



Shop Distributive and Allied Employees' Association

**THE UNION FOR WORKERS IN
RETAIL. FAST FOOD. WAREHOUSING.**

Annual Wage Review 2021-22

Shop, Distributive and Allied Employees' Association Submission

Date Submitted: 1 April 2022

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Introduction

1. The Shop Distributive and Allied Employees' Association (SDA) supports the submission of the Australian Council of Trade Unions (ACTU) and welcomes the opportunity to make a supplementary submission to the 2022 Annual Wage Review (AWR).
2. The SDA is one of Australia's largest trade unions with over 210,000 members. Our members work in retail, warehousing, online retailing, fast-food hairdressing, beauty, pharmacy and modelling.
3. The majority of SDA members are women (60%, approximately 131,000), under 35 years (57%, approximately 120,000 workers), and low-income. Retail and food services are two of the three lowest industries for median weekly earnings. The retail industry employs one of the largest proportions of Australian workers, accounting for approximately 10% of the nation's workforce.

Wages for retail and fast-food workers are going down

4. Over the last two years, retail and fast-food workers have been met with delayed wage increases, wage increases below CPI and below productivity improvements in the sector.¹
5. In the twenty-year period 2001-2019 there has been a minus 7% wages deficit when compared to productivity gains in the retail sector (see paragraph 20).
6. Citing the economic recession caused by the pandemic,² the outcome of the 2020 AWR for most retail and fast-food workers was a significantly lower minimum wage annual increase of 1.75%, postponed to February 2021, whilst still burdening the same workers with the earlier mandated 15% cut to permanent retail workers' Sunday penalty rates.
7. The 2021 AWR decision³ provided a 2.5% increase to award wages. For fast-food employees, this came into effect on 1 July 2021. Retail employees, however, were yet again prejudiced by a delay to their wage increase. The postponed increase for the GRIA took effect from the first full pay period on or after 1 September 2021.

¹Productivity Commission, PC Productivity Insights: Recent Developments (2021) <https://www.pc.gov.au/research/ongoing/productivity-insights/recent-developments-2021/productivity-insights-2021-recent-developments.pdf>.

² Annual Wage Review 2019-20 [2020] FWCFB 3500, see for example [533]-[538], [547].

³ Annual Wage Review 2020-21 [2021] FWCFB.

No Delay to Wage Increase

8. These decisions have negatively impacted retail workers, prejudicing them financially during a critical time. In a March 2022 survey (SDA survey) of over 6,100 retail workers, 77% of respondents 'strongly agreed' that a further delay to the AWR increase will result in (further) financial hardship for them. Most respondents reported that their financial situation in the last 5 years has worsened and can be attributed to the rising cost of living alongside low/no/deferred wage increases as well as loss of jobs or reduced employment opportunities in the family due to COVID-19. This assessment by the workers themselves of their own financial circumstances indicates dire financial pressures for retail workers and supports the conclusion that an appropriately compensatory wage increase is not just timely, but critically overdue.
9. These frontline workers have been essential to the economy, tirelessly serving the Australian community during the height of the pandemic. Instead of being rewarded for their efforts, they have instead had to suffer the impact of a sector-wide declining in real wages in the context of broader wage stagnation generally.

COVID-19 impact on retail workers

10. COVID-19 has put an additional strain on Australian workers, who have already been suffering from wage stagnation. Wages are not keeping up with the rising cost of living. Headline CPI increased by 3.5% for the year to December 2021, the highest in ten years.⁴ However, wages have not kept pace with inflation and have not done so for some time. The wage price index to December 2021 increased by 2.3%, 1.45 points less than the increase in CPI for the same period.⁵ This disparity has a particular impact on retail workers, who are among the lowest paid workers. The SDA survey shows that 81% of retail workers 'strongly agreed' that the rising cost of living was putting pressure on their household budget.⁶ The rising cost of housing, groceries and fuel have been cited as major financial stressors for retail workers whose wages have simply not kept up.⁷
11. The SDA has engaged Associate Professor Martin O'Brien of the University of Wollongong to review and update the report and findings that were made in a report previously presented to the Fair Work Commission (FWC) on behalf of the SDA in the Penalty Rates case AM2014/305. In that matter there was uncontested⁸ evidence of Dr Ian Watson in his report entitled Employee

⁴ Australian Bureau of Statistics ('ABS'), Consumer Price Index, Australia, December 2021 (25 January 2022) <https://www.abs.gov.au/statistics/economy/price-indexes-and-inflation/consumer-price-index-australia/latest-release>.

⁵ ABS, Wage Price Index, Australia, December 2021 (23 February 2022) <https://www.abs.gov.au/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/latest-release>.

⁶ SDA, AWR 2022 Survey (March 2022).

⁷ Ibid.

⁸ See Transcript of Penalty rates case AM2014/305 hearing [22173]-[22174].

Earnings in the National Retail Industry⁹ (Watson Report). The Watson Report was based on HILDA and ABS data and embarked upon a careful (and, as noted, ultimately unchallenged) scientific method to avoid arbitrary outcomes and to provide confidence in its findings and conclusions.¹⁰ The O'Brien Report updates the report and findings and additionally includes further data sources that were not available previously. The findings of Dr Martin O'Brien confirm the findings and conclusions of the Watson Report as being no less (and potentially even more) relevant to the circumstances which confront retail workers today.

12. The O'Brien Report reaffirms that:

- a. Employees in the retail industry are amongst the lowest paid workers in the nation.¹¹
- b. Together with the hospitality and food services industries, the retail industry has the largest proportion of low paid workers in the nation.¹²

13. The O'Brien Report confirms the following findings from the Watson Report that:

- a. 'General Retail Industry employees were less likely than Other Industry employees to be able to raise funds for emergencies easily. They are more likely to have to make "some sacrifices", take "drastic action", or simply not be able to raise these funds. Retail households are over 10% more likely than non-retail households to be unable to raise emergency funds or to have to do something drastic to raise these funds.'¹³
- b. 'A greater proportion of General Retail Industry employees could not pay utilities, could not pay mortgage or rent on time, and had been forced to ask for help from family, friends or welfare organisations in the past year.'¹⁴
- c. Retail employees earn less than 90% of the household income earned by employees from other industries, but their spending on non-discretionary items was the same or more than the other industry employees' expenditure on the same items. Retail employees must afford essential items, such as groceries, utilities, fuel, telephone, and internet with much less than their non-retail counterparts. While retail employees have the same needs as employees from other industries, they do not have the same income capacity.¹⁵

14. The O'Brien report has additionally found that:

- a. '... non-discretionary data showed a decline in relative expenditure of General Retail employees on mortgages compared to Other Industry employees, decreasing from 89% in 2013 to 74 - 78% in more recent periods. This trend is explained with reference to the

⁹ Ian Watson, Employee Earnings in the National Retail Industry (Expert Report, 30 April 2015) ('Watson Report'). Note: This report was SDA Exhibit 35 in the Penalty rates case AM2014/305.

¹⁰ Ibid above n 9, 3 lines 7-21.

¹¹ Dr Martin O'Brien, *O'Brien Report for S285 – Annual Wage Review 2021-22 – (C2022/1)* (Expert Report, 29 March 2022) 4 [10]-[11] ('O'Brien Report').

¹² Ibid 41 [94].

¹³ Ibid 6 [19].

¹⁴ Ibid 6 [20].

¹⁵ Ibid 4 [13].

corresponding rent expenditure category. Indeed, the only expenditure category where General Retail Industry employees spend more than their Other Industry counterparts on a non-discretionary item is for rent, which has increased from 92% to 102% in 2019 and 105% in 2020.¹⁶

- b. 'General Retail Industry employees were 10 to 13 percentage points less likely to own their house or be paying off a mortgage in 2019 and 2020, and between 8 and 14 percentage points more likely to be renting, compared to Other Industry employees. Furthermore, the propensity of General Retail Industry employees to own a house fell by 2 percentage points from 59% to 57% between 2019 and 2020, while the propensity to rent increased by 4 percentage points from 38 to 42%.¹⁷

15. Retail workers are struggling to keep up with cost-of-living expenses, and this has only been exacerbated by the pandemic. While government support such as JobKeeper and COVID-19 payments provided some support, their premature cessation deprived retail employees of crucial support during the pandemic.

16. As 'essential workers,' retail workers laboured at the frontlines of the pandemic. They were threatened with recurring bouts of uncertainty during the lockdowns imposed, sometimes unpredictably, in various states. However, many retail employees persisted in their customer-facing roles despite staff shortages, the increased threat (and the reality) of contracting the virus and passing it on to their families¹⁸ and the heightened incidences of customer abuse and violence. In 2021, the uncertainty caused by the more infectious Delta and Omicron strains of COVID-19 put further pressure on retail workers and they continued to risk their health and safety to keep the nation running. A further delay to a wage increase for these workers is no way to reward them for their essential contribution then (and now). Any submission in support of yet another deferral or staggered implementation of a wage increase should be rejected.

Retail Profitability during COVID-19

17. Despite early concerns about whether the economy would recover from lockdowns and store closures, some indicators show that a recovery is well underway. According to the 2022 Federal Budget, GDP is expected to grow 4.25% in 2021-22 and 3.5% in 2022-23.¹⁹ This level of growth could see total economic output by the end of 2022 at the level anticipated in the absence of the pandemic.²⁰

¹⁶ Ibid 5 [16].

¹⁷ *O'Brien Report*, above n 11, 5 [17].

¹⁸ SDA, above n 6.

¹⁹ The Commonwealth of Australia, Budget 2022-23, Budget Paper No. 1 (2022) 5-6. Note: MYEFO forecasted that GDP is expected grow 3.75% in 2021-22 and 3.5% in 2022-23, see: Parliament of Australia, Mid-Year Economic and Fiscal Outlook 2021-22 (2021).

²⁰ Association of Superannuation Funds of Australia, ASFA Economic Snapshot: Federal MYEFO 2021-22 (17 December 2021).

18. Despite signs of a positive economic recovery and the community learning to live with COVID-19, there has been no corresponding improvement for low-income workers, like retail workers. Retail trade figures have performed strongly over the past 12 months (February 2021 - February 2022). Three of the last four months have exhibited growth, with retail trade growing by 9.1% for the year to February 2022.²¹ This positive recovery follows an increase in household spending which rose 6.3% in the December 2021 quarter,²² surpassing pre-pandemic levels for the first time. The trend of high household spending and strong retail trade outcomes is expected to continue as Australia moves past lockdowns, but this will be unsustainable if wage growth does not follow (see applicable ACTU submission paragraphs 83 to 87).
19. The labour share of income – the percentage of the national GDP that is paid out in wages – has been in decline since before the pandemic. Retail employees receive a declining share in the profits from the retail sector.²³ Retail industry profit more than doubled the increase in total wages paid in retail trade between 2001-2019.²⁴ Despite the positive recovery of industries, including retail, workers' share in the profits has only declined. Non-discretionary – or “essential” – retail continued to operate during the pandemic, but employee compensation remained steady.
20. Though wages have stagnated in retail trade, productivity has been increasing in the long term.²⁵ In a twenty-year period, labour productivity grew by 55% per hour,²⁶ while wages per hour grew by only 48%²⁷ - a 7% shortfall for increasingly productive retail workers. Despite their significant contribution to the nation's economic recovery, retail workers have not benefited from this and have continued to work with no real wage growth. Despite pessimistic predictions, retail trade performance has exceeded expectations, yet retailers have neglected to pass on the benefit to retail workers in the form of increased wages.

²¹ ABS, Retail trade, Australia, February 2022 (29 March 2022) <https://www.abs.gov.au/statistics/industry/retail-and-wholesale-trade/retail-trade-australia/latest-release>.

²² ABS, Australian National Accounts: National Income, Expenditure and Product, December 2021 (2 March 2022) <https://www.abs.gov.au/statistics/economy/national-accounts/australian-national-accounts-national-income-expenditure-and-product/dec-2021>.

²³ ABS, Estimates of Industry Multifactor Productivity, 2020-21 financial year (13 October 2021) <https://www.abs.gov.au/statistics/industry/industry-overview/estimates-industry-multifactor-productivity/latest-release>.

²⁴ ABS, Business Indicators, Australia, Wages and salaries, current prices – data download table 17, September 2021 (29 November 2021) <https://www.abs.gov.au/statistics/economy/business-indicators/business-indicators-australia/sep-2021>; Australian Bureau of Statistics, Business Indicators, Australia, Company profits before income tax, current prices – data download table 9 (29 November 2021) <https://www.abs.gov.au/statistics/economy/business-indicators/business-indicators-australia/sep-2021#data-download>.

²⁵ Productivity Commission above n 1.

²⁶ ABS, above n 26.

²⁷ Note: figure derived from comparing average total hourly earnings in retail in May 2000 with the equivalent figure in August 2020, See: Australian Bureau of Statistics, Employee Earnings and Hours, Australia, May 2000 (27 March 2001).

No Delay to Wage Increase

21. Retail workers should not be dealt a delayed pay rise this 1 July 2022. Retail workers have worked tirelessly at the frontlines of the pandemic, providing essential services to the Australian community.
22. Through their hard work, these workers have made a significant contribution to the economy. Retail workers (approximately 10% of the workforce) and fast-food workers also have the capacity to contribute significantly to the economy through their spending, but this is constrained by the decline in their real wages. The AWR process provides the Fair Work Commission with the avenue to promote economic prosperity by providing 'fair' and 'relevant' wage increases for retail workers that in turn encourages and supports consumer spending.
23. While the economy has been making a positive recovery, this has not resulted in a corresponding wage increase for retail and fast-food workers. Retail workers, who have risked their health and safety during the pandemic, and who continue to do so, are still suffering from pay freezes. A majority of retail workers are struggling to keep up with the rising cost of living and are unable to support themselves through emergencies. Their hard work during the pandemic should be rewarded – not ignored.
24. With the unprecedented and expected economic recovery that Australia has experienced, these essential Australian workers should not be forced to suffer any delay in receiving a pay increase in 2022.
25. The O'Brien Report is attached to this submission.

29 March 2022
Fair Work Commission
Level 4, 11 Exhibition Street
Melbourne, VIC, 3000

Re: S285 – Annual Wage Review – Annual Wage Review 2021-22 – (C2022/1)

Please find attached my report responding to the request from A. J Macken and Co of 1st March 2022 to address the following:

“The SDA wishes to submit probative expert evidence to the Annual Wage Review Panel in relation to the present economic circumstances impacting the working and living conditions of the Retail Workforce.

The SDA wishes to commission you to prepare an Expert Report for submission by the SDA to the Annual Wage Review Panel which critically reviews the findings and updates the 2014 conclusions of Ian Watson in relation to the present living standards and economic circumstances of the Retail Workforce.

You are particularly instructed to focus upon the conclusions reached by Ian Watson in Part 6 – Household Situation of the Retail Workforce.

Your report should, as considered appropriate by you, have regard to any updated datasets relevant to your assessment of the currency of Ian Watson’s conclusions. To the extent that your conclusions depart from the conclusions reached by Ian Watson, you are requested to identify any relevant differences of opinion, your explanation for such differences as you may identify and the relevant datasets or current economic circumstances that inform your conclusions. If appropriate distinction can or is able to be drawn between retail employees in particular retail industry sectors, you are requested to identify and highlight any relevant distinctions and explain your analysis in relation to any different conclusions reached by you in relation to disparate retail sectors.”

It should be noted that I have read the Harmonised Expert Witness Code of Conduct and agree to be bound by it. The opinions expressed in this report are based wholly or substantially on specialised knowledge arising from my training, study or experience. I have included a detailed curriculum vitae, setting out my expertise, in addition to the original letter of instruction from A. J. Macken and Co.

Kind Regards



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Brief Summary

1. This report critiques and updates the findings from “Employee Earnings in the National Retail Industry” by Ian Watson, referred to hereafter as the Watson Report. Following the structure of the Watson report, this current report offers an overview of basic labour market characteristics, earnings estimates, changes in earnings over time, prevalence of low pay, and household situation of the retail workforce compared to other industries.
2. In comparison to the Watson Report a wider array of data sources was used in the present report. Whereas the Watson Report relied primarily on HILDA data for relevant estimates at the General Retail Industry level of industry disaggregation and was constrained to use the broader Retail Trade ANZSIC Division estimates elsewhere, the current report produces mean and / or median earnings ratios for the General Retail Industry from *Census*, *Characteristics of Employment*, *HILDA*, *Jobs In Australia* and *Employee Earnings and Hours* sources. Other comparisons using ANZSIC Division data for Retail Trade were produced using *Average Weekly Earnings* and *Wage Price Index* data¹. Where possible comparisons are made between pre-COVID times and the latest data available.
3. In Section 2 the overview of the retail workforce was presented. A snapshot of the General Retail Industry from both Census and Characteristics of Employment data provided insights into the composition employment within the industry, highlighting part-time, junior and casual employment rates, as well as a detailed disaggregation of employment by four-digit industry classes and occupation units. These results were consistent with the Watson report.
4. Section 3 encompassed the wide array of estimates of earnings for the General Retail Industry and comparisons with Total Industry. A consistent finding across the many estimates of General Retail Industry employee earnings as a ratio of Total Industry earnings was that those in the General Retail Industry possessed the lowest earnings of all industries with the general exception of Accommodation and Food Services. This was regardless of whether one used hourly, weekly or annual earnings, and for estimates covering all employees, full-time employees, adult employees, full-time adult employees, non-managerial adult employees or non-managerial employees paid at the adult rate. This result

¹ I would like to acknowledge the valuable assistance provided by my PhD student Hang Anh Nguyen in the construction of data tables in this report.

was consistent with that from the Watson Report.

5. For weekly earnings, ratios of average General Retail Industry to Total Industry earnings varied from 53 to 65% for all employees, 60 to 69% for adults only, 69 to 82% for full-time employees, 70 to 81% for full-time adults, and 66 to 79% for non-managerial full-time adults. Using hourly wage rates, these ratios varied between 70 to 74% for all employees, 71 to 78% for adults, and 73 to 76% for non-managerial adults.
6. At first glance it appeared that the earnings ratios produced in this report were higher than most corresponding estimates from the Watson Report. However, most of this discrepancy was explained by the primary use of HILDA estimates in the Watson Report. It was established in this report that there is a small to moderate variation in earnings estimates depending on the data source used, with HILDA typically producing the lowest earnings ratios and Characteristics of Employment (a supplement to the Labour Force Survey) the highest.
7. There was also a noticeable increase in some General Retail Industry earnings estimates between 2019 and 2020 within HILDA that may be partly due to the receipt of JobKeeper and other disruptions to labour market patterns caused by COVID-19 (an issue analysed further in Section 6). The small but systematic variation in earnings estimates from different data sources or from pre-COVID vs COVID times reinforces the need to utilise as many data sources as possible to better understand the earnings situation of General Retail Industry employees.
8. Section 4 focussed on the patterns in Retail earnings over time. In contrast to the Watson Report, inconsistent trends by data source were found. Characteristics of Employment and HILDA estimates showed that nominal wage growth in the General Retail Industry exceeded that of Total (All) or Other (Non-General Retail) Industries, particularly from 2014. However, estimates sourced from both Average Weekly Earnings and Wage Price Index showed opposite trends, with Retail Trade earnings growth failing to maintain the growth rates of Total Industry earnings. The source of the difference between data sources was not obvious, however, economists tend to rely on the accuracy of employer (ie. Average Weekly Earnings and Wage Price Index) over employee (ie. Characteristics of Employment and HILDA) sourced data (Mellow and Sider 1983, Wilkins and Wooden 2011).

9. Further analysis of the Characteristics of Employment and HILDA data showed that there had been a sustained or constant wage rate differential of approximately \$10 per hour between General Retail employees and Total or Other Industry employee earnings over the last decade. Therefore, in calculating the wage growth rates, the yearly difference in wage rates that forms the numerator of the calculation remained approximately constant, however, the base wage rate that forms the denominator was smaller for the General Retail Industry, thus explaining the larger growth rates for this industry.
10. Prevalence of low pay in the General Retail Industry was presented in Section 5. The overall conclusion is that the prevalence of low paid employees in the General Retail Industry has been persistent from 2013 to the present. Using the definition of low paid as being at most two thirds of aggregate median earnings or the lowest quintile of earnings, it was common to see that between 40 to 50% of General Retail Industry employees were low paid in 2019 or 2020.
11. While there was some volatility between specific categories, it is unambiguous that employees with the General Retail Industry display much higher propensities for low paid employment than those in Other Industries. When comparing equivalent categories it was common to see more than twice the proportion of low paid employees in the General Retail Industry compared to Other Industries.
12. The household situation of the retail workforce was explored in Section 6. As with the Watson report, household income, expenditure, financial prosperity, financial hardship and the ability to raise emergency funds were analysed. In general, findings were consistent with the Watson Report. In addition, a number of other analyses were presented, analysing house ownership and renting, income diversification, financial wellbeing and impact of COVID.
13. General Retail employee households continue to earn less than 90% of the mean household income of employees in Other Industries. For example, in 2019 the mean disposable regular income of a General Retail Industry employee was 85% that of employees from Other Industries. In addition, mean household income for General Retail Industry employees had declined by 3 to 5 percentage points from 2013 to 2019, and by 9 to 11 percentage points for median household income.

14. Further analysis showed that General Retail Industry employees' income diversification was lower than Other Industry employees. Fewer General Retail households receive income from dividend or rent sources. This was a new finding not presented in the Watson Report.
15. Although General Retail Industry households earned less than 90% of Other Industry employees' household income, their spending on non-discretionary items was generally very similar. In other words, General Retail Industry employees has similar expenditure on "needs". However, this then translated to lower relative expenditure on discretionary items such as meals eaten out, insurance and home repairs. This finding is consistent with that from the Watson Report.
16. However, a new finding from the present report was in relation to trends in the housing situation of General Retail Industry employees. Analysis of the non-discretionary expenditure data showed a decline in the relative expenditure of General Retail employees on mortgages compared to Other Industry employees, decreasing from 89% in 2013 to 74 - 78% in more recent periods. This trend is explained with reference to the corresponding rent expenditure category. Indeed, the only expenditure category where General Retail Industry employees spend more than their Other Industry counterparts on a non-discretionary item is for rent, which has increased from 92% in 2013 to 102% in 2019 and to 105% in 2020.
17. Further analysis of this result showed that General Retail Industry employees were 10 to 13 percentage points less likely to own their house or be paying off a mortgage in 2019 and 2020, and between 8 and 14 percentage points more likely to be renting, compared to Other Industry employees. Furthermore, the propensity of General Retail Industry employees to own a house fell by 2 percentage points from 59% to 57% between 2019 and 2020, while the propensity to rent increased by 4 percentage points from 38 to 42%. The analysis of housing outcomes of General Retail Industry employees was not conducted in the Watson Report so is unique to the present report.
18. In all time periods there was a relatively smaller proportion of General Retail Industry employees reporting that their financial prosperity was "very comfortable" compared to Other Industry employees. In contrast, a higher proportion of General Retail Industry employees reported they were "just getting along". This finding is consistent with that from the Watson Report.

19. General Retail Industry employees were less likely than Other Industry employees to be able to raise funds for emergencies easily. They are more likely to have to make “some sacrifices”, take “drastic action”, or simply not be able to raise these funds. This finding is consistent with that of the Watson Report.
20. A greater proportion of General Retail Industry employees could not pay utilities, could not pay mortgage or rent on time, and asked for help from family, friends or welfare organisations in the past year. This finding is consistent with that from the Watson Report
21. In response to financial wellbeing statements that “I can enjoy life because of the way I'm managing my money”, “I could handle a major unexpected expense”, “I feel on top of my day-to-day finances”, “I am comfortable with my current levels of spending relative to the funds I have coming in”, and “I am on track to have enough money to provide for my financial needs in the future”, General Retail Industry employees are more likely to respond negatively (“not at all” or “very little”) and less likely to respond in a positive manner (“very well” or “completely”), compared to employees in Other Industries.
22. Finally, analyses of COVID related variables indicated that General Retail Industry employees were more affected by COVID disruptions to the labour market. On one hand, a higher proportion of employees in the General Retail Industry indicated that they received an increased level of income because of COVID, which also coincided with a greater proportion of JobKeeper receipt, compared to Other Industry employees. However, on the other hand a higher proportion of General Retail Industry employees also reported income loss because of COVID, as well as the need to withdraw money from superannuation and dip into savings, compared to Other Industry employees.

Glossary of Terms

ABS	Australian Bureau of Statistics
ANZSCO	Australia and New Zealand Standard Classification of Occupations
ANZSIC	Australia and New Zealand Standard Industry Classification
Census	Census of Population and Housing (ABS)
COE	Characteristics of Employment (ABS Survey)
DSS	Department of Social Security
EEH	Employee Earnings and Hours (ABS Survey)
General Retail Industry	Consisting of ANZSIC subdivisions 41 – Food Retailing, 42 – Other Store-Based Retailing, and 43 – Non-Store Retailing and Retail Commission-Based Buying and/or Selling
LFS	Labour Force Survey
NMW	National Minimum Wage
Non-Store Retailing	ANZSIC subdivision 43 – Non-Store Retailing and Retail Commission-Based Buying and/or Selling
Other Industry	Total Industry excluding General Retail Industry
JIA	Jobs in Australia (ABS Survey)
Retail Trade	ANZSIC Division G
Total Industry	A total from all industries

1. INTRODUCTION

23. This report presents a review and update of the findings from “Employee Earnings in the National Retail Industry” by Ian Watson, referred to hereafter as the Watson Report. Following the structure of the Watson report, this current report offers an overview of the retail workforce, earnings situation of retail workforce, changes in earnings over time, prevalence of low pay in the retail industry, and household situation of the retail workforce.
24. This report relies on the statistical analysis of numerous data sources in Australia. Therefore, discussion of the scope of this data is of utmost importance, as are the disaggregations available within the data. Disaggregation of earnings estimates by industry, status of employment, hours, age and occupation are relevant to this study.
25. The Australian Bureau of Statistics routinely reports employment related estimates for Retail Trade, encompassing Division G of the Australia and New Zealand Standard Industry Classification (ANZSIC). However, the Retail Workforce of relevance to both the Watson Report and the present report is aligned with the General Retail Industry Award, which covers a subset of retail sectors within the broader Retail Trade ANZSIC division. This necessitates the use of ANZSIC Subdivision data, otherwise known as two-digit level data.
26. The Retail Trade ANZSIC Division is composed of Motor Vehicle and Motor Parts Retailing (ANZSIC Subdivision 39), Fuel Retailing (ANZSIC subdivision 40), Food Retailing (ANZSIC Subdivision 41), Other Store-Based Retailing (ANZSIC Subdivision 42) and Non-Store Retailing and Retail Commission-Based Buying and/or Selling (ANZSIC Subdivision 43). However, ANZSIC Subdivisions 39 and 40 are not covered by the General Retail Industry Award. Therefore, for the purposes of this report the Retail Workforce is defined as those within ANZSIC Subdivisions 41, 42 and 43 and is designated as the *General Retail Industry* where reported in this analysis.
27. Many of the tables presented in this report are reported by ANZSIC Division as well as General Retail Industry (and subgroups). In these tables the General Retail Industry is indented once beneath the broader Retail Trade ANZSIC Division, and the individual ANZSIC Subdivisions of Food Retailing, Other Store-Based Retailing, and Non-Store

Retailing indented twice². That is,

Retail Trade

General Retail Industry

Food Retailing

Other Store-Based Retailing

Non-Store Retailing

28. The analysis in this report is also confined to employees, as defined by *status in employment*, rather than all employed persons. This excludes owner managers of businesses and contributing family member classifications³.
29. Estimates are also disaggregated by *full-time* and *part-time* status. Following standard conventions, full-time employment is defined as those usually working at least 35 hours per week.
30. As those aged below 21 years are often subjected to lower junior pay rates (Fair Work Ombudsman 2022) earnings estimates are also reported separately by *junior* and *adult* age groups.
31. Finally, managerial employees are also excluded from some earnings estimates. The rationale is that managers are often subject to different employment and wage conditions, and their earnings may be unusually high compared to others due to their strategic responsibilities or responsibilities for a large number of staff (ABS 2021a). Therefore, it is common to see estimates of *non-managerial* employees. Managerial employees may be defined with reference to their responsibilities or via the Australia and New Zealand Standard Classification of Occupations (ANZSCO) Major Group 1 – Managers.
32. To offer robust analysis of earnings data, one should produce a range of disaggregated estimates of earnings data. Where possible, estimates should be disaggregated by:
- a. junior vs adult age groups to allow an analysis of the influence of lower pay rates for juniors.

² Non-Store Retailing ANZSIC subdivision estimates are usually not presented separately due to low sample sizes (discussed in Section 2.1).

³ It should be noted that owner managers of incorporated enterprises are included in the employee category of some data collections. Efforts are made to remove them if possible.

- b. part-time vs full-time hours to allow an analysis of the influence of hours of paid employment (particularly relevant when comparing weekly or annual earnings).
- c. weekly vs hourly wage rates to allow the analysis of shorter or longer working weeks.
- d. weekly vs annual wages to allow analysis of seasonal effects on earnings.
- e. managerial vs non-managerial occupations to allow analysis of different wage settings and unusually high earnings.
- f. Method of pay setting (Award, collective agreement, individual agreement) to allow analysis of different wage setting arrangements.
- g. Main job vs all jobs to allows an analysis of the influence of holding multiple jobs.
- h. Pre-COVID and current times to allow an analysis of COVID labour market disruption.

33. The ABS (2021a) lists the sources of earnings related data in Australia as *Employee, Earnings and Hours, Average Weekly Earnings, Characteristics of Employees, Wage Price Index, National Accounts, Survey of Major Labour Costs, Survey of Employment and Earnings, Quarterly Business Indicators, Household, Income and Labour Dynamics in Australia (HILDA)*, and the *Workplace Gender Equality Agency*. In addition, earnings data is also available from *Census* and *Jobs in Australia* ABS sources.

34. Not all data sources are suitable for this report. For example, the Survey of Major Labour Costs is run only every six years, while the Survey of Employment and Earnings is focussed on public sector employees. The data published in the National Accounts and Quarterly Business Indicators is too highly aggregated to allow analysis of retail employee earnings.

35. Of the remaining ABS surveys, most estimates are published at the ANZSIC Division level only and / or do not allow access to other disaggregated estimates for sub-groups of interest such as adults, full-time, non-managerial etc.

36. To allow a robust analysis we first need data at the ANZSIC Subdivision level. Second, one needs data that can be further disaggregated by employee characteristics of interest. In short, access to unit record data. Fortunately, in recent years the ABS has released a number of their surveys on their TableBuilder product (ABS 2022b), allowing the construction of tailor-made disaggregated estimates using the underlying unit record data. In addition to

Census data, TableBuilder can now be used for Employee Earnings and Hours (EEH), Characteristics of Employment (COE) and Jobs in Australia (JIA) data.

37. The availability of microdata use in its TableBuilder product allows a much richer analysis of earning than that from the Watson Report. The Watson Report was restricted to analysis of General Retail Industry data from Census and HILDA, and otherwise had to use published Retail Trade (ANZSIC Division) data. The present report produces General Retail Trade estimates from Census, COE, EEH, JIA, and HILDA data. This allows for a much richer and robust analysis of earnings data. Unfortunately, Average Weekly Earnings and Wage Price Index data are not available in TableBuilder and are available at the ANZSIC Division only. However, they are also reported in this analysis as they offer a rich quarterly or biannual time series of data that is not available from other annual surveys.

38. A summary of data used in this report is listed in Table 1.1.

TABLE 1.1 SUMMARY OF DATA SOURCES USED IN THIS REPORT

<i>Dataset name</i>	<i>Source of Data</i>	<i>Time Period(s)</i>	<i>Definition(s) of earnings used</i>	<i>General Retail Industry level</i>	<i>Used in Watson report</i>
Census	Employee	2016	Total weekly income	Yes	Yes
Characteristics of Employment (COE)	Employee	2014 – 2021	Hourly earnings in main job Weekly earnings in main job Weekly earnings in all jobs	Yes	No
Household Income and Labour Dynamics in Australia (HILDA)	Employee	2001 – 2020	Hourly earnings in all jobs Weekly earnings in main job Weekly earnings in all jobs	Yes	Yes
Jobs in Australia (JIA)	Matched employee and employer	2011-12 – 2018-19	Financial year employee income Financial year duration adjusted job income	Yes	No
Employee Earnings and Hours (EEH)	Employer	2018 and 2021	Hourly total cash earnings Weekly ordinary time cash earnings Weekly total cash earnings	Yes	Yes*
Average Weekly Earnings (AWE)	Employer	Nov 1994 – Nov 2021	Average ordinary time earnings Average total weekly earnings	No	Yes
Wage Price Index	Employer	Sep 1997 – Dec 2021	Ordinary Hourly Rates of Pay Excluding Bonuses	No	Yes

* Only Retail Trade ANZSIC Division data and not General Retail Industry data was used in the Watson Report

2. OVERVIEW OF THE GENERAL RETAIL INDUSTRY WORKFORCE

2.1 Age, Hours and Casual Employment

39. With reference to the most recent Census data⁴, just over one million people were employed in the Retail Trade ANZSIC Division in 2016. The General Retail Industry ANZSIC subdivisions 41, 42 and 43 accounted for 905,929 employed persons, or 86% of Retail Trade⁵. Employees were the largest status in employment category, accounting for 929,904 people or 88% of Retail Trade and 802,980 people or 87% of the General Retail Industry. In comparison, employees accounted for 83% of total employment across all industries in Australia.
40. Focussing on the General Retail Industry, the Other Store-Based Retailing ANZSIC Subdivision 42 accounted for 479,310 people or 60% of employees, followed by Food Retailing ANZSIC Subdivision 41 with 318,492 people or 40% of employees. The Non-Store Retailing and Retail Commission-Based Buying and/or Selling ANZSIC Subdivision 43⁶ accounted for only 5,179 people or less than 1% of employees. For this reason, Non-Store Retailing ANZSIC Subdivision 43 estimates from sample-based surveys tend to have very small sample sizes accompanied by high standard errors, and are therefore not reported separately in the main body of this report⁷.
41. The Retail Workforce is characterised by a relatively high level of part-time and junior age employment. Approximately a third (34%) of all employees in Australia are employed on a part-time employment, and less than 10% are in junior age groups. However, in the General Retail Industry, part-time employment represents the majority (59%) of employees, while juniors account for over a fifth (21%) of employees. Junior employment in Food Retailing is slightly higher at 25%.

⁴ 2021 Census employment data is not scheduled to be released until October 2022 (ABS 2022a).

⁵ As discussed in section 1, the difference between Retail Trade and General Retail Industry is accounted for by Motor Vehicle and Motor Parts Retailing (ANZSIC Subdivision 39) and Fuel Retailing (ANZSIC subdivision 40).

⁶ Described simply as Non-Store Retailing when reported in tables.

⁷ They still appear in the larger tables produced in the Appendix.

