



Information note— Gender undervaluation: ACTU data request – Part 1

28 October 2024

The data presented in this information note responds 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 1, 2, 3 and 7 of the request by providing data from the Australian Bureau of Statistics (ABS) Census of Population and Housing (Census).² Not all of the items requested could be accommodated, with some data for item 2 not available and some data for item 7 not available in the Census. Remaining items will be addressed in a separate information note using the ABS Survey of Employee Earnings and Hours 2023 where possible.

Table 1 shows the number of employees who are estimated to be covered by the 3 modern awards in the request for 2011 and 2021. Tables 2 and 3 present characteristics based on data for 2021. The employees covered have been determined based on their occupation, defined by the Australian and New Zealand Standard Classification of Occupations (ANZSCO), while working within the relevant industries, defined by Australian and New Zealand Standard Industrial Classification (ANZSIC). Appendix A lists the industries and occupations considered to represent coverage for each modern award.

Data for employees covered by the *Health Professionals and Support Services Award 2020* are divided by occupations, with the final group combining health professionals from Schedule B of the award.

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

² The 2021 Census was undertaken on 10 August 2021.



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Table 1: Number of employees and owner manager of incorporated enterprise, 2021 and 2011

| Item | Children's Services Award 2010 | Pharmacy Award 2020 | Health Professionals and Support Services Award 2020 | | | | |
|------------------|--------------------------------|---------------------|--|-------------------|-------------------|---------------|----------------------------|
| | | | Medical technicians | Dental assistants | Dental therapists | Psychologists | Other health professionals |
| 2021 | | | | | | | |
| No. of employees | 74 901 | 14 097 | 13 683 | 23 259 | 1948 | 3984 | 238 120 |
| Sex# | | | | | | | |
| Female (No.) | 71 762 | 9561 | 11 669 | 22 692 | 1784 | 3306 | 184 927 |
| Male (No.) | 3136 | 4536 | 2008 | 566 | 164 | 680 | 53 193 |
| Female (%) | 95.8 | 67.8 | 85.3 | 97.6 | 91.6 | 82.9 | 77.7 |
| Male (%) | 4.2 | 32.2 | 14.7 | 2.4 | 8.4 | 17.1 | 22.3 |
| OMIE* (No.) | 877 | 2252 | 8 | 35 | 37 | 2551 | 17 439 |
| 2011 | | | | | | | |
| No. of employees | 66 220 | ^ | 8413 | 16 448 | ^ | 1935 | ^ |
| Sex# | | | | | | | |
| Female (No.) | 63761 | ^ | 7278 | 16196 | ^ | 1569 | ^ |
| Male (No.) | 2460 | ^ | 1137 | 252 | ^ | 367 | ^ |
| Female (%) | 96.3 | ^ | 86.5 | 98.5 | ^ | 81.0 | ^ |
| Male (%) | 3.7 | ^ | 13.5 | 1.5 | ^ | 19.0 | ^ |
| OMIE* (No.) | 987 | ^ | 7 | 42 | ^ | 1346 | ^ |

Note: # May not sum to total. * OMIE = Owner manager of incorporated enterprise. ^ Occupations at the 6-digit level were not available in 2011.

Source: ABS, *Census of Population and Housing, 2021*.



