accommodation and food services is the most award-reliant industry, with almost half of non-managerial employees reliant on an award to set their rate of pay,<sup>11</sup> and over half among employees in small businesses.<sup>12</sup> Relatively few agreements are made in the industry.

## What types of businesses operate in the industry?

There were around 105 000 businesses in Accommodation and food services in June 2021, making it the 11<sup>th</sup> largest of the 19 industries.<sup>13</sup>

The industry has a high proportion of employing businesses, with the latest available data on business size showing that just 28.9 per cent of businesses did not have employees, compared to 63.9 per cent across all industries. Of businesses with employees, 87.9 per cent were small

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<sup>3</sup> MA000009.

<sup>4</sup> MA000119.

<sup>5</sup> MA000058.

<sup>6</sup> [2021] FWCFB 3500 at [244]

<sup>7</sup> [2021] FWCFB 3500 at [246]

<sup>8</sup> [2021] FWCFB 3500 at [247]

<sup>9</sup> [2020] FWCFB 3500 at [256]

<sup>10</sup> [2021] FWCFB 3500 at [288]

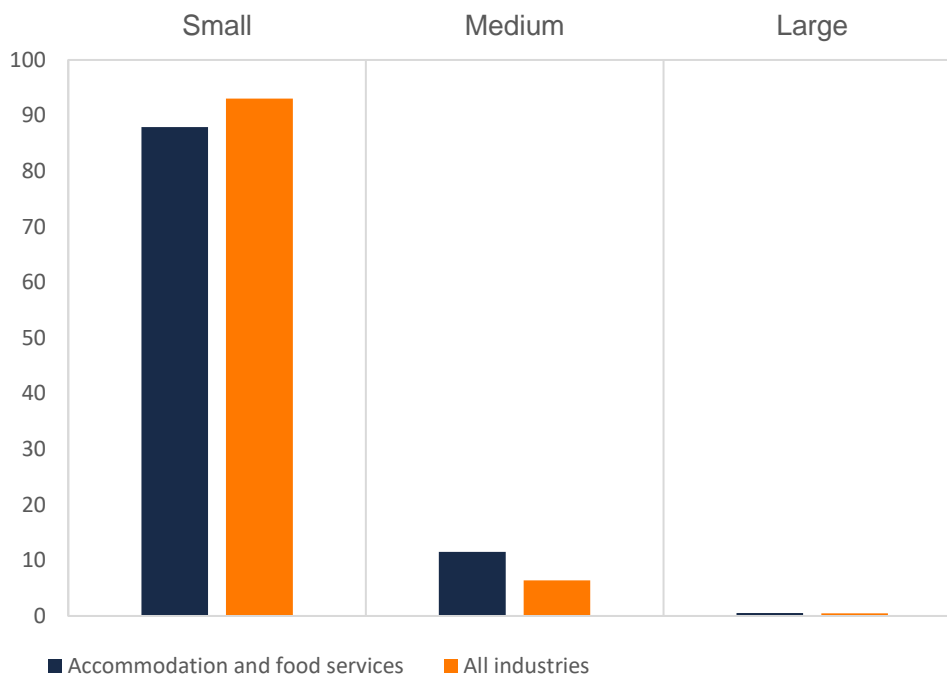
<sup>11</sup> Fair Work Commission (2021), *Statistical Report—Annual Wage Review 2020–21*, Version 12, 15 June, Table 7.1.

<sup>12</sup> Fair Work Commission (2020), [Information note – Small businesses and modern awards](#), 31 August, p. 3.

<sup>13</sup> ABS, *Counts of Australian Businesses, including Entries and Exits*, July 2017–June 2021.

businesses, 11.5 per cent were medium-sized businesses and 0.6 per cent were large businesses (Chart 1).

**Chart 1: Percentage of businesses by business size, June 2020**



Note: Small businesses employ less than 20 persons, medium businesses employ 20 to 199 persons and large businesses employ 200 or more persons. The publication only includes actively trading businesses in the market sector and hence excludes entities that are in the public sector.

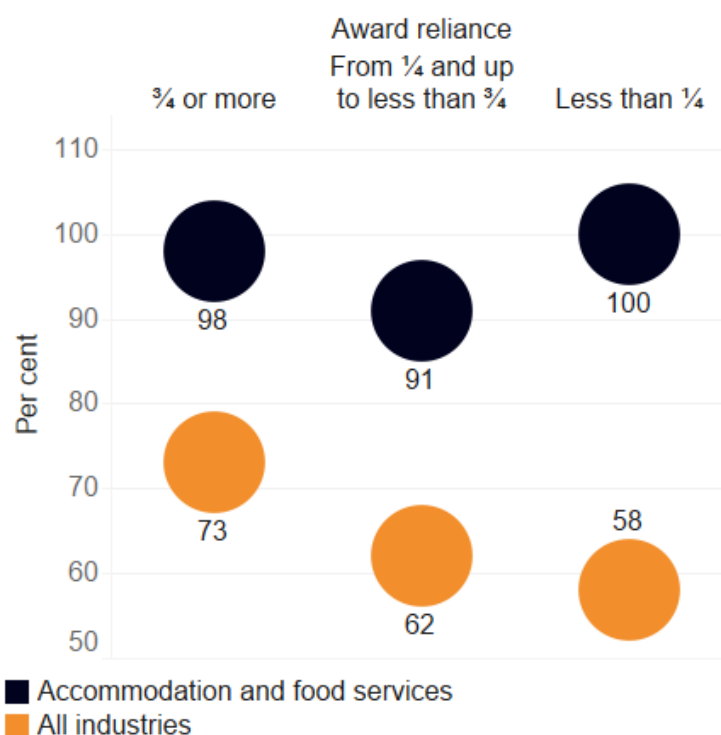
Source: ABS, *Counts of Australian Businesses, including Entries and Exits*, July 2016–June 2020.

Businesses in Accommodation and food services have the lowest survival rate of all industries. While the survival rate for all businesses operating in June 2016 that were still operating in June 2020 was 65.1 per cent, it was only 53.8 per cent for Accommodation and food services.<sup>14</sup> The adverse effects of the pandemic are yet to be borne out in these data.

The Fair Work Commission’s (Commission) Award Reliance Survey, undertaken in 2013, found that award-reliant organisations in Accommodation and food services were more likely than other award-reliant organisations to operate outside of standard hours, defined as up to 50 hours per week from Monday to Friday (Chart 2).

<sup>14</sup> ABS, *Counts of Australian Businesses, including Entries and Exits*, July 2016–June 2020.