TABLE 2.1 – SNAPSHOT OF GENERAL RETAIL WORKFORCE CHARACTERISTICS, CENSUS AUSTRALIA 2016

<i>Industry</i>	Total Employment	Employees	Part-time ^{a,b}	Full-time ^{a,b}	Junior ^a	Adult ^a
Retail Trade	1,053,815	929,904	484,629	404,316	181,254	748,652
General Retail Industry	905,929	802,980	450,405	316,460	170,700	632,281
Food Retailing	344,974	318,492	193,260	110,134	79,444	239,050
Other store-based	552,562	479,310	255,658	202,782	90,962	388,349
Non-store Retailing	8,389	5,179	1,485	2,191	293	4,888
Total (All) Industries	10,683,842	8,881,724	2,875,453	5,543,859	691,561	8,190,168

Source: 2016 Census and Census TableBuilder

^a Employees only

^b Zero hours and “not stated” removed

42. With reference to data from the ABS Characteristics of Employment (COE) survey from August 2021, these patterns appear consistent over time. General Retail Industry part-time employment accounts for 57%, and junior employment 22% of employees. In comparison to Census data, one observes a relatively higher representation of both part-time employment (65%), and junior employment (28%) in Food Retailing.

43. However, the main finding from Table 2.2 is in relation to casual employment⁸. Across all industries, approximately 23% of employees are employed on a casual basis. However, in Retail Trade 36% are casual employees, and 38% of General Retail Industry employees are casual (including 40% of Food Retailing).

44. This breakdown of General Retail Industry employees is reasonably similar to that presented in the Watson Report. Watson reported part-time employment of 65%, junior employment of 24% and casual employment of 41% (Watson Report, sections 2.0 and 2.3)

TABLE 2.2 – SNAPSHOT OF RETAIL WORKFORCE CHARACTERISTICS, CHARACTERISTICS OF EMPLOYMENT SURVEY 2021

<i>Industry</i>	Employees	Part-time	Full-time	Junior	Adult	Casual	Non-Casual
Retail Trade	1,072,800	577,200	494,100	220,700	853,600	387,400	689,500
General Retail Industry	950,900	545,400	404,400	207,700	745,300	359,600	591,400
Food Retailing	369,200	238,500	129,200	102,000	264,700	146,800	220,900
Other store-based	567,300	303,600	265,300	104,700	463,200	207,800	356,900
Non-store Retailing	15,700	7,400*	9,600*	2,500**	13,900	5,900	12,500
Total (All) Industries	10,749,600	3,421,200	7,324,800	864,100	9,628,200	2,420,700	8,328,400

Source: Characteristics of Employment Survey and TableBuilder

* Estimate has a relative standard error of 25% to 50% and should be used with caution

** Estimate has a relative standard error greater than 50% and is considered too unreliable for general use

⁸ Using the ABS definition of casual employment as lacking access to paid leave entitlements (ABS 2018a).

2.2 Detailed Industry Class Breakdown

45. As with the Watson report a breakdown of the General Retail Industry by four-digit ANZSIC Industry classes is presented in Table 2.3. The results from the 2016 Census are remarkably similar to those presented in the Watson report using 2011 Census data, indicating that there has been little structural change within the General Retail Industry over this period. The top 20 industry classes by employment size account for approximately 95% of General Retail Industry employees. As with 2011, the highest employment in 2016 comes from Supermarket and Grocery Stores (26.1%), followed by Clothing Retailing (10.7%), Department Stores (9.3%), Pharmaceutical, Cosmetic and Toiletry Goods Retailing (8.7%), Hardware and Building Supplies Retailing (6.4%) and Electrical Electronic and Gas Appliance Retailing (4.3%).

2.3 Detailed Occupational Unit Group Breakdown

46. Similarly, the same four-digit ANZSCO occupations highlighted in the Watson Report from 2011 Census data still dominate employment in 2016 in Table 2.4. The highest employment by far comes from Sales Assistants (General) (40.7%), followed by Checkout Operators and Office Cashiers (8.9%), Retail Managers (8.3%), Shelf Fillers (5.9%), Pharmacy Sales Assistants (3.9%) and Storepersons (2.9%).

TABLE 2.3 – TOP 20 INDUSTRY CLASSES IN GENERAL RETAIL INDUSTRY BY EMPLOYEES, CENSUS AUSTRALIA 2016

<i>General Retail Industry classes</i>	<i>Counts</i>			<i>Rows percentages</i>			<i>Column percentages</i>		
	<i>Juniors</i>	<i>Adults</i>	<i>Total</i>	<i>Juniors</i>	<i>Adults</i>	<i>Total</i>	<i>Juniors</i>	<i>Adults</i>	<i>Total</i>
Supermarket and Grocery Stores	63,749	180,671	244,420	26.1	73.9	100.0	37.3	28.6	30.4
Clothing Retailing	16,643	69,509	86,152	19.3	80.7	100.0	9.7	11.0	10.7
Department Stores	22,528	52,024	74,552	30.2	69.8	100.0	13.2	8.2	9.3
Pharmaceutical, Cosmetic and Toiletry Goods Retailing	13,537	56,071	69,608	19.4	80.6	100.0	7.9	8.9	8.7
Hardware and Building Supplies Retailing	7,066	44,557	51,623	13.7	86.3	100.0	4.1	7.0	6.4
Electrical, Electronic and Gas Appliance Retailing	3,106	31,272	34,378	9.0	91.0	100.0	1.8	4.9	4.3
Other Store-Based Retailing nec	5,869	22,891	28,760	20.4	79.6	100.0	3.4	3.6	3.6
Liquor Retailing	2,017	18,693	20,710	9.7	90.3	100.0	1.2	3.0	2.6
Other Specialised Food Retailing	6,031	14,655	20,686	29.2	70.8	100.0	3.5	2.3	2.6
Furniture Retailing	1,179	18,083	19,262	6.1	93.9	100.0	0.7	2.9	2.4
Fresh Meat, Fish and Poultry Retailing	3,638	12,817	16,455	22.1	77.9	100.0	2.1	2.0	2.0
Footwear Retailing	3,957	12,272	16,229	24.4	75.6	100.0	2.3	1.9	2.0
Watch and Jewellery Retailing	2,411	13,324	15,735	15.3	84.7	100.0	1.4	2.1	2.0
Newspaper and Book Retailing	3,996	9,849	13,845	28.9	71.1	100.0	2.3	1.6	1.7
Sport and Camping Equipment Retailing	2,828	9,825	12,653	22.4	77.6	100.0	1.7	1.6	1.6
Fruit and Vegetable Retailing	2,934	8,515	11,449	25.6	74.4	100.0	1.7	1.3	1.4
Manchester and Other Textile Goods Retailing	1,479	7,350	8,829	16.8	83.2	100.0	0.9	1.2	1.1
Computer and Computer Peripheral Retailing	275	5,203	5,478	5.0	95.0	100.0	0.2	0.8	0.7
Antique and Used Goods Retailing	341	4,784	5,125	6.7	93.3	100.0	0.2	0.8	0.6
Food Retailing, nfd	1,029	3,416	4,445	23.1	76.9	100.0	0.6	0.5	0.6
Total (top 20)	164,613	595,781	760,394	21.6	78.4	100.0	96.4	94.2	94.7

Source: 2016 Census and Census TableBuilder

TABLE 2.4 – TOP 20 OCCUPATIONS IN GENERAL RETAIL INDUSTRY BY EMPLOYEES, CENSUS AUSTRALIA 2016

<i>Occupations</i>	<i>Counts</i>			<i>Rows percentages</i>			<i>Column percentages</i>		
	<i>Juniors</i>	<i>Adults</i>	<i>Total</i>	<i>Juniors</i>	<i>Adults</i>	<i>Total</i>	<i>Juniors</i>	<i>Adults</i>	<i>Total</i>
Sales Assistants (General)	89,368	237,535	326,903	27.3	72.7	100.0	52.4	37.6	40.7
Checkout Operators and Office Cashiers	34,159	36,946	71,105	48.0	52.0	100.0	20.0	5.8	8.9
Retail Managers	2,123	64,179	66,302	3.2	96.8	100.0	1.2	10.2	8.3
Shelf Fillers	14,364	33,234	47,598	30.2	69.8	100.0	8.4	5.3	5.9
Pharmacy Sales Assistants	9,536	21,650	31,186	30.6	69.4	100.0	5.6	3.4	3.9
Storepersons	2,953	19,951	22,904	12.9	87.1	100.0	1.7	3.2	2.9
Retail Supervisors	1,661	19,460	21,121	7.9	92.1	100.0	1.0	3.1	2.6
Pharmacists	263	12,294	12,557	2.1	97.9	100.0	0.2	1.9	1.6
Purchasing and Supply Logistics Clerks	684	10,346	11,030	6.2	93.8	100.0	0.4	1.6	1.4
Sales Representatives	348	10,144	10,492	3.3	96.7	100.0	0.2	1.6	1.3
Butchers and Smallgoods Makers	1,212	9,002	10,214	11.9	88.1	100.0	0.7	1.4	1.3
Advertising, Public Relations and Sales Managers	51	7,999	8,050	0.6	99.4	100.0	0.0	1.3	1.0
General Clerks	284	5,391	5,675	5.0	95.0	100.0	0.2	0.9	0.7
Packers	1,126	4,436	5,562	20.2	79.8	100.0	0.7	0.7	0.7
Bakers and Pastrycooks	325	4,919	5,244	6.2	93.8	100.0	0.2	0.8	0.7
Forklift Drivers	89	4,503	4,592	1.9	98.1	100.0	0.1	0.7	0.6
Accounting Clerks	81	4,158	4,239	1.9	98.1	100.0	0.0	0.7	0.5
Office Managers	36	3,896	3,932	0.9	99.1	100.0	0.0	0.6	0.5
ICT Sales Assistants	593	3,260	3,853	15.4	84.6	100.0	0.3	0.5	0.5
Medical Technicians	212	3,616	3,828	5.5	94.5	100.0	0.1	0.6	0.5
Total (top 20)	159,468	516,919	676,387	23.6	76.4	100.0	93.4	81.8	84.2

Source: 2016 Census and Census TableBuilder

3. EARNINGS SITUATION OF THE GENERAL RETAIL INDUSTRY WORKFORCE

3.1 2016 Census

3.1.1 Distribution of Total Weekly Income

47. The distribution of total weekly income by all employees, full-time employees, and full-time non-managerial employees, disaggregated by junior and adult age groups, are presented in Table 3.1 and Figures 3.1 to 3.4 for the main sub-groups of interest. A consistent pattern emerges, even after removing the potential role of junior and part-time employment in depressing earnings, or managerial employees in inflating earnings. That is, the earnings of all employees, adult employees, adult full-time full employees and non-managerial adult full-time employees in the General Retail Industry are concentrated in lower earnings income ranges compared to Total Industry employees.

48. The majority (53%) of General Retail Industry employees earned less than \$649 per week compared to less than a quarter (24.9%) of all employees earning less than this amount. Focussing on adults only, the majority (59.5%) of General Retail Industry employees earned less than \$799 per week compared to just over a third (35.5%) of Total Industry employees. Removing the influence of part-time employment, the majority (55.5%) of full-time adult General Retail Industry employees earned less than \$999 per week, compared to between a quarter and a third (28.6%) of Total Industry employees. Finally, nearly two thirds 62% of non-managerial full-time adult employees in the General Retail Industry earned less than \$999 per week compared to less than a third (31%) of Total Industry employees.

49. Focussing specifically on full-time employees, Watson stated “The most notable feature of these data are the larger proportion of retail workers – compared to workers in other industries – in all income bands below \$1,000 per week, and the lower proportion in all income bands above that cut-off point”. Using the 2016 Census results, a larger proportion of full-time General Retail Industry employees are present in all income bands less than \$1,250, with a lower proportion in all income bands above that point.

TABLE 3.1 WEEKLY TOTAL PERSONAL INCOME DISTRIBUTION OF EMPLOYEES, CENSUS AUSTRALIA 2016

<i>All employees</i>	<i>General Retail industry</i>			<i>Total (All) Industries</i>		
	<i>Juniors</i>	<i>Adults</i>	<i>Total</i>	<i>Juniors</i>	<i>Adults</i>	<i>Total</i>
\$1-\$149	44.1	1.9	10.8	35.9	3.7	3.7
\$150-\$299	24.4	6.5	10.2	18.6	3.9	3.9
\$300-\$399	11.6	8.4	9.1	10.9	4.1	4.1
\$400-\$499	7.9	10.3	9.8	10.4	5.1	5.1
\$500-\$649	6.5	15.0	13.2	10.5	8.1	8.1
\$650-\$799	3.4	17.4	14.5	7.1	10.6	10.6
\$800-\$999	1.5	16.0	13.0	4.0	13.0	13.0
\$1,000-\$1,249	0.4	10.5	8.4	1.6	13.8	13.8
\$1,250-\$1,499	0.1	5.2	4.1	0.5	9.8	9.8
\$1,500-\$1,749	0.0	3.1	2.4	0.2	8.3	8.3
\$1,750-\$1,999	0.0	1.7	1.3	0.1	6.0	6.0
\$2,000-\$2,999	0.0	2.6	2.0	0.1	9.0	9.0
\$3,000 or more	0.1	1.4	1.1	0.1	4.5	4.5
Total	100.0	100.0	100.0	100.0	100.0	100.0
<i>Full-time employees</i>						
\$1-\$149	1.4	0.1	0.1	0.9	0.1	0.1
\$150-\$299	3.6	0.2	0.4	2.8	0.2	0.3
\$300-\$399	7.6	0.5	0.8	8.6	0.4	0.6
\$400-\$499	15.1	1.2	1.9	18.5	0.8	1.3
\$500-\$649	29.2	6.1	7.1	25.8	3.1	3.7
\$650-\$799	24.9	21.0	21.2	21.5	9.0	9.4
\$800-\$999	13.6	26.4	25.8	13.3	15.0	15.0
\$1,000-\$1,249	3.4	18.7	18.0	5.5	17.9	17.6
\$1,250-\$1,499	0.7	9.5	9.1	1.7	13.4	13.0
\$1,500-\$1,749	0.3	5.7	5.4	0.7	11.7	11.3
\$1,750-\$1,999	0.0	3.1	3.0	0.3	8.6	8.4
\$2,000-\$2,999	0.0	4.9	4.6	0.2	13.3	12.9
\$3,000 or more	0.2	2.6	2.4	0.2	6.6	6.4
Total	100.0	100.0	100.0	100.0	100.0	100.0

<i>Non-managerial full-time employees</i>						
\$1-\$149	1.5	0.1	0.2	0.9	0.1	0.1
\$150-\$299	3.8	0.3	0.5	2.8	0.2	0.3
\$300-\$399	8.1	0.6	1.0	8.8	0.4	0.7
\$400-\$499	15.9	1.5	2.3	19.0	0.9	1.5
\$500-\$649	30.5	7.5	8.8	26.1	3.4	4.2
\$650-\$799	24.7	24.6	24.6	21.2	9.9	10.3
\$800-\$999	11.7	27.4	26.5	12.8	16.1	16.0
\$1,000-\$1,249	2.9	17.6	16.8	5.3	18.9	18.5
\$1,250-\$1,499	0.6	8.6	8.1	1.7	13.9	13.5
\$1,500-\$1,749	0.2	4.8	4.6	0.7	11.8	11.4
\$1,750-\$1,999	0.0	2.5	2.4	0.3	8.5	8.2
\$2,000-\$2,999	0.0	3.2	3.0	0.2	11.3	10.9
\$3,000 or more	0.1	1.3	1.2	0.2	4.5	4.4
Total	100.0	100.0	100.0	100.0	100.0	100.0

Source: 2016 Census and Census TableBuilder

FIGURE 3.1 TOTAL WEEKLY INCOME DISTRIBUTION – ALL EMPLOYEES (%)

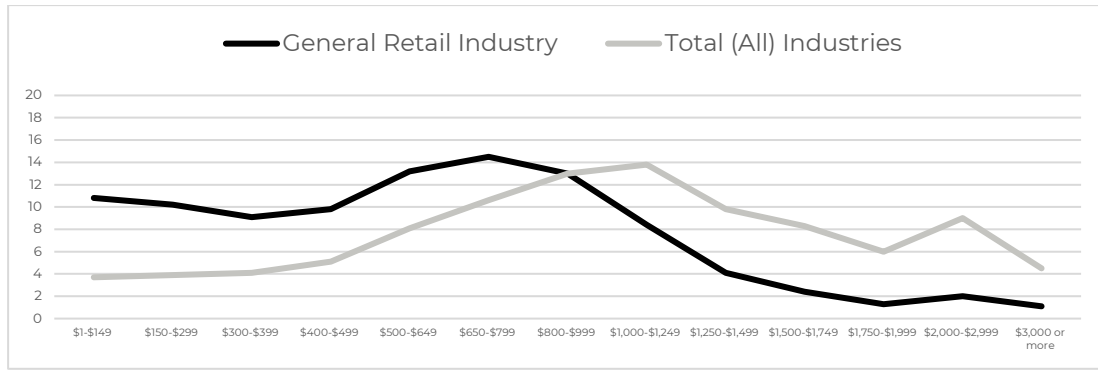


FIGURE 3.2 TOTAL WEEKLY INCOME DISTRIBUTION – ALL ADULT EMPLOYEES (%)

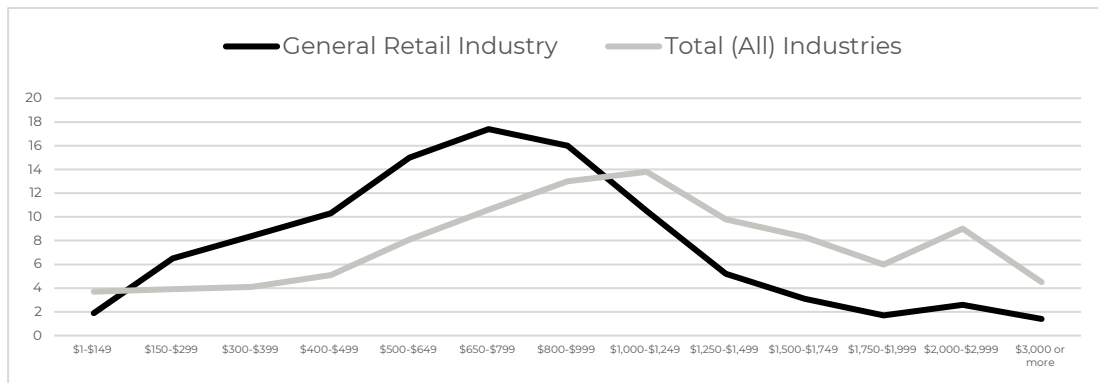


FIGURE 3.1 TOTAL WEEKLY INCOME DISTRIBUTION – ADULT FULL-TIME EMPLOYEES (%)

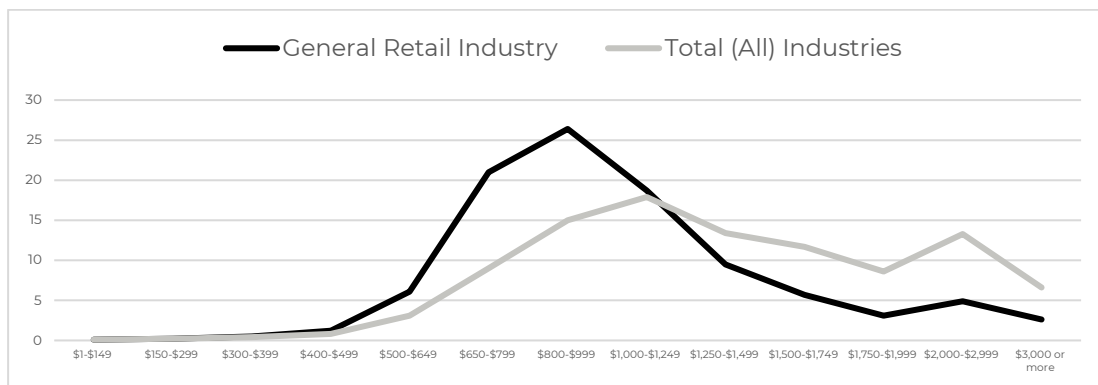
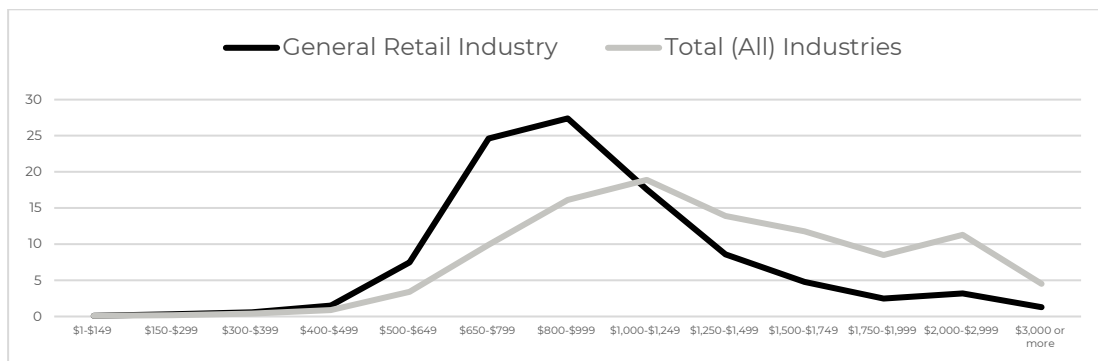


FIGURE 3.1 TOTAL WEEKLY INCOME DISTRIBUTION – ADULT NON-MANAGERIAL FULL-TIME EMPLOYEES (%)



3.1.2 Mean and Median Total Weekly Income Estimates

50. In addition to the presentation of income distribution data, average and median earnings were also estimated using the Census data to allow a more robust analysis of General Retail Industry earnings. The “mid-point” technique was used to estimate these parameters from grouped data (Berenson et al. 2018). This was not attempted in the Watson Report. The full table of estimates by ANZSIC Division is available in Table A3.1 in the Appendix with an excerpt of estimates for the General Retail Industry below in Table 3.2.
51. Mean and median total weekly income for General Retail Industry all employees, adult employees, full-time adult employees and non-managerial full-time adult employees are the lowest of any industry in Australia, with the exception of Accommodation and Food Services (see Table A3.1).
52. Starting with all employees, the General Retail Industry average weekly income of \$716 was 58% of the aggregate Total Industry average wage of \$1,233, while the median weekly income of \$615 was 60% of the Total Industry income of \$1,026. Refining the analysis to adults only increased the ratio of average earnings to 64% and to 66% for median earnings. Full-time adult employees in the General Retail Industry earned 74% of the Total Industry average and median earnings, while non-managerial full-time adults earned 72% of the Total Industry average and 73% of the Total Industry median.

TABLE 3.2 MEAN AND MEDIAN TOTAL WEEKLY INCOME, CENSUS AUSTRALIA 2016

Industry	Mean			Ratio (%)			Median			Ratio (%)		
	Junior	Adult	Total	Junior	Adult	Total	Junior	Adult	Total	Junior	Adult	Total
<i>All employees</i>												
General Retail Industry	\$250	\$839	\$716	74	64	58	\$186	\$718	\$615	71	66	60
Food Retailing	\$237	\$804	\$665	70	62	54	\$175	\$689	\$565	66	63	55
Other store-based	\$261	\$856	\$745	77	66	60	\$196	\$733	\$646	74	67	63
Non-store Retailing	\$417	\$1,218	\$1,170	123	93	95	\$397	\$981	\$1,159	151	90	113
Total (All) industries	\$339	\$1,307	\$1,233	100	100	100	\$264	\$1,093	\$1,026	100	100	100
<i>Full-time employees</i>												
General Retail Industry	\$636	\$1,150	\$1,126	97	74	74	\$615	\$958	\$943	101	74	74
Food Retailing	\$635	\$1,135	\$1,111	97	73	73	\$610	\$1,632	\$1,450	100	127	114
Other store-based	\$637	\$1,153	\$1,130	97	74	74	\$617	\$958	\$943	101	74	74
Non-store Retailing	\$645	\$1,419	\$1,396	98	91	91	\$653	\$1,165	\$1,148	107	90	90
Total (All) industries	\$657	\$1,557	\$1,530	100	100	100	\$612	\$1,290	\$1,274	100	100	100
<i>Non-managerial full-time employees</i>												
General Retail Industry	\$619	\$1,050	\$1,026	95	72	72	\$602	\$912	\$895	99	73	73
Food Retailing	\$622	\$1,020	\$998	95	70	70	\$601	\$901	\$884	99	72	72
Other store-based	\$617	\$1,064	\$1,039	94	73	72	\$602	\$917	\$899	99	73	73
Non-store Retailing	\$653	\$1,233	\$1,212	100	84	84	\$660	\$1,072	\$1,052	109	86	86
Total (All) industries	\$655	\$1,461	\$1,434	100	100	100	\$606	\$1,250	\$1,228	100	100	100

Source: 2016 Census and Census TableBuilder

3.2 Characteristics of Employment (COE)

53. The Watson Report was able to present only one table of earnings estimates from the ABS Labour Force Survey (LFS), being restricted to published data for average weekly earnings of full-time employees from the Employee Earnings, Benefits and Trade Union Membership (EEBTUM) LFS supplementary survey. Fortunately, a wide array of disaggregated data is now available from the Characteristics of Employment (COE) survey. Conducted as a supplement to the LFS in August of each year, the COE survey now encompasses EEBTUM and a number of other discontinued publications, producing earnings, working arrangements, forms of employment and a wide array of other labour data from 2014 to 2021. It is accessed through the ABS TableBuilder product, allowing the construction of customised tables of relevance to this report.

54. COE earnings are reported at both hourly rates for an employee's main job, and weekly rates of pay for an employee's main job as well as for all jobs (for multiple job holders). As there is uncertainty as to the effect of COVID-19 on labour market statistics, both 2019 and 2021 estimates are reported below.

3.2.1 Mean and Median Hourly Wage Rates

55. The hourly rate of pay for the employees' main job are reported below. The full table of estimates by ANZSIC Division is available in Table A3.2 for 2019 and Table A3.3 for 2021 in the Appendix with an excerpt of estimates for the General Retail Industry below in Table 3.3.
56. Mean and median total weekly income for all General Retail Industry employees, adult employees, and non-managerial adult employees are the lowest of any industry in Australia, with the exception of Accommodation and Food Services and occasionally Agriculture, Forestry and Fishing (see Tables A3.2 and A3.3).
57. Starting with 2019, General Retail Industry employees earned \$30.41 per hour on average, which was 74% of the Total Industry average of \$41.28. Adults in the General Retail Industry, as well as non-managerial adults, earned 75% of their respective Total Industry average. Using the median reveals slightly higher percentages. The General Retail Industry median of \$25 per hour was 77% of the Total Industry median; 78% for adults and non-managerial adults. Consistent with the Census data, earnings for Food Retailing were lower than the broader General Retail Industry. Individuals within Food Retailing earned 64% of the Total Industry average wage rate (68% for adults and 69% for non-managerial adults).
58. Results were consistent in 2021. The hourly rate of \$33.99 in the General Retail Industry remained at 74% of the Total Industry average of \$45.74. Adults in the General Retail Industry received a slightly higher 78% of the Total Industry average, 76% for non-managerial adults. Using the median, ratios were again between 77 to 78% for all employees, adults, and non-managerial adults. Food Retailing maintained ratios of between 65 to 69%.

TABLE 3.3 MEAN AND MEDIAN HOURLY WAGE RATES, CHARACTERISTICS OF EMPLOYMENT 2019 AND 2021

<i>Industry</i>	<i>Mean</i>			<i>Ratio (%)</i>			<i>Median</i>			<i>Ratio (%)</i>		
	<i>2019</i>											
<i>All employees</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>
General Retail Industry	\$24.51	\$32.41	\$30.41	110	75	74	\$18.89	\$26.53	\$25.00	98	78	77
Food Retailing	\$18.63	\$29.20	\$26.31	84	68	64	\$18.00	\$25.66	\$24.00	94	75	74
Other Store-Based Retailing	\$29.16	\$33.49	\$32.67	131	78	79	\$20.00	\$26.67	\$25.84	104	78	80
Total (All) industries	\$22.22	\$42.95	\$41.28	100	100	100	\$19.22	\$34.10	\$32.50	100	100	100
<i>Non-managerial employees</i>												
General Retail Industry	\$24.39	\$31.07	\$29.28	110	75	74	\$18.86	\$26.00	\$25.00	98	78	79
Food Retailing	\$18.63	\$28.65	\$25.74	84	69	65	\$17.50	\$25.00	\$23.69	91	75	75
Other Store-Based Retailing	\$29.31	\$32.11	\$31.20	132	78	79	\$20.00	\$26.25	\$25.00	104	79	79
Total (All) industries	\$22.09	\$41.23	\$39.57	100	100	100	\$19.18	\$33.16	\$31.58	100	100	100
2021												
<i>All employees</i>												
General Retail Industry	\$22.18	\$37.35	\$33.99	99	78	74	\$20.00	\$29.23	\$27.66	100	78	77
Food Retailing	\$20.85	\$32.90	\$29.59	93	69	65	\$20.00	\$28.13	\$26.41	100	75	73
Other Store-Based Retailing	\$23.21	\$39.77	\$36.61	104	83	80	\$20.82	\$30.00	\$28.55	104	80	79
Total (All) industries	\$22.38	\$47.69	\$45.74	100	100	100	\$20.00	\$37.50	36.00	100	100	100
<i>Non-managerial employees</i>												
General Retail Industry	\$22.23	\$34.85	\$31.75	99	76	72	\$20.00	\$28.21	\$26.67	100	77	76
Food Retailing	\$20.89	\$30.89	\$27.94	93	68	64	\$20.00	\$27.07	\$25.79	100	71	74
Other Store-Based Retailing	\$23.29	\$36.83	\$34.00	104	81	78	\$20.48	\$28.59	\$27.27	102	78	78
Total (All) industries	\$22.35	\$45.62	\$43.64	100	100	100	\$20.00	\$36.46	\$34.91	100	100	100

Source: Characteristics of Employment survey and TableBuilder

* Non-Store Retailing omitted due to high standard errors

3.2.2 Mean and Median Weekly Earnings From Main Job

59. The mean and median weekly earnings from an employee's main job are now presented.

The full list of estimates by ANZSIC Division are presented in Table A3.4 and A3.5 with an excerpt in Table 3.4 below.

60. Mean and median total weekly income from employees' main job for all General Retail Industry employees, adult employees, full-time employees, full-time adult employees and non-managerial full-time adult employees are again the lowest of any industry in Australia, with the exception of Accommodation and Food Services (see Tables A3.4 and A3.5).

61. Starting with 2019, the average weekly earnings of \$819 in the General Retail Industry was 61% of the Total Industry average of \$1,333, or 67% if the analysis is restricted to adults

only. These ratios are slightly below respective estimates from the Census by 3 to 7 percentage points. Refining the focus to full-time adult employees sees an increase in the General Retail Industry to Total Industry ratio to 80%, or 78% for non-managerial full-time adult employees, which is 6 percentage points above respective Census estimates. Ratios for the median are similar for all employees and all adults, however, are slightly smaller for full-time employees (76%) and non-managerial full-time employees (74%).

62. The estimated General Retail Industry to Total Industry ratios are almost identical for 2019 and 2021, where the average weekly wage of \$889 in the General Retail Industry was 61% of the Total Industry average, 69% for adults only. Full-time adult employees in the General Retail Industry earned 80% of the Total Industry average, 77% for non-managerial full-time employees.

**TABLE 3.4 MEAN AND MEDIAN WEEKLY EARNINGS FROM MAIN JOB,
CHARACTERISTICS OF EMPLOYMENT 2019 AND 2021**

<i>Industry</i>	<i>Mean</i>			<i>Ratio (%)</i>			<i>Median</i>			<i>Ratio (%)</i>		
	<i>2019</i>											
<i>All employees</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>
General Retail Industry	\$341	\$952	\$819	81	67	61	\$200	\$800	\$666	67	69	61
Food Retailing	\$247	\$840	\$677	59	59	51	\$166	\$700	\$540	55	60	49
Other Store-Based Retailing	\$436	\$999	\$886	103	71	66	\$225	\$833	\$730	75	72	66
Total (All) industries	\$422	\$1,414	\$1,333	100	100	100	\$300	\$1,162	\$1,100	100	100	100
<i>Full-time employees</i>												
General Retail Industry	\$933	\$1,359	\$1,351	114	80	81	\$879	\$1,058	\$1,051	122	76	76
Food Retailing	\$739	\$1,258	\$1,243	90	74	75	\$0	\$1,069	\$1,051	0	76	76
Other Store-Based Retailing	\$1,026	\$1,374	\$1,374	125	81	83	\$0	\$1,054	\$1,050	0	75	76
Total (All) industries	\$821	\$1,690	\$1,662	100	100	100	\$719	\$1,400	\$1,377	100	100	100
<i>Non-managerial full-time employees</i>												
General Retail Industry	\$907	\$1,260	\$1,244	111	78	79	\$699	\$1,000	\$1,000	98	74	76
Food Retailing	\$739	\$1,182	\$1,165	90	73	74	0	\$1,000	\$1,000	0	74	76
Other Store-Based Retailing	\$1,026	\$1,285	\$1,274	125	80	80	0	\$1,000	\$1,000	0	74	76
Total (All) industries	\$818	\$1,612	\$1,583	100	100	100	\$710	\$1,346	\$1,315	100	100	100
2021												
<i>All employees</i>												
General Retail Industry	\$352	\$1,038	\$889	80	69	62	\$270	\$900	\$737	79	72	61
Food Retailing	\$324	\$956	\$782	74	63	55	\$265	\$828	\$620	78	66	52
Other Store-Based Retailing	\$375	\$1,081	\$951	86	71	66	\$300	\$900	\$800	88	72	67
Total (All) industries	\$439	\$1,514	\$1,431	100	100	100	\$340	\$1,250	\$1,200	100	100	100
<i>Full-time employees</i>												
General Retail Industry	\$793	\$1,441	\$1,448	95	80	82	\$790	\$1,197	\$1,150	99	80	76
Food Retailing	\$760	\$1,378	\$1,356	91	76	76	\$0	\$1,187	\$1,150	0	79	76
Other Store-Based Retailing	\$795	\$1,480	\$1,502	95	82	85	\$0	\$1,200	\$1,152	0	80	76
Total (All) industries	\$833	\$1,802	\$1,773	100	100	100	\$800	\$1,500	\$1,499	100	100	100
<i>Non-managerial full-time employees</i>												
General Retail Industry	\$793	\$1,309	\$1,284	96	77	77	\$825	\$1,085	\$1,076	106	75	76
Food Retailing	\$734	\$1,222	\$1,202	89	72	72	0	\$1,072	\$1,061	0	74	75
Other Store-Based Retailing	\$802	\$1,344	\$1,318	97	79	79	0	\$1,085	\$1,082	0	75	76
Total (All) industries	\$830	\$1,714	\$1,685	100	100	100	\$780	\$1,450	\$1,419	100	100	100

Source: Characteristics of Employment survey and TableBuilder

* Non-Store Retailing omitted due to high standard errors

3.2.3 Mean and Median Weekly Earnings From All Jobs

63. Analysis of weekly earnings from all jobs takes into account those that work multiple jobs. Employees are classified into the industry of their main job. The comparison of weekly earnings from all jobs by ANZSIC Division is contained in Tables A3.6 and A3.7 for 2019 and 2021 respectively. The excerpt containing the General Retail Industry is presented below in Table 3.5.
64. Consistent with previous results, mean and median weekly earnings estimates for the General Retail Industry employees are the lowest for all industries except Accommodation and Food Services (See Tables A3.6 and A3.7).
65. Compared to the estimates presented in Section 3.2.2 for main job earnings, General Retail Industry to Total Industry earnings ratios have changed by a maximum of 1 percentage point. In 2019, the average weekly wage from all jobs was \$834 for General Retail Industry employees, representing 62% of Total Industry earnings, increasing to 68% when restricted to adults only. Full-time adult employees earned 81% of the Total Industry average and non-managerial full-time adults earned 79%. As with the mean ratios, the corresponding median ratios were within 1 to 2 percentage points of the estimates presented in Section 3.2.2 for the main job. Similarly, the mean ratio estimates changed by no more than 1 percentage point in 2021, and median ratios no more than 3 percentage points.

