



Fair Work
Commission

Information note – Gender undervaluation: ACTU data request – Part 2

19 November 2024

The data presented in this information note is in response to a request from the Australian Council of Trade Unions (ACTU) that the Fair Work Commission conduct and publish research for the *Gender undervaluation – priority awards review*.¹ In particular, it responds to items 4, 5, 6 and part of item 7 of the request by providing data from the Australian Bureau of Statistics (ABS) Employee Earnings and Hours (EEH).² Responses to items 1–3 and part of item 7 are published at: [Information note – Gender Undervaluation: ACTU data request: Part 1](#)

Table 1 shows mean and median adult hourly earnings, a measure of wage dispersion (based on the distance of hourly earnings from the mean), and a breakdown of employees who are employed on a casual basis for 3 of the 4 modern awards in the request.³ The information relates to May 2023.

As noted in a Statement on 11 October 2024, data for employees paid award rates under the *Aboriginal and Torres Strait Islander Health Workers and Practitioners and Aboriginal Community Controlled Health Services Award 2020* was not able to be made available due to insufficient sample sizes.⁴

¹ See: [Correspondence - request for FWC research](#)

² ABS, *Microdata: Employee Earnings and Hours, Australia*, May 2023.

³ Analysis by modern award is only possible using EEH microdata. The ABS notes that while quality management processes are applied to this variable, the EEH survey is not specifically designed for reporting at the modern award level.

⁴ [\[2024\] FWCFB 393](#)



Data could not be obtained by method of setting pay based on the same occupation and industry classifications applied in the first data request. This is because the microdata in the EEH does not provide detailed Australian and New Zealand Standard Industrial Classification (ANZSIC) information beyond the subdivision (or 2-digit) level. The previous information note provided data at the class (or 4-digit) level. Therefore, the employees considered in Table 1 are not limited to the classifications under review and include all employees paid a modern award classification rate who are not paid more than that rate of pay.

Table 1: Characteristics of employees covered by the *Children’s Services Award 2010, Pharmacy Industry Award 2020* and the *Health Professionals and Support Services Award 2020*

Item	<i>Children’s Services Award 2010</i>	<i>Pharmacy Award 2020</i>	<i>Health Professionals and Support Services Award 2020</i>
<i>Hourly earnings[#] (\$)</i>			
Mean	27.4	27.5	31.0
Median	26.7	25.2	28.2
<i>Wage dispersion (% of employees)</i>			
<90 per cent of mean	25.3	32.2*	46.7
90–110 per cent of mean	54.9	49.9	28.8
>110 per cent of mean	19.9	17.9*	24.6
<i>Employment type (% of employees)</i>			
Casual	29.9	36.6*	38.9
Permanent	70.1	63.4	61.1

Note: The sum of proportions may not equal 100 due to rounding. [#] Measures using ordinary-time earnings for employees paid an adult rate, adjusted to remove casual loading. * Estimate has a relative standard error of 25 per cent to 50 per cent and should be used with caution.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia*, May 2023.