**Chart 2: Businesses operating outside of standard hours, by degree of award reliance**



Note: Asked of award-reliant organisations—those with at least one award-reliant employee.

Source: Wright S & Buchanan J (2013), *Award reliance*, Fair Work Commission Research Report 6/2013, p. 158, Table F.27.

Accommodation and food services is the most award-reliant industry, with 44.9 per cent of non-managerial employees paid the award rate in May 2018.

Relatively few enterprise agreements are made in the industry, with only 14 made in the first half of 2020 out of 1720, or less than 1 per cent.<sup>15</sup> Between January 2017 and May 2021, 83 agreements were made in the Hospitality sector, 40 in the Clubs sector, and 31 in the Restaurant sector.<sup>16</sup>

### Who works in the Accommodation and food services industry?

In May 2021, it was estimated that over 880 000 people were employed in Accommodation and food services. This is lower than the number employed in the industry at the beginning of 2020, before the onset of the pandemic, which was more than 930 000 people.<sup>17</sup>

Most employees in the industry would be covered by one of the 3 modern awards and the characteristics of employees across these modern awards are similar. This is based on mapping modern award coverage to ANZSIC classifications and using the Census to present data at a detailed level for each modern award. The analysis shows that these employees are more likely to be female, employed on a part-time basis, younger (particularly under 25 years) and studying

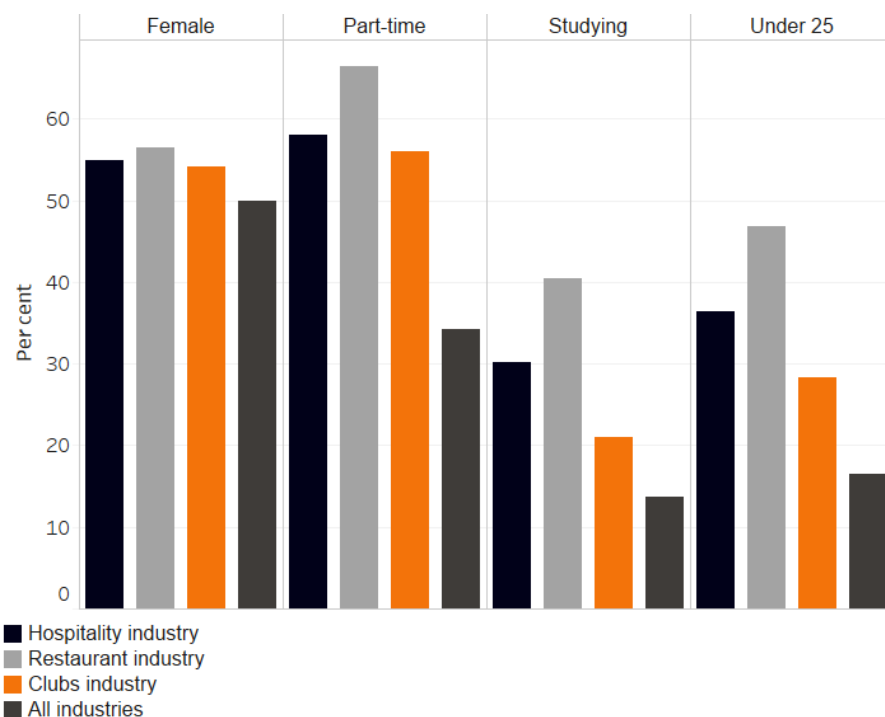
<sup>15</sup> Attorney-General's Department (2020), *Trends in Federal Enterprise Bargaining*, June quarter 2020.

<sup>16</sup> See note on *Enterprise agreements in the Hospitality sector*.

<sup>17</sup> ABS, *Labour Force, Australia, Detailed*, May 2021.

(Chart 3). A detailed analysis of employee characteristics for each modern award is provided at Appendices B–D.

**Chart 3: Selected characteristics of Accommodation and food services employees**



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

The Accommodation and food services industry contains the highest proportion of casual employees (employees without paid leave) of all industries, with over 3 in 5 working on a casual basis in May 2021. Casual employment is more common among part-time employees in Accommodation and food services, with around 4 in 5 working on a casual basis (Chart 4). This compares with around half of all part-time employees.

**Chart 4: Employees without paid leave, May 2021**



Source: ABS, *Labour Force, Australia, Detailed*, May 2021.

Employees in Accommodation and food services are more likely to work on weekends. In fact, it is common to work on both weekdays and weekends within the same week, with around 6 in 10 employees reporting working this arrangement (Charts 5a–5c).

**Chart 5a: Days of the week worked, May 2021**

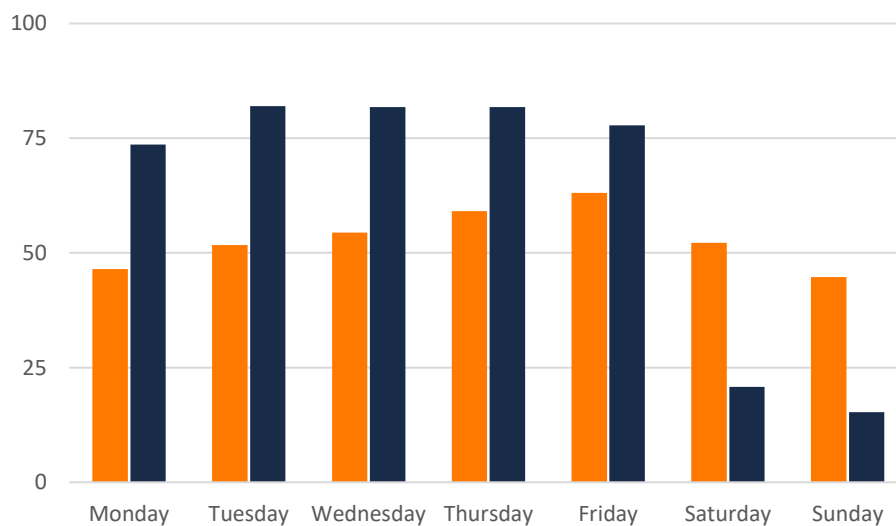


Chart 5b: Weekdays and weekends, May 2021

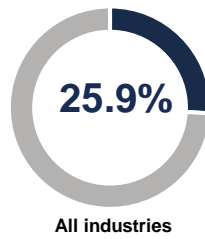
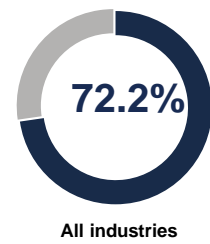


Chart 5c: Weekdays only, May 2021



Note: Respondents asked what days of the week they worked in the last week.