TABLE 3.5 MEAN AND MEDIAN WEEKLY EARNINGS FROM ALL JOBS, CHARACTERISTICS OF EMPLOYMENT 2019 AND 2021

<i>Industry</i>	<i>Mean</i>			<i>Ratio (%)</i>			<i>Median</i>			<i>Ratio (%)</i>		
	<i>2019</i>											
<i>All employees</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>
General Retail Industry	\$350	\$969	\$834	81	68	62	\$200	\$821	\$698	63	68	62
Food Retailing	\$250	\$864	\$697	58	60	52	\$171	\$750	\$555	54	63	49
Other Store-Based Retailing	\$443	\$1,012	\$898	103	71	67	\$230	\$846	\$750	73	70	67
Total (All) industries	\$432	\$1,428	\$1,347	100	100	100	\$315	\$1,200	\$1,126	100	100	100
<i>Full-time employees</i>												
General Retail Industry	\$956	\$1,370	\$1,349	116	81	81	\$879	\$1,088	\$1,073	120	78	77
Food Retailing	\$739	\$1,277	\$1,261	89	75	76	\$0	\$1,100	\$1,098	0	79	79
Other Store-Based Retailing	\$1,056	\$1,382	\$1,376	128	81	82	\$0	\$1,078	\$1,058	0	77	76
Total (All) industries	\$828	\$1,698	\$1,670	100	100	100	\$730	\$1,400	\$1,390	100	100	100
<i>Non-managerial full-time employees</i>												
General Retail Industry	\$931	\$1,272	\$1,261	113	79	79	\$699	\$1,040	\$1,005	99	76	75
Food Retailing	\$739	\$1,206	\$1,185	90	74	74	0	\$1,039	\$1,041	0	76	78
Other Store-Based Retailing	\$1,056	\$1,299	\$1,276	128	80	80	0	\$1,005	\$1,000	0	74	75
Total (All) industries	\$825	\$1,620	\$1,591	100	100	100	\$710	\$1,360	\$1,340	100	100	100
<i>2021</i>												
<i>All employees</i>												
General Retail Industry	\$367	\$1,052	\$903	82	69	63	\$300	\$900	\$785	86	71	65
Food Retailing	\$336	\$975	\$799	75	64	55	\$270	\$850	\$650	77	67	54
Other Store-Based Retailing	\$390	\$1,093	\$963	87	72	67	\$300	\$941	\$837	86	74	70
Total (All) industries	\$448	\$1,527	\$1,444	100	100	100	\$350	\$1,265	\$1,200	100	100	100
<i>Full-time employees</i>												
General Retail Industry	\$793	\$1,451	\$1,425	94	80	80	\$790	\$1,200	\$1,183	99	80	79
Food Retailing	\$760	\$1,394	\$1,371	91	77	77	\$0	\$1,184	\$1,192	0	79	79
Other Store-Based Retailing	\$795	\$1,487	\$1,461	95	82	82	\$0	\$1,200	\$1,191	0	80	79
Total (All) industries	\$839	\$1,809	\$1,780	100	100	100	\$800	\$1,500	\$1,500	100	100	100
<i>Non-managerial full-time employees</i>												
General Retail Industry	\$793	\$1,341	\$1,325	96	78	79	\$825	\$1,100	\$1,090	103	75	76
Food Retailing	\$734	\$1,248	\$1,231	88	73	73	0	\$1,061	\$1,060	0	72	74
Other Store-Based Retailing	\$802	\$1,380	\$1,353	97	81	80	0	\$1,100	\$1,082	0	75	75
Total (All) industries	\$830	\$1,714	\$1,685	100	100	100	\$800	\$1,472	\$1,438	100	100	100

Source: Characteristics of Employment survey and TableBuilder

* Non-Store Retailing omitted due to high standard errors

3.3 Household, Income and Labour Dynamics in Australia (HILDA)

66. HILDA has been a mainstay in Australian labour economic research since its first wave in 2001 and has been used widely in Fair Work Commission analyses. The latest wave available is for 2020. As the data is collected in the second half of the year it is potentially affected by both labour market disruptions as well as employee receipt of JobKeeper. Therefore, the following analyses present estimates for both 2019 and 2020.

3.3.1 Mean and Median Hourly Wage Rates

67. As with the Characteristic of Employment survey, one starts with hourly wage rates⁹, followed by weekly earnings. Similarly, the full tables of estimates by ANZSIC Division are presented in Tables A3.8 and A3.9 in the Appendix for 2019 and 2020, respectively. The excerpt containing General Retail Industry data is contained below in Table 3.6.

68. When looking at estimates by ANZSIC Division in Tables A3.8 and A3.9, the mean hourly wage rates received by all General Retail Industry employees, adults, non-managers and non-managerial adults are the lowest of all industries except Accommodation and Food Services, and Agriculture, Forestry and Fishing.

69. Starting with 2019, the mean hourly rate wage received by all employees in the General Retail Industry of \$25.63 was 70% of the mean Total Industry wage rate. This mean ratio varied according to adult status (71%), non-managerial employees (70%) and adult non-managerial status (73%). These ratios were no more than 4 percentage points different to the respective estimates from the COE survey. There were small increases in the 2020 mean ratios, generally increasing by approximately 3 percentage points. In comparison, median ratios were slightly higher and more consistent across the two time periods.

⁹ In contrast to COE estimates, hourly wage rates in HILDA are calculated using wages for all jobs, following HILDA User Manual recommendations (Summerfield et al. 2021)

TABLE 3.6 MEAN AND MEDIAN HOURLY WAGE RATES FROM ALL JOBS, HILDA 2019 AND 2020

<i>Industry</i> 2019	<i>Mean</i>			<i>Ratio (%)</i>			<i>Median</i>			<i>Ratio (%)</i>		
	<i>All employees</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>
General Retail Industry	\$18.98	\$27.29	\$25.63	92	71	70	\$18.60	\$25.63	\$24.00	98	78	77
Food Retailing	\$20.93	\$27.66	\$25.32	101	72	69	\$20.00	\$25.18	\$23.95	106	77	77
Other Store-Based Retailing	\$18.16	\$28.20	\$26.00	88	73	71	\$17.00	\$25.95	\$24.73	90	79	79
Total (All) industries	\$20.70	\$38.41	\$36.76	100	100	100	\$18.89	\$32.69	\$31.26	100	100	100
<i>Non-managerial employees</i>												
General Retail Industry	\$19.42	\$26.85	\$24.62	94	73	70	\$18.38	\$25.17	\$23.82	98	80	79
Food Retailing	\$20.93	\$26.01	\$24.07	101	71	69	\$20.00	\$25.00	\$23.64	107	79	78
Other Store-Based Retailing	\$17.99	\$27.46	\$25.12	87	75	72	\$16.67	\$25.74	\$24.21	89	81	80
Total (All) industries	\$20.67	\$36.77	\$35.10	100	100	100	\$18.75	\$31.60	\$30.11	100	100	100
2020												
<i>All employees</i>												
General Retail Industry	\$21.96	\$30.16	\$28.13	101	75	73	\$20.00	\$27.26	\$25.40	105	78	76
Food Retailing	\$21.76	\$28.95	\$26.72	100	72	69	\$18.33	\$26.23	\$24.29	96	75	73
Other Store-Based Retailing	\$22.15	\$30.88	\$29.04	102	77	75	\$20.00	\$28.23	\$26.32	105	81	79
Total (All) industries	\$21.70	\$40.30	\$38.76	100	100	100	\$19.13	\$34.78	\$33.33	100	100	100
<i>Non-managerial</i>												
General Retail Industry	\$21.96	\$28.76	\$26.83	101	76	73	\$20.00	\$26.57	\$25.00	105	80	78
Food Retailing	\$21.76	\$28.95	\$25.94	100	76	71	\$18.33	\$26.23	\$23.86	96	79	74
Other Store-Based Retailing	\$22.15	\$30.88	\$27.53	102	81	75	\$20.00	\$28.23	\$25.17	105	85	79
Total (All) industries	\$21.69	\$38.07	\$36.52	100	100	100	\$19.07	\$33.38	\$32.04	100	100	100

Source: HILDA waves 19 and 20.

3.3.2 Mean and Median Weekly Earnings From Main Job

70. The weekly earnings estimates are contained in Tables A3.8, A3.9 and 3.6, in the same format as those presented in previous sections. A consistent finding with previous analyses was that the mean weekly wages of General Retail Industry employees was the lowest of all industries except Accommodation and Food Services, and Agriculture, Forestry and Fishing.

71. The mean weekly earnings across all General Retail Industry employees in 2019 was \$702 compared to \$1315 for Total Industry, representing a ratio of 53%. This was 8 percentage

points below the corresponding ratio estimated using the COE survey, and 5 percentage points below that from the Census. Likewise, other estimates from HILDA provide lower ratios compared to COE and Census sources. Adult earnings of 60% (COE = 67%, Census = 64%), adult full-time 70% (COE = 81%, Census = 74%), with nonmanagerial full-time adults of 66% (COE = 79%, Census = 72%) exhibiting the largest difference.

72. Estimated ratios from HILDA in 2020 were higher by 5-7 percentage points compared to 2019 and thus more comparable to COE and Census estimates. The all employees ratio of 58%, adults ratio of 65%, adult full-time and non-managerial full-time adult ratios of 73% were near identical to Census. However, the presence of JobKeeper in the second half of 2020 when the HILDA survey was conducted may have possibly influenced this result. We observed a “spike” in earnings for General Retail employees at \$1500 (phase 1 of JobKeeper) for 8,775 employees, 12,317 employees at \$1,200 (phase 2 tier 1) and 47,897 employees at \$750 (phase 2 tier 2)¹⁰.

73. While differences were observed between HILDA and COE and Census from ABS sources, the estimates were consistent with those previously presented in the Watson Report. For example, in Table 3.3 of the Watson Report a ratio of 67% for full-time adults was reported, compared to estimates of 65% (2019) and 70% (2020) in this report.

¹⁰ Phase 1 of JobKeeper concluded on 28 September 2020 (Treasury 2021).

TABLE 3.7 MEAN AND MEDIAN WEEKLY EARNINGS FROM MAIN JOB, HILDA 2019 AND 2020

<i>Industry</i>	<i>Mean</i>			<i>Ratio (%)</i>			<i>Median</i>			<i>Ratio (%)</i>		
	<i>2019</i>											
<i>All employees</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>
General Retail Industry	\$294	\$847	\$702	74	60	53	\$203	\$753	\$600	68	63	55
Food Retailing	\$282	\$887	\$690	71	63	52	\$260	\$720	\$500	87	60	45
Other Store-Based Retailing	\$309	\$831	\$715	78	59	54	\$200	\$797	\$700	67	66	64
Total (All) industries	\$397	\$1,409	\$1,315	100	100	100	\$300	\$1,200	\$1,100	100	100	100
<i>Full-time employees</i>												
General Retail Industry	\$727	\$1,183	\$1,150	89	70	69	\$744	\$1,000	\$995	99	69	71
Food Retailing	\$634	\$1,317	\$1,269	77	78	77	\$550	\$1,093	\$1,000	73	76	71
Other Store-Based Retailing	\$767	\$1,123	\$1,096	93	67	66	\$820	\$997	\$981	109	69	70
Total (All) industries	\$821	\$1,686	\$1,656	100	100	100	\$750	\$1,444	\$1,400	100	100	100
<i>Non-managerial full-time employees</i>												
General Retail Industry	\$688	\$1,044	\$1,015	84	66	66	\$744	\$960	\$950	99	71	71
Food Retailing	\$530	\$1,139	\$1,099	65	73	71	\$500	\$1,000	\$990	67	74	74
Other Store-Based Retailing	\$740	\$997	\$973	90	63	63	\$820	\$950	\$950	109	70	71
Total (All) industries	\$819	\$1,571	\$1,541	100	100	100	\$750	\$1,358	\$1,343	100	100	100
2020												
<i>All employees</i>												
General Retail Industry	\$320	\$940	\$786	78	65	58	\$225	\$835	\$745	75	68	65
Food Retailing	\$271	\$919	\$718	66	64	53	\$180	\$790	\$553	60	64	48
Other Store-Based Retailing	\$358	\$941	\$818	87	65	60	\$300	\$850	\$750	100	69	65
Total (All) industries	\$410	\$1,441	\$1,354	100	100	100	\$300	\$1,226	\$1,151	100	100	100
<i>Full-time employees</i>												
General Retail Industry	\$745	\$1,276	\$1,260	90	73	74	\$790	\$1,093	\$1,050	105	73	70
Food Retailing	\$844	\$1,360	\$1,353	102	78	79	\$945	\$1,093	\$1,093	126	73	73
Other Store-Based Retailing	\$710	\$1,218	\$1,201	85	70	70	\$750	\$1,050	\$1,050	100	70	70
Total (All) industries	\$831	\$1,736	\$1,711	100	100	100	\$750	\$1,500	\$1,496	100	100	100
<i>Non-managerial full-time employees</i>												
General Retail Industry	\$745	\$1,168	\$1,150	90	73	73	\$790	\$1,027	\$1,000	105	73	71
Food Retailing	\$844	\$1,302	\$1,293	102	81	82	\$945	\$1,000	\$1,000	126	71	71
Other Store-Based Retailing	\$710	\$1,078	\$1,060	85	67	67	\$750	\$1,036	\$1,000	100	74	71
Total (All) industries	\$831	\$1,597	\$1,573	100	100	100	\$750	\$1,400	\$1,400	100	100	100

Source: HILDA waves 19 and 20.

3.4 Jobs in Australia (JIA)

74. Jobs in Australia (JIA) uses matched employee and employer data compiled by the ABS linking Australian Tax Office administrative data to the ABS Business Longitudinal Analytical Data Environment. Data is produced at industry, occupation and age level but is not disaggregated by part-time and full-time employment status. Data is available for the 2011-12 to 2018-19 financial years.
75. Two types of earnings estimates are presented using the 2018-19 data in Tables A3.12 in the Appendix and Table 3.8 below. Employee annual income is collected at the individual taxpayer level for those that submitted an individual tax return and is reported in the left hand side of tables. However, as some jobs do not last a full year, a duration adjusted employee income at the job level is also provided on the right hand side which estimates an annual salary for each job.
76. Comparing all ANZSIC Divisions in Table A3.12 employees in General Retail possess the lowest financial year earnings of all industries except Accommodation and Food Services.
77. A high level of consistency is observed between the employee and employer (job) data. That is, General Retail Industry employees earned 58 to 59% of the Total Industry wage, 63 to 65% if one restricts the analysis to adults only. Non-managerial employees earned 55% and non-managerial adults 60 to 62% of Total Industry earnings.

TABLE 3.8 MEAN EMPLOYEE INCOME AND DURATION ADJUSTED JOB INCOME, JOBS IN AUSTRALIA 2018-19

Industry	Employee Annual Income			Ratio (%)			Duration Adjusted Income			Ratio (%)		
	Junior	Adult	Total	Junior	Adult	Total	Junior	Adult	Total	Junior	Adult	Total
<i>All employees</i>												
General Retail Industry	\$12,181	\$44,732	\$37,665	84	65	59	\$12,354	\$42,847	\$36,308	79	63	58
Food Retailing	\$11,914	\$42,634	\$35,087	82	62	55	\$12,295	\$40,475	\$33,912	78	59	54
Other Store-Based Retailing	\$12,362	\$45,632	\$38,877	85	66	60	\$12,347	\$43,687	\$37,219	79	64	59
All industries	\$14,565	\$69,052	\$64,365	100	100	100	\$15,723	\$68,058	\$63,057	100	100	100
<i>Non-managerial employees</i>												
General Retail Industry	\$12,039	\$39,721	\$32,868	84	62	55	\$12,223	\$38,093	\$31,868	78	60	55
Food Retailing	\$11,814	\$38,077	\$30,912	82	59	52	\$12,206	\$36,298	\$30,114	78	58	52
Other Store-Based Retailing	\$12,190	\$40,507	\$33,858	85	63	57	\$12,173	\$38,717	\$32,502	78	61	56
All industries	\$14,365	\$64,407	\$59,607	100	100	100	\$15,571	\$63,120	\$58,137	100	100	100

Source: Jobs in Australia and TableBuilder

3.5 Average Weekly Earnings

78. Average weekly earnings have been published on a bi-annual basis in May and November of each year, producing a consistent time series since 1994. Total earnings, full-time adult earnings and full-time adult total earnings are reported below in Table 3.9. Data is not available for the General Retail Industry and thus ratio estimates are reported for the Retail Trade ANZSIC Division only.

79. The ratio of average total earnings declines from 65% in 2019 to 61% in 2021. However, ratios for full-time adult ordinary and total earnings appear stable at 75% and 73 to 74%, respectively.

80. The Watson Report contained only adult full-time total earnings with a ratio of 69% in November 2014, having fallen from 73% in 2010.

TABLE 3.9 MEAN TOTAL EARNINGS, FULL-TIME ADULT ORDINARY EARNINGS AND FULL-TIME ADULT TOTAL EARNINGS, AVERAGE WEEKLY EARNINGS 2019 AND 2021

	<i>Total Earnings</i>			<i>Full-time Adult Ordinary Earnings</i>			<i>Full-time Adult Total Earnings</i>		
	<i>Retail Trade</i>	<i>Total Industry</i>	<i>Ratio (%)</i>	<i>Retail Trade</i>	<i>Total Industry</i>	<i>Ratio (%)</i>	<i>Retail Trade</i>	<i>Total Industry</i>	<i>Ratio (%)</i>
Nov 2019	\$813.20	\$1,257.00	65	\$1,314.40	\$1,658.40	75	\$1,270.20	\$1,722.80	73
Nov 2021	\$806.90	\$1,328.90	61	\$1,249.30	\$1,748.40	75	\$1,346.90	\$1,813.00	74

Source: Average Weekly Earnings, ABS (2022c)

3.6 Employee Earnings and Hours (EEH)

81. Employee Earnings and Hours (EEH) data is collected from employers by the ABS and is the main source of statistics for method of pay setting, classifying employees by Award only, collective agreement and individual arrangement¹¹. The most recent publications were in 2018 and 2021. However, access in TableBuilder and thus the General Retail Industry estimates are available for 2018 only¹², meaning that 2021 estimates below are for the Retail Trade ANZSIC Division only.

3.6.1 Mean Hourly Total Cash Earnings by Method of Pay Setting

82. Mean hourly total cash earnings for non-managerial employees and non-managerial full-time employees paid at the adult rate by ANZSIC Division are published by the ABS in Table 5 and Table 7 of EEH, respectively. These results have been augmented by General Retail Industry and relevant ANZSIC Subdivision data in 2018 using TableBuilder. The full results by ANZSIC Division are contained in Tables A3.13 and A3.14 for 2018 and 2021 in the Appendix, with an excerpt available below in Table 3.10.

83. EEH data reveals some patterns not available in other data sources. Focussing on Award only employees, General Retail Industry non-managerial employees' average hourly wage rate of \$24.54 in 2018 is 83% of the Total Industry average. However, closer inspection of the data in Tables A3.13 shows that the Award pay rate in the General Retail Industry is the

¹¹ Owner managers of incorporated enterprises are included as employees in the individual arrangement method of pay setting category.

¹² Email correspondence with the Microdata section of the ABS revealed no plans to publish EEH 2021 in TableBuilder.

lowest of all industries except Construction in 2018. Even the average wage rate for Award employees in Accommodation and Food Services was higher. Furthermore, when comparing pay rate ratios to the Watson Report, the General Retail Industry earnings ratio of 83% in 2018 and 85% (for Retail Trade) in 2021 has fallen from 87.3% observed in 2014.

84. In relation to employees covered by collective agreements, the wage rate for Construction industry workers (of which the Award rates was lower than the General Retail Industry Award rate), is now almost double that of General Retail Industry employees. The usual pattern re-emerges when one considers the wage rates for collective agreement and individual arrangements, where non-managerial employees in General Retail Industry are paid the lowest rates except for Accommodation and Food Services.
85. Looking at non-managerial full-time employees paid at the adult rate in 2018, the average wage rate for the General Retail Industry Award of \$27.58 is the lowest of all industries, and the individual arrangement rate of \$34.95 per hour is higher than Accommodation and Food Services and Other Services only.
86. Results for 2018 and 2021 were largely consistent. Hourly wage rates for non-managerial full-time employees paid at the adult rate were not reported in the Watson Report to allow a comparison.

TABLE 3.10 – AVERAGE HOURLY TOTAL CASH EARNINGS BY METHOD OF SETTING PAY, EMPLOYEE EARNINGS AND HOURS AUSTRALIA 2018 AND 2021

<i>Industry</i>	<i>Award only</i>	<i>Collective agreement</i>	<i>Individual agreement</i>	<i>All methods</i>
<i>2018 Non-managerial employees</i>				
Retail Trade	\$24.50	\$25.80	\$33.60	\$28.40
General Retail Industry	\$24.54	\$25.73	\$33.78	\$28.30
Food Retailing	\$23.16	\$26.62	\$33.01	\$27.08
Other Store-Based Retailing	\$25.55	\$24.51	\$33.91	\$29.21
Total (All) industries	\$29.40	\$42.00	\$40.90	\$39.10
General Retail Industry to Total Industry Ratio (%)	83	61	83	72
<i>Non-managerial full-time adult employees</i>				
Retail Trade	\$26.30	\$27.40	\$34.60	\$31.50
General Retail Industry	\$26.14	\$27.58	\$34.95	\$31.49
Food Retailing	\$24.08	\$28.95	\$34.59	\$30.46
Other Store-Based Retailing	\$27.09	\$25.56	\$35.19	\$32.21
Total (All) industries	\$32.60	\$44.90	\$42.70	\$42.20
General Retail Industry to Total Industry Ratio (%)	80	61	82	75
<i>2021 Non-managerial employees</i>				
Retail Trade	\$27.10	\$27.70	\$37.50	\$31.20
All industries	\$31.80	\$45.80	\$45.00	\$42.50
Retail Trade to Total Industry Ratio (%)	85	60	83	73
<i>Non-managerial full-time adult employees</i>				
Retail Trade	\$28.70	\$29.50	\$38.50	\$34.50
All industries	\$35.20	\$48.80	\$46.80	\$45.90
Retail Trade to Total Industry Ratio (%)	82	60	82	75

Source: Employee Earnings and Hours (ABS 2018 and 2021) and TableBuilder

3.6.2. Mean Weekly Total Cash Earnings by Method of Pay Setting

87. Looking at weekly total cash earnings in Tables A3.15 (2018), A3.16 (2021) and 3.11 (excerpt), similar conclusions are evident as with previous hourly wage rate analysis with respect to method of pay setting and industry comparisons.

TABLE 3.11 – AVERAGE WEEKLY TOTAL CASH EARNINGS BY METHOD OF SETTING PAY, EMPLOYEE EARNINGS AND HOURS AUSTRALIA 2018 AND 2021

<i>Industry</i>	<i>Award only</i>	<i>Collective agreement</i>	<i>Individual agreement</i>	<i>All methods</i>
<i>2018 Non-managerial employees</i>				
Retail Trade	\$590	\$601	\$1,169	\$766
General Retail Industry	\$555	\$602	\$1,162	\$741
Food Retailing	\$523	\$631	\$1,169	\$682
Other store-based	\$585	\$559	\$1,160	\$789
Total (All) industries	\$788	\$1,303	\$1,411	\$1,227
General Retail Industry to Total Industry Ratio (%)	70	46	82	62
<i>Non-managerial full-time adult employees</i>				
Retail Trade	\$1,035	\$1,052	\$1,357	\$1,228
General Retail Industry	\$1,022	\$1,053	\$1,377	\$1,231
Food Retailing	\$959	\$1,112	\$1,346	\$1,182
Other store-based	\$1,054	\$969	\$1,394	\$1,259
Total (All) industries	\$1,272	\$1,771	\$1,689	\$1,666
General Retail Industry to Total Industry Ratio (%)	80	59	82	74
<i>2021 Non-managerial employees</i>				
Retail Trade	\$661	\$652	\$1,279	\$841
Total (All) industries	\$848	\$1,426	\$1,559	\$1,334
Retail Trade to Total Industry Ratio (%)	78	46	82	63
<i>Non-managerial full-time adult employees</i>				
Retail Trade	\$1,124	\$1,157	\$1,484	\$1,338
Total (All) industries	\$1,380	\$1,907	\$1,844	\$1,801
Retail Trade to Total Industry Ratio (%)	81	61	80	74

Source: Employee Earnings and Hours (ABS 2018 and 2021) and TableBuilder

3.7 Summary

88. The preceding section was the product of a rather laborious and time-consuming process of mass data download, presentation and analysis from ABS Census, Characteristics of Employment, HILDA, Jobs in Australia, Average Weekly Earnings, and Employee Earnings and Hours. While the presentation was voluminous in nature, it was necessary to understand the many sources of data in Australia producing earnings related estimates, but more so to be able to allow a robust analysis of earnings using the many levels of disaggregation available and earnings definitions.
89. A summary of the ratios of General Retail Industry to Total Industry earnings produced in this report is presented below in Table 3.11, alongside corresponding Watson Report estimates. Starting with the present report there is an obvious upward progression in the magnitude of earnings ratios from the broadest category of all employees, to the removal of juniors in the adult estimates, and then the removal of part-time employees for the full-time estimates. As expected, earnings ratios then declined slightly when we remove managerial employees.
90. However, there is also some variation in estimates according to data source of approximately 10 percentage points. For weekly earnings, mean earnings ratios vary from 53 to 65% for all employees, 60 to 69% for adults, 69 to 82% for full-time employees, 70 to 81% for full-time adults, with the widest variation of 66 to 79% for non-managerial full-time adults. Similar variation in estimates was available for the median ratios. The ratio of median weekly earnings in the General Retail Industry compared to Total Industry earnings varies between 55 to 65% , 63 to 70% for adults, 70-79% for full-time employees, 69 to 80% for full-time adults, and 71 to 76% for non-managerial full-time adult employees.
91. In comparison, there is a lower variation in hourly pay rate ratios, with all ratios in the range of 70 to 80%. Mean ratios vary between 70 to 74% for all employees, 71 to 78% for adults and 73 to 76% for non-managerial adults. Similarly, median ratios vary between 76 to 77% for all employees, no variation for adults (all 78%), and between 77 to 80% for non-managerial adults.
92. Most variation in estimates appears to be from the data source. HILDA typically has the lowest ratios and COE the highest. Furthermore, there was some noticeable increase in

earnings estimates between 2019 and 2020 for HILDA that may be partly due to the receipt of JobKeeper.

93. Compared to the Watson Report, a wider range of data sources was used in the present report, resulting in the production of many more earnings estimates. Overall, it is apparent that earnings ratios in the present report are marginally higher than most of those from the Watson Report. However, most of Section 3 in the Watson Report was based on HILDA estimates, which are typically at the low end of the range of estimates in the present report. If one compares the Watson Report estimates from HILDA in 2013 with those reported here for 2019, they are remarkably similar. Using weekly earnings, adult full-time employees earned 67% of Total Industry wages in 2013 compared to 70% in 2019, non-managerial full-time adults earned 65% in 2013 and 66% in 2019, wages rates for all employees were 69% in 2013 compared to 70% in 2019 and adult wage rates were 75% in 2013 compared to 71% in 2019.
94. However, the main finding when reporting earnings estimates across all data sources was the relative position of General Retail Industry employees compared to other ANZSIC Divisions. In common with the Watson Report, General Retail Industry employees are the lowest paid of all industries with the exception of Accommodation and Food Services.

TABLE 3.12 – SUMMARY OF MEAN AND MEDIAN GENERAL RETAIL INDUSTRY TO TOTAL INDUSTRY EARNINGS RATIOS

<i>Data Source</i>	<i>Weekly Earnings</i>					<i>Hourly Earnings</i>		
	<i>All</i>	<i>Adult</i>	<i>Full-time</i>	<i>Adult Full-time</i>	<i>Non-managerial Full-time Adult</i>	<i>All</i>	<i>Adult</i>	<i>Non-managerial Adult</i>
<i>Mean</i>								
<i>Watson report</i>								
EEBTUM			72-73					
HILDA				67	65	69	75	
EEH					69-75			70.5
AWE*					69-73			
<i>Present Report</i>								
CENSUS	58	64	74	74	72			
COE	61-63	67-69	80-82	80-81	77-79	74	75-78	75-76
HILDA	53-58	60-65	69-74	70-73	66-73	70-73	71-75	73-76
JIA*	59	65						
AWE**	61-65			73-75				
EEH					74			72-75
<i>Median</i>								
<i>Watson report</i>								
HILDA				72	71	76	77	
<i>Present Report</i>								
CENSUS	60	66	74	74	73			
COE	61-62	68-72	76-79	76-80	74-76	77	78	77-78
HILDA	55-65	63-68	70-71	69-73	71-73	76-77	78	80
JIA*	58	63						

* Financial year earnings

** Retail Trade ANZSIC Division estimates only

4. CHANGES IN EARNINGS OVER TIME

95. Comparable time series of earnings related data for General Retail Industry employees are available from Characteristics of Employment (2014 to 2021) and HILDA (2001 to 2020), while data at the Retail Trade ANZSIC Division are available in Average Weekly earnings (1994 to 2021) and Wage Price Index (1998 to 2021) sources. The Watson Report analysed data from HILDA, Average Weekly Earnings and Wage Price Index, but not Characteristics of Employment. Due to the discrepancies between HILDA and COE in the preceding section, HILDA providing the lowest estimates and COE the highest, it is important to include both in this report in the interests of robust statistical analysis. However, whereas the Watson Report produced both nominal and real wage growth comparisons, only nominal growth rates are produced below. In converting nominal wages to real wages, both the General Retail Industry and Total Industry wages would be deflated by the same consumer price index value and thus the relative comparison remains unchanged, so it is submitted that little is to be gained by producing these additional estimates.

4.1 Characteristics of Employment

4.1.1 Hourly Wage Rates

96. Hourly wage rate data for the General Retail Industry as well as Total Industries was converted to an index in order to present comparable changes in earnings over time. This is the same methodology as used in the Watson Report for HILDA data. Comparisons are made below for wage rates for all employees, adults only and non-managerial adults in Figures 4.1 to 4.3.

97. In all cases the growth in nominal wages for the General Retail Industry outpaces that for all industries. Whereas growth in Total Industry wages has been in the magnitude of 30% between 2014 and 2021, growth in General Retail Industry wage rates is closer to 40%.

FIGURE 4.1 GROWTH IN NOMINAL HOURLY WAGE RATES FOR ALL EMPLOYEES, CHARACTERISTICS OF EMPLOYMENT 2014 TO 2021

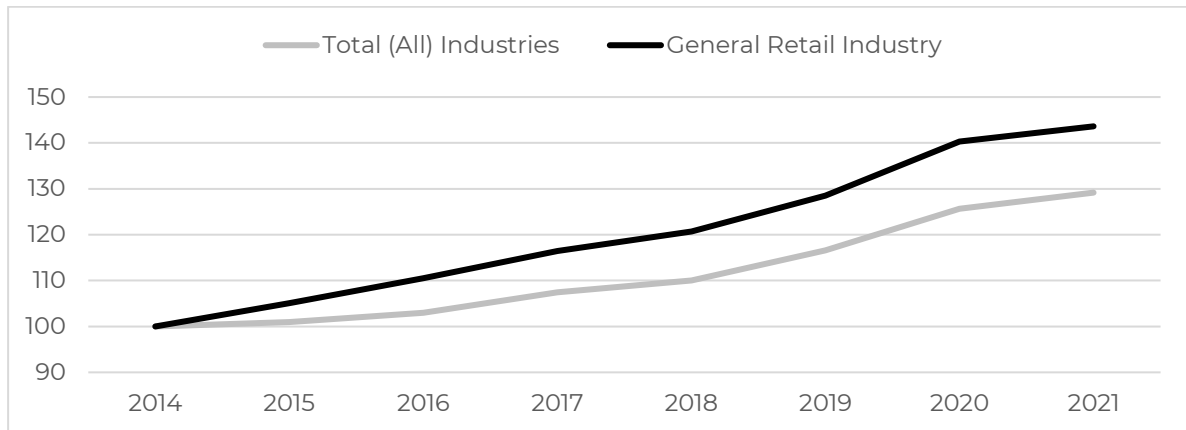


FIGURE 4.2 GROWTH IN NOMINAL HOURLY WAGE RATES FOR ADULT EMPLOYEES, CHARACTERISTICS OF EMPLOYMENT 2014 TO 2021

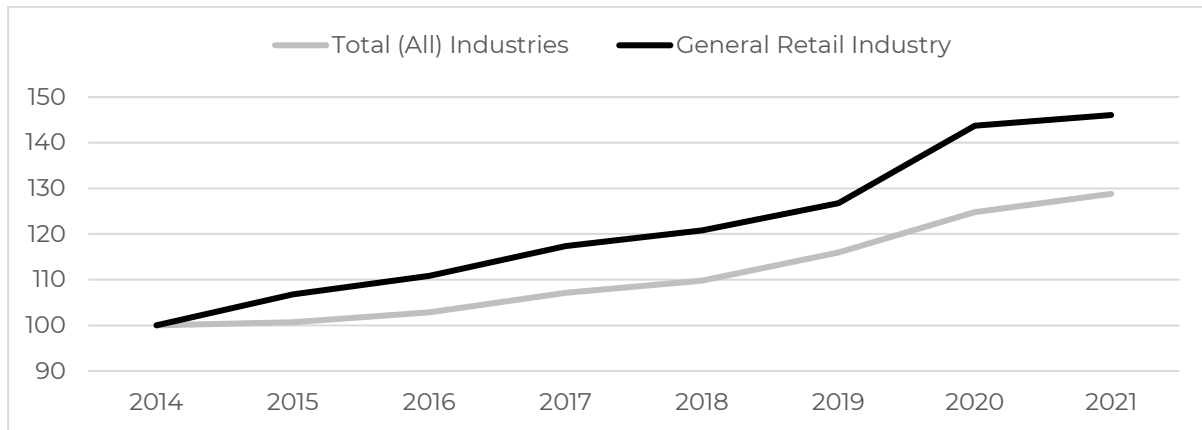
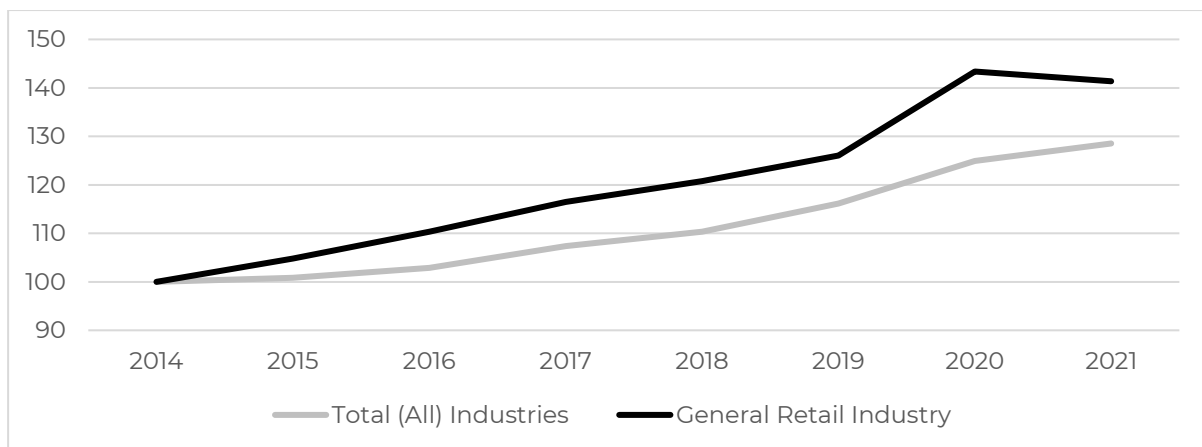


FIGURE 4.3 GROWTH IN NOMINAL HOURLY WAGE RATES FOR NON-MANAGERIAL ADULT EMPLOYEES, CHARACTERISTICS OF EMPLOYMENT 2014 TO 2021



Source: Characteristics of Employment survey 2014 to 2021 and TableBuilder

4.1.2 Weekly Earnings From Main Job

98. Nominal weekly wage growth for all employees, adults, full-time adults and non-managerial full-time adult employees are produced in Figures 4.4. to 4.7. A similar pattern is evident, whereby nominal wage growth in Total Industries has been approximately 20%, while growth in General Retail Industry weekly wages has been in the vicinity of 30%.

99. The explanation for this pattern is relatively simple, as depicted in Figure 4.8. The absolute differential in hourly wage rates between General Retail and Total Industry levels has remained largely unchanged between 2014 and 2021 at approximately \$10 per hour. The gap between General Retail Industry and Total Industry wage rates has not narrowed over time. In calculating a growth rate, the numerator for General Retail Industry and Total Industry wage growth rates will be similar, but as the denominator for the General Retail Industry growth rate is smaller, this results in a relatively larger growth rate.

FIGURE 4.4 GROWTH IN NOMINAL WEEKLY WAGE RATES FOR ALL EMPLOYEES, CHARACTERISTICS OF EMPLOYMENT 2014 TO 2021

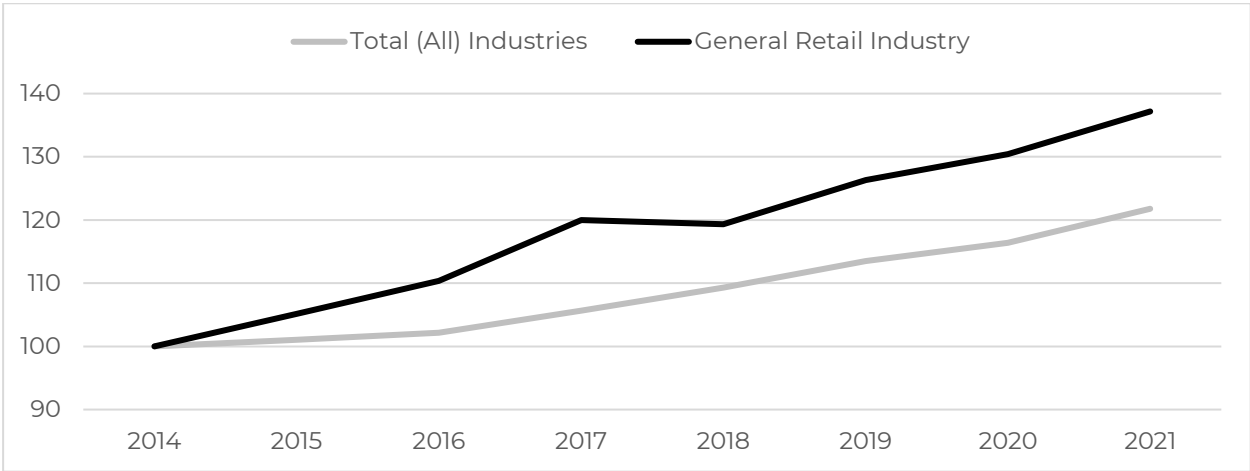


FIGURE 4.5 GROWTH IN NOMINAL WEEKLY WAGE RATES FOR ADULT EMPLOYEES, CHARACTERISTICS OF EMPLOYMENT 2014 TO 2021

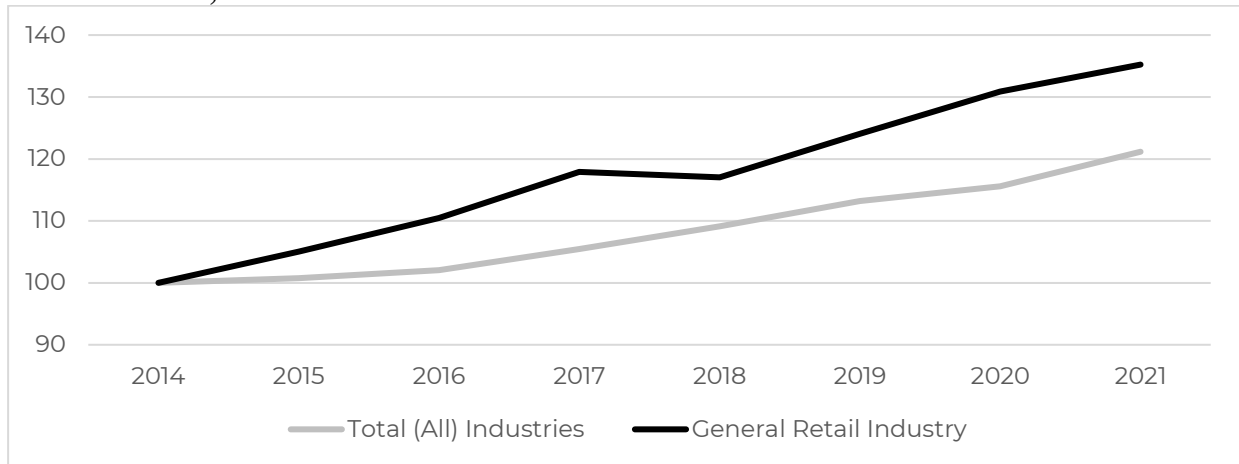


FIGURE 4.6 GROWTH IN NOMINAL WEEKLY WAGE RATES FOR FULL-TIME ADULT EMPLOYEES, CHARACTERISTICS OF EMPLOYMENT 2014 TO 2021

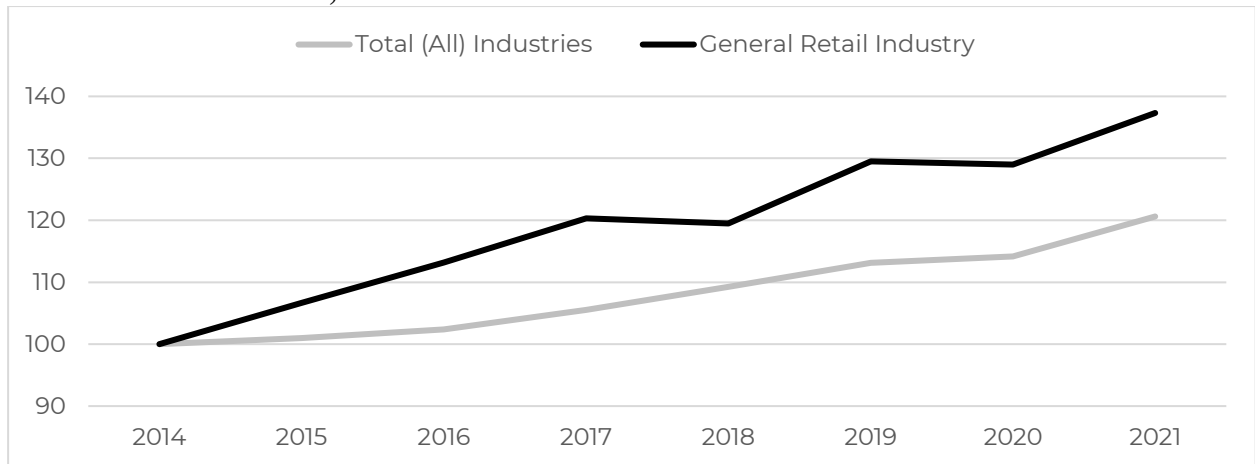


FIGURE 4.7 GROWTH IN NOMINAL WEEKLY WAGE RATES FOR NON-MANAGERIAL FULL-TIME ADULT EMPLOYEES, CHARACTERISTICS OF EMPLOYMENT 2014 TO 2021

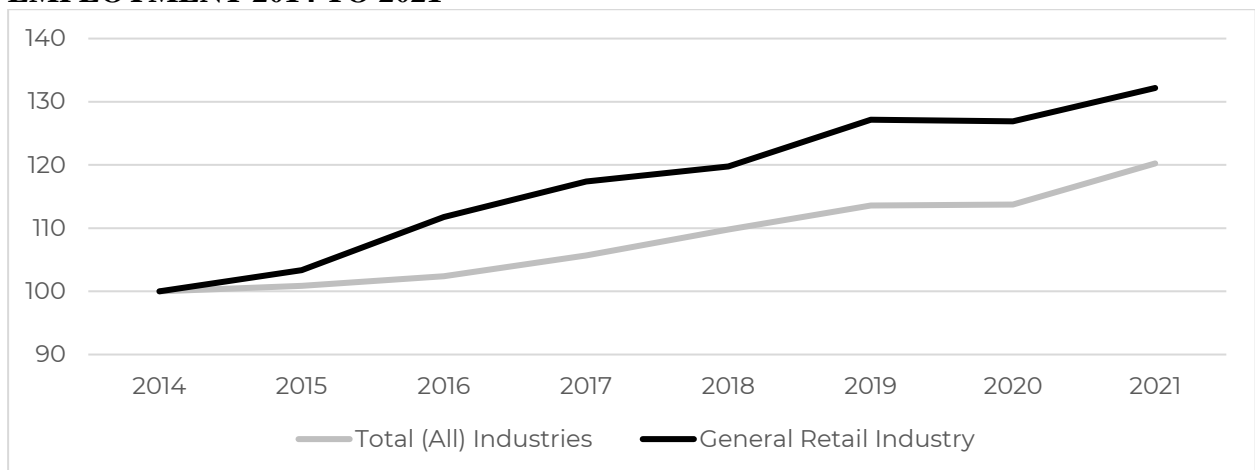
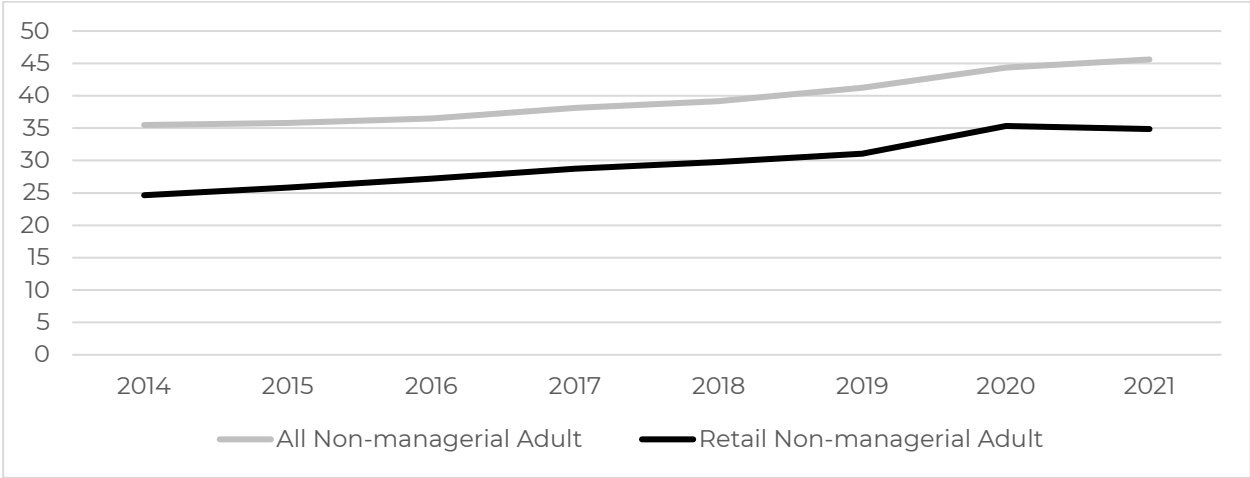


FIGURE 4.8 HOURLY WAGE RATES FOR NON-MANAGERIAL ADULT EMPLOYEES (\$ PER HOUR), CHARACTERISTICS OF EMPLOYMENT 2014 TO 2021



Source: Characteristics of Employment 2014 to 2021 and TableBuilder

4.2 HILDA

100. Nominal growth rates for HILDA hourly wage rates are produced below for all employees, adult employees and non-managerial adult employees. In contrast to the above analysis, General Retail Industry growth rates are compared to Other (Non-General Retail) Industries rather than Total (All) Industries. As with the Characteristics of Employment estimates, nominal growth rates for General Retail Industry employees outpaces that for Other Industries, with growth of approximately 45% from 2010 to 2020 for all employees in General Retail Industry compared to 35% for Other Industries. Growth in General Retail Industry wage rates is also greater for adults and non-managerial adults but by a smaller margin. The gap is not consistent over time, with the higher growth rate emerging from 2014 onward.

101. As with the COE data, the discrepancy in growth rates is easily explained from a statistical point of view. As displayed in Figure 4.12, the absolute difference between General Retail Industry and Other Industry wage rates of approximately \$10 per hour is maintained over the period of analysis. However, this results in a higher rate of growth for the variable with the lower denominator (ie. General Retail).

FIGURE 4.9 GROWTH IN NOMINAL HOURLY WAGE RATES ALL EMPLOYEES, HILDA 2010 TO 2020

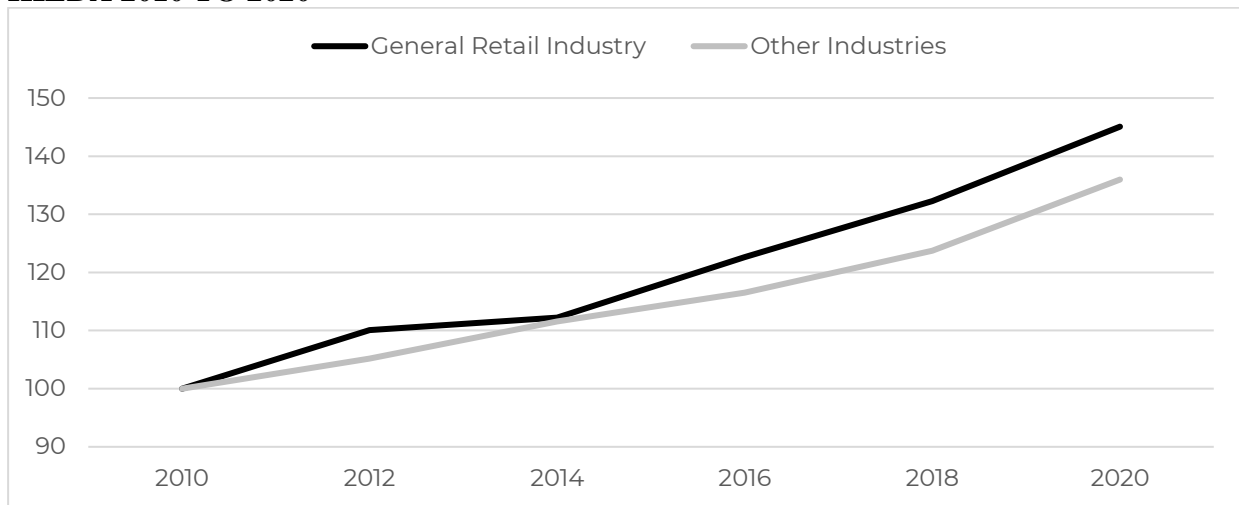


FIGURE 4.10 GROWTH IN NOMINAL HOURLY WAGE RATES FOR ADULT EMPLOYEES, HILDA 2010 TO 2020

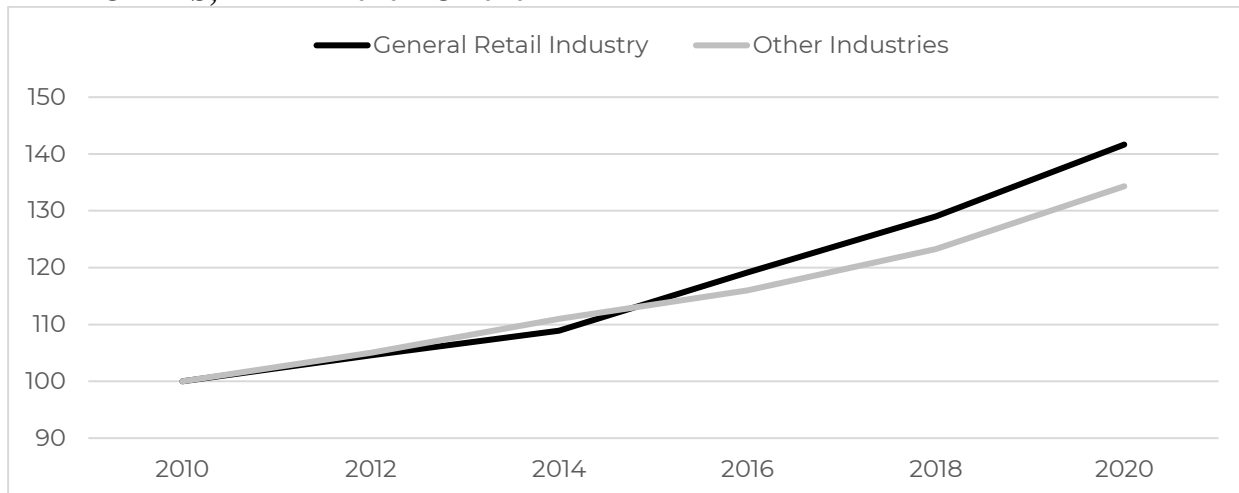


FIGURE 4.11 GROWTH IN NOMINAL HOURLY WAGE RATES FOR NON-MANAGERIAL ADULT EMPLOYEES, HILDA 2010 TO 2020

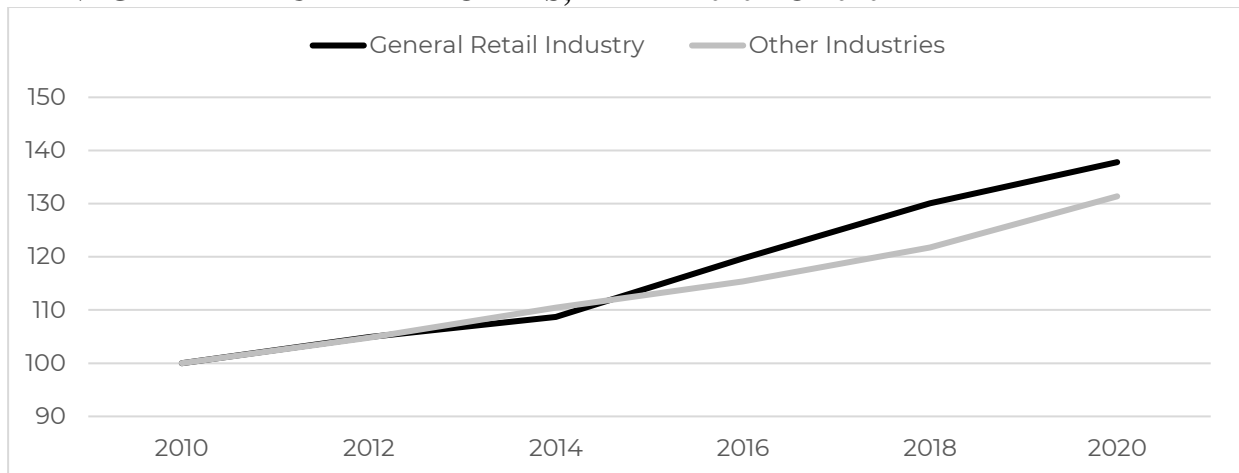
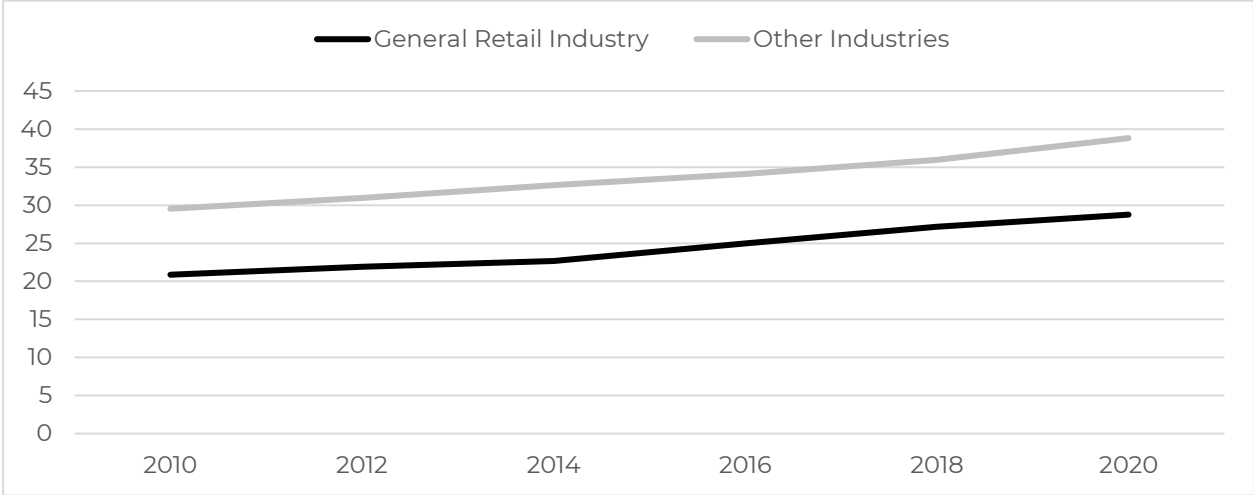


FIGURE 4.12 HOURLY WAGE RATES FOR NON-MANAGERIAL ADULT EMPLOYEES (\$ PER HOUR), HILDA 2010 TO 2020



Source: HILDA waves 10 to 20.

4.3 Average Weekly Wages

102. The growth rates for average weekly wages for total earnings, full-time adult ordinary and total earnings are reported for the Retail Trade ANZSIC Division and Total (All) Industries in Figures 4.13 to 4.15. In contrast to the findings from COE and HILDA, AWE estimates show that growth in Retail Trade earnings have not kept up with those at the Total Industry level.

FIGURE 4.13 GROWTH IN NOMINAL TOTAL EARNINGS FOR ALL EMPLOYEES, AVERAGE WEEKLY EARNINGS NOV 1994 TO NOV 2021

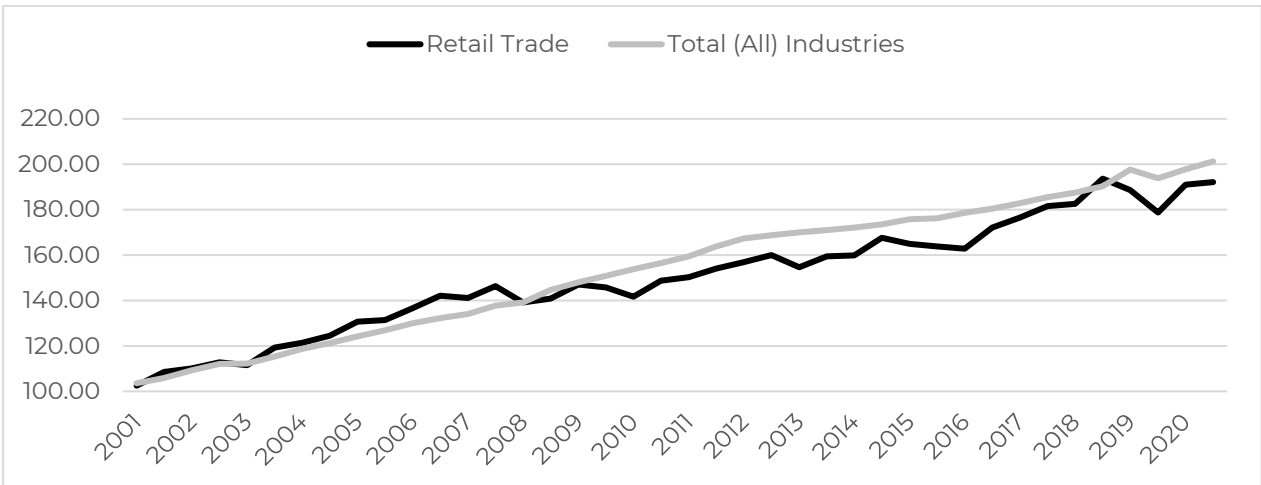


FIGURE 4.14 GROWTH IN NOMINAL TOTAL EARNINGS FOR FULL-TIME ADULT ORDINARY EARNINGS, AVERAGE WEEKLY EARNINGS NOV 1994 TO NOV 2021

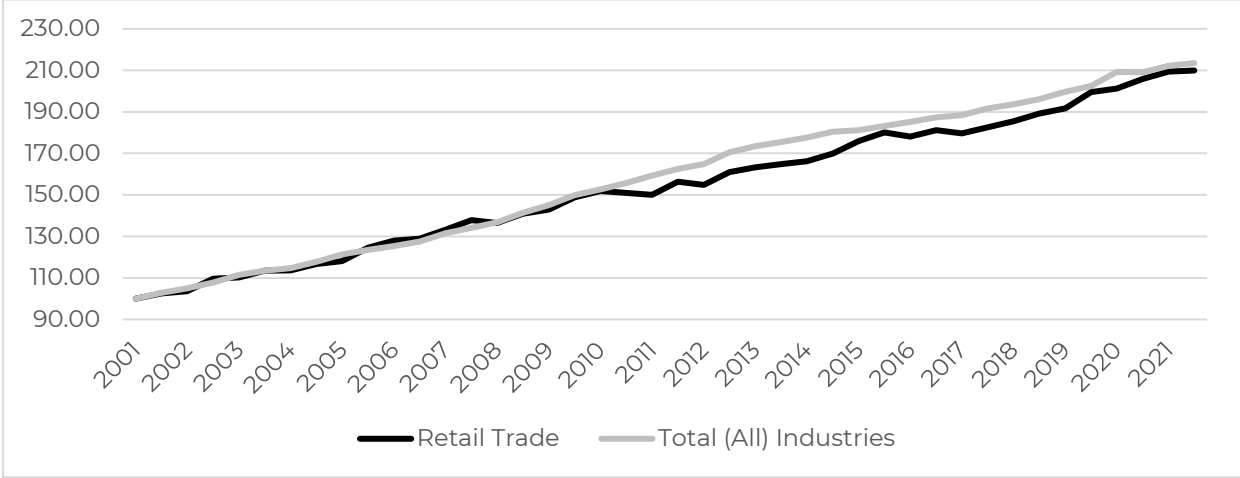
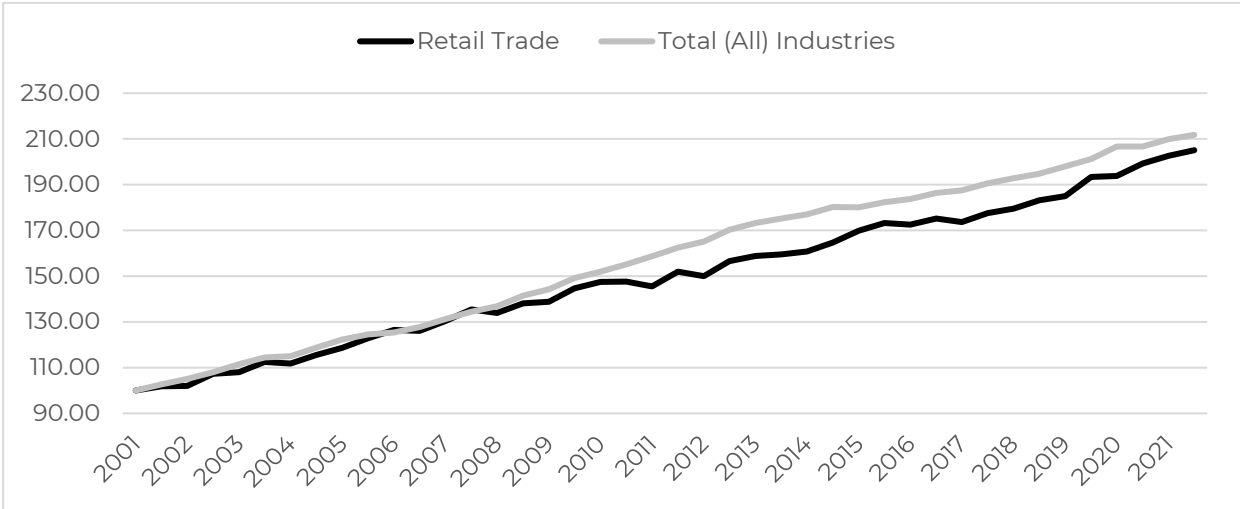


FIGURE 4.15 GROWTH IN NOMINAL TOTAL EARNINGS FOR FULL-TIME ADULT TOTAL EARNINGS, AVERAGE WEEKLY EARNINGS NOV 1994 TO NOV 2021



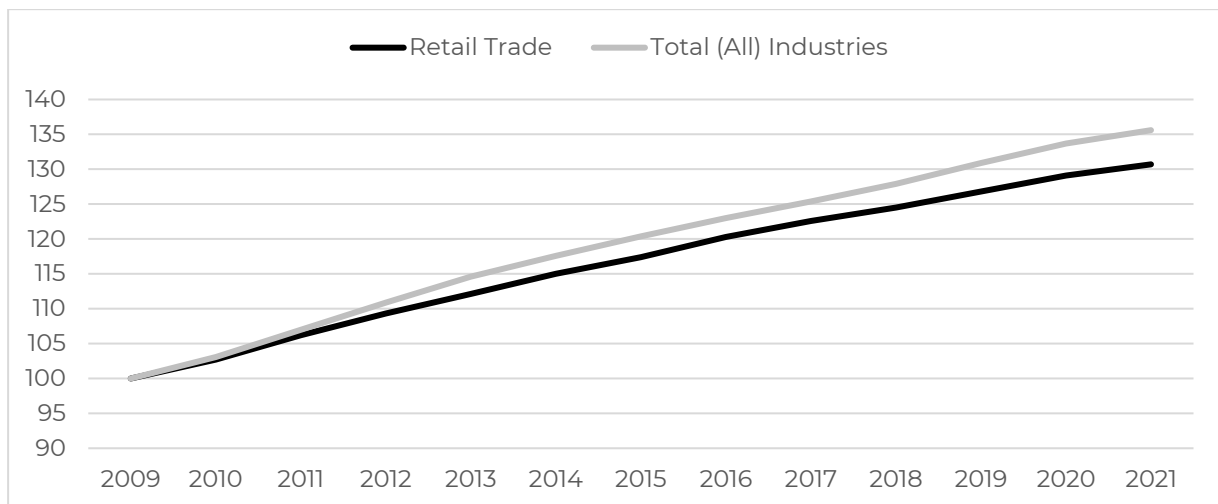
Source: Average Weekly Earnings Table 10

4.4 Wage Price Index (WPI)

103. According to the ABS, the Wage Price Index measures changes in the price of labour, unaffected by compositional shifts in the labour force, hours worked or employee characteristics. A time series is available from 1998 to 2021, however, wage growth analysis is presented only from 2009 to 2021 in Figure 4.16. Similar to the AWE data, greater growth in Total Industry wages compared to Retail Trade wages over time can be observed.

According to Figure 4.16 there is a widening gap emerging over time between the two time series.

FIGURE 4.16 GROWTH IN ORDINARY TIME HOURLY RATES OF PAY EXCLUDING BONUSES FOR PRIVATE AND PUBLIC BUSINESSES, WAGE PRICE INDEX 2009 TO 2021



Source: Wage Price Index, Table 9a

4.5 Summary

104. Estimates presented in this section indicated conflicting trends for General Retail Industry and Total (or Other) Industry earnings growth over time. Both COE and HILDA estimates calculated manually from microdata indicated that General Retail Industry nominal wage growth had outpaced that of Total or Other Industry wage growth, particularly from 2014 to present.

105. Further analysis of COE and HILDA sources revealed the source of the growth rate imbalance to be explained by the properties of the growth rate formula, rather than representing any narrowing of the absolute gap between hourly wage rates in the General Retail Industry and Other Industries.

106. In contrast, results from both AWE and WPI indicated the opposite pattern. That is that wage growth for Retail Trade had not maintained the same growth rate as that for Total (All) Industries.

107. The findings here are in contrast to those from the Watson Report which found consistent evidence of a widening gap between General Retail and Other Industries, with wage growth relatively sluggish in retail compared to Other Industries, particularly after the global financial crisis in the late 2000's.

108. The use of Retail Trade ANZSIC Division in AWE and WPI rather than the General Retail Industry in COE and HILDA is unlikely to offer the explanation of these divergent trends in the present report as the many previous estimates of earnings presented in Tables A3.1 to A3.16 showed consistent patterns between Retail Trade and the General Retail Industry. The other notable difference between COE / HILDA and AWE / WPI is that the former are sourced from employees and the latter from employers. It should be noted that employment data is generally seen as more accurate when sourced from employers rather than employees (Mellow and Sider 1983, Wilkins and Wooden 2011).

5. LOW PAID WORKERS IN THE GENERAL RETAIL INDUSTRY

109. The methodology used in the Watson Report for measuring the prevalence of low pay was appropriate and has been used in the present report. The low paid population is defined as those receiving at most:

- a. the national minimum wage
- b. two thirds of the median wage; or
- c. the lowest earnings quintile

110. Various estimates are presented for all employees, adult employees, full-time employees, adult full-time employees and non-managerial full-time adult employees. The estimates for all employees and adult employees were derived from hourly pay rates, with the full-time estimates derived from weekly earnings. Estimates from the General Retail Industry are compared with those from Other Industries (ie. Total Industry excluding the General Retail Industry). The use of HILDA is necessary for this analysis as access to specific percentiles only available from unit record data.