Source: ABS, *Microdata: Longitudinal Labour Force Survey, Australia*, May 2021.

## Effects of the COVID-19 pandemic

In response to the COVID-19 pandemic, the Commonwealth and state and territory governments implemented public health measures to reduce the risk of spreading the virus. Restrictions were placed on people's activities, movements and gatherings. The effect of these restrictions led to some business closures, a reduction in staff or working hours, a reduction in business operating hours and a change in the way businesses deliver their goods or services. An information note by Commission staff details the various government responses.<sup>18</sup>

The restrictions have affected the industry through reduced patronage at venues, reduced international and domestic tourism and the closing of some accommodation. All state and territories began re-opening their economies as the number of new cases of COVID-19 declined. This included allowing dining at cafes, restaurants, pubs and accommodation to reopen.

Following a spike in cases, restrictions were re-imposed in early July 2020 in parts of Melbourne and then in the rest of Victoria from early August. These restrictions enforced the closure of many businesses in the industry, with cafes, restaurants and other food and beverage services restricted to take away. From mid-September to late November 2020, the phased easing of restrictions occurred first in regional Victoria and then in metropolitan Melbourne, which included accommodation and hospitality reopening subject to certain requirements.

In 2021, restrictions have since been re-imposed at different times during city or state-wide lockdowns. At the end of August 2021, lockdowns were in place in New South Wales and Victoria limiting the number of reasons for people to leave home.

## Businesses

The restrictions described above have adversely affected business operations in the Accommodation and food services industry.

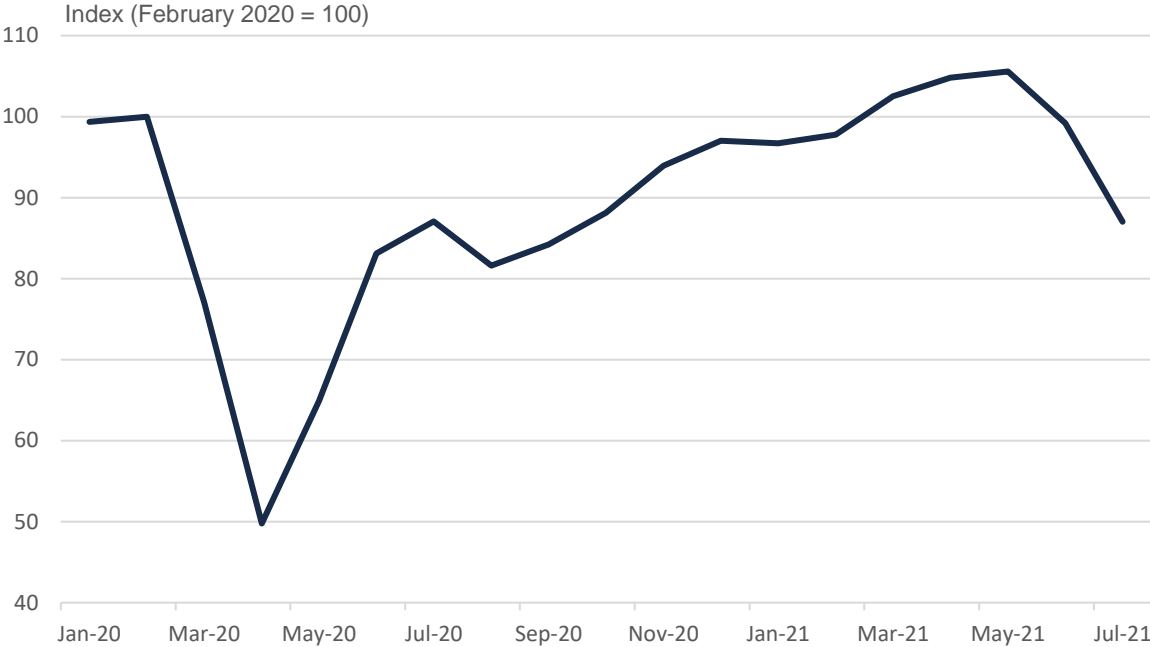
The impact on parts of the industry is evident in monthly data on turnover available for sub-groups within the industry (Chart 6). In March 2020, turnover for cafes, restaurants and take away food services declined by around one quarter on February, and by April 2020 it was around half that amount. Recoveries to July 2020 were in line with the easing of restrictions, which were stalled following the second wave of new cases in Victoria. By September, turnover was still significantly lower than pre-pandemic levels but increased to December. However, it was only in March 2021

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<sup>18</sup> Fair Work Commission (2021), [Information note – Government responses to COVID-19 pandemic](#), updated 27 August.

that turnover had returned to (and exceeded) pre-pandemic levels, with a further increase in April and May 2021. Wide-ranging lockdowns in recent months, particularly in New South Wales and Victoria, have resulted in a sharp decline in turnover for Cafes, restaurants and takeaway food services, with turnover being 13 per cent below pre-pandemic levels in July 2021.

**Chart 6: Cafés, restaurants and takeaway food services turnover (seasonally adjusted)**

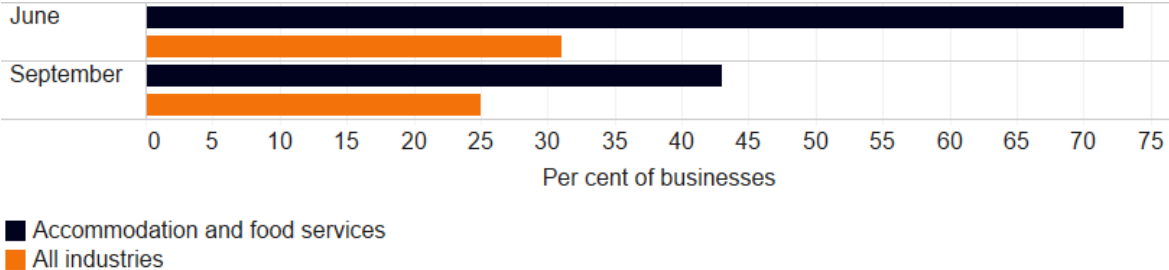


Note: Cafes, restaurants and takeaway food services refers to ANZSIC subgroups 4511, 4512 and 4513 (see Appendix A). Source: ABS, *Retail Trade, Australia*, July 2021.

The operating hours of businesses in Accommodation and food services have been impacted by the restrictions imposed. In mid-June 2020, when some restrictions had eased, almost three-quarters of businesses had changed their operating hours due to COVID-19, significantly higher than businesses across all industries.