111. Estimates from the Watson Report relating to 2013 are compared with those from 2019 and 2020 in Table 5.1. The overall conclusion is that the prevalence of low paid in the General Retail Industry has been persistent from 2013 to the present. While there is some moderate volatility between specific categories, and a small decline in low pay prevalence between 2019 and 2020, it is unambiguous finding that employees with the General Retail Industry display much higher propensities for low paid employment than those in Other Industries.

112. Using the median and quintile definitions, over 40% of the General Retail Industry employees are routinely classified as low paid. When comparing equivalent categories it is common to see more than twice the proportion of General Retail Industry employees classified as low paid compared to Other Industries.

TABLE 5.1 PREVALENCE OF LOW PAY, HILDA 2013, 2019 AND 2020

	<i>General Retail Industry</i>			<i>Other Industries</i>		
	<i>NMW</i>	<i>2/3 median</i>	<i>Lowest quintile</i>	<i>NMW</i>	<i>2/3 median</i>	<i>Lowest quintile</i>
Watson 2013						
All employees	23	28	36	12	15	18
Adult	10	21	38	8	13	19
Full-time	15	36	44	6	17	19
Adult Full-time	12	39	46	4	16	19
Non-managerial Adult Full-time	15	35	50	5	14	20
2019						
All employees	23.0	31.4	41.1	10.0	13.0	17.8
Adult	12.1	18.7	28.2	6.5	9.1	13.7
Full-time	13.6	44.1	50.7	5.8	17.2	19.3
Adult Full-time	11.1	40.7	47.9	4.4	15.2	17.3
Non-managerial Adult Full-time	13.8	48.2	55.9	4.7	17.0	19.5
2020						
All employees	21.0	32.0	42.2	9.0	13.6	17.4
Adult	11.6	21.2	31.6	5.9	10.1	13.7
Full-time	10.1	37.1	45.1	6.4	16.1	20.0
Adult Full-time	9.0	35.3	43.5	5.1	14.4	18.2
Non-managerial Adult Full-time	10.0	40.5	50.2	5.7	16.3	20.6

6. HOUSEHOLD SITUATION OF THE GENERAL RETAIL INDUSTRY WORKFORCE

113. One of the instructions for this report was to focus on the household situation of the General Retail Industry workforce, or Section 6 of the Watson Report. There has obviously been much contextual information and analysis leading to this point. The rationale for the household analysis is twofold. First, rather than considering earnings to be purely an individual pursuit, it is necessary to consider the individual's contribution to a larger collective unit. Secondly, the estimates presented in this section provide insights into the outcomes these earnings estimates for households in terms of their impact on economic wellbeing.

114. Consistent with the Watson Report, the household situation of adults (> 20 years) with a main job in the General Retail Industry is the focus of this analysis, removing the potential influence of dependent students. HILDA is again the data source used. The same variables as the Watson Report are analysed and displayed for comparison purposes. However, rather than restrict the household analysis solely to these variables, further analysis has been pursued on topics related to households' home ownership status, financial wellbeing, and the effects of COVID labour market disruptions on income and financial health.

6.1 Household Income

115. It is submitted to be established that individual General Retail Industry employees' earnings are less than those in Other Industries. However, this may not be a significant economic issue if the household's collective earnings are healthy. Table 6.1 presents annual household income estimates for General Retail Industry adult employees. The mean household income for a household with at least one General Retail Industry employee is less than 90% of the income of households with employees from Other Industries.

116. When compared to Other Industries, mean household income for General Retail Industry employees declined by 3 to 5 percentage points from 2013 to 2019, and by 9 to 11 percentage points for median household income. The difference between mean household income in 2013 and 2020 was not as large, although median income ratios declined by 6 to 8 percentage points.

TABLE 6.1 SOURCES OF ANNUAL HOUSEHOLD INCOME, HILDA 2013, 2019, AND 2020

	<i>General Retail Industry</i>		<i>Other Industries</i>		<i>Mean ratio</i>	<i>Median ratio</i>
	<i>Mean</i>	<i>Median</i>	<i>Mean</i>	<i>Median</i>		
Watson 2013						
Wage and salary income	\$92,411	\$85,000	\$111,056	\$96,247	83	88
Government Transfers	\$7,591	\$1,312	\$6,135	0	124	
Gross Regular income	\$110,404	\$98,000	\$128,201	\$111,000	86	88
Disposable Regular Income	\$92,975	\$84,252	\$102,957	\$92,210	90	91
2019						
Wage and salary income	\$117,521	\$101,000	\$146,572	\$132,000	80	77
Government Transfers	\$5,876	0	\$5,052	0	116	
Gross Regular income	\$132,854	\$113,686	\$163,703	\$143,072	81	79
Disposable Regular Income	\$110,466	\$96,650	\$129,850	\$117,814	85	82
2020						
Wage and salary income	\$128,189	\$112,000	\$152,468	\$140,000	84	80
Government Transfers	\$6,512	0	\$5,779	0	113	
Gross Regular income	\$147,220	\$124,172	\$170,944	\$152,105	86	82
Disposable Regular Income	\$119,729	\$104,662	\$135,260	\$124,325	89	84

Source: Watson report and HILDA waves 19 and 20

6.2 Non-Discretionary Expenditure

117. Although households containing General Retail Industry employees earned less than 90% of the household income of Other Industry employees, their spending on non-discretionary items is generally over 90% of the corresponding expenditure of Other Industries employee households. Particularly in 2020 one observes identical expenditure levels on groceries, utilities, fuel and telephone and internet for General Retail Industry and Other Industry employee households. In other words, they have the same needs regardless of income. This finding is consistent with that from the Watson Report.

118. However, a new finding from the present report is the decrease in relative expenditure of General Retail employees on mortgages, decreasing from 89% in 2013 to 74 - 78% of the levels spent by Other Industry households. This trend is explained with reference to the corresponding rental expenditure. Indeed, the only expenditure category where General Retail Industry employees spend more than their Other Industry counterparts is on rent, which has gradually increased from 92% in 2013 to 102% in 2019 and 105% in 2020.

TABLE 6.2 ANNUAL SOURCES OF NON-DISCRETIONARY EXPENDITURE, HILDA 2013, 2019, AND 2020

	<i>General Retail Industry</i>		<i>Other Industries</i>		<i>Mean ratio</i>	<i>Median ratio</i>
	<i>Mean</i>	<i>Median</i>	<i>Mean</i>	<i>Median</i>		
Watson 2013						
Mortgage	\$13,825	\$13,020	\$15,607	\$14,400	89	90
Rent	\$16,041	\$15,384	\$17,355	\$16,680	92	92
Groceries	\$96,621	\$8,343	\$10,339	\$9,907	93	84
Utilities	\$1,812	\$1,500	\$1,892	\$1,600	96	94
Public Transport	\$502	0	\$650	0	77	0
Motor Vehicle Fuel	\$2,539	\$2,160	\$2,546	\$2,040	100	106
Telephone and Internet	\$1,958	\$1,440	\$1,973	\$1,500	99	96
Clothing for Women	\$939	\$600	\$927	\$600	101	100
Clothing for Men	\$583	\$360	\$589	\$360	99	100
Clothing for Children	\$525	0	\$468	0	112	0
2019						
Mortgage	\$15,143	\$15,648	\$20,475	\$19,680	74	80
Rent	\$19,473	\$19,296	\$19,185	\$18,600	102	104
Groceries	\$10,045	\$9,777	\$10,937	\$10,428	92	94
Utilities	\$1,845	\$1,500	\$2,013	\$1,650	92	91
Public Transport	\$725	0	\$906	0	80	
Motor Vehicle Fuel	\$2,352	\$1,920	\$2,592	\$2,160	91	89
Telephone and Internet	\$2,248	\$1,560	\$2,353	\$1,710	96	91
Clothing for Women	\$854	\$600	\$959	\$600	89	100
Clothing for Men	\$453	\$241	\$606	\$420	75	57
Clothing for Children	\$355	0	\$471	0	75	
2020						
Mortgage	\$14,962	\$14,076	\$19,140	\$18,252	78	77
Rent	\$21,369	\$20,340	\$20,436	\$19,812	105	103
Groceries	\$11,104	\$10,428	\$11,671	\$10,428	95	100
Utilities	\$1,905	\$1,600	\$1,917	\$1,600	99	100
Public Transport	\$614	0	\$664	0	92	
Motor Vehicle Fuel	\$2,316	\$1,800	\$2,377	\$1,800	97	100
Telephone and Internet	\$2,622	\$1,800	\$2,308	\$1,800	114	100
Clothing for Women	\$875	\$600	\$924	\$600	95	100
Clothing for Men	\$576	\$300	\$650	\$350	89	86
Clothing for Children	\$297	0	\$431	0	69	

Source: Watson report and HILDA waves 19 and 20

6.3 Discretionary Expenditure

119. While there may be a grey area between what constitutes discretionary vs non-discretionary expenditure, the main observation from Table 6.3 is that relatively less income is spent by General Retail Industry employees compared to Other Industry employees on non-discretionary items, except for medicine (and cigarettes). This finding is consistent with that from the Watson Report.

TABLE 6.3 ANNUAL SOURCES OF DISCRETIONARY EXPENDITURE, HILDA 2013, 2019, AND 2020

	<i>General Retail Industry</i>		<i>Other Industries</i>		<i>Mean ratio</i>	<i>Median ratio</i>
	<i>Mean</i>	<i>Median</i>	<i>Mean</i>	<i>Median</i>		
Watson 2013						
Meals Eaten Out	\$2,666	\$2,607	\$3,412	\$2,607	78	100
Alcohol	\$1,350	\$782	\$1,613	\$1,043	84	75
Cigarettes	\$764	0	\$714	0	107	0
Doctor Fees	\$695	\$300	\$1,034	\$500	67	60
Medicines	\$480	\$200	\$438	\$206	110	97
Health Insurance	\$1,179	\$368	\$1,372	\$960	86	38
Other Insurance	\$1,608	\$1,250	\$1,712	\$1,400	94	89
Education Fees	\$818	0	\$1,731	0	47	0
Home Repairs, Renovations	\$2,103	\$300	\$3,262	\$400	64	75
Car Repairs, Maintenance	\$868	\$650	\$1,050	\$750	83	87
2019						
Meals Eaten Out	\$3,323	\$2,607	\$4,199	\$3,129	79	83
Alcohol	\$1,564	\$1,043	\$1,715	\$1,043	91	100
Cigarettes	\$1,023	0	\$793	0	129	
Doctor Fees	\$840	\$300	\$1,001	\$500	84	60
Medicines	\$439	\$200	\$152	\$250	289	80
Health Insurance	\$1,369	\$90	\$1,802	\$1,170	76	8
Other Insurance	\$1,759	\$1,200	\$2,058	\$1,600	85	75
Education Fees	\$1,394	0	\$2,253	0	62	
Home Repairs, Renovations	\$1,882	\$200	\$4,103	\$500	46	40
Car Repairs, Maintenance	\$937	\$650	\$1,112	\$800	84	81
2020						
Meals Eaten Out	\$3,326	\$2,607	\$3,804	\$3,128	87	83
Alcohol	\$1,907	\$1,304	\$1,878	\$1,303	102	100
Cigarettes	\$1,223	0	\$981	0	125	
Doctor Fees	\$725	\$300	\$868	\$400	84	75
Medicines	\$462	\$200	\$450	\$250	103	80
Health Insurance	\$1,603	\$500	\$1,686	\$950	95	53
Other Insurance	\$1,823	\$1,500	\$2,046	\$1,650	89	91

Education Fees	\$1,643	0	\$2,150	0	76	
Home Repairs, Renovations	\$2,410	\$150	\$3,498	\$500	69	30
Car Repairs, Maintenance	\$1,092	\$650	\$1,059	\$750	103	87

Source: Watson report and HILDA waves 19 and 20

6.4 Prosperity

120. Self-assessed prosperity is reported in Table 6.4. In all time periods there is a relatively smaller proportion of General Retail Industry employees reporting that they are very comfortable compared to Other Industry employees. In contrast, a higher proportion of General Retail Industry employees report they are “just getting along”. This finding is consistent with that from the Watson Report.

121. Comparing changes over time, it is apparent that prosperity for General Retail Industry employees declined from 2013 to 2019, before improving in 2020.

TABLE 6.4 SELF-ASSESSED HOUSEHOLD PROSPERITY, HILDA 2013, 2019, AND 2020

	<i>Prosperous</i>	<i>Very Comfortable</i>	<i>Reasonably Comfortable</i>	<i>Just Getting Along</i>	<i>Poor</i>	<i>Very poor</i>
Watson 2013						
General Retail Industry	2	12	47	36	3	0
Other Industries	2	16	54	26	2	1
2019						
General Retail Industry	1	9	51	38	2	0
Other Industries	2	15	56	25	2	0
2020						
General Retail Industry	1	14	60	24	2	0
Other Industries	3	20	56	20	1	0

Source: Watson report and HILDA waves 19 and 20

6.5 Ability To Raise Funds

122. General Retail Industry employees are less likely than Other Industry employees to be able to easily raise funds for emergencies. They are more likely to have to make “some sacrifices”, take “drastic action”, or simply not be able to raise these funds. This finding is consistent with that of the Watson Report and across all three periods reported.

TABLE 6.5 ABILITY TO RAISE FUNDS FOR EMERGENCIES, HILDA 2013, 2019, AND 2020

	<i>Easily</i>	<i>Some Sacrifices</i>	<i>Drastic Action</i>	<i>Could Not</i>
Watson 2013				
General Retail Industry	48	24	11	17
Other Industries	62	22	9	7
2019				
General Retail Industry	49	24	13	14
Other Industries	64	21	7	7
2020				
General Retail Industry	47	26	10	17
Other Industries	63	22	7	7

Source: Watson report and HILDA waves 19 and 20

6.6 Financial Hardship

123. A greater proportion of General Retail Industry employees could not pay utilities, could not pay mortgage or rent on time, and asked for help from family, friends or welfare organisations in the past year. This finding is consistent with that from the Watson Report, and was consistent across all three time periods reported.

TABLE 6.6 HOUSEHOLD FINANCIAL HARDSHIP, HILDA 2013, 2019, AND 2020

	<i>Could not pay utilities</i>	<i>Could not pay mortgage / rent on time</i>	<i>Pawned or sold something</i>	<i>Went without meals</i>	<i>Unable to heat home</i>	<i>Asked for financial help friends / family</i>	<i>Asked for help from welfare / community organisation</i>
Watson 2013							
General Retail Industry	18	8	4	2	2	16	2
Other Industries	12	6	4	3	2	11	2
2019							
General Retail Industry	10	6	4	3	1	14	2
Other Industries	9	5	4	3	2	11	2
2020							
General Retail Industry	11	7	9	2	1	7	3
Other Industries	9	6	3	2	2	7	2

Source: Watson report and HILDA waves 19 and 20

6.7 Owning, Renting and Income Diversification (NEW ITEM)

124. Following up on the previous findings of a relative decline in mortgage expenditure and increase in rental expenditure, as well as findings of lower household income overall, additional analysis was conducted using other variables available in HILDA.

125. Results in Table 6.7 show that General Retail Industry employees are 10 to 13 percentage points less likely to own their house or be paying off a mortgage, and between 8 and 14 percentage points more likely to be renting, compared to Other Industry employees. Furthermore, the propensity to own fell by 2 percentage points from 59% to 57% between 2019 and 2020, while the propensity to rent increased by 4 percentage points from 38 to 42%. In addition, if servicing a mortgage, General Retail Industry employees are less likely to be paying off ahead of schedule by 5 to 8 percentage points.

126. Other results show that General Retail Industry employees' income diversification is lower than Other Industry employees. Fewer employees in the General Retail Industry receive income from dividend or rent sources.

TABLE 6.7 OWNING, RENTING AND INCOME DIVERSIFICATION, HILDA 2013, 2019, AND 2020

	<i>Own / currently paying off mortgage</i>	<i>Rent or pay board</i>	<i>Paying off home load ahead of schedule</i>	<i>Income from Dividends</i>	<i>Income from rent</i>
2019					
General retail Industry	59	38	49	13	8
Other Industries	69	30	57	17	15
2020					
General retail Industry	57	42	53	14	8
Other Industries	70	28	58	16	15

Source: HILDA waves 19 and 20

6.8 Financial Wellbeing (NEW ITEM)

127. Whereas the previous analysis of financial hardship and ability to raise funds may be seen as a “glass half empty”, one can examine other questions in HILDA relating to financial optimism or wellbeing. Table 6.8 shows the responses to the financial wellbeing questions for General Retail Industry employees compared to employees from Other Industries. In response to statements that “I can enjoy life because of the way I'm managing my money”,

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“I could handle a major unexpected expense”, “I feel on top of my day-to-day finances”, “I am comfortable with my current levels of spending relative to the funds I have coming in”, and “I am on track to have enough money to provide for my financial needs in the future”, General Retail Industry employees are more likely to respond negatively (“not at all” or “very little”) and less likely to respond in a positive manner (“very well” or “completely”), compared to employees in Other Industries.

TABLE 6.8 FINANCIAL WELLBEING, HILDA 2020

	<i>Not at all</i>	<i>Very little</i>	<i>Somewhat</i>	<i>Very well</i>	<i>Completely</i>
General Retail Industry					
I can enjoy life because of the way I'm managing my money	2	9	45	35	9
I could handle a major unexpected expense	10	15	38	24	13
I feel on top of my day-to-day finances	3	9	31	44	13
I am comfortable with my current levels of spending relative to the funds I have coming in	4	15	28	43	10
I am on track to have enough money to provide for my financial needs in the future	7	18	33	35	8
Other Industries					
I can enjoy life because of the way I'm managing my money	2	6	44	38	10
I could handle a major unexpected expense	5	11	43	30	11
I feel on top of my day-to-day finances	2	7	24	52	15
I am comfortable with my current levels of spending relative to the funds I have coming in	2	12	22	51	12
I am on track to have enough money to provide for my financial needs in the future	4	12	29	44	11

Source: HILDA wave 20

6.9 COVID- Related Items (NEW ITEM)

128. At times, some inconsistencies between 2019 and 2020 earnings related data within HILDA has been observed. In order to gain insights into how they the findings may be influenced by COVID-era issues that may have disrupted the labour market, a number of COVID variables from the 2020 HILDA survey were analysed. It is apparent that COVID affected General Retail Industry employees more than Other Industry employees.

129. Table 6.9 shows that on one hand, a higher proportion of employees in the General Retail Industry indicated that they received an increased level of income because of COVID, which also coincided with a greater proportion of JobKeeper receipt, compared to Other

Industry employees. On the other hand, a higher proportion of General Retail Industry employees also reported income loss because of COVID, as well as withdrawing money from superannuation and dipping into savings, compared to Other Industry employees.

TABLE 6.8 COVID RELATED VARIABLES, HILDA 2020

	<i>General Retail Industry</i>	<i>Other Industries</i>
Income from paid employment increased because of COVID	16	8
Income from paid employment decreased because of COVID	18	17
Received JobKeeper	25	21
Withdrew money from superannuation because of COVID	12	10
Dipped into savings because of COVID	17	10

Source: Watson report and HILDA waves 19 and 20

6.10 Summary

130. To address the household situation of the General Retail Industry workforce an analysis of household income, expenditure, prosperity, and financial hardship was conducted. Results were generally consistent with those of the Watson Report.

131. Further analyses of home ownership revealed that General Retail Industry employees were both more, and increasingly, likely to be renting in recent times.

132. Finally, General Retail Industry employees' labour market experiences were hit harder by COVID compared to Other Industry employees in both positive and negative ways. General Retail Industry employees were both more likely to be earning increased income as well as needing to dip into savings and superannuation.

I have made all inquiries that I believe are desirable and appropriate (save for any matters identified explicitly in my report) and that no matters of significance that I regard as relevant have, to my knowledge, been withheld from the Commission.

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APPENDIX

**TABLE A3.1 - MEAN AND MEDIAN PERSONAL WEEKLY INCOME OF EMPLOYEES BY INDUSTRY, CENSUS AUSTRALIA
2016**

<i>Industry</i>	<i>Mean</i>			<i>Ratio (%)</i>			<i>Median</i>			<i>Ratio (%)</i>		
	<i>All employees</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>
Agriculture, Forestry and Fishing	\$532	\$995	\$961	157	76	78	\$516	\$868	\$839	196	79	82
Mining	\$1,028	\$2,396	\$2,381	303	183	193	\$906	\$2,217	\$2,203	344	203	215
Manufacturing	\$451	\$1,341	\$1,296	133	103	105	\$436	\$1,123	\$1,088	165	103	106
Electricity, Gas, Water and Waste Services	\$681	\$1,838	\$1,820	201	141	148	\$648	\$1,624	\$1,610	246	149	157
Construction	\$574	\$1,434	\$1,361	169	110	110	\$529	\$1,219	\$1,161	201	112	113
Wholesale Trade	\$462	\$1,413	\$1,379	136	108	112	\$452	\$1,154	\$1,129	171	106	110
Retail Trade	\$259	\$883	\$763	76	68	62	\$194	\$745	\$655	74	68	64
General Retail Industry	\$250	\$839	\$716	74	64	58	\$186	\$718	\$615	71	66	60
Food Retailing	\$237	\$804	\$665	70	62	54	\$175	\$689	\$565	66	63	55
Other store-based	\$261	\$856	\$745	77	66	60	\$196	\$733	\$646	74	67	63
Non-store Retailing	\$417	\$1,218	\$1,170	123	93	95	\$397	\$981	\$1,159	151	90	113
Accommodation and Food Services	\$231	\$756	\$591	68	58	48	\$150	\$674	\$543	57	62	53
Transport, Postal and Warehousing	\$548	\$1,355	\$1,337	161	104	108	\$525	\$1,148	\$1,134	199	105	110
Information Media and Telecommunications	\$335	\$1,694	\$1,621	99	130	132	\$226	\$1,455	\$1,395	86	133	136
Financial and Insurance Services	\$606	\$1,822	\$1,804	179	139	146	\$585	\$1,505	\$1,489	222	138	145
Rental, Hiring and Real Estate Services	\$473	\$1,351	\$1,311	139	103	106	\$466	\$1,094	\$1,059	177	100	103
Professional, Scientific and Technical Services	\$461	\$1,677	\$1,648	136	128	134	\$423	\$1,423	\$1,398	160	130	136
Administrative and Support Services	\$465	\$1,022	\$998	137	78	81	\$443	\$851	\$829	168	78	81
Public Administration and Safety	\$710	\$1,577	\$1,562	209	121	127	\$704	\$1,370	\$1,363	267	125	133
Education and Training	\$277	\$1,300	\$1,268	82	99	103	\$189	\$1,203	\$1,173	72	110	114
Health Care and Social Assistance	\$451	\$1,151	\$1,132	133	88	92	\$410	\$972	\$956	155	89	93
Arts and Recreation Services	\$255	\$1,077	\$950	75	82	77	\$143	\$913	\$795	54	84	77
Other Services	\$441	\$1,028	\$976	130	79	79	\$436	\$894	\$844	165	82	82

All industries	\$339	\$1,307	\$1,233	100	100	100	\$264	\$1,093	\$1,026	100	100	100
<i>Full-time employees</i>												
Agriculture, Forestry and Fishing	\$693	\$1,131	\$1,106	105	73	72	\$664	\$978	\$958	109	76	75
Mining	\$1,076	\$2,404	\$2,423	164	154	158	\$970	\$4,314	\$4,031	159	334	316
Manufacturing	\$650	\$1,427	\$1,420	99	92	93	\$630	\$1,178	\$1,153	103	91	91
Electricity, Gas, Water and Waste Services	\$760	\$1,896	\$1,902	116	122	124	\$743	\$1,916	\$1,862	122	148	146
Construction	\$610	\$1,510	\$1,459	93	97	95	\$497	\$1,326	\$1,251	81	103	98
Wholesale Trade	\$687	\$1,525	\$1,524	105	98	100	\$676	\$1,218	\$1,199	110	94	94
Retail Trade	\$617	\$1,167	\$1,156	94	75	76	\$599	\$979	\$958	98	76	75
General Retail Industry	\$636	\$1,150	\$1,126	97	74	74	\$615	\$958	\$943	101	74	74
Food Retailing	\$635	\$1,135	\$1,111	97	73	73	\$610	\$1,632	\$1,450	100	127	114
Other store-based	\$637	\$1,153	\$1,130	97	74	74	\$617	\$958	\$943	101	74	74
Non-store Retailing	\$645	\$1,419	\$1,396	98	91	91	\$653	\$1,165	\$1,148	107	90	90
Accommodation and Food Services	\$609	\$1,043	\$1,023	93	67	67	\$600	\$950	\$922	98	74	72
Transport, Postal and Warehousing	\$753	\$1,481	\$1,490	115	95	97	\$741	\$1,268	\$1,250	121	98	98
Information Media and Telecommunications	\$752	\$1,847	\$1,848	114	119	121	\$723	\$1,625	\$1,589	118	126	125
Financial and Insurance Services	\$769	\$1,978	\$1,986	117	127	130	\$762	\$1,727	\$1,694	125	134	133
Rental, Hiring and Real Estate Services	\$659	\$1,497	\$1,489	100	96	97	\$652	\$1,185	\$1,159	107	92	91
Professional, Scientific and Technical Services	\$682	\$1,860	\$1,862	104	119	122	\$660	\$1,666	\$1,634	108	129	128
Administrative and Support Services	\$672	\$1,285	\$1,282	102	83	84	\$658	\$1,071	\$1,053	108	83	83
Public Administration and Safety	\$847	\$1,698	\$1,701	129	109	111	\$815	\$2,016	\$1,954	133	156	153
Education and Training	\$618	\$1,620	\$1,627	94	104	106	\$609	\$1,789	\$1,761	100	139	138
Health Care and Social Assistance	\$683	\$1,434	\$1,439	104	92	94	\$672	\$1,245	\$1,226	110	97	96
Arts and Recreation Services	\$701	\$1,386	\$1,380	107	89	90	\$633	\$1,197	\$1,172	104	93	92
Other Services	\$546	\$1,208	\$1,170	83	78	76	\$376	\$1,057	\$1,012	61	82	79
All industries	\$657	\$1,557	\$1,530	100	100	100	\$612	\$1,290	\$1,274	100	100	100
<i>Non-managerial full-time employees</i>												
Agriculture, Forestry and Fishing	\$693	\$1,045	\$1,022	106	72	71	\$665	\$935	\$915	110	75	75
Mining	\$1,100	\$2,344	\$2,330	168	160	162	\$955	\$2,169	\$2,155	158	174	175

Manufacturing	\$658	\$1,312	\$1,289	100	90	90	\$623	\$1,134	\$1,115	103	91	91
Electricity, Gas, Water and Waste Services	\$781	\$1,781	\$1,765	119	122	123	\$732	\$1,597	\$1,584	121	128	129
Construction	\$621	\$1,441	\$1,369	95	99	95	\$561	\$1,247	\$1,194	93	100	97
Wholesale Trade	\$697	\$1,372	\$1,356	106	94	95	\$668	\$1,156	\$1,143	110	92	93
Retail Trade	\$615	\$1,082	\$1,056	94	74	74	\$593	\$929	\$1,588	98	74	129
General Retail Industry	\$619	\$1,050	\$1,026	95	72	72	\$602	\$912	\$895	99	73	73
Food Retailing	\$622	\$1,020	\$998	95	70	70	\$601	\$901	\$884	99	72	72
Other store-based	\$617	\$1,064	\$1,039	94	73	72	\$602	\$917	\$899	99	73	73
Non-store Retailing	\$653	\$1,233	\$1,212	100	84	84	\$660	\$1,072	\$1,052	109	86	86
Accommodation and Food Services	\$599	\$965	\$934	92	66	65	\$579	\$896	\$870	96	72	71
Transport, Postal and Warehousing	\$769	\$1,411	\$1,401	117	97	98	\$735	\$1,216	\$1,208	121	97	98
Information Media and Telecommunications	\$744	\$1,721	\$1,704	114	118	119	\$714	\$1,835	\$1,748	118	147	142
Financial and Insurance Services	\$786	\$1,837	\$1,825	120	126	127	\$754	\$1,524	\$1,513	124	122	123
Rental, Hiring and Real Estate Services	\$671	\$1,413	\$1,387	102	97	97	\$643	\$1,153	\$1,132	106	92	92
Professional, Scientific and Technical Services	\$691	\$1,760	\$1,745	105	120	122	\$652	\$1,500	\$1,488	107	120	121
Administrative and Support Services	\$677	\$1,185	\$1,169	103	81	81	\$649	\$1,019	\$1,003	107	82	82
Public Administration and Safety	\$861	\$1,602	\$1,591	131	110	111	\$824	\$1,481	\$1,472	136	118	120
Education and Training	\$627	\$1,561	\$1,553	96	107	108	\$596	\$1,506	\$1,500	98	121	122
Health Care and Social Assistance	\$692	\$1,402	\$1,390	106	96	97	\$665	\$1,210	\$1,200	110	97	98
Arts and Recreation Services	\$707	\$1,282	\$1,259	108	88	88	\$617	\$1,129	\$1,111	102	90	90
Other Services	\$556	\$1,141	\$1,090	85	78	76	\$504	\$1,022	\$977	83	82	80
All industries	\$655	\$1,461	\$1,434	100	100	100	\$606	\$1,250	\$1,228	100	100	100

Source: Census, ABS (2016)

TABLE A3.2 – MEAN AND MEDIAN HOURLY WAGE OF EMPLOYEES’ MAIN JOB BY INDUSTRY, CHARACTERISTICS OF EMPLOYMENT AUSTRALIA 2019

<i>Industry</i>	<i>All employees</i>	<i>Mean</i>			<i>Ratio (%)</i>			<i>Median</i>			<i>Ratio (%)</i>		
		<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>
Agriculture, Forestry and Fishing		\$18.61	\$34.73	\$33.69	84	81	82	\$20.00	\$28.71	\$27.72	104	84	85
Mining		\$36.02	\$58.01	\$57.76	162	135	140	0	\$50.00	\$50.00	0	147	154
Manufacturing		\$19.39	\$39.18	\$37.91	87	91	92	\$18.58	\$31.42	\$30.23	97	92	93
Electricity, Gas, Water and Waste Services		\$21.17	\$49.64	\$49.24	95	116	119	0	\$42.65	\$42.46	0	125	131
Construction		\$21.47	\$40.14	\$38.47	97	93	93	\$19.20	\$33.64	\$32.02	100	99	99
Wholesale Trade		\$20.76	\$40.66	\$39.65	93	95	96	\$16.92	\$31.09	\$30.50	88	91	94
Retail Trade		\$24.07	\$32.30	\$30.57	108	75	74	\$18.75	\$26.62	\$25.00	98	78	77
General Retail Industry		\$24.51	\$32.41	\$30.41	110	75	74	\$18.89	\$26.53	\$25.00	98	78	77
Food Retailing		\$18.63	\$29.20	\$26.31	84	68	64	\$18.00	\$25.66	\$24.00	94	75	74
Other store-based		\$29.16	\$33.49	\$32.67	131	78	79	\$20.00	\$26.67	\$25.84	104	78	80
Non-store Retailing		\$8.48*	\$54.70	\$54.45	38	127	132	0	\$30.16	\$35.82*	0	88	110
Accommodation and Food Services		\$18.47	\$28.28	\$24.78	83	66	60	\$17.83	\$25.63	\$23.50	93	75	72
Transport, Postal and Warehousing		\$21.63	\$40.88	\$40.28	97	95	98	\$22.23	\$33.13	\$32.75	116	97	101
Information Media and Telecommunications		\$17.63	\$47.13	\$45.96	79	110	111	0	\$39.03	\$36.98	0	114	114
Financial and Insurance Services		\$26.02	\$58.32	\$57.66	117	136	140	0	\$45.41	\$43.81	0	133	135
Rental, Hiring and Real Estate Services		\$21.94	\$41.74	\$41.25	99	97	100	0	\$31.56	\$31.56	0	93	97
Professional, Scientific and Technical Services		\$20.74	\$52.00	\$51.50	93	121	125	\$19.62	\$42.20	\$41.67	102	124	128
Administrative and Support Services		\$23.25	\$35.25	\$34.85	105	82	84	\$27.00	\$28.95	\$28.62	140	85	88
Public Administration and Safety		\$26.95	\$50.03	\$49.80	121	116	121	0	\$42.11	\$42.11	0	123	130
Education and Training		\$42.13	\$48.92	\$48.55	190	114	118	\$22.74	\$42.05	\$41.28	118	123	127
Health Care and Social Assistance		\$22.85	\$42.02	\$41.52	103	98	101	\$21.98	\$34.13	\$33.33	114	100	103
Arts and Recreation Services		\$26.58	\$42.41	\$41.56	120	99	101	\$21.86	\$31.32	\$30.00	114	92	92

Other Services	\$20.72	\$34.72	\$33.56	93	81	81	\$16.30	\$30.00	\$28.13	85	88	87
All industries	\$22.22	\$42.95	\$41.28	100	100	100	\$19.22	\$34.10	\$32.50	100	100	100
<i>Non-managerial employees</i>												
Agriculture, Forestry and Fishing	\$18.61	\$33.60	\$32.36	84	82	82	\$20.00	\$27.02	\$25.49	104	81	81
Mining	\$36.02*	\$56.11	\$56.02	163	136	142	0	\$48.94	\$48.62	0	148	154
Manufacturing	\$19.39	\$36.35	\$35.10	88	88	89	\$18.58	\$30.00	\$29.00	97	90	92
Electricity, Gas, Water and Waste Services	\$21.17*	\$47.52	\$47.10	96	115	119	0	\$41.11	\$40.50	0	124	128
Construction	\$21.53	\$38.18	\$36.54	97	93	92	\$19.11	\$32.45	\$30.97	100	98	98
Wholesale Trade	\$18.93	\$36.97	\$36.09	86	90	91	\$22.01	\$30.00	\$29.06	115	90	92
Retail Trade	\$24.00	\$31.03	\$29.31	109	75	74	\$18.75	\$26.14	\$25.00	98	79	79
General Retail Industry	\$22.23	\$34.85	\$29.28	110	75	74	\$18.86	\$26.00	\$25.00	98	78	79
Food Retailing	\$18.63	\$28.65	\$25.74	84	69	65	\$17.50	\$25.00	\$23.69	91	75	75
Other store-based	\$29.31	\$32.11	\$31.20	133	78	79	\$20.00	\$26.25	\$25.00	104	79	79
Non-store Retailing	\$8.48*	\$51.88*	\$49.74*	38	126	126	0	0	0	0	0	0
Accommodation and Food Services	\$18.43	\$27.66	\$24.19	83	67	61	\$17.79	\$25.00	\$22.86	93	75	72
Transport, Postal and Warehousing	\$21.63	\$38.85	\$38.28	98	94	97	\$22.23	\$32.64	\$32.33	116	98	102
Information Media and Telecommunications	\$17.84	\$44.08	\$43.04	81	107	109	0	\$36.38	\$35.73	0	110	113
Financial and Insurance Services	\$25.63	\$55.89	\$55.12	116	136	139	0	\$41.66	\$40.67	0	126	129
Rental, Hiring and Real Estate Services	\$21.94	\$39.98	\$39.37	99	97	99	0	\$30.88	\$30.54	0	93	97
Professional, Scientific and Technical Services	\$20.74	\$49.90	\$49.08	94	121	124	\$19.62	\$40.63	\$40.36	102	123	128
Administrative and Support Services	\$23.25	\$33.51	\$33.14	105	81	84	\$27.00	\$28.26	\$27.89	141	85	88
Public Administration and Safety	\$26.95	\$47.93	\$47.66	122	116	120	0	\$41.28	\$40.92	0	124	130
Education and Training	\$42.13	\$47.44	\$47.22	191	115	119	\$22.74	\$40.63	\$40.00	119	123	127
Health Care and Social Assistance	\$22.78	\$41.22	\$40.57	103	100	103	\$22.45	\$33.30	\$32.64	117	100	103
Arts and Recreation Services	\$29.57**	\$37.33	\$35.59	134	91	90	\$21.91	\$30.76	\$29.82	114	93	94
Other Services	\$20.79	\$34.56	\$32.78	94	84	83	\$15.91	\$28.95	\$27.50	83	87	87
All industries	\$22.10	\$41.23	\$39.57	100	100	100	\$19.18	\$33.16	\$31.58	100	100	100