By mid-September 2020, the further easing of restrictions in most states and territories meant that this proportion had reduced to 43 per cent, yet it was still significantly higher than for all industries (25 per cent) (Chart 7).

**Chart 7: Changed operating hours due to COVID-19**



Source: ABS, *Business Indicators, Business Impacts of COVID-19, September 2020*, Catalogue No. 5676.0.55.003.

Changed operating hours impacted business activity, with the majority of businesses operating under modified conditions. Fewer than 10 per cent of businesses in Accommodation and food services were ‘operating as normal’ when surveyed in both mid-June and mid-September 2020,



with a slightly higher proportion not currently trading on both occasions (Table 1). The proportions operating as normal were the lowest across all industries.

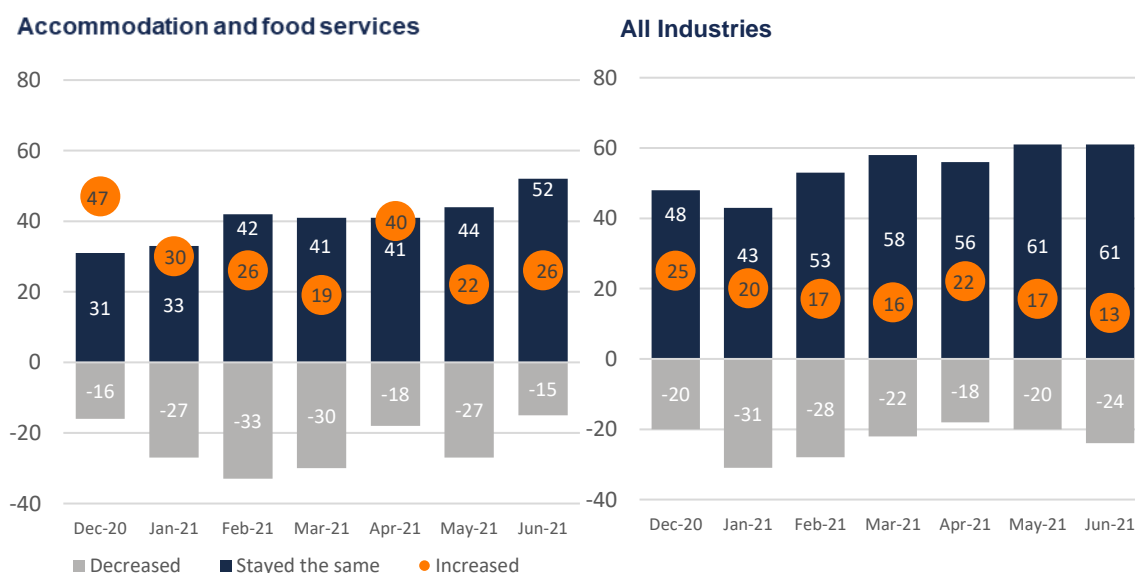
**Table 1: Operating conditions of businesses**

	June 2020			September 2020		
	Operating as normal (%)	Operating under modified conditions (%)	Not currently trading (%)	Operating as normal (%)	Operating under modified conditions (%)	Not currently trading (%)
Accommodation and food services	4	89	7	7	82	11
<b>All industries</b>	<b>24</b>	<b>73</b>	<b>3</b>	<b>32</b>	<b>64</b>	<b>4</b>

Note: Modified conditions include changing the way products or services are provided, or changing staff roles or duties. Source: ABS, *Business Indicators, Business Impacts of COVID-19*, June 2020; ABS, *Business Indicators, Business Impacts of COVID-19*, September 2020.

At the end of 2020, a higher proportion of businesses in Accommodation and food services reported that revenue had increased over the last month as restrictions had eased in Victoria. While the proportion of businesses reporting an increase in revenue declined over the following months, this increased in April 2021 at around the time of Easter and school holidays, before falling to similar proportions reported earlier in the year. By June 2021, over half of businesses reported that revenue had stayed the same.

**Chart 8: Changes in revenue over the last month, Accommodation and food services and all industries, December 2020 to June 2021**



Note: These proportions exclude responses that did not know their change in revenue. The reference weeks are 2–9 December, 10–17 February, 10–17 March, 14–21 April, 12–19 May and 9–16 June.

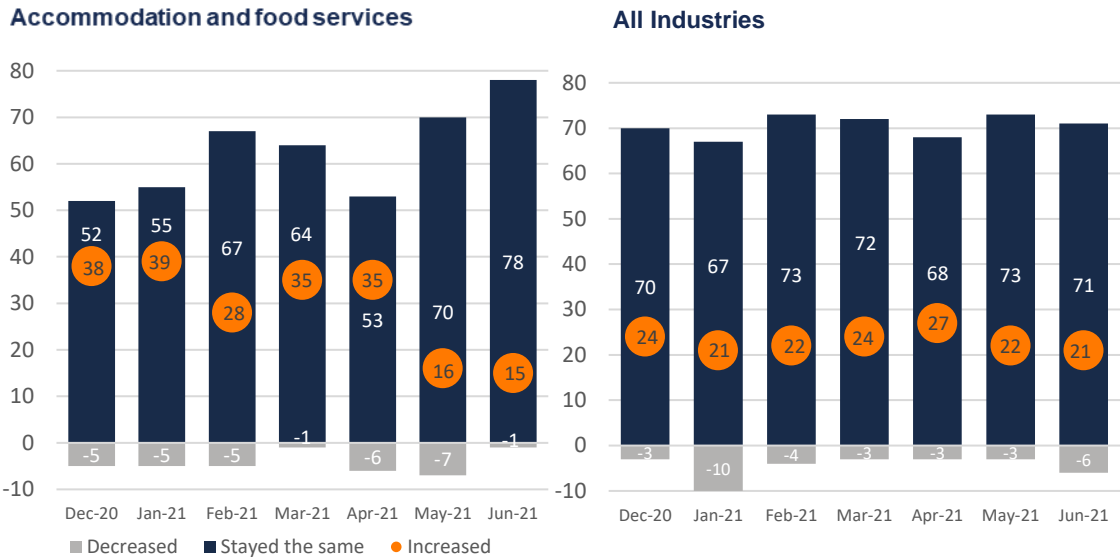
Source: ABS, *Business Indicators, Business Impacts of COVID-19*, December 2020; ABS, *Business Conditions and Sentiments*, various.

In December 2020, almost 4 in 10 businesses in Accommodation and food services reported that their operating expenses had increased over the last month. Since then, this proportion has

declined, particularly in May and June 2021. In June 2021, only 15 per cent of businesses reported that their operating expenses had increased over the last month, and over three-quarters reported that it stayed the same.

Compared with businesses across all industries, a higher proportion of businesses in Accommodation and food services reported an increase in operating expenses over the last month prior to April 2021. In May 2021 and June 2021, businesses in Accommodation and food services were less likely to report an increase in operating expenses over the last month.

**Chart 9: Changes in operating expenses over the last month, Accommodation and food services and all industries, December 2020 to June 2021**

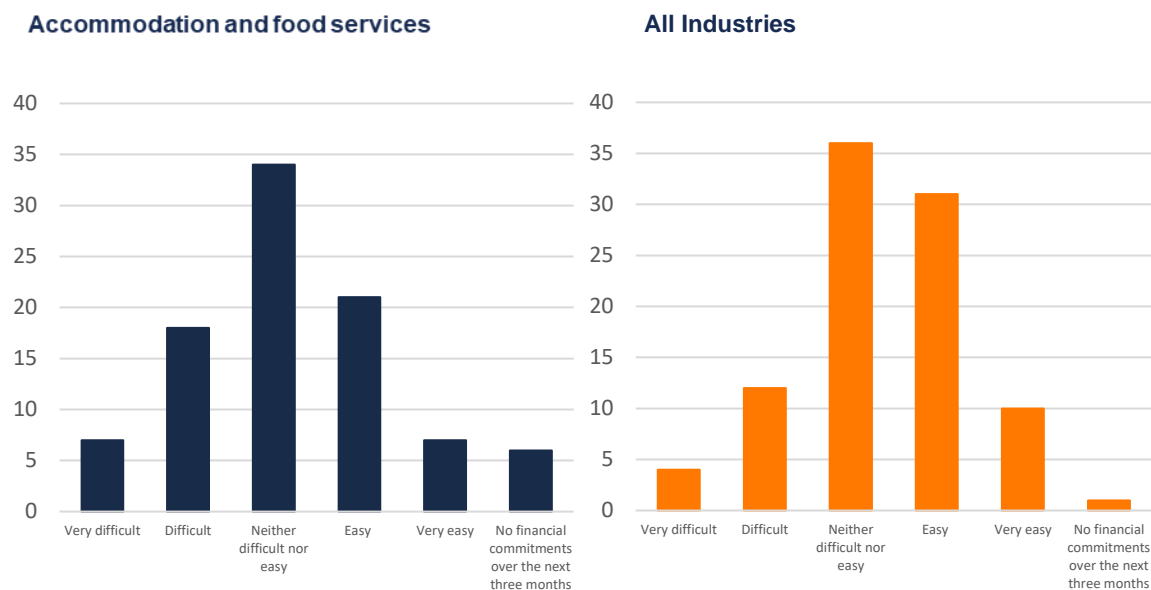


Note: These proportions exclude responses that did not know their change in operating expenses. The reference weeks are 2–9 December, 10–17 February, 10–17 March, 14–21 April, 12–19 May and 9–16 June.

Source: ABS, *Business Indicators, Business Impacts of COVID-19*, December 2020; ABS, *Business Conditions and Sentiments*, various.

In June 2021, a higher proportion of businesses in Accommodation and food service indicated that it would be difficult or very difficult to meet financial commitments over the next 3 months (25 per cent) compared with the average across all industries (16 per cent) and a lower proportion indicated that it would be easy, or very easy to meet financial commitments over the next 3 months (28 per cent compared with 41 per cent) (Chart 10).

**Chart 10: Business ability to meet financial commitments over the next three months, Accommodation and food services and all industries, June 2021**



Note: These proportions exclude responses that did not know their change in operating expenses. The reference week is 9–16 June.

Source: ABS, *Business Indicators, Business Impacts of COVID-19*, June 2021.

## Labour force

Despite the easing of restrictions, the number of employee jobs both overall and in Accommodation and food services has yet to return to the level recorded before the onset of the pandemic. This can be measured using the data released by the ABS that provide weekly statistics on employee jobs and wages using payroll data from the Australian Taxation Office.

Employee jobs in Accommodation and food services fell 35 per cent in only 4 weeks (between 14 March and 11 April 2020), a larger fall than any other industry. While the ensuing rebound was longer than the initial fall, more than half of the number of employee jobs lost in those 4 weeks had returned by early July 2020. However, this was interrupted by restrictions re-imposed in Victoria. Between early July and mid-November 2020, the number of employee jobs was relatively steady in the industry. With the reopening of hospitality in Victoria in the last week of October, this increased up to mid-December 2020.<sup>19</sup>

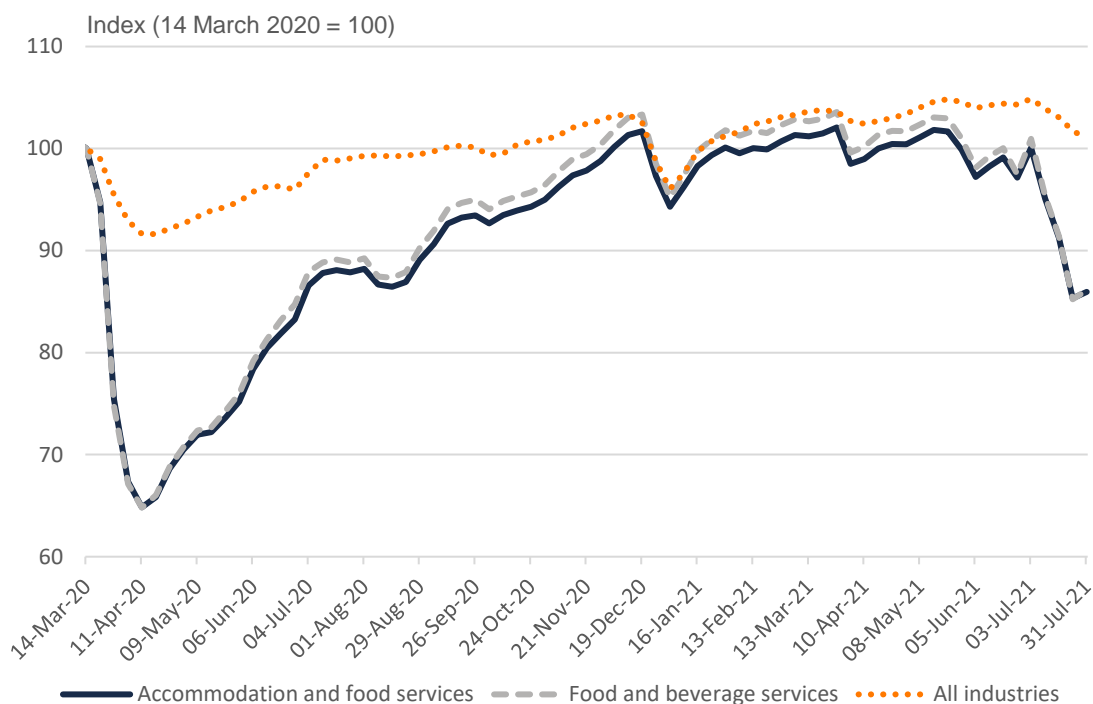
The latest data, to the week ending 31 July 2021, show that the number of jobs across all industries is 1.0 per cent higher than that reported in mid-March 2020.