Source: Characteristics of Employment survey, ABS (2019)

(*) Estimate has a relative standard error of 25% to 50% and should be used with caution

(**) Estimate has a relative standard error greater than 50% and is considered too unreliable for general use

TABLE A3.3 – MEAN AND MEDIAN HOURLY WAGE OF EMPLOYEES’ MAIN JOB BY INDUSTRY, CHARACTERISTICS OF EMPLOYMENT AUSTRALIA 2021

<i>Industry</i>	<i>Mean</i>			<i>Ratio (%)</i>			<i>Median</i>			<i>Ratio (%)</i>		
	<i>All employees</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>
Agriculture, Forestry and Fishing	\$21.89	\$35.15	\$34.03	98	74	74	\$20.00	\$28.57	\$27.60	100	76	77
Mining	\$24.03	\$60.94	\$60.89	107	128	133	0	\$54.14	\$52.92	0	144	147
Manufacturing	\$21.93	\$46.05	\$44.61	98	97	98	\$19.36	\$35.00	\$33.95	97	93	94
Electricity, Gas, Water and Waste Services	\$18.43	\$56.14	\$55.63	82	118	122	0	\$46.12	\$45.56	0	123	127
Construction	\$20.52	\$42.94	\$41.05	92	90	90	\$19.74	\$36.25	\$34.60	99	97	96
Wholesale Trade	\$21.65	\$45.79	\$44.49	97	96	97	\$20.93	\$35.79	\$35.00	105	95	97
Retail Trade	\$22.34	\$37.04	\$34.05	100	78	74	\$20.00	\$29.21	\$27.78	100	78	77
General Retail Industry	\$22.18	\$37.35	\$33.99	99	78	74	\$20.00	\$29.23	\$27.66	100	78	77
Food Retailing	\$20.85	\$32.90	\$29.59	93	69	65	\$20.00	\$28.13	\$26.41	100	75	73
Other store-based	\$23.21	\$39.77	\$36.61	104	83	80	\$20.82	\$30.00	\$28.55	104	80	79
Non-store Retailing	\$26.21	\$41.91	\$42.75	117	88	93	0	\$31.46	\$32.18	0	84	89
Accommodation and Food Services	\$20.51	\$31.62	\$27.58	92	66	60	\$18.21	\$27.78	\$25.00	91	74	69
Transport, Postal and Warehousing	\$23.05	\$42.71	\$42.14	103	90	92	\$27.37**	\$34.63	\$33.92	137	92	94
Information Media and Telecommunications	\$26.03	\$55.95	\$54.88	116	117	120	0	\$43.09	\$42.88	0	115	119
Financial and Insurance Services	\$32.33	\$61.34	\$61.06	144	129	133	0	\$50.00	\$50.00	0	133	139
Rental, Hiring and Real Estate Services	\$15.37	\$53.14	\$52.10	69	111	114	0	\$40.22	\$39.44	0	107	110
Professional, Scientific and Technical Services	\$28.27	\$56.85	\$56.14	126	119	123	\$24.25	\$47.34	\$46.51	121	126	129
Administrative and Support Services	\$22.61	\$42.29	\$41.28	101	89	90	\$18.67*	\$32.74	\$31.92	93	87	89
Public Administration and Safety	\$32.65	\$55.71	\$55.34	146	117	121	\$35.29	\$46.92	\$46.25	176	125	128
Education and Training	\$26.11	\$53.27	\$52.23	117	112	114	\$22.05	\$46.15	\$44.78	110	123	124
Health Care and Social Assistance	\$27.25	\$45.15	\$44.67	122	95	98	\$26.66	\$37.37	\$36.84	133	100	102
Arts and Recreation Services	\$21.19	\$43.37	\$40.22	95	91	88	\$20.00	\$35.00	\$31.61	100	93	88

Other Services	\$19.28	\$39.52	\$38.07	86	83	83	\$18.85	\$31.00	30.24	94	83	84
All industries	\$22.38	\$47.69	\$45.74	100	100	100	\$20.00	\$37.50	36.00	100	100	100
<i>Non-managerial employees</i>												
Agriculture, Forestry and Fishing	\$21.57	\$31.63	\$30.51	97	69	70	\$25.05*	\$26.69	\$26.00	125	73	74
Mining	\$24.03	\$57.86	\$57.31	108	127	131	0	\$51.13	\$50.81	0	140	146
Manufacturing	\$21.66	\$41.85	\$40.51	97	92	93	\$18.75	\$33.22	\$32.50	94	91	93
Electricity, Gas, Water and Waste Services	\$18.43	\$52.73	\$52.27	82	116	120	0	\$44.41	\$42.23	0	122	121
Construction	\$20.31	\$40.73	\$38.91	91	89	89	\$19.43	\$35.00	\$33.33	97	96	95
Wholesale Trade	\$21.65	\$43.57	\$42.25	97	96	97	\$21.67	\$34.06	\$33.31	108	93	95
Retail Trade	\$22.39	\$34.69	\$31.82	100	76	73	\$20.00	\$28.33	\$26.90	100	78	77
General Retail Industry	\$24.39	\$31.07	\$31.75	109	68	73	\$20.00	\$28.21	\$26.67	100	77	76
Food Retailing	\$20.89	\$30.89	\$27.94	93	68	64	\$20.00	\$27.07	\$25.79	100	74	74
Other store-based	\$23.29	\$36.83	\$34.00	104	81	78	\$20.48	\$28.59	\$27.27	102	78	78
Non-store Retailing	\$26.21	\$44.75	\$42.06	117	98	96	0	\$48.80**	\$37.68	0	134	108
Accommodation and Food Services	\$20.43	\$30.05	\$26.18	91	66	60	\$18.21	\$27.18	\$25.00	91	75	72
Transport, Postal and Warehousing	\$23.05	\$41.24	\$40.68	103	90	93	\$27.37**	\$33.33	\$33.03	137	91	95
Information Media and Telecommunications	\$26.03	\$54.13	\$52.98	116	119	121	0	\$41.40	\$40.58	0	114	116
Financial and Insurance Services	\$32.33	\$56.77	\$56.40	145	124	129	0	\$47.83	\$47.23	0	131	135
Rental, Hiring and Real Estate Services	\$15.37*	\$52.61	\$51.23	69	115	117	0	\$40.00	\$39.34	0	110	113
Professional, Scientific and Technical Services	\$28.53	\$55.46	\$54.75	128	122	125	\$24.25	\$45.36	\$44.66	121	124	128
Administrative and Support Services	\$22.61	\$38.38	\$37.40	101	84	86	\$18.67*	\$31.26	\$30.74	93	86	88
Public Administration and Safety	\$32.65	\$52.83	\$52.48	146	116	120	\$35.29	\$44.44	\$43.75	176	122	125
Education and Training	\$26.14	\$52.44	\$51.43	117	115	118	\$20.76	\$45.31	\$43.88	104	124	126
Health Care and Social Assistance	\$27.36	\$44.06	\$43.59	122	97	100	\$26.12	\$36.57	\$36.07	131	100	103
Arts and Recreation Services	\$21.27	\$41.32	\$38.16	95	91	87	\$22.51	\$34.63	\$31.28	113	95	90
Other Services	\$19.28	\$37.11	\$35.79	86	81	82	\$18.85	\$30.44	\$30.00	94	83	86
All industries	\$22.35	\$45.62	\$43.64	100	100	100	\$20.00	\$36.46	\$34.91	100	100	100

Source: Characteristics of Employment survey, ABS (2021)

(*) Estimate has a relative standard error of 25% to 50% and should be used with caution

(**) Estimate has a relative standard error greater than 50% and is considered too unreliable for general use

TABLE A3.4 – MEAN AND MEDIAN WEEKLY EARNINGS IN MAIN JOB BY INDUSTRY, CHARACTERISTICS OF EMPLOYMENT AUSTRALIA 2019

<i>Industry</i>	<i>Mean</i>			<i>Ratio (%)</i>			<i>Median</i>			<i>Ratio (%)</i>		
	<i>All employees</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>
Agriculture, Forestry and Fishing	\$549	\$1,258	\$1,212	130	89	91	\$577*	\$1,070	\$1,038	192	92	94
Mining	\$1,737*	\$2,504	\$2,499	411	177	187	0	\$2,301	\$2,300	0	198	209
Manufacturing	\$505	\$1,416	\$1,359	120	100	102	\$430	\$1,182	\$1,127	143	102	102
Electricity, Gas, Water and Waste Services	\$999*	\$1,903	\$1,879	237	135	141	0	\$1,600	\$1,599	0	138	145
Construction	\$762	\$1,576	\$1,505	180	111	113	\$680	\$1,354	\$1,293	227	117	118
Wholesale Trade	\$595	\$1,440	\$1,398	141	102	105	\$436*	\$1,153	\$1,150	145	99	105
Retail Trade	\$348	\$978	\$851	82	69	64	\$207	\$840	\$700	69	72	64
General Retail Industry	\$341	\$952	\$819	81	67	61	\$200	\$800	\$666	67	69	61
Food Retailing	\$247	\$840	\$677	59	59	51	\$166	\$700	\$540	55	60	49
Other store-based	\$436	\$999	\$886	103	71	66	\$225	\$833	\$730	75	72	66
Non-store Retailing	\$40**	\$1,250	\$1,224	10	88	92	0	\$688**	\$1,123	0	59	102
Accommodation and Food Services	\$287	\$823	\$631	68	58	47	\$216	\$700	\$500	72	60	45
Transport, Postal and Warehousing	\$704	\$1,497	\$1,472	167	106	110	\$778	\$1,250	\$1,242	259	108	113
Information Media and Telecommunications	\$201	\$1,637	\$1,574	48	116	118	0	\$1,388	\$1,345	0	119	122
Financial and Insurance Services	\$836	\$2,056	\$2,027	198	145	152	0	\$1,537	\$1,505	0	132	137
Rental, Hiring and Real Estate Services	\$589*	\$1,490	\$1,466	140	105	110	0	\$1,150	\$1,150	0	99	105
Professional, Scientific and Technical Services	\$622	\$1,806	\$1,780	147	128	133	\$500	\$1,494	\$1,450	167	129	132
Administrative and Support Services	\$497	\$1,110	\$1,093	118	78	82	\$608*	\$951	\$945	203	82	86
Public Administration and Safety	\$600	\$1,673	\$1,660	142	118	125	0	\$1,500	\$1,500	0	129	136
Education and Training	\$305	\$1,358	\$1,323	72	96	99	\$164*	\$1,250	\$1,200	55	108	109
Health Care and Social Assistance	\$488	\$1,204	\$1,182	116	85	89	\$440	\$1,000	\$1,000	147	86	91
Arts and Recreation Services	\$285	\$1,131	\$1,015	68	80	76	\$243*	\$1,000	\$900	81	86	82
Other Services	\$603	\$1,192	\$1,117	143	84	84	\$514	\$1,020	\$980	171	88	89

All industries	\$422	\$1,414	\$1,333	100	100	100	\$300	\$1,162	\$1,100	100	100	100
<i>Full-time employees</i>												
Agriculture, Forestry and Fishing	\$703	\$1,389	\$1,353	86	82	81	0	\$1,200	\$1,187	0	86	94
Mining	\$1,737*	\$2,535	\$2,534	212	150	152	0	\$2,301	\$2,301	0	164	209
Manufacturing	\$746	\$1,517	\$1,488	91	90	90	\$708	\$1,246	\$1,216	98	89	102
Electricity, Gas, Water and Waste Services	\$1,193*	\$2,020	\$2,006	145	120	121	0	\$1,732	\$1,686	0	124	145
Construction	\$815	\$1,692	\$1,612	99	100	97	\$720	\$1,440	\$1,394	100	103	118
Wholesale Trade	\$791	\$1,561	\$1,534	96	92	92	0	\$1,250	\$1,237	0	89	105
Retail Trade	\$822	\$1,339	\$1,316	100	79	79	\$703	\$1,060	\$1,053	98	76	64
General Retail Industry	\$933	\$1,359	\$1,351	114	80	81	\$879	\$1,058	\$1,051	122	76	61
Food Retailing	\$739	\$1,258	\$1,243	90	74	75	0	\$1,069	\$1,051	0	76	49
Other store-based	\$1,026	\$1,374	\$1,374	125	81	83	0	\$1,054	\$1,050	0	75	66
Non-store Retailing	0	\$1,583	\$1,528	0	94	92	0	0	0	0	0	102
Accommodation and Food Services	\$710	\$1,208	\$1,159	87	72	70	\$639	\$1,023	\$1,000	89	73	45
Transport, Postal and Warehousing	\$956	\$1,651	\$1,629	116	98	98	0	\$1,400	\$1,380	0	100	113
Information Media and Telecommunications	0	\$1,789	\$1,783	0	106	107	0	\$1,518	\$1,518	0	108	122
Financial and Insurance Services	\$1,080	\$2,264	\$2,239	132	134	135	0	\$1,727	\$1,659	0	123	137
Rental, Hiring and Real Estate Services	\$1,195	\$1,677	\$1,673	146	99	101	0	\$1,257	\$1,261	0	90	105
Professional, Scientific and Technical Services	\$828*	\$1,995	\$1,977	101	118	119	0	\$1,600	\$1,600	0	114	132
Administrative and Support Services	\$721*	\$1,436	\$1,422	88	85	86	0	\$1,200	\$1,166	0	86	86
Public Administration and Safety	\$887	\$1,822	\$1,815	108	108	109	0	\$1,600	\$1,581	0	114	136
Education and Training	\$578	\$1,704	\$1,694	70	101	102	0	\$1,576	\$1,575	0	113	109
Health Care and Social Assistance	\$763	\$1,549	\$1,535	93	92	92	\$580	\$1,279	\$1,260	81	91	91
Arts and Recreation Services	\$539*	\$1,428	\$1,405	66	84	85	0	\$1,240	\$1,232	0	89	82
Other Services	\$814	\$1,445	\$1,378	99	86	83	\$646	\$1,210	\$1,200	90	86	89
All industries	\$821	\$1,690	\$1,662	100	100	100	\$719	\$1,400	\$1,377	100	100	100
<i>Non-managerial full-time employees</i>												
Agriculture, Forestry and Fishing	\$703	\$1,292	\$1,265	86	80	80	0	\$1,090	\$1,071	0	81	81
Mining	\$1,737	\$2,439	\$2,437	212	151	154	0	\$2,301	\$2,300	0	171	175

Manufacturing	\$746	\$1,400	\$1,378	91	87	87	\$708	\$1,200	\$1,198	100	89	91
Electricity, Gas, Water and Waste Services	\$1,193	\$1,965	\$1,945	146	122	123	0	\$1,643	\$1,612	0	122	123
Construction	\$812	\$1,604	\$1,527	99	100	96	\$698	\$1,400	\$1,319	98	104	100
Wholesale Trade	\$725	\$1,429	\$1,404	89	89	89	0	\$1,150	\$1,150	0	85	87
Retail Trade	\$826	\$1,239	\$1,221	101	77	77	\$700	\$1,000	\$1,000	99	74	76
General Retail Industry	\$907	\$1,260	\$1,244	111	78	79	\$699	\$1,000	\$1,000	98	74	76
Food Retailing	\$739	\$1,182	\$1,165	90	73	74	0	\$1,000	\$1,000	0	74	76
Other store-based	\$1,026	\$1,285	\$1,274	125	80	80	0	\$1,000	\$1,000	0	74	76
Non-store Retailing	0	\$1,377	\$1,377	0	85	87	0	0	0	0	0	0
Accommodation and Food Services	\$686	\$1,158	\$1,109	84	72	70	\$636	\$1,000	\$991	90	74	75
Transport, Postal and Warehousing	\$956	\$1,551	\$1,532	117	96	97	0	\$1,369	\$1,339	0	102	102
Information Media and Telecommunications	0	\$1,629	\$1,629	0	101	103	0	\$1,400	\$1,450	0	104	110
Financial and Insurance Services	\$1,061	\$2,142	\$2,119	130	133	134	0	\$1,600	\$1,570	0	119	119
Rental, Hiring and Real Estate Services	\$1,195	\$1,581	\$1,570	146	98	99	0	\$1,176	\$1,171	0	87	89
Professional, Scientific and Technical Services	\$828	\$1,906	\$1,894	101	118	120	0	\$1,534	\$1,528	0	114	116
Administrative and Support Services	\$721	\$1,333	\$1,318	88	83	83	0	\$1,109	\$1,100	0	82	84
Public Administration and Safety	\$887	\$1,734	\$1,731	108	108	109	0	\$1,519	\$1,509	0	113	115
Education and Training	\$578	\$1,643	\$1,633	71	102	103	0	\$1,529	\$1,510	0	114	115
Health Care and Social Assistance	\$763	\$1,494	\$1,480	93	93	93	\$580	\$1,250	\$1,250	82	93	95
Arts and Recreation Services	\$539	\$1,309	\$1,284	66	81	81	0	\$1,200	\$1,150	0	89	87
Other Services	\$814	\$1,423	\$1,352	100	88	85	\$646	\$1,200	\$1,193	91	89	91
All industries	\$818	\$1,612	\$1,583	100	100	100	\$710	\$1,346	\$1,315	100	100	100

Source: Characteristics of Employment survey, ABS (2019)

(*) Estimate has a relative standard error of 25% to 50% and should be used with caution

(**) Estimate has a relative standard error greater than 50% and is considered too unreliable for general use

TABLE A3.5 – MEAN AND MEDIAN WEEKLY EARNINGS IN MAIN JOB BY INDUSTRY, CHARACTERISTICS OF EMPLOYMENT AUSTRALIA 2021

<i>Industry</i>	<i>Mean</i>			<i>Ratio (%)</i>			<i>Median</i>			<i>Ratio (%)</i>		
	<i>All employees</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>
Agriculture, Forestry and Fishing	\$662	\$1,308	\$1,246	151	86	87	\$609*	\$1,151	\$1,037	179	92	86
Mining	\$912	\$2,680	\$2,653	208	177	185	0	\$2,353	\$2,389	0	188	199
Manufacturing	\$614	\$1,623	\$1,563	140	107	109	\$618	\$1,300	\$1,265	182	104	105
Electricity, Gas, Water and Waste Services	\$700	\$2,079	\$2,070	160	137	145	0	\$1,726	\$1,737	0	138	145
Construction	\$739	\$1,617	\$1,543	168	107	108	\$724	\$1,386	\$1,300	213	111	108
Wholesale Trade	\$577	\$1,554	\$1,503	131	103	105	\$464*	\$1,304	\$1,284	137	104	107
Retail Trade	\$366	\$1,056	\$917	83	70	64	\$300	\$900	\$795	88	72	66
General Retail Industry	\$352	\$1,038	\$889	80	69	62	\$270	\$900	\$737	79	72	61
Food Retailing	\$324	\$956	\$782	74	63	55	\$265	\$828	\$620	78	66	52
Other store-based	\$375	\$1,081	\$951	86	71	66	\$300	\$900	\$800	88	72	67
Non-store Retailing	\$278**	\$1,251	\$1,222	63	83	85	0	\$936*	\$954*	0	75	79
Accommodation and Food Services	\$295	\$856	\$657	67	57	46	\$191	\$720	\$500	56	58	42
Transport, Postal and Warehousing	\$618	\$1,495	\$1,468	141	99	103	\$783*	\$1,250	\$1,250	230	100	104
Information Media and Telecommunications	\$537*	\$1,927	\$1,880	122	127	131	0	\$1,492	\$1,467	0	119	122
Financial and Insurance Services	\$685*	\$2,058	\$2,045	156	136	143	0	\$1,714	\$1,698	0	137	142
Rental, Hiring and Real Estate Services	\$478*	\$1,818	\$1,779	109	120	124	0	\$1,401	\$1,381	0	112	115
Professional, Scientific and Technical Services	\$735	\$1,817	\$1,789	167	120	125	\$730	\$1,534	\$1,500	215	123	125
Administrative and Support Services	\$619	\$1,405	\$1,369	141	93	96	\$283**	\$1,100	\$1,100	83	88	92
Public Administration and Safety	\$887	\$1,781	\$1,766	202	118	123	\$900	\$1,600	\$1,600	265	128	133
Education and Training	\$351	\$1,416	\$1,378	80	94	96	\$218*	\$1,300	\$1,250	64	104	104
Health Care and Social Assistance	\$470	\$1,258	\$1,235	107	83	86	\$399	\$1,094	\$1,058	117	88	88
Arts and Recreation Services	\$240	\$1,224	\$1,076	55	81	75	\$166	\$1,000	\$864	49	80	72
Other Services	\$639	\$1,184	\$1,144	146	78	80	\$606	\$1,024	\$1,000	178	82	83

All industries	\$439	\$1,514	\$1,431	100	100	100	\$340	\$1,250	\$1,200	100	100	100
<i>Full-time employees</i>												
Agriculture, Forestry and Fishing	\$994	\$1,485	\$1,452	119	82	82	0	\$1,270	\$1,283	0	85	86
Mining	\$912	\$2,721	\$2,692	109	151	152	0	\$2,451	\$2,451	0	163	199
Manufacturing	\$826	\$1,764	\$1,729	99	98	97	\$837	\$1,410	\$1,400	105	94	105
Electricity, Gas, Water and Waste Services	\$914*	\$2,142	\$2,130	110	119	120	0	\$1,750	\$1,740	0	117	145
Construction	\$775	\$1,702	\$1,627	93	94	92	\$750	\$1,450	\$1,394	94	97	108
Wholesale Trade	\$911	\$1,707	\$1,685	109	95	95	0	\$1,400	\$1,397	0	93	107
Retail Trade	\$795	\$1,419	\$1,395	95	79	79	\$750	\$1,195	\$1,150	94	80	66
General Retail Industry	\$793	\$1,441	\$1,448	95	80	82	\$790	\$1,197	\$1,150	99	80	61
Food Retailing	\$760	\$1,378	\$1,356	91	76	76	0	\$1,187	\$1,150	0	79	52
Other store-based	\$795	\$1,480	\$1,502	95	82	85	0	\$1,200	\$1,152	0	80	67
Non-store Retailing	0	\$1,410	\$1,403	0	78	79	0	0	0	0	0	79
Accommodation and Food Services	\$772	\$1,266	\$1,230	93	70	69	\$648	\$1,097	\$1,057	81	73	42
Transport, Postal and Warehousing	\$947	\$1,665	\$1,654	114	92	93	0	\$1,385	\$1,381	0	92	104
Information Media and Telecommunications	0	\$2,134	\$2,123	0	118	120	0	\$1,719	\$1,654	0	115	122
Financial and Insurance Services	\$796*	\$2,233	\$2,222	95	124	125	0	\$1,822	\$1,841	0	121	142
Rental, Hiring and Real Estate Services	\$518**	\$2,007	\$1,963	62	111	111	0	\$1,500	\$1,484	0	100	115
Professional, Scientific and Technical Services	\$1,006	\$2,030	\$2,010	121	113	113	0	\$1,726	\$1,726	0	115	125
Administrative and Support Services	\$1,014	\$1,738	\$1,708	122	96	96	0	\$1,342	\$1,330	0	89	92
Public Administration and Safety	\$1,143	\$1,919	\$1,911	137	107	108	0	\$1,726	\$1,714	0	115	133
Education and Training	\$731	\$1,767	\$1,752	88	98	99	0	\$1,650	\$1,650	0	110	104
Health Care and Social Assistance	\$774	\$1,611	\$1,600	93	89	90	\$829**	\$1,400	\$1,389	104	93	88
Arts and Recreation Services	\$608*	\$1,613	\$1,603	73	90	90	0	\$1,323	\$1,310	0	88	72
Other Services	\$788	\$1,427	\$1,378	95	79	78	\$680	\$1,200	\$1,191	85	80	83
All industries	\$833	\$1,802	\$1,773	100	100	100	\$800	\$1,500	\$1,499	100	100	100
<i>Non-managerial full-time employees</i>												
Agriculture, Forestry and Fishing	\$916	\$1,335	\$1,299	111	78	77	0	\$1,228	\$1,200	0	85	85
Mining	\$912	\$2,606	\$2,589	111	153	154	0	\$2,301	\$2,301	0	159	162

Manufacturing	\$827	\$1,587	\$1,555	100	93	93	\$876	\$1,330	\$1,300	112	92	92
Electricity, Gas, Water and Waste Services	\$914	\$2,005	\$1,998	111	118	119	0	\$1,681	\$1,699	0	116	120
Construction	\$771	\$1,585	\$1,512	94	93	90	\$750	\$1,400	\$1,330	96	97	94
Wholesale Trade	\$887	\$1,627	\$1,601	108	95	95	0	\$1,380	\$1,327	0	95	93
Retail Trade	\$792	\$1,291	\$1,267	96	76	76	\$825	\$1,085	\$1,081	106	75	76
General Retail Industry	\$793	\$1,309	\$1,284	96	77	77	\$825	\$1,085	\$1,076	106	75	#REF!
Food Retailing	\$734	\$1,222	\$1,202	89	72	72	0	\$1,072	\$1,061	0	74	75
Other store-based	\$802	\$1,344	\$1,318	97	79	79	0	\$1,085	\$1,082	0	75	76
Non-store Retailing	0	\$1,389	\$1,389	0	81	83	0	0	0	0	0	76
Accommodation and Food Services	\$665	\$1,150	\$1,114	81	67	66	\$650	\$1,050	\$1,022	83	72	72
Transport, Postal and Warehousing	\$947	\$1,611	\$1,603	115	94	96	0	\$1,347	\$1,345	0	93	95
Information Media and Telecommunications	0	\$2,088	\$2,079	0	122	124	0	\$1,602	\$1,500	0	110	106
Financial and Insurance Services	\$796	\$2,064	\$2,057	97	121	123	0	\$1,714	\$1,724	0	118	122
Rental, Hiring and Real Estate Services	\$518	\$2,022	\$1,962	63	118	117	0	\$1,469	\$1,485	0	101	105
Professional, Scientific and Technical Services	\$1,006	\$1,958	\$1,940	122	115	116	0	\$1,656	\$1,647	0	114	116
Administrative and Support Services	\$1,014	\$1,532	\$1,507	123	90	90	0	\$1,257	\$1,250	0	87	88
Public Administration and Safety	\$1,143	\$1,826	\$1,818	139	107	108	0	\$1,648	\$1,626	0	114	115
Education and Training	\$731	\$1,713	\$1,698	89	100	101	0	\$1,628	\$1,600	0	112	113
Health Care and Social Assistance	\$768	\$1,536	\$1,527	93	90	91	\$800	\$1,350	\$1,342	103	93	95
Arts and Recreation Services	\$608	\$1,503	\$1,485	74	88	88	0	\$1,302	\$1,288	0	90	91
Other Services	\$788	\$1,353	\$1,307	96	79	78	\$680	\$1,200	\$1,183	87	83	83
All industries	\$823	\$1,706	\$1,678	100	100	100	\$780	\$1,450	\$1,419	100	100	100

Source: Characteristics of Employment survey, ABS (2021)

(*) Estimate has a relative standard error of 25% to 50% and should be used with caution

(**) Estimate has a relative standard error greater than 50% and is considered too unreliable for general use

TABLE A3.6 – MEAN AND MEDIAN WEEKLY EARNINGS IN ALL JOBS BY INDUSTRY, CHARACTERISTICS OF EMPLOYMENT AUSTRALIA 2019

<i>Industry</i>	<i>Mean</i>			<i>Ratio (%)</i>			<i>Median</i>			<i>Ratio (%)</i>		
	<i>All employees</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>
Agriculture, Forestry and Fishing	\$556	\$1,267	\$1,220	129	89	91	\$610*	\$1,058	\$1,013	194	88	90
Mining	\$1,737	\$2,507	\$2,502	402	175	186	0	\$2,301	\$2,301	0	192	204
Manufacturing	\$514	\$1,421	\$1,364	119	99	101	\$430	\$1,199	\$1,139	137	100	101
Electricity, Gas, Water and Waste Services	\$999	\$1,917	\$1,892	231	134	140	0	\$1,610	\$1,576	0	134	140
Construction	\$768	\$1,581	\$1,509	178	111	112	\$696	\$1,342	\$1,280	221	112	114
Wholesale Trade	\$597	\$1,449	\$1,407	138	101	104	\$695	\$1,186	\$1,153	221	99	102
Retail Trade	\$356	\$994	\$865	82	70	64	\$217	\$856	\$750	69	71	67
General Retail Industry	\$350	\$969	\$834	81	68	62	\$200	\$821	\$698	63	68	62
Food Retailing	\$250	\$864	\$697	58	60	52	\$171	\$750	\$555	54	63	49
Other store-based	\$443	\$1,012	\$898	103	71	67	\$230	\$846	\$750	73	70	67
Non-store Retailing	\$40**	\$1,272	\$1,245	9	89	92	0	\$1,173	\$1,522*	0	98	135
Accommodation and Food Services	\$296	\$841	\$646	69	59	48	\$239	\$745	\$535	76	62	48
Transport, Postal and Warehousing	\$740	\$1,506	\$1,482	171	105	110	\$778	\$1,250	\$1,224	247	104	109
Information Media and Telecommunications	\$195	\$1,641	\$1,579	45	115	117	0	\$1,382	\$1,384	0	115	123
Financial and Insurance Services	\$839	\$2,062	\$2,033	194	144	151	0	\$1,534	\$1,534	0	128	136
Rental, Hiring and Real Estate Services	\$596	\$1,499	\$1,474	138	105	109	0	\$1,150	\$1,150	0	96	102
Professional, Scientific and Technical Services	\$641	\$1,815	\$1,789	148	127	133	\$516	\$1,500	\$1,500	164	125	133
Administrative and Support Services	\$500	\$1,122	\$1,105	116	79	82	\$602*	\$983	\$961	191	82	85
Public Administration and Safety	\$609	\$1,682	\$1,669	141	118	124	0	\$1,500	\$1,500	0	125	133
Education and Training	\$332	\$1,378	\$1,344	77	96	100	\$200*	\$1,250	\$1,229	63	104	109
Health Care and Social Assistance	\$504	\$1,234	\$1,212	117	86	90	\$441	\$1,050	\$1,020	140	88	91
Arts and Recreation Services	\$290	\$1,149	\$1,033	67	80	77	\$281*	\$1,006	\$900	89	84	80
Other Services	\$613	\$1,200	\$1,126	142	84	84	\$532	\$1,043	\$1,000	169	87	89

All industries	\$432	\$1,428	\$1,347	100	100	100	\$315	\$1,200	\$1,126	100	100	100
<i>Full-time employees</i>												
Agriculture, Forestry and Fishing	\$703	\$1,390	\$1,355	85	82	81	0	\$1,200	\$1,200	0	86	86
Mining	\$1,737*	\$2,537	\$2,536	210	149	152	0	\$2,301	\$2,301	0	164	166
Manufacturing	\$748	\$1,520	\$1,491	90	90	89	\$708	\$1,250	\$1,230	97	89	88
Electricity, Gas, Water and Waste Services	\$1,193*	\$2,020	\$2,006	144	119	120	0	\$1,726	\$1,726	0	123	124
Construction	\$817	\$1,696	\$1,617	99	100	97	\$703	\$1,438	\$1,380	96	103	99
Wholesale Trade	\$791	\$1,566	\$1,539	96	92	92	0	\$1,284	\$1,248	0	92	90
Retail Trade	\$837	\$1,349	\$1,326	101	79	79	\$703	\$1,082	\$1,071	96	77	77
General Retail Industry	\$956	\$1,370	\$1,349	116	81	81	\$879	\$1,088	\$1,073	120	78	77
Food Retailing	\$739	\$1,277	\$1,261	89	75	76	0	\$1,100	\$1,098	0	79	79
Other store-based	\$1,056	\$1,382	\$1,376	128	81	82	0	\$1,078	\$1,058	0	77	76
Non-store Retailing	0	\$1,583	\$1,583	0	93	95	0	0	0	0	0	0
Accommodation and Food Services	\$718	\$1,218	\$1,168	87	72	70	\$700	\$1,050	\$1,000	96	75	72
Transport, Postal and Warehousing	\$1,009	\$1,660	\$1,638	122	98	98	0	\$1,380	\$1,369	0	99	98
Information Media and Telecommunications	0	\$1,791	\$1,785	0	105	107	0	\$1,537	\$1,539	0	110	111
Financial and Insurance Services	\$1,080	\$2,267	\$2,242	130	133	134	0	\$1,719	\$1,687	0	123	121
Rental, Hiring and Real Estate Services	\$1,195	\$1,679	\$1,675	144	99	100	0	\$1,263	\$1,261	0	90	91
Professional, Scientific and Technical Services	\$844*	\$2,000	\$1,983	102	118	119	0	\$1,616	\$1,616	0	115	116
Administrative and Support Services	\$721*	\$1,446	\$1,432	87	85	86	0	\$1,219	\$1,200	0	87	86
Public Administration and Safety	\$887	\$1,829	\$1,822	107	108	109	0	\$1,600	\$1,600	0	114	115
Education and Training	\$625	\$1,707	\$1,698	76	101	102	0	\$1,591	\$1,575	0	114	113
Health Care and Social Assistance	\$760	\$1,564	\$1,550	92	92	93	\$580	\$1,310	\$1,300	79	94	94
Arts and Recreation Services	\$602	\$1,441	\$1,419	73	85	85	0	\$1,250	\$1,238	0	89	89
Other Services	\$819	\$1,451	\$1,383	99	85	83	\$649	\$1,247	\$1,200	89	89	86
All industries	\$828	\$1,698	\$1,670	100	100	100	\$730	\$1,400	\$1,390	100	100	100
<i>Non-managerial full-time employees</i>												
Agriculture, Forestry and Fishing	\$703	\$1,293	\$1,267	85	80	80	0	\$1,090	\$1,054	0	80	79
Mining	\$1,737*	\$2,441	\$2,438	211	151	153	0	\$2,300	\$2,301	0	169	172

Manufacturing	\$748	\$1,415	\$1,382	91	87	87	\$708	\$1,200	\$1,199	100	88	89
Electricity, Gas, Water and Waste Services	\$1,193*	\$1,976	\$1,945	145	122	122	0	\$1,635	\$1,656	0	120	124
Construction	\$825	\$1,584	\$1,528	100	98	96	\$700	\$1,400	\$1,334	99	103	100
Wholesale Trade	\$742	\$1,433	\$1,409	90	88	89	0	\$1,196	\$1,168	0	88	87
Retail Trade	\$843	\$1,258	\$1,232	102	78	77	\$700	\$1,040	\$1,012	99	76	76
General Retail Industry	\$931	\$1,272	\$1,261	113	79	79	\$699	\$1,040	\$1,005	99	76	75
Food Retailing	\$739	\$1,206	\$1,185	90	74	74	0	\$1,039	\$1,041	0	76	78
Other store-based	\$1,056	\$1,299	\$1,276	128	80	80	0	\$1,005	\$1,000	0	74	75
Non-store Retailing	0	\$1,377	\$1,377	0	85	87	0	0	0	0	0	0
Accommodation and Food Services	\$694	\$1,178	\$1,119	84	73	70	\$673	\$1,000	\$978	95	74	73
Transport, Postal and Warehousing	\$1,009	\$1,543	\$1,541	122	95	97	0	\$1,371	\$1,343	0	101	100
Information Media and Telecommunications	0	\$1,709	\$1,632	0	105	103	0	\$1,451	\$1,462	0	107	109
Financial and Insurance Services	\$1,061	\$2,146	\$2,122	129	132	133	0	\$1,632	\$1,578	0	120	118
Rental, Hiring and Real Estate Services	\$1,195	\$1,635	\$1,572	145	101	99	0	\$1,175	\$1,200	0	86	90
Professional, Scientific and Technical Services	\$844*	\$1,961	\$1,900	102	121	119	0	\$1,540	\$1,537	0	113	115
Administrative and Support Services	\$721*	\$1,347	\$1,328	87	83	83	0	\$1,150	\$1,125	0	85	84
Public Administration and Safety	\$887	\$1,741	\$1,739	108	107	109	0	\$1,534	\$1,525	0	113	114
Education and Training	\$625	\$1,645	\$1,638	76	102	103	0	\$1,531	\$1,518	0	113	113
Health Care and Social Assistance	\$760	\$1,573	\$1,495	92	97	94	\$580	\$1,268	\$1,250	82	93	93
Arts and Recreation Services	\$602	\$1,334	\$1,292	73	82	81	0	\$1,200	\$1,200	0	88	90
Other Services	\$819	\$1,479	\$1,356	99	91	85	\$649	\$1,206	\$1,193	91	89	89
All industries	\$825	\$1,620	\$1,591	100	100	100	\$710	\$1,360	\$1,340	100	100	100

Source: Characteristics of Employment survey, ABS (2019)

(*) Estimate has a relative standard error of 25% to 50% and should be used with caution

(**) Estimate has a relative standard error greater than 50% and is considered too unreliable for general use

TABLE A3.7 – MEAN AND MEDIAN WEEKLY EARNINGS IN ALL JOBS BY INDUSTRY, CHARACTERISTICS OF EMPLOYMENT AUSTRALIA 2021

<i>Industry</i>	<i>Mean</i>			<i>Ratio (%)</i>			<i>Median</i>			<i>Ratio (%)</i>		
	<i>All employees</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>
Agriculture, Forestry and Fishing	\$662	\$1,311	\$1,249	148	86	86	\$609*	\$1,112	\$1,038	174	88	87
Mining	\$912	\$2,684	\$2,657	203	176	184	0	\$2,386	\$2,304	0	189	192
Manufacturing	\$621	\$1,629	\$1,569	138	107	109	\$618	\$1,312	\$1,288	177	104	107
Electricity, Gas, Water and Waste Services	\$700	\$2,086	\$2,077	156	137	144	0	\$1,726	\$1,739	0	136	145
Construction	\$744	\$1,623	\$1,549	166	106	107	\$700	\$1,400	\$1,332	200	111	111
Wholesale Trade	\$585	\$1,560	\$1,509	131	102	104	\$501*	\$1,304	\$1,286	143	103	107
Retail Trade	\$381	\$1,069	\$930	85	70	64	\$300	\$920	\$805	86	73	67
General Retail Industry	\$367	\$1,052	\$903	82	69	63	\$300	\$900	\$785	86	71	65
Food Retailing	\$336	\$975	\$799	75	64	55	\$270	\$850	\$650	77	67	54
Other store-based	\$390	\$1,093	\$963	87	72	67	\$300	\$941	\$837	86	74	70
Non-store Retailing	\$278**	\$1,270	\$1,240	62	83	86	0	\$1,224	\$1,198	0	97	100
Accommodation and Food Services	\$300	\$868	\$667	67	57	46	\$200	\$750	\$504	57	59	42
Transport, Postal and Warehousing	\$618	\$1,501	\$1,474	138	98	102	\$783*	\$1,250	\$1,247	224	99	104
Information Media and Telecommunications	\$566	\$1,933	\$1,887	126	127	131	0	\$1,494	\$1,408	0	118	117
Financial and Insurance Services	\$685	\$2,072	\$2,058	153	136	143	0	\$1,687	\$1,675	0	133	140
Rental, Hiring and Real Estate Services	\$478	\$1,826	\$1,786	107	120	124	0	\$1,428	\$1,400	0	113	117
Professional, Scientific and Technical Services	\$773	\$1,828	\$1,800	172	120	125	\$730	\$1,534	\$1,514	209	121	126
Administrative and Support Services	\$670	\$1,415	\$1,380	149	93	96	\$283**	\$1,144	\$1,098	81	90	91
Public Administration and Safety	\$887	\$1,791	\$1,776	198	117	123	\$900	\$1,600	\$1,600	257	126	133
Education and Training	\$377	\$1,432	\$1,394	84	94	97	\$235*	\$1,315	\$1,274	67	104	106
Health Care and Social Assistance	\$477	\$1,287	\$1,263	106	84	87	\$443	\$1,128	\$1,100	127	89	92
Arts and Recreation Services	\$241	\$1,248	\$1,097	54	82	76	\$166	\$1,057	\$901	47	84	75
Other Services	\$643	\$1,192	\$1,152	143	78	80	\$606	\$1,050	\$1,022	173	83	85

All industries	\$448	\$1,527	\$1,444	100	100	100	\$350	\$1,265	\$1,200	100	100	100
<i>Full-time employees</i>												
Agriculture, Forestry and Fishing	\$994	\$1,489	\$1,456	118	82	82	0	\$1,250	\$1,242	0	83	83
Mining	\$912	\$2,723	\$2,694	109	151	151	0	\$2,452	\$2,452	0	163	163
Manufacturing	\$829	\$1,768	\$1,733	99	98	97	\$837	\$1,408	\$1,400	105	94	93
Electricity, Gas, Water and Waste Services	\$914	\$2,148	\$2,137	109	119	120	0	\$1,750	\$1,740	0	117	116
Construction	\$781	\$1,706	\$1,632	93	94	92	\$750	\$1,480	\$1,400	94	99	93
Wholesale Trade	\$911	\$1,709	\$1,687	109	94	95	0	\$1,400	\$1,392	0	93	93
Retail Trade	\$801	\$1,427	\$1,404	95	79	79	\$771	\$1,200	\$1,160	96	80	77
General Retail Industry	\$793	\$1,451	\$1,425	94	80	80	\$790	\$1,200	\$1,183	99	80	79
Food Retailing	\$760	\$1,394	\$1,371	91	77	77	0	\$1,184	\$1,192	0	79	79
Other store-based	\$795	\$1,487	\$1,461	95	82	82	0	\$1,200	\$1,191	0	80	79
Non-store Retailing	0	\$1,410	\$1,410	0	78	79	0	\$1,385	\$1,385	0	92	92
Accommodation and Food Services	\$772	\$1,272	\$1,236	92	70	69	\$648	\$1,100	\$1,057	81	73	70
Transport, Postal and Warehousing	\$947	\$1,670	\$1,658	113	92	93	0	\$1,389	\$1,385	0	93	92
Information Media and Telecommunications	0	\$2,137	\$2,126	0	118	119	0	\$1,614	\$1,651	0	108	110
Financial and Insurance Services	\$796*	\$2,242	\$2,231	95	124	125	0	\$1,822	\$1,833	0	121	122
Rental, Hiring and Real Estate Services	\$518**	\$2,013	\$1,969	62	111	111	0	\$1,537	\$1,531	0	102	102
Professional, Scientific and Technical Services	\$1,006	\$2,035	\$2,015	120	112	113	0	\$1,730	\$1,726	0	115	115
Administrative and Support Services	\$1,105	\$1,747	\$1,719	132	97	97	0	\$1,346	\$1,326	0	90	88
Public Administration and Safety	\$1,143	\$1,927	\$1,918	136	107	108	0	\$1,743	\$1,726	0	116	115
Education and Training	\$766	\$1,775	\$1,760	91	98	99	0	\$1,652	\$1,650	0	110	110
Health Care and Social Assistance	\$780	\$1,624	\$1,613	93	90	91	\$829**	\$1,450	\$1,443	104	97	96
Arts and Recreation Services	\$608*	\$1,629	\$1,619	72	90	91	0	\$1,308	\$1,308	0	87	87
Other Services	\$788	\$1,430	\$1,381	94	79	78	\$680	\$1,200	\$1,200	85	80	80
All industries	\$839	\$1,809	\$1,780	100	100	100	\$800	\$1,500	\$1,500	100	100	100
<i>Non-managerial full-time employees</i>												
Agriculture, Forestry and Fishing	\$916	\$1,327	\$1,300	110	77	77	0	\$1,202	\$1,200	0	82	83
Mining	\$912	\$2,609	\$2,592	110	152	154	0	\$2,301	\$2,301	0	156	160

Manufacturing	\$830	\$1,587	\$1,559	100	93	93	\$876	\$1,329	\$1,300	110	90	90
Electricity, Gas, Water and Waste Services	\$914*	\$2,013	\$2,005	110	117	119	0	\$1,699	\$1,716	0	115	119
Construction	\$780	\$1,586	\$1,518	94	93	90	\$750	\$1,400	\$1,358	94	95	94
Wholesale Trade	\$887	\$1,636	\$1,602	107	95	95	0	\$1,372	\$1,342	0	93	93
Retail Trade	\$798	\$1,321	\$1,276	96	77	76	\$825	\$1,100	\$1,082	103	75	75
General Retail Industry	\$793	\$1,341	\$1,325	96	78	79	\$825	\$1,100	\$1,090	103	75	76
Food Retailing	\$734	\$1,248	\$1,231	88	73	73	0	\$1,061	\$1,060	0	72	74
Other store-based	\$802	\$1,380	\$1,353	97	81	80	0	\$1,100	\$1,082	0	75	75
Non-store Retailing	0	\$1,435	\$1,435	0	84	85	0	0	0	0	0	0
Accommodation and Food Services	\$665	\$1,150	\$1,121	80	67	67	\$650	\$1,050	\$1,001	81	71	70
Transport, Postal and Warehousing	\$947	\$1,613	\$1,608	114	94	95	0	\$1,347	\$1,344	0	91	93
Information Media and Telecommunications	0	\$2,042	\$2,081	0	119	123	0	\$1,539	\$1,500	0	105	104
Financial and Insurance Services	\$796*	\$2,074	\$2,064	96	121	122	0	\$1,726	\$1,726	0	117	120
Rental, Hiring and Real Estate Services	\$518**	\$2,106	\$1,969	62	123	117	0	\$1,522	\$1,500	0	103	104
Professional, Scientific and Technical Services	\$1,006	\$2,027	\$1,945	121	118	115	0	\$1,678	\$1,662	0	114	116
Administrative and Support Services	\$1,105	\$1,528	\$1,520	133	89	90	0	\$1,300	\$1,280	0	88	89
Public Administration and Safety	\$1,143	\$1,834	\$1,825	138	107	108	0	\$1,650	\$1,645	0	112	114
Education and Training	\$766	\$1,727	\$1,707	92	101	101	0	\$1,630	\$1,600	0	111	111
Health Care and Social Assistance	\$774	\$1,645	\$1,541	93	96	91	\$800**	\$1,400	\$1,400	100	95	97
Arts and Recreation Services	\$608*	\$1,543	\$1,504	73	90	89	0	\$1,300	\$1,300	0	88	90
Other Services	\$788	\$1,370	\$1,310	95	80	78	\$680	\$1,200	\$1,200	85	82	83
All industries	\$830	\$1,714	\$1,685	100	100	100	\$800	\$1,472	\$1,438	100	100	100

Source: Characteristics of Employment survey, ABS (2019)

(*) Estimate has a relative standard error of 25% to 50% and should be used with caution

(**) Estimate has a relative standard error greater than 50% and is considered too unreliable for general use

TABLE A3.8 – MEAN AND MEDIAN HOURLY WAGE RATES ALL JOBS BY INDUSTRY, HILDA 2019

<i>Industry</i>	<i>All employees</i>	<i>Mean</i>			<i>Ratio (%)</i>			<i>Median</i>			<i>Ratio (%)</i>		
		<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>
Agriculture, Forestry and Fishing		\$19.23	\$25.81	\$25.23	93	67	69	\$14.47	\$23.68	\$23.33	77	72	75
Mining		\$29.19	\$54.05	\$53.57	125	141	146	\$31.11	\$52.38	\$52.00	165	160	166
Manufacturing		\$19.57	\$36.33	\$35.01	95	95	95	\$18.31	\$33.10	\$31.89	97	101	102
Electricity, Gas, Water and Waste Services		\$38.95	\$50.38	\$50.15	188	131	136	\$44.29	\$43.33	\$43.33	234	133	139
Construction		\$20.26	\$37.06	\$35.27	98	96	96	\$18.67	\$33.20	\$31.58	99	102	101
Wholesale Trade		\$18.30	\$36.15	\$36.00	88	94	98	\$18.13	\$31.10	\$31.00	96	95	99
Retail Trade		\$19.51	\$27.72	\$25.61	94	72	70	\$18.75	\$25.71	\$24.17	99	79	77
General Retail Industry		\$18.98	\$27.29	\$25.63	92	71	70	\$18.60	\$25.63	\$24.00	98	78	77
Food Retailing		\$20.93	\$27.66	\$25.32	101	72	69	\$20.00	\$25.18	\$23.95	106	77	77
Other store-based		\$18.16	\$28.20	\$26.00	88	73	71	\$17.00	\$25.95	\$24.73	90	79	79
Non-store Retailing		\$15.73	\$19.22	\$18.35	76	50	50	\$14.60	\$21.49	\$17.50	77	66	56
Accommodation and Food Services		\$18.44	\$25.89	\$22.92	89	67	62	\$16.67	\$25.00	\$22.00	88	76	70
Transport, Postal and Warehousing		\$20.21	\$35.10	\$34.76	98	91	95	\$16.67	\$30.30	\$30.29	88	93	97
Information Media and Telecommunications		\$15.04	\$57.17	\$55.65	73	149	151	\$15.40	\$37.78	\$36.73	82	116	117
Financial and Insurance Services		\$25.29	\$47.33	\$46.84	122	123	127	\$25.00	\$39.68	\$39.40	132	121	126
Rental, Hiring and Real Estate Services		\$22.97	\$39.66	\$39.24	111	103	107	\$23.00	\$32.00	\$31.65	122	98	101
Professional, Scientific and Technical Services		\$20.21	\$43.79	\$43.26	98	114	118	\$20.00	\$36.00	\$35.08	106	110	112
Administrative and Support Services		\$24.00	\$32.70	\$32.07	116	85	87	\$24.32	\$27.70	\$27.50	129	85	88
Public Administration and Safety		\$23.95	\$43.90	\$43.70	116	114	119	\$23.68	\$39.78	\$39.58	125	122	127
Education and Training		\$36.68	\$39.38	\$39.28	177	103	107	\$23.33	\$36.50	\$36.11	124	112	116
Health Care and Social Assistance		\$24.27	\$40.08	\$39.44	117	104	107	\$22.16	\$34.38	\$33.49	117	105	107
Arts and Recreation Services		\$24.67	\$31.21	\$29.84	119	81	81	\$21.43	\$27.37	\$26.22	113	84	84
Other Services		\$14.89	\$31.63	\$29.77	72	82	81	\$13.16	\$28.57	\$27.11	70	87	87
All industries		\$20.70	\$38.41	\$36.76	100	100	100	\$18.89	\$32.69	\$31.26	100	100	100
<i>Non-managerial employees</i>													
Agriculture, Forestry and Fishing		\$19.61	\$24.84	\$24.31	95	68	69	\$14.47	\$23.26	\$22.57	77	74	75

Mining	\$29.19	\$53.15	\$52.62	141	145	150	\$31.11	\$51.78	\$50.64	166	164	168
Manufacturing	\$19.57	\$34.21	\$32.82	95	93	93	\$18.31	\$31.29	\$29.73	98	99	99
Electricity, Gas, Water and Waste Services	\$38.95	\$47.16	\$46.97	188	128	134	\$44.29	\$43.33	\$43.33	236	137	144
Construction	\$20.21	\$35.19	\$33.46	98	96	95	\$18.67	\$32.00	\$30.66	100	101	102
Wholesale Trade	\$18.30	\$33.19	\$33.03	89	90	94	\$18.13	\$29.95	\$29.95	97	95	99
Retail Trade	\$19.45	\$26.71	\$24.62	94	73	70	\$18.60	\$25.17	\$23.92	99	80	79
General Retail Industry	\$19.42	\$26.85	\$24.62	94	73	70	\$18.38	\$25.17	\$23.82	98	80	79
Food Retailing	\$20.93	\$26.01	\$24.07	101	71	69	\$20.00	\$25.00	\$23.64	107	79	78
Other store-based	\$17.99	\$27.46	\$25.12	87	75	72	\$16.67	\$25.74	\$24.21	89	81	80
Non-store Retailing	\$15.73	\$21.21	\$19.74	76	58	56	\$14.60	\$21.49	\$18.29	78	68	61
Accommodation and Food Services	\$18.36	\$25.63	\$22.49	89	70	64	\$16.67	\$24.44	\$21.78	89	77	72
Transport, Postal and Warehousing	\$20.21	\$33.89	\$33.54	98	92	96	\$16.67	\$29.93	\$29.78	89	95	99
Information Media and Telecommunications	\$15.04	\$57.72	\$55.95	73	157	159	\$15.40	\$36.18	\$35.87	82	114	119
Financial and Insurance Services	\$25.29	\$43.41	\$42.91	122	118	122	\$25.00	\$37.04	\$37.04	133	117	123
Rental, Hiring and Real Estate Services	\$22.97	\$32.68	\$32.35	111	89	92	\$23.00	\$28.49	\$27.82	123	90	92
Professional, Scientific and Technical Services	\$20.21	\$41.05	\$40.50	98	112	115	\$20.00	\$33.82	\$33.65	107	107	112
Administrative and Support Services	\$23.39	\$30.28	\$29.74	113	82	85	\$22.00	\$27.03	\$26.75	117	86	89
Public Administration and Safety	\$22.93	\$41.07	\$40.91	111	112	117	\$21.67	\$37.87	\$37.78	116	120	125
Education and Training	\$36.68	\$38.16	\$38.11	177	104	109	\$23.33	\$35.58	\$35.53	124	113	118
Health Care and Social Assistance	\$24.27	\$39.42	\$38.77	117	107	110	\$22.16	\$33.33	\$32.50	118	105	108
Arts and Recreation Services	\$25.01	\$30.93	\$29.57	121	84	84	\$21.43	\$26.67	\$26.03	114	84	86
Other Services	\$14.89	\$30.31	\$28.44	72	82	81	\$13.16	\$27.91	\$26.60	70	88	88
All industries	\$20.67	\$36.77	\$35.10	100	100	100	\$18.75	\$31.60	\$30.11	100	100	100

Source: Household, Income and Labour Dynamics in Australia (HILDA) survey wave 19.

TABLE A3.9 – MEAN AND MEDIAN HOURLY WAGE RATES ALL JOBS BY INDUSTRY, HILDA 2020

<i>Industry</i>	<i>Mean</i>			<i>Ratio (%)</i>			<i>Median</i>			<i>Ratio (%)</i>		
	<i>All employees</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>
Agriculture, Forestry and Fishing	\$20.21	\$27.22	\$26.43	93	68	68	\$11.57	\$25.00	\$24.53	60	72	74
Mining	\$28.37	\$52.03	\$51.73	125	129	133	\$25.00	\$48.36	\$47.80	131	139	143
Manufacturing	\$19.83	\$39.89	\$38.36	91	99	99	\$18.75	\$33.38	\$32.37	98	96	97
Electricity, Gas, Water and Waste Services	\$29.00	\$51.90	\$51.10	134	129	132	\$22.50	\$51.25	\$50.00	118	147	150
Construction	\$21.18	\$40.14	\$38.23	98	100	99	\$19.58	\$35.00	\$33.58	102	101	101
Wholesale Trade	\$23.99	\$36.51	\$36.34	111	91	94	\$22.50	\$32.04	\$32.04	118	92	96
Retail Trade	\$21.94	\$30.08	\$28.16	101	75	73	\$19.70	\$27.10	\$25.48	103	78	76
General Retail Industry	\$21.96	\$30.16	\$28.13	101	75	73	\$20.00	\$27.26	\$25.40	105	78	76
Food Retailing	\$21.76	\$28.95	\$26.72	100	72	69	\$18.33	\$26.23	\$24.29	96	75	73
Other store-based	\$22.15	\$30.88	\$29.04	102	77	75	\$20.00	\$28.23	\$26.32	105	81	79
Non-store Retailing	\$22.12	\$30.33	\$29.35	102	75	76	\$22.87	\$27.96	\$26.57	120	80	80
Accommodation and Food Services	\$18.37	\$29.24	\$24.72	85	73	64	\$16.04	\$25.89	\$23.00	84	74	69
Transport, Postal and Warehousing	\$19.84	\$39.72	\$39.14	91	99	101	\$17.60	\$32.82	\$32.11	92	94	96
Information Media and Telecommunications	\$23.97	\$45.96	\$45.50	110	114	117	\$17.17	\$40.28	\$40.18	90	116	121
Financial and Insurance Services	\$31.22	\$47.97	\$47.49	144	119	123	\$36.05	\$40.44	\$40.00	188	116	120
Rental, Hiring and Real Estate Services	0	\$43.10	\$43.10	0	107	111	0	\$31.58	\$31.58	0	91	95
Professional, Scientific and Technical Services	\$24.82	\$46.86	\$46.17	114	116	119	\$22.86	\$38.37	\$38.30	119	110	115
Administrative and Support Services	\$17.50	\$35.84	\$35.20	81	89	91	\$20.63	\$29.95	\$29.67	108	86	89
Public Administration and Safety	\$47.03	\$46.39	\$46.40	217	115	120	\$42.24	\$43.79	\$43.75	221	126	131
Education and Training	\$27.01	\$41.30	\$40.92	124	102	106	\$26.56	\$38.35	\$37.58	139	110	113
Health Care and Social Assistance	\$29.10	\$39.21	\$38.92	134	97	100	\$25.00	\$35.00	\$34.52	131	101	104
Arts and Recreation Services	\$33.76	\$38.89	\$38.16	156	96	98	\$19.67	\$30.70	\$30.26	103	88	91

Other Services	\$15.00	\$38.47	\$36.72	69	95	95	\$14.29	\$30.00	\$29.11	75	86	87
All industries	\$21.70	\$40.30	\$38.76	100	100	100	\$19.13	\$34.78	\$33.33	100	100	100
<i>Non-managerial employees</i>												
Agriculture, Forestry and Fishing	\$20.21	\$25.36	\$24.68	93	67	68	\$11.57	\$24.12	\$23.33	61	72	73
Mining	\$28.37	\$48.84	\$48.54	131	128	133	\$25.00	\$45.00	\$44.21	131	135	138
Manufacturing	\$19.83	\$35.19	\$33.76	91	92	92	\$18.75	\$32.00	\$30.56	98	96	95
Electricity, Gas, Water and Waste Services	\$29.00	\$47.73	\$47.00	134	125	129	\$22.50	\$48.43	\$47.23	118	145	147
Construction	\$21.18	\$37.50	\$35.65	98	98	98	\$19.58	\$33.72	\$32.45	103	101	101
Wholesale Trade	\$23.99	\$32.31	\$32.17	111	85	88	\$22.50	\$30.29	\$30.29	118	91	95
Retail Trade	\$21.94	\$28.71	\$26.87	101	75	74	\$19.70	\$26.54	\$25.00	103	80	78
General Retail Industry	\$21.96	\$28.76	\$26.83	101	76	73	\$20.00	\$26.57	\$25.00	105	80	78
Food Retailing	\$21.76	\$28.95	\$25.94	100	76	71	\$18.33	\$26.23	\$23.86	96	79	74
Other store-based	\$22.15	\$30.88	\$27.53	102	81	75	\$20.00	\$28.23	\$25.17	105	85	79
Non-store Retailing	\$22.12	\$30.33	\$26.34	102	80	72	\$22.87	\$27.96	\$26.57	120	84	83
Accommodation and Food Services	\$18.33	\$28.09	\$23.66	84	74	65	\$16.04	\$25.00	\$22.33	84	75	70
Transport, Postal and Warehousing	\$19.84	\$38.83	\$38.24	91	102	105	\$17.60	\$32.04	\$31.82	92	96	99
Information Media and Telecommunications	\$23.97	\$38.07	\$37.67	110	100	103	\$17.17	\$36.84	\$36.84	90	110	115
Financial and Insurance Services	\$31.22	\$43.18	\$42.76	144	113	117	\$36.05	\$36.84	\$36.84	189	110	115
Rental, Hiring and Real Estate Services	0	\$38.90	\$38.90	0	102	106	0	\$30.37	\$30.37	0	91	95
Professional, Scientific and Technical Services	\$24.69	\$43.15	\$42.52	114	113	116	\$22.75	\$35.41	\$35.17	119	106	110
Administrative and Support Services	\$16.27	\$33.10	\$32.53	75	87	89	\$15.00	\$28.95	\$28.65	79	87	89
Public Administration and Safety	\$47.77	\$44.02	\$44.04	220	116	121	\$42.24	\$41.13	\$41.17	221	123	129
Education and Training	\$27.01	\$40.20	\$39.81	124	106	109	\$26.56	\$37.50	\$37.14	139	112	116
Health Care and Social Assistance	\$29.10	\$38.58	\$38.28	134	101	105	\$25.00	\$34.21	\$34.13	131	102	107
Arts and Recreation Services	\$35.05	\$39.17	\$38.48	162	103	105	\$20.00	\$28.95	\$28.61	105	87	89
Other Services	\$15.00	\$36.64	\$34.81	69	96	95	\$14.29	\$29.05	\$28.53	75	87	89
All industries	\$21.69	\$38.07	\$36.52	100	100	100	\$19.07	\$33.38	\$32.04	100	100	100

Source: Household, Income and Labour Dynamics in Australia (HILDA) survey wave 20.

TABLE A3.10 – MEAN AND MEDIAN WEEKLY WAGES IN MAIN JOB BY INDUSTRY, HILDA 2019

<i>Industry</i>	<i>Mean</i>			<i>Ratio (%)</i>			<i>Median</i>			<i>Ratio (%)</i>		
	<i>All employees</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>
Agriculture, Forestry and Fishing	\$498	\$993	\$953	125	70	72	\$230	\$950	\$950	77	79	86
Mining	\$1,252	\$2,717	\$2,686	250	193	204	\$1,400	\$2,532	\$2,532	467	211	230
Manufacturing	\$631	\$1,483	\$1,416	159	105	108	\$560	\$1,300	\$1,235	187	108	112
Electricity, Gas, Water and Waste Services	\$684	\$2,145	\$2,114	172	152	161	\$620	\$1,974	\$1,956	207	165	178
Construction	\$808	\$1,629	\$1,540	203	116	117	\$700	\$1,438	\$1,317	233	120	120
Wholesale Trade	\$623	\$1,468	\$1,461	157	104	111	\$725	\$1,269	\$1,250	242	106	114
Retail Trade	\$299	\$863	\$722	75	61	55	\$203	\$785	\$640	68	65	58
General Retail Industry	\$294	\$847	\$702	74	60	53	\$203	\$753	\$600	68	63	55
Food Retailing	\$282	\$887	\$690	71	63	52	\$260	\$720	\$500	87	60	45
Other store-based	\$309	\$831	\$715	78	59	54	\$200	\$797	\$700	67	66	64
Non-store Retailing	\$113	\$616	\$491	28	44	37	\$96	\$563	\$180	32	47	16
Accommodation and Food Services	\$287	\$738	\$559	72	52	42	\$210	\$730	\$495	70	61	45
Transport, Postal and Warehousing	\$385	\$1,373	\$1,349	97	97	103	\$345	\$1,250	\$1,202	115	104	109
Information Media and Telecommunications	\$179	\$1,569	\$1,527	45	111	116	\$71	\$1,500	\$1,440	24	125	131
Financial and Insurance Services	\$813	\$1,940	\$1,914	205	138	146	\$825	\$1,600	\$1,550	275	133	141
Rental, Hiring and Real Estate Services	\$336	\$1,607	\$1,574	85	114	120	\$345	\$1,300	\$1,254	115	108	114
Professional, Scientific and Technical Services	\$487	\$1,722	\$1,693	123	122	129	\$650	\$1,412	\$1,396	217	118	127
Administrative and Support Services	\$533	\$1,156	\$1,109	134	82	84	\$478	\$978	\$942	159	82	86
Public Administration and Safety	\$898	\$1,687	\$1,679	226	120	128	\$900	\$1,550	\$1,548	300	129	141
Education and Training	\$216	\$1,351	\$1,315	54	96	100	\$180	\$1,285	\$1,250	60	107	114
Health Care and Social Assistance	\$496	\$1,274	\$1,242	125	90	94	\$400	\$1,093	\$1,050	133	91	95
Arts and Recreation Services	\$233	\$968	\$810	59	69	62	\$150	\$1,000	\$821	50	83	75
Other Services	\$442	\$1,147	\$1,065	111	81	81	\$446	\$1,000	\$950	149	83	86

All industries	\$397	\$1,409	\$1,315	100	100	100	\$300	\$1,200	\$1,100	100	100	100
<i>Full-time employees</i>												
Agriculture, Forestry and Fishing	\$903	\$1,123	\$1,112	110	67	67	\$863	\$1,000	\$1,000	115	69	71
Mining	\$1,761	\$2,729	\$2,716	214	162	164	\$2,000	\$2,532	\$2,532	267	175	181
Manufacturing	\$886	\$1,558	\$1,524	108	92	92	\$800	\$1,350	\$1,304	107	93	93
Electricity, Gas, Water and Waste Services	\$875	\$2,226	\$2,218	107	132	134	\$875	\$2,036	\$2,036	117	141	145
Construction	\$907	\$1,725	\$1,645	110	102	99	\$760	\$1,519	\$1,400	101	105	100
Wholesale Trade	\$738	\$1,609	\$1,603	90	95	97	\$741	\$1,350	\$1,350	99	93	96
Retail Trade	\$720	\$1,173	\$1,140	88	70	69	\$720	\$1,005	\$1,000	96	70	71
General Retail Industry	\$727	\$1,183	\$1,150	89	70	60	\$744	\$1,000	\$995	99	69	71
Food Retailing	\$634	\$1,317	\$1,269	77	78	77	\$550	\$1,093	\$1,000	73	76	71
Other store-based	\$767	\$1,123	\$1,096	93	67	66	\$820	\$997	\$981	109	69	70
Non-store Retailing	0	\$1,074	\$1,074	0	64	65	0	\$1,000	\$1,000	0	69	71
Accommodation and Food Services	\$707	\$1,080	\$1,028	86	64	62	\$696	\$1,000	\$950	93	69	68
Transport, Postal and Warehousing	\$691	\$1,550	\$1,547	84	92	93	\$691	\$1,357	\$1,352	92	94	97
Information Media and Telecommunications	0	\$1,744	\$1,744	0	103	105	0	\$1,577	\$1,577	0	109	113
Financial and Insurance Services	\$936	\$2,186	\$2,158	114	130	130	\$945	\$1,899	\$1,850	126	132	132
Rental, Hiring and Real Estate Services	\$784	\$1,885	\$1,876	96	112	113	\$806	\$1,458	\$1,458	107	101	104
Professional, Scientific and Technical Services	\$801	\$1,876	\$1,866	98	111	113	\$700	\$1,582	\$1,579	93	110	113
Administrative and Support Services	\$852	\$1,500	\$1,465	104	89	88	\$780	\$1,185	\$1,150	104	82	82
Public Administration and Safety	\$970	\$1,842	\$1,834	118	109	111	\$1,050	\$1,700	\$1,669	140	118	119
Education and Training	\$480	\$1,708	\$1,705	59	101	103	\$420	\$1,674	\$1,674	56	116	120
Health Care and Social Assistance	\$781	\$1,623	\$1,603	95	96	97	\$800	\$1,389	\$1,375	107	96	98
Arts and Recreation Services	\$739	\$1,202	\$1,176	90	71	71	\$997	\$1,050	\$1,025	133	73	73
Other Services	\$614	\$1,343	\$1,284	75	80	78	\$525	\$1,151	\$1,100	70	80	79
All industries	\$821	\$1,686	\$1,656	100	100	100	\$750	\$1,444	\$1,400	100	100	100
<i>Non-managerial full-time employees</i>												

Agriculture, Forestry and Fishing	\$954	\$1,033	\$1,029	116	66	67	\$945	\$950	\$950	126	70	71
Mining	\$1,761	\$2,689	\$2,674	215	171	174	\$2,000	\$2,532	\$2,532	267	186	189
Manufacturing	\$886	\$1,435	\$1,402	108	91	91	\$800	\$1,295	\$1,235	107	95	92
Electricity, Gas, Water and Waste Services	\$875	\$2,066	\$2,058	107	132	134	\$875	\$1,850	\$1,800	117	136	134
Construction	\$905	\$1,624	\$1,547	110	103	100	\$750	\$1,445	\$1,389	100	106	103
Wholesale Trade	\$738	\$1,426	\$1,421	90	91	92	\$741	\$1,266	\$1,250	99	93	93
Retail Trade	\$686	\$1,045	\$1,015	84	67	66	\$680	\$988	\$959	91	73	71
General Retail Industry	\$688	\$1,044	\$1,015	84	66	66	\$744	\$960	\$950	99	71	71
Food Retailing	\$530	\$1,139	\$1,099	65	73	71	\$500	\$1,000	\$990	67	74	74
Other store-based	\$740	\$997	\$973	90	63	63	\$820	\$950	\$950	109	70	71
Non-store Retailing	0	\$1,074	\$1,074	0	68	70	0	\$1,000	\$1,000	0	74	74
Accommodation and Food Services	\$686	\$1,012	\$956	84	64	62	\$696	\$976	\$900	93	72	67
Transport, Postal and Warehousing	\$691	\$1,489	\$1,486	84	95	96	\$691	\$1,300	\$1,300	92	96	97
Information Media and Telecommunications	0	\$1,594	\$1,594	0	101	103	0	\$1,440	\$1,440	0	106	107
Financial and Insurance Services	\$936	\$1,966	\$1,937	114	125	126	\$945	\$1,600	\$1,600	126	118	119
Rental, Hiring and Real Estate Services	\$784	\$1,442	\$1,434	96	92	93	\$806	\$1,254	\$1,254	107	92	93
Professional, Scientific and Technical Services	\$801	\$1,706	\$1,697	98	109	110	\$700	\$1,438	\$1,419	93	106	106
Administrative and Support Services	\$852	\$1,374	\$1,340	104	87	87	\$780	\$1,096	\$1,050	104	81	78
Public Administration and Safety	\$913	\$1,708	\$1,702	111	109	110	\$900	\$1,583	\$1,574	120	117	117
Education and Training	\$480	\$1,599	\$1,596	59	102	104	\$420	\$1,600	\$1,593	56	118	119
Health Care and Social Assistance	\$781	\$1,558	\$1,536	95	99	100	\$800	\$1,343	\$1,300	107	99	97
Arts and Recreation Services	\$814	\$1,151	\$1,133	99	73	74	\$997	\$1,005	\$1,000	133	74	74
Other Services	\$614	\$1,230	\$1,175	75	78	76	\$525	\$1,100	\$1,050	70	81	78
All industries	\$819	\$1,571	\$1,541	100	100	100	\$750	\$1,358	\$1,343	100	100	100

Source: Household, Income and Labour Dynamics in Australia (HILDA) survey wave 19.