However, for Accommodation and food services, it is 14.1 per cent below the level at 14 March 2020 and 13.9 per cent below for Food and beverage services (Chart 11).

Total wages had also declined in Accommodation and food services by a relatively large percentage (–18.0 per cent) compared with an overall increase of 2.5 per cent across all industries.

<sup>19</sup> ABS, *Weekly Payroll Jobs and Wages in Australia*, Week ending 31 July 2021.

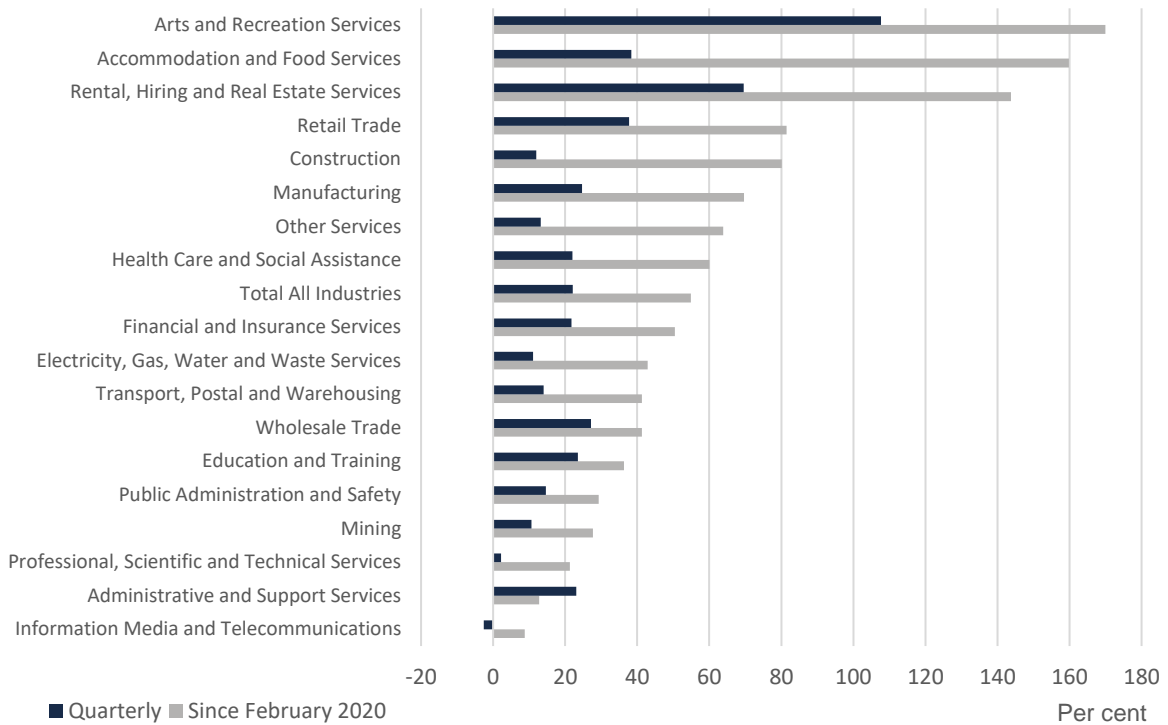
**Chart 11: Change in employee jobs between 14 March and 31 July 2021**



Source: ABS, *Weekly Payroll Jobs and Wages in Australia*, Week ending 31 July 2021.

Job vacancies provide an indication of future employment and expectations of labour market conditions. For most industries, the number of job vacancies fell after February 2020 following the onset of the pandemic. However, by May 2021, the number of job vacancies in Accommodation and food services was much higher than in February 2020, the second largest increase of any industry over the period (Chart 10). In the May quarter 2021, the number of job vacancies increased by almost 40 per cent.

**Chart 12: Change in job vacancies, February 2020 to May 2021**



Note: Data are in original terms.  
 Source: ABS, *Job Vacancies, Australia*, May 2021.

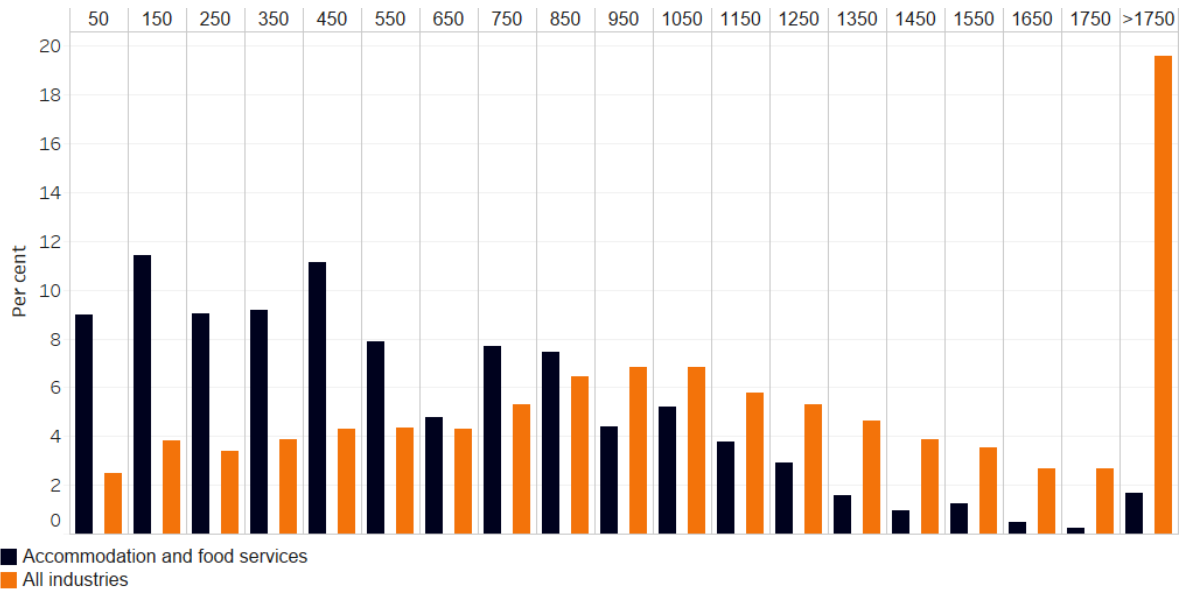
Employees are more likely to receive lower earnings than employees in other industries. In May 2021, average weekly earnings of full-time adult employees in Accommodation and food services (\$1201.90) is lower than any other industry, and almost one-third lower than the average (\$1737.10).<sup>20</sup>

The lower wages received by workers in the industry can also be shown through a distribution, which allows for a more descriptive analysis. In May 2018, over three-quarters of employees in Accommodation and food services, received up to \$850 per week in earnings, while fewer than 2 in 5 employees across all industries received that amount (Chart 11).

The most common weekly wage category, received by more than 1 in 10 employees in May 2018, is above \$50 and up to \$150 per week). This is also evidence of the high proportion of part-time employees in the industry.

<sup>20</sup> ABS, [Average weekly earnings, Australia](#), May 2021.

**Chart 13: Distribution of weekly ordinary time cash earnings, May 2018**



Note: Ordinary time wages refers to wages for award, standard or agreed hours of work, including allowances, penalty rates, payments by measured result and regular bonuses and commissions. and bonuses. It excludes overtime payments.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia, 2018*.

## Appendix A: ANZSIC structure for Accommodation and food services

There are 4 levels within the Australian and New Zealand Standard Industrial Classification (ANZSIC) structure: division, subdivision, group and class. The most readily available data are at the division level (or 1-digit level) and the relevant industry for the Hospitality Award, Restaurant Award and Clubs Award is Accommodation and food services.

The following presents the subdivisions, groups and classes within the Accommodation and food services sector:

- 44 Accommodation
  - 440 Accommodation
    - 4400 Accommodation
- 45 Food and beverage services
  - 451 Cafes, restaurants and takeaway food services
    - 4511 Cafes and restaurants
    - 4512 Takeaway food services
    - 4513 Catering services
  - 452 Pubs, taverns and bars
    - 4520 Pubs, taverns and bars
  - 453 Clubs (Hospitality)
    - 4530 Clubs (Hospitality).

A paper<sup>21</sup> by Commission staff provides a framework for ‘mapping’ modern award coverage to the ANZSIC. The industry classes mapped to the Hospitality Award, Restaurant Award and Clubs Award are provided at Appendix B to D.

Employee characteristics using data from the 2016 Census is also provided for each of these modern awards. This is the only data source that provides employee characteristics at a more detailed level of industry.

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<sup>21</sup> Preston M, Pung A, Leung E, Casey C, Dunn A and Richter O (2012) ‘*Analysing modern award coverage using the Australian and New Zealand Industrial Classification 2006: Phase 1 report*’, Research Report 2/2012, Fair Work Australia.

## Appendix B: Characteristics of Hospitality industry employees

Under the mapping framework developed by Commission staff, the Hospitality Award is 'mapped' to 6 separate ANZSIC industry classes:

- 4400—Accommodation;
- 4511—Cafes and restaurants;
- 4513—Catering services;
- 4520—Pubs, taverns and bars;
- 9201—Casino operation; and
- 4123—Liquor retailing.

Table B1 compares certain characteristics of employees in the Hospitality industry with employees across 'all industries'.



**Table B1: Characteristics of employees in the Hospitality industry, 2016**

	Hospitality industry		All industries	
	(No.)	(%)	(No.)	(%)
<b>Gender</b>				
Male	200 868	45.1	4 438 604	50.0
Female	244 835	54.9	4 443 125	50.0
Total	445 703	100.0	8 881 729	100.0
<b>Full-time/part-time status</b>				
Full-time	179 036	41.9	5 543 862	65.8
Part-time	248 077	58.1	2 875 457	34.2
Total	427 113	100.0	8 419 319	100.0
<b>Highest year of school completed</b>				
Year 12 or equivalent	311 158	70.6	5 985 652	68.1
Year 11 or equivalent	42 638	9.7	856 042	9.7
Year 10 or equivalent	63 600	14.4	1 533 302	17.4
Year 9 or equivalent	14 980	3.4	273 180	3.1
Year 8 or below	6593	1.5	112 429	1.3
Did not go to school	2001	0.5	26 356	0.3
Total	440 970	100.0	8 786 961	100.0
<b>Student status</b>				
Full-time student	105 696	23.9	715 436	8.1
Part-time student	27 712	6.3	491 098	5.6
Not attending	309 672	69.9	7 618 177	86.3
Total	443 080	100.0	8 824 711	100.0
<b>Age (5 year groups)</b>				
15–19 years	61 894	13.9	518 263	5.8
20–24 years	100 154	22.5	952 161	10.7
25–29 years	73 998	16.6	1 096 276	12.3
30–34 years	55 260	12.4	1 096 878	12.3
35–39 years	36 683	8.2	972 092	10.9
40–44 years	29 689	6.7	968 068	10.9
45–49 years	26 812	6.0	947 187	10.7
50–54 years	23 551	5.3	872 485	9.8
55–59 years	19 257	4.3	740 822	8.3
60–64 years	12 168	2.7	469 867	5.3
65 years and over	6234	1.4	247 628	2.8
Total	445 700	100.0	8 881 727	100.0
<b>Average age</b>	32.3		39.3	
<b>Hours worked</b>				
1–15 hours	102 363	24.0	977 997	11.6
16–24 hours	80 810	18.9	911 318	10.8
25–34 hours	64 906	15.2	986 138	11.7
35–39 hours	64 105	15.0	1 881 259	22.3
40 hours	45 732	10.7	1 683 903	20.0
41–48 hours	30 648	7.2	858 120	10.2
49 hours and over	38 556	9.0	1 120 577	13.3
Total	427 120	100.0	8 419 312	100.0

Note: Part-time work is defined as employed persons who worked less than 35 hours in all jobs during the week prior to Census night. Totals may not sum to the same amount due to non-response. For full-time/part-time status and hours worked, data on employees that were currently away from work (that reported working zero hours), were not presented.