TABLE A3.11 – MEAN AND MEDIAN WEEKLY WAGES IN MAIN JOB BY INDUSTRY, HILDA 2020

<i>Industry</i>	<i>Mean</i>			<i>Ratio (%)</i>			<i>Median</i>			<i>Ratio (%)</i>		
	<i>All employees</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>
Agriculture, Forestry and Fishing	\$379	\$1,046	\$971	93	73	72	\$300	\$950	\$921	100	77	80
Mining	\$1,112	\$2,540	\$2,521	255	176	186	\$300	\$2,497	\$2,497	100	204	217
Manufacturing	\$566	\$1,464	\$1,395	138	102	103	\$650	\$1,302	\$1,229	217	106	107
Electricity, Gas, Water and Waste Services	\$537	\$2,120	\$2,065	131	147	152	\$500	\$2,018	\$2,000	167	165	174
Construction	\$830	\$1,653	\$1,571	202	115	116	\$750	\$1,450	\$1,362	250	118	118
Wholesale Trade	\$666	\$1,496	\$1,482	163	104	109	\$750	\$1,280	\$1,250	250	104	109
Retail Trade	\$324	\$952	\$804	79	66	59	\$235	\$850	\$750	78	69	65
General Retail Industry	\$320	\$940	\$786	78	65	58	\$225	\$835	\$745	75	68	65
Food Retailing	\$271	\$919	\$718	66	64	53	\$180	\$790	\$553	60	64	48
Other store-based	\$358	\$941	\$818	87	65	60	\$300	\$850	\$750	100	69	65
Non-store Retailing	\$651	\$1,104	\$1,051	159	77	78	\$526	\$1,027	\$797	175	84	69
Accommodation and Food Services	\$285	\$778	\$578	69	54	43	\$195	\$750	\$600	65	61	52
Transport, Postal and Warehousing	\$350	\$1,477	\$1,444	85	102	107	\$200	\$1,247	\$1,247	67	102	108
Information Media and Telecommunications	\$207	\$1,847	\$1,813	50	128	134	\$55	\$1,633	\$1,611	18	133	140
Financial and Insurance Services	\$691	\$1,935	\$1,900	169	134	140	\$600	\$1,611	\$1,600	200	131	139
Rental, Hiring and Real Estate Services	0	\$1,524	\$1,524	0	106	113	0	\$1,200	\$1,200	0	98	104
Professional, Scientific and Technical Services	\$563	\$1,819	\$1,781	137	126	131	\$668	\$1,496	\$1,458	223	122	127
Administrative and Support Services	\$520	\$1,122	\$1,097	127	78	81	\$750	\$990	\$950	250	81	83
Public Administration and Safety	\$1,893	\$1,744	\$1,745	462	121	129	\$1,056	\$1,650	\$1,650	352	135	143
Education and Training	\$355	\$1,386	\$1,359	87	96	100	\$356	\$1,354	\$1,323	119	110	115
Health Care and Social Assistance	\$569	\$1,249	\$1,229	139	87	91	\$600	\$1,100	\$1,100	200	90	96
Arts and Recreation Services	\$296	\$1,075	\$962	72	75	71	\$160	\$960	\$921	53	78	80
Other Services	\$457	\$1,237	\$1,177	112	86	87	\$510	\$1,019	\$980	170	83	85
All industries	\$410	\$1,441	\$1,354	100	100	100	\$300	\$1,226	\$1,151	100	100	100
<i>Full-time employees</i>												

Agriculture, Forestry and Fishing	\$715	\$1,157	\$1,134	86	67	66	\$500	\$1,027	\$1,000	67	68	67
Mining	\$2,058	\$2,572	\$2,569	248	148	150	\$1,100	\$2,497	\$2,497	147	166	167
Manufacturing	\$741	\$1,565	\$1,523	89	90	89	\$720	\$1,400	\$1,386	96	93	93
Electricity, Gas, Water and Waste Services	\$856	\$2,186	\$2,170	103	126	127	\$1,000	\$2,038	\$2,038	133	136	136
Construction	\$921	\$1,765	\$1,684	111	102	98	\$840	\$1,500	\$1,500	112	100	100
Wholesale Trade	\$616	\$1,597	\$1,585	74	92	93	\$358	\$1,375	\$1,350	48	92	90
Retail Trade	\$718	\$1,273	\$1,255	86	73	73	\$750	\$1,093	\$1,075	100	73	72
General Retail Industry	\$745	\$1,276	\$1,260	90	73	74	\$790	\$1,093	\$1,050	105	73	70
Food Retailing	\$844	\$1,360	\$1,353	102	78	79	\$945	\$1,093	\$1,093	126	73	73
Other store-based	\$710	\$1,218	\$1,201	85	70	70	\$750	\$1,050	\$1,050	100	70	70
Non-store Retailing	\$790	\$1,380	\$1,322	95	79	77	\$790	\$1,400	\$1,342	105	93	90
Accommodation and Food Services	\$834	\$1,126	\$1,092	100	65	64	\$757	\$1,000	\$1,000	101	67	67
Transport, Postal and Warehousing	\$790	\$1,693	\$1,686	95	98	99	\$900	\$1,400	\$1,400	120	93	94
Information Media and Telecommunications	\$830	\$2,002	\$2,001	100	115	117	\$830	\$1,707	\$1,707	111	114	114
Financial and Insurance Services	\$1,113	\$2,171	\$2,162	134	125	126	\$1,000	\$1,827	\$1,800	133	122	120
Rental, Hiring and Real Estate Services	0	\$1,800	\$1,800	0	104	105	0	\$1,300	\$1,300	0	87	87
Professional, Scientific and Technical Services	\$801	\$2,029	\$2,018	96	117	118	\$800	\$1,726	\$1,726	107	115	115
Administrative and Support Services	\$900	\$1,556	\$1,539	108	90	90	\$800	\$1,225	\$1,203	107	82	80
Public Administration and Safety	\$3,274	\$1,897	\$1,900	394	109	111	\$3,421	\$1,760	\$1,760	456	117	118
Education and Training	\$766	\$1,767	\$1,759	92	102	103	\$750	\$1,749	\$1,730	100	117	116
Health Care and Social Assistance	\$750	\$1,561	\$1,548	90	90	90	\$700	\$1,370	\$1,350	93	91	90
Arts and Recreation Services	\$548	\$1,317	\$1,292	66	76	76	\$420	\$1,150	\$1,150	56	77	77
Other Services	\$618	\$1,549	\$1,480	74	89	87	\$539	\$1,259	\$1,200	72	84	80
All industries	\$831	\$1,736	\$1,711	100	100	100	\$750	\$1,500	\$1,496	100	100	100
<i>Non-managerial full-time employees</i>												
Agriculture, Forestry and Fishing	\$715	\$1,030	\$1,009	86	64	64	\$500	\$950	\$950	67	68	68
Mining	\$2,058	\$2,454	\$2,451	248	154	156	\$1,100	\$2,493	\$2,493	147	178	178
Manufacturing	\$741	\$1,447	\$1,402	89	91	89	\$720	\$1,342	\$1,300	96	96	93
Electricity, Gas, Water and Waste Services	\$856	\$2,017	\$2,001	103	126	127	\$1,000	\$1,980	\$1,945	133	141	139

Construction	\$921	\$1,627	\$1,550	111	102	99	\$840	\$1,450	\$1,390	112	104	99
Wholesale Trade	\$616	\$1,345	\$1,335	74	84	85	\$358	\$1,250	\$1,241	48	89	89
Retail Trade	\$718	\$1,161	\$1,142	86	73	73	\$750	\$1,027	\$1,010	100	73	72
General Retail Industry	\$745	\$1,168	\$1,150	90	73	73	\$790	\$1,027	\$1,000	105	73	71
Food Retailing	\$844	\$1,302	\$1,293	102	81	82	\$945	\$1,000	\$1,000	126	71	71
Other store-based	\$710	\$1,078	\$1,060	85	67	67	\$750	\$1,036	\$1,000	100	74	71
Non-store Retailing	\$790	\$1,207	\$1,145	95	76	73	\$790	\$1,280	\$1,200	105	91	86
Accommodation and Food Services	\$821	\$1,036	\$1,006	99	65	64	\$750	\$1,000	\$980	100	71	70
Transport, Postal and Warehousing	\$790	\$1,659	\$1,651	95	104	105	\$900	\$1,385	\$1,381	120	99	99
Information Media and Telecommunications	\$830	\$1,639	\$1,638	100	103	104	\$830	\$1,500	\$1,500	111	107	107
Financial and Insurance Services	\$1,113	\$1,896	\$1,887	134	119	120	\$1,000	\$1,600	\$1,600	133	114	114
Rental, Hiring and Real Estate Services	0	\$1,439	\$1,439	0	90	91	0	\$1,250	\$1,250	0	89	89
Professional, Scientific and Technical Services	\$801	\$1,782	\$1,771	96	112	113	\$800	\$1,460	\$1,458	107	104	104
Administrative and Support Services	\$807	\$1,437	\$1,424	97	90	91	\$800	\$1,164	\$1,164	107	83	83
Public Administration and Safety	\$3,421	\$1,757	\$1,763	412	110	112	\$3,421	\$1,650	\$1,650	456	118	118
Education and Training	\$766	\$1,661	\$1,652	92	104	105	\$750	\$1,674	\$1,663	100	120	119
Health Care and Social Assistance	\$750	\$1,494	\$1,481	90	94	94	\$700	\$1,304	\$1,300	93	93	93
Arts and Recreation Services	\$642	\$1,204	\$1,191	77	75	76	\$412	\$1,100	\$1,100	55	79	79
Other Services	\$618	\$1,392	\$1,327	74	87	84	\$539	\$1,173	\$1,104	72	84	79
All industries	\$831	\$1,597	\$1,573	100	100	100	\$750	\$1,400	\$1,400	100	100	100

Source: Household, Income and Labour Dynamics in Australia (HILDA) survey wave 20.

TABLE A3.12 – MEAN EMPLOYEE INCOME AND DURATION ADJUSTED JOB INCOME, JOBS IN AUSTRALIA 2018-19

<i>Industry</i>	<i>Employee Annual Income</i>			<i>Ratio (%)</i>			<i>Duration Adjusted Income</i>			<i>Ratio (%)</i>		
	<i>All employees</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>	<i>Total</i>	<i>Junior</i>	<i>Adult</i>
Agriculture, Forestry and Fishing	\$15,287	\$39,409	\$36,552	105	57	57	\$19,388	\$39,985	\$36,705	123	59	58
Mining	\$42,252	\$149,421	\$147,829	271	216	230	\$42,358	\$141,288	\$149,169	269	208	237
Manufacturing	\$18,762	\$74,761	\$71,386	129	108	111	\$21,648	\$79,845	\$79,012	138	117	125
Electricity, Gas, Water and Waste Services	\$27,387	\$105,285	\$103,690	188	152	161	\$28,988	\$109,040	\$112,498	184	160	178
Construction	\$25,509	\$78,627	\$74,103	175	114	115	\$26,868	\$84,117	\$81,924	171	124	130
Wholesale Trade	\$18,529	\$78,534	\$75,732	127	114	118	\$20,178	\$78,117	\$77,628	128	115	123
Retail Trade	\$12,568	\$46,909	\$39,949	86	68	62	\$12,810	\$45,258	\$38,913	81	66	62
General Retail Industry	\$12,181	\$44,732	\$37,665	84	65	59	\$12,354	\$42,847	\$36,308	79	63	58
Food Retailing	\$11,914	\$42,634	\$35,087	82	62	55	\$12,295	\$40,475	\$33,912	78	59	54
Other store-based	\$12,362	\$45,632	\$38,877	85	66	60	\$12,347	\$43,687	\$37,219	79	64	59
Non-store Retailing	\$13,083	\$52,225	\$47,251	90	76	73	\$13,972	\$52,963	\$47,299	89	78	75
Accommodation and Food Services	\$9,932	\$34,128	\$26,227	68	49	41	\$11,105	\$33,478	\$25,886	71	49	41
Transport, Postal and Warehousing	\$19,563	\$78,475	\$76,398	134	114	119	\$21,513	\$78,800	\$78,584	137	116	125
Information Media and Telecommunications	\$11,927	\$97,887	\$92,702	82	142	144	\$14,667	\$97,887	\$90,654	93	144	144
Financial and Insurance Services	\$17,958	\$92,035	\$90,202	123	133	140	\$19,061	\$91,390	\$88,905	121	134	141
Rental, Hiring and Real Estate Services	\$16,497	\$69,247	\$65,676	113	100	102	\$18,923	\$68,288	\$64,835	120	100	103
Professional, Scientific and Technical Services	\$16,232	\$86,803	\$84,326	111	126	131	\$17,107	\$89,752	\$87,699	109	132	139
Administrative and Support Services	\$17,540	\$54,389	\$51,576	120	79	80	\$19,536	\$52,617	\$45,648	124	77	72
Public Administration and Safety	\$27,073	\$80,437	\$79,350	186	116	123	\$25,227	\$79,853	\$76,818	160	117	122
Education and Training	\$9,732	\$66,072	\$63,654	67	96	99	\$10,396	\$60,018	\$56,111	66	88	89
Health Care and Social Assistance	\$19,150	\$67,123	\$65,756	131	97	102	\$18,233	\$61,040	\$62,697	116	90	99
Arts and Recreation Services	\$11,727	\$52,490	\$45,529	81	76	71	\$11,628	\$45,943	\$35,786	74	68	57
Other Services	\$18,233	\$53,492	\$50,572	125	77	79	\$19,868	\$56,091	\$52,523	126	82	83
All industries	\$14,565	\$69,052	\$64,365	100	100	100	\$15,723	\$68,058	\$63,057	100	100	100

Non-managerial employees

Agriculture, Forestry and Fishing	\$14,990	\$35,791	\$33,086	104	56	56	\$19,210	\$37,105	\$34,065	123	59	59
Mining	\$42,257	\$141,251	\$139,677	294	219	234	\$42,383	\$133,979	\$141,620	272	212	244
Manufacturing	\$18,663	\$67,999	\$64,600	130	106	108	\$21,570	\$72,178	\$71,272	139	114	123
Electricity, Gas, Water and Waste Services	\$27,192	\$99,416	\$97,737	189	154	164	\$28,834	\$102,603	\$105,919	185	163	182
Construction	\$25,460	\$74,541	\$69,840	177	116	117	\$26,850	\$78,859	\$76,669	172	125	132
Wholesale Trade	\$18,350	\$68,378	\$65,503	128	106	110	\$20,061	\$68,286	\$67,406	129	108	116
Retail Trade	\$12,424	\$41,690	\$34,906	86	65	59	\$12,677	\$40,288	\$34,200	81	64	59
General Retail Industry	\$12,039	\$39,721	\$32,868	84	62	55	\$12,223	\$38,093	\$31,868	78	60	55
Food Retailing	\$11,814	\$38,077	\$30,912	82	59	52	\$12,206	\$36,298	\$30,114	78	58	52
Other store-based	\$12,190	\$40,507	\$33,858	85	63	57	\$12,173	\$38,717	\$32,502	78	61	56
Non-store Retailing	\$12,833	\$45,147	\$40,197	89	70	67	\$13,769	\$46,941	\$41,508	88	74	71
Accommodation and Food Services	\$9,639	\$30,306	\$22,937	67	47	38	\$10,872	\$30,170	\$23,097	70	48	40
Transport, Postal and Warehousing	\$19,382	\$74,941	\$72,771	135	116	122	\$21,396	\$74,529	\$74,123	137	118	127
Information Media and Telecommunications	\$11,685	\$87,577	\$82,092	81	136	138	\$14,527	\$87,902	\$80,522	93	139	139
Financial and Insurance Services	\$17,645	\$80,850	\$79,022	123	126	133	\$18,832	\$80,952	\$78,370	121	128	135
Rental, Hiring and Real Estate Services	\$16,289	\$63,821	\$60,149	113	99	101	\$18,815	\$63,253	\$59,681	121	100	103
Professional, Scientific and Technical Services	\$16,091	\$80,532	\$77,970	112	125	131	\$16,995	\$83,643	\$81,556	109	133	140
Administrative and Support Services	\$17,427	\$50,325	\$47,619	121	78	80	\$19,476	\$49,113	\$42,504	125	78	73
Public Administration and Safety	\$25,884	\$75,887	\$74,792	180	118	125	\$24,283	\$74,801	\$71,916	156	119	124
Education and Training	\$9,660	\$63,778	\$61,319	67	99	103	\$10,374	\$57,349	\$53,533	67	91	92
Health Care and Social Assistance	\$19,059	\$65,742	\$64,350	133	102	108	\$18,175	\$59,384	\$61,010	117	94	105
Arts and Recreation Services	\$11,577	\$47,043	\$40,178	81	73	67	\$11,526	\$41,023	\$31,416	74	65	54
Other Services	\$18,169	\$49,944	\$47,030	126	78	79	\$19,817	\$52,597	\$49,018	127	83	84
All industries	\$14,365	\$64,407	\$59,607	100	100	100	\$15,571	\$63,120	\$58,137	100	100	100

Source: Jobs in Australia survey, ABS (2018-19)

TABLE A3.13 - AVERAGE HOURLY TOTAL CASH EARNINGS BY METHOD OF SETTING PAY, EMPLOYEE EARNINGS AND HOURS AUSTRALIA 2018

<i>Industry</i>	<i>Award only</i>	<i>Collective agreement</i>	<i>Individual agreement</i>	<i>All methods</i>
<i>Non-managerial employees</i>				
Mining	\$27.00	\$57.60	\$63.60	\$60.60
Manufacturing	\$24.70	\$36.70	\$37.60	\$35.10
Electricity, Gas, Water and Waste Services	\$28.30	\$50.10	\$48.30	\$48.80
Construction	\$23.10	\$50.60	\$39.30	\$40.00
Wholesale Trade	\$24.70	\$32.10	\$38.70	\$35.80
Retail Trade	\$24.50	\$25.80	\$33.60	\$28.40
General Retail Industry	\$24.54	\$25.73	\$33.78	\$28.30
Food Retailing	\$23.16	\$26.62	\$33.01	\$27.08
Other store-based	\$25.55	\$24.51	\$33.91	\$29.21
Non-store Retailing	\$23.05	0	\$28.20	\$26.56
Accommodation and Food Services	\$25.80	\$22.80	\$29.00	\$25.90
Transport, Postal and Warehousing	\$28.60	\$41.70	\$35.30	\$37.70
Information Media and Telecommunications	\$27.90	\$46.20	\$49.60	\$47.00
Financial and Insurance Services	\$29.90	\$42.80	\$52.30	\$48.10
Rental, Hiring and Real Estate Services	\$27.00	\$38.10	\$36.40	\$34.40
Professional, Scientific and Technical Services	\$29.00	\$43.90	\$47.50	\$46.10
Administrative and Support Services	\$27.90	\$38.50	\$42.20	\$36.40
Public Administration and Safety	\$44.60	\$44.30	\$41.50	\$44.20
Education and Training	\$29.90	\$47.70	\$40.10	\$45.40
Health Care and Social Assistance	\$37.40	\$43.40	\$37.00	\$40.50
Arts and Recreation Services	\$25.20	\$36.00	\$38.90	\$35.40
Other Services	\$27.60	\$36.00	\$32.20	\$31.10
All industries	\$29.40	\$42.00	\$40.90	\$39.10
General Retail Industry to Total Industry Ratio (%)	83	61	83	72
<i>Non-managerial full-time employees</i>				
Mining	\$27.40	\$57.90	\$64.20	\$61.10
Manufacturing	\$26.10	\$37.10	\$38.60	\$36.60
Electricity, Gas, Water and Waste Services	\$28.20	\$51.00	\$49.60	\$50.20
Construction	\$29.00	\$51.50	\$41.50	\$43.80
Wholesale Trade	\$24.30	\$32.90	\$39.80	\$37.20
Retail Trade	\$26.30	\$27.40	\$34.60	\$31.50
General Retail Industry	\$26.14	\$27.58	\$34.95	\$31.49
Food Retailing	\$24.08	\$28.95	\$34.59	\$30.46
Other store-based	\$27.09	\$25.56	\$35.19	\$32.21
Non-store Retailing	0	0	\$27.43	\$25.29
Accommodation and Food Services	\$26.50	\$27.90	\$31.40	\$29.10
Transport, Postal and Warehousing	\$30.10	\$42.50	\$36.00	\$38.70
Information Media and Telecommunications	\$28.00	\$48.80	\$50.80	\$48.90
Financial and Insurance Services	\$34.30	\$44.50	\$53.80	\$50.20

Rental, Hiring and Real Estate Services	\$27.90	\$38.20	\$37.80	\$36.20
Professional, Scientific and Technical Services	\$32.60	\$45.50	\$48.70	\$47.90
Administrative and Support Services	\$29.70	\$41.20	\$43.40	\$39.60
Public Administration and Safety	\$47.30	\$45.40	\$43.80	\$45.50
Education and Training	\$31.60	\$49.70	\$40.40	\$47.80
Health Care and Social Assistance	\$40.80	\$48.10	\$38.00	\$43.40
Arts and Recreation Services	\$27.10	\$39.00	\$40.80	\$39.00
Other Services	\$31.80	\$37.90	\$34.50	\$34.40
All industries	\$32.60	\$44.90	\$42.70	\$42.20
General Retail Industry to Total Industry Ratio (%)	80	61	82	75

Source: Employee Earnings and Hours, ABS (2018)

TABLE A3.14 - AVERAGE HOURLY CASH EARNINGS BY METHOD OF SETTING PAY, EMPLOYEE EARNINGS AND HOURS AUSTRALIA 2021

<i>Industry</i>	<i>Award only</i>	<i>Collective agreement</i>	<i>Individual agreement</i>	<i>All methods</i>
<i>Non-managerial employees</i>				
Mining	\$29.40	\$61.20	\$66.40	\$63.90
Manufacturing	\$26.90	\$42.60	\$39.00	\$37.80
Electricity, Gas, Water and Waste Services	\$31.30	\$52.90	\$55.90	\$52.70
Construction	\$25.80	\$51.40	\$41.40	\$40.90
Wholesale Trade	\$25.90	\$35.70	\$42.10	\$39.90
Retail Trade	\$27.10	\$27.70	\$37.50	\$31.20
General Retail Industry	NA	NA	NA	NA
Food Retailing	NA	NA	NA	NA
Other store-based	NA	NA	NA	NA
Non-store Retailing	NA	NA	NA	NA
Accommodation and Food Services	\$26.80	\$24.80	\$33.10	\$28.20
Transport, Postal and Warehousing	\$31.30	\$44.90	\$39.30	\$41.00
Information Media and Telecommunications	\$30.70	\$46.00	\$56.60	\$51.40
Financial and Insurance Services	\$31.50	\$47.50	\$57.80	\$53.20
Rental, Hiring and Real Estate Services	\$28.60	\$42.70	\$40.30	\$38.00
Professional, Scientific and Technical Services	\$30.60	\$43.40	\$54.00	\$52.20
Administrative and Support Services	\$30.10	\$41.70	\$44.10	\$38.00
Public Administration and Safety	\$46.30	\$49.00	\$46.20	\$48.50
Education and Training	\$34.60	\$50.40	\$42.00	\$48.80
Health Care and Social Assistance	\$39.90	\$47.50	\$39.60	\$43.70
Arts and Recreation Services	\$27.40	\$36.30	\$44.30	\$37.90
Other Services	\$29.10	\$38.40	\$36.00	\$33.70
All industries	\$31.80	\$45.80	\$45.00	\$42.50
Retail Trade to Total Industry Ratio (%)	85	60	83	73
<i>Non-managerial full-time employees</i>				
Mining	\$29.30	\$61.20	\$66.90	\$64.20
Manufacturing	\$28.50	\$43.30	\$40.30	\$39.50
Electricity, Gas, Water and Waste Services	\$32.60	\$53.60	\$57.40	\$54.00
Construction	\$32.50	\$53.30	\$43.80	\$44.80
Wholesale Trade	\$27.30	\$36.50	\$43.10	\$41.50
Retail Trade	\$28.70	\$29.50	\$38.50	\$34.50
General Retail Industry	NA	NA	NA	NA
Food Retailing	NA	NA	NA	NA
Other store-based	NA	NA	NA	NA
Non-store Retailing	NA	NA	NA	NA
Accommodation and Food Services	\$29.60	\$31.10	\$35.50	\$32.50
Transport, Postal and Warehousing	\$33.50	\$46.40	\$40.00	\$42.50
Information Media and Telecommunications	\$32.90	\$47.50	\$57.90	\$53.30
Financial and Insurance Services	\$36.10	\$49.30	\$59.30	\$55.30
Rental, Hiring and Real Estate Services	\$30.40	\$43.40	\$40.90	\$39.40

Professional, Scientific and Technical Services	\$34.00	\$47.00	\$55.10	\$54.10
Administrative and Support Services	\$32.00	\$44.70	\$46.00	\$41.20
Public Administration and Safety	\$49.30	\$49.80	\$48.40	\$49.70
Education and Training	\$40.80	\$52.50	\$44.10	\$51.50
Health Care and Social Assistance	\$42.30	\$51.10	\$41.40	\$46.30
Arts and Recreation Services	\$28.60	\$37.90	\$47.00	\$41.60
Other Services	\$32.00	\$42.30	\$37.50	\$36.70
All industries	\$35.20	\$48.80	\$46.80	\$45.90
Retail Trade to Total Industry Ratio (%)	82	60	83	75

Source: Employee Earnings and Hours, ABS (2021)

TABLE A3.15 - AVERAGE WEEKLY TOTAL CASH EARNINGS BY METHOD OF SETTING PAY, EMPLOYEE EARNINGS AND HOURS AUSTRALIA 2018

<i>Industry</i>	Award only	Collective agreement	Individual agreement	All methods
<i>Non-managerial employees</i>				
Mining	\$1,203	\$2,627	\$2,665	\$2,636
Manufacturing	\$736	\$1,467	\$1,404	\$1,281
Electricity, Gas, Water and Waste Services	\$879	\$1,959	\$1,873	\$1,886
Construction	\$834	\$2,144	\$1,509	\$1,561
Wholesale Trade	\$726	\$1,280	\$1,407	\$1,280
Retail Trade	\$590	\$601	\$1,169	\$766
General Retail Industry	\$555	\$602	\$1,162	\$741
Food Retailing	\$523	\$631	\$1,169	\$682
Other store-based	\$585	\$559	\$1,160	\$789
Non-store Retailing	\$401	0	\$942	\$699
Accommodation and Food Services	\$553	\$483	\$760	\$585
Transport, Postal and Warehousing	\$995	\$1,605	\$1,296	\$1,406
Information Media and Telecommunications	\$860	\$1,500	\$1,778	\$1,608
Financial and Insurance Services	\$808	\$1,505	\$1,845	\$1,674
Rental, Hiring and Real Estate Services	\$695	\$1,560	\$1,261	\$1,117
Professional, Scientific and Technical Services	\$801	\$1,505	\$1,682	\$1,600
Administrative and Support Services	\$770	\$1,371	\$1,437	\$1,150
Public Administration and Safety	\$1,421	\$1,526	\$1,314	\$1,501
Education and Training	\$702	\$1,346	\$972	\$1,242
Health Care and Social Assistance	\$1,050	\$1,222	\$1,045	\$1,139
Arts and Recreation Services	\$426	\$912	\$1,009	\$838
Other Services	\$789	\$1,199	\$1,014	\$954
All industries	\$788	\$1,303	\$1,411	\$1,227
General Retail Industry to Total Industry Ratio (%)	70	46	82	60
<i>Non-managerial full-time employees</i>				
Mining	\$1,278	\$2,654	\$2,727	\$2,684
Manufacturing	\$1,008	\$1,545	\$1,542	\$1,473
Electricity, Gas, Water and Waste Services	\$1,189	\$2,071	\$1,999	\$2,033
Construction	\$1,215	\$2,244	\$1,715	\$1,839
Wholesale Trade	\$934	\$1,366	\$1,574	\$1,478
Retail Trade	\$1,035	\$1,052	\$1,357	\$1,228
General Retail Industry	\$1,022	\$1,053	\$1,377	\$1,231
Food Retailing	\$959	\$1,112	\$1,346	\$1,182
Other store-based	\$1,054	\$969	\$1,394	\$1,259
Non-store Retailing	0	0	\$1,029	\$987
Accommodation and Food Services	\$1,016	\$1,114	\$1,228	\$1,136
Transport, Postal and Warehousing	\$1,352	\$1,775	\$1,485	\$1,619
Information Media and Telecommunications	\$1,087	\$1,849	\$1,952	\$1,871
Financial and Insurance Services	\$1,259	\$1,702	\$2,047	\$1,910

Rental, Hiring and Real Estate Services	\$1,069	\$1,599	\$1,483	\$1,423
Professional, Scientific and Technical Services	\$1,231	\$1,722	\$1,899	\$1,861
Administrative and Support Services	\$1,187	\$1,764	\$1,733	\$1,603
Public Administration and Safety	\$1,748	\$1,729	\$1,631	\$1,725
Education and Training	\$1,131	\$1,835	\$1,493	\$1,760
Health Care and Social Assistance	\$1,584	\$1,852	\$1,446	\$1,671
Arts and Recreation Services	\$1,087	\$1,493	\$1,554	\$1,494
Other Services	\$1,259	\$1,504	\$1,373	\$1,367
All industries	\$1,272	\$1,771	\$1,689	\$1,666
General Retail Industry to Total Industry Ratio (%)	80	59	82	74

Source: Employee Earnings and Hours, ABS (2018)

TABLE A3.16 - AVERAGE WEEKLY TOTAL CASH EARNINGS BY METHOD OF SETTING PAY, EMPLOYEE EARNINGS AND HOURS AUSTRALIA 2021

<i>Industry</i>	<i>Award only</i>	<i>Collective agreement</i>	<i>Individual agreement</i>	<i>All methods</i>
<i>Non-managerial employees</i>				
Mining	\$1,199	\$2,614	\$2,756	\$2,682
Manufacturing	\$827	\$1,755	\$1,452	\$1,391
Electricity, Gas, Water and Waste Services	\$1,084	\$2,061	\$2,128	\$2,023
Construction	\$961	\$2,128	\$1,580	\$1,578
Wholesale Trade	\$747	\$1,305	\$1,538	\$1,423
Retail Trade	\$661	\$652	\$1,279	\$841
General Retail Industry	NA	NA	NA	NA
Food Retailing	NA	NA	NA	NA
Other store-based	NA	NA	NA	NA
Non-store Retailing	NA	NA	NA	NA
Accommodation and Food Services	\$580	\$463	\$976	\$639
Transport, Postal and Warehousing	\$1,050	\$1,727	\$1,472	\$1,530
Information Media and Telecommunications	\$857	\$1,512	\$1,996	\$1,743
Financial and Insurance Services	\$765	\$1,695	\$2,085	\$1,877
Rental, Hiring and Real Estate Services	\$828	\$1,638	\$1,394	\$1,271
Professional, Scientific and Technical Services	\$774	\$1,229	\$1,923	\$1,795
Administrative and Support Services	\$842	\$1,364	\$1,478	\$1,176
Public Administration and Safety	\$1,528	\$1,715	\$1,487	\$1,677
Education and Training	\$714	\$1,430	\$1,035	\$1,337
Health Care and Social Assistance	\$1,132	\$1,409	\$1,102	\$1,262
Arts and Recreation Services	\$540	\$928	\$1,266	\$950
Other Services	\$767	\$1,206	\$1,136	\$987
All industries	\$848	\$1,426	\$1,559	\$1,334
Retail Trade to Total Industry Ratio (%)	78	46	82	63
<i>Non-managerial full-time employees</i>				
Mining	\$1,208	\$2,702	\$2,852	\$2,775
Manufacturing	\$1,129	\$1,865	\$1,618	\$1,617
Electricity, Gas, Water and Waste Services	\$1,429	\$2,176	\$2,264	\$2,176
Construction	\$1,322	\$2,393	\$1,783	\$1,860
Wholesale Trade	\$1,058	\$1,493	\$1,679	\$1,626
Retail Trade	\$1,124	\$1,157	\$1,484	\$1,338
General Retail Industry	NA	NA	NA	NA
Food Retailing	NA	NA	NA	NA
Other store-based	NA	NA	NA	NA
Non-store Retailing	NA	NA	NA	NA
Accommodation and Food Services	\$1,174	\$1,198	\$1,364	\$1,266
Transport, Postal and Warehousing	\$1,547	\$1,988	\$1,691	\$1,820
Information Media and Telecommunications	\$1,275	\$1,795	\$2,211	\$2,029
Financial and Insurance Services	\$1,361	\$1,900	\$2,289	\$2,134
Rental, Hiring and Real Estate Services	\$1,155	\$1,771	\$1,579	\$1,526

Professional, Scientific and Technical Services	\$1,313	\$1,786	\$2,126	\$2,085
Administrative and Support Services	\$1,258	\$1,772	\$1,852	\$1,642
Public Administration and Safety	\$1,876	\$1,903	\$1,834	\$1,896
Education and Training	\$1,500	\$1,904	\$1,664	\$1,872
Health Care and Social Assistance	\$1,620	\$1,962	\$1,552	\$1,770
Arts and Recreation Services	\$1,127	\$1,447	\$1,758	\$1,577
Other Services	\$1,247	\$1,673	\$1,498	\$1,457
All industries	\$1,380	\$1,907	\$1,844	\$1,801
Retail Trade to Total Industry Ratio (%)	81	61	80	74

Source: Employee Earnings and Hours, ABS (2021)