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

## Appendix C: Characteristics of Restaurant industry employees

Under the mapping framework, The Restaurant Award is 'mapped' to the Cafes and restaurants industry class (4511).<sup>22</sup>

Table C1 compares certain characteristics of employees in the Restaurant industry with employees across 'all industries'.

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<sup>22</sup> Preston M, Pung A, Leung E, Casey C, Dunn A and Richter O (2012) '*Analysing modern award coverage using the Australian and New Zealand Industrial Classification 2006: Phase 1 report*', Research Report 2/2012, Fair Work Australia.

**Table C1: Characteristics of employees in the Restaurant industry, 2016**

	Restaurant industry		All industries	
	(No.)	(%)	(No.)	(%)
<b>Gender</b>				
Male	92 412	43.5	4 438 604	50.0
Female	120 134	56.5	4 443 125	50.0
Total	212 546	100.0	8 881 729	100.0
<b>Full-time/part-time status</b>				
Full-time	68 760	33.6	5 543 862	65.8
Part-time	135 713	66.4	2 875 457	34.2
Total	204 473	100.0	8 419 319	100.0
<b>Highest year of school completed</b>				
Year 12 or equivalent	152 829	72.6	5 985 652	68.1
Year 11 or equivalent	20 387	9.7	856 042	9.7
Year 10 or equivalent	24 786	11.8	1 533 302	17.4
Year 9 or equivalent	7 659	3.6	273 180	3.1
Year 8 or below	3 518	1.7	112 429	1.3
Did not go to school	1 376	0.7	26 356	0.3
Total	210 555	100.0	8 786 961	100.0
<b>Student status</b>				
Full-time student	70 356	33.3	715 436	8.1
Part-time student	15 229	7.2	491 098	5.6
Not attending	125 950	59.5	7 618 177	86.3
Total	211 535	100.0	8 824 711	100.0
<b>Age (5 year groups)</b>				
15–19 years	45 276	21.3	518 263	5.8
20–24 years	54 329	25.6	952 161	10.7
25–29 years	37 718	17.7	1 096 276	12.3
30–34 years	25 789	12.1	1 096 878	12.3
35–39 years	14 643	6.9	972 092	10.9
40–44 years	10 229	4.8	968 068	10.9
45–49 years	8 452	4.0	947 187	10.7
50–54 years	6 766	3.2	872 485	9.8
55–59 years	5 115	2.4	740 822	8.3
60–64 years	2 932	1.4	469 867	5.3
65 years and over	1 290	0.6	247 628	2.8
Total	212 539	100.0	8 881 727	100.0
<b>Average age</b>	28.6		39.3	
<b>Hours worked</b>				
1–15 hours	61 797	30.2	977 997	11.6
16–24 hours	45 020	22.0	911 318	10.8
25–34 hours	28 899	14.1	986 138	11.7
35–39 hours	25 653	12.5	1 881 259	22.3
40 hours	17 293	8.5	1 683 903	20.0
41–48 hours	12 073	5.9	858 120	10.2
49 hours and over	13 734	6.7	1 120 577	13.3
Total	204 469	100.0	8 419 312	100.0

Note: Part-time work is defined as employed persons who worked less than 35 hours in all jobs during the week prior to Census night. Totals may not sum to the same amount due to non-response. For full-time/part-time status and hours worked, data on employees that were currently away from work (that reported working zero hours), were not presented.

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

## Appendix D: Characteristics of employees Clubs industry employees

The Clubs Award is 'mapped' to the Clubs (Hospitality) industry class (4530).<sup>23</sup>

Table D1 compares certain characteristics of employees in the Clubs industry with employees across 'all industries'.

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<sup>23</sup> Preston M, Pung A, Leung E, Casey C, Dunn A and Richter O (2012) '*Analysing modern award coverage using the Australian and New Zealand Industrial Classification 2006: Phase 1 report*', Research Report 2/2012, Fair Work Australia.

**Table D1: Characteristics of employees in the Clubs industry, 2016**

	Clubs industry		All industries	
	(No.)	(%)	(No.)	(%)
<b>Gender</b>				
Male	20 870	45.8	4 438 604	50.0
Female	24 738	54.2	4 443 125	50.0
Total	45 608	100.0	8 881 729	100.0
<b>Full-time/part-time status</b>				
Full-time	19 212	44.0	5 543 862	65.8
Part-time	24 409	56.0	2 875 457	34.2
Total	43 621	100.0	8 419 319	100.0
<b>Highest year of school completed</b>				
Year 12 or equivalent	26 985	59.8	5 985 652	68.1
Year 11 or equivalent	4564	10.1	856 042	9.7
Year 10 or equivalent	10 838	24.0	1 533 302	17.4
Year 9 or equivalent	1934	4.3	273 180	3.1
Year 8 or below	698	1.5	112 429	1.3
Did not go to school	83	0.2	26 356	0.3
Total	45 102	100.0	8 786 961	100.0
<b>Student status</b>				
Full-time student	6764	14.9	715 436	8.1
Part-time student	2758	6.1	491 098	5.6
Not attending	35 738	79.0	7 618 177	86.3
Total	45 260	100.0	8 824 711	100.0
<b>Age (5 year groups)</b>				
15–19 years	4436	9.7	518 263	5.8
20–24 years	8498	18.6	952 161	10.7
25–29 years	4974	10.9	1 096 276	12.3
30–34 years	4163	9.1	1 096 878	12.3
35–39 years	3622	7.9	972 092	10.9
40–44 years	3731	8.2	968 068	10.9
45–49 years	3805	8.3	947 187	10.7
50–54 years	4053	8.9	872 485	9.8
55–59 years	3825	8.4	740 822	8.3
60–64 years	2766	6.1	469 867	5.3
65 years and over	1738	3.8	247 628	2.8
Total	45611	100.0	8 881 727	100.0
<b>Average age</b>	37.7		39.3	
<b>Hours worked</b>				
1–15 hours	8574	19.7	977 997	11.6
16–24 hours	7154	16.4	911 318	10.8
25–34 hours	8675	19.9	986 138	11.7
35–39 hours	7951	18.2	1 881 259	22.3
40 hours	4988	11.4	1 683 903	20.0
41–48 hours	3380	7.7	858 120	10.2
49 hours and over	2893	6.6	1 120 577	13.3
Total	43 615	100.0	8 419 312	100.0

Note: Part-time work is defined as employed persons who worked less than 35 hours in all jobs during the week prior to Census night. Totals may not sum to the same amount due to non-response. For full-time/part-time status and hours worked, data on employees that were currently away from work (that reported working zero hours), were not presented.

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