Table 2: Age group and sex, proportions, 2021

| Item | Children's Services Award 2010 | Pharmacy Award 2020 | Health Professionals and Support Services Award 2020 | | | | |
|--------------------|--------------------------------|---------------------|--|-------------------|-------------------|---------------|----------------------------|
| | | | Medical technicians | Dental assistants | Dental therapists | Psychologists | Other health professionals |
| 15-19 years | | | | | | | |
| % of total | 7.9 | 1.8 | 1.5 | 7.3 | 0.0 | 0.1 | 0.3 |
| Female | 92.6 | 69.5 | 66.2 | 96.1 | - | 100.0 | 69.6 |
| Male | 7.4 | 30.5 | 33.8 | 3.9 | - | 0.0 | 30.4 |
| 20-24 years | | | | | | | |
| % of total | 19.5 | 11.4 | 11.4 | 22.0 | 11.7 | 9.7 | 7.7 |
| Female | 91.5 | 70.0 | 76.9 | 96.7 | 85.9 | 88.8 | 76.7 |
| Male | 8.5 | 30.0 | 23.1 | 3.3 | 14.1 | 11.2 | 23.3 |
| 25-29 years | | | | | | | |
| % of total | 15.0 | 21.5 | 11.9 | 17.0 | 25.6 | 22.1 | 19.0 |
| Female | 95.0 | 67.1 | 75.5 | 96.6 | 91.3 | 82.6 | 76.1 |
| Male | 5.0 | 32.9 | 24.5 | 3.4 | 8.7 | 17.4 | 23.9 |
| 30-34 years | | | | | | | |
| % of total | 13.3 | 19.8 | 10.7 | 14.3 | 20.4 | 19.0 | 17.0 |
| Female | 97.0 | 66.7 | 82.1 | 97.4 | 88.3 | 81.2 | 76.6 |
| Male | 3.0 | 33.3 | 17.9 | 2.6 | 11.7 | 18.8 | 23.4 |



| Item | Children's Services Award 2010 | Pharmacy Award 2020 | Health Professionals and Support Services Award 2020 | | | | |
|--------------------|--------------------------------|---------------------|--|-------------------|-------------------|---------------|----------------------------|
| | | | Medical technicians | Dental assistants | Dental therapists | Psychologists | Other health professionals |
| 35-39 years | | | | | | | |
| % of total | 12.3 | 15.9 | 11.6 | 10.6 | 11.8 | 14.1 | 14.2 |
| Female | 97.9 | 69.5 | 85.6 | 98.5 | 94.0 | 81.4 | 78.5 |
| Male | 2.1 | 30.5 | 14.4 | 1.5 | 6.0 | 18.6 | 21.5 |
| 40-44 years | | | | | | | |
| % of total | 9.6 | 9.7 | 9.7 | 8.1 | 5.5 | 10.6 | 10.9 |
| Female | 98.1 | 71.3 | 88.1 | 98.2 | 91.1 | 87.7 | 78.5 |
| Male | 1.9 | 28.7 | 11.9 | 1.8 | 8.9 | 12.3 | 21.5 |
| 45-49 years | | | | | | | |
| % of total | 7.8 | 5.9 | 10.4 | 6.7 | 5.9 | 8.4 | 9.2 |
| Female | 98.4 | 69.5 | 89.4 | 98.9 | 90.0 | 85.8 | 80.1 |
| Male | 1.6 | 30.5 | 10.6 | 1.1 | 10.0 | 14.2 | 19.9 |
| 50-54 years | | | | | | | |
| % of total | 6.1 | 4.6 | 10.4 | 5.8 | 5.7 | 6.1 | 7.8 |
| Female | 98.6 | 71.7 | 90.8 | 99.0 | 96.4 | 82.8 | 80.5 |
| Male | 1.4 | 28.3 | 9.2 | 1.0 | 3.6 | 17.2 | 19.5 |



| Item | Children's Services Award 2010 | Pharmacy Award 2020 | Health Professionals and Support Services Award 2020 | | | | |
|--------------------------|--------------------------------|---------------------|--|-------------------|-------------------|---------------|----------------------------|
| | | | Medical technicians | Dental assistants | Dental therapists | Psychologists | Other health professionals |
| 55–59 years | | | | | | | |
| % of total | 4.6 | 3.4 | 10.1 | 4.4 | 5.8 | 4.2 | 6.3 |
| Female | 98.4 | 67.1 | 91.5 | 99.7 | 96.3 | 78.7 | 78.9 |
| Male | 1.6 | 32.9 | 8.5 | 0.3 | 3.7 | 21.3 | 21.1 |
| 60–64 years | | | | | | | |
| % of total | 2.9 | 3.1 | 8.1 | 2.7 | 6.1 | 3.1 | 4.9 |
| Female | 98.9 | 62.2 | 92.7 | 99.5 | 100.0 | 73.0 | 77.7 |
| Male | 1.1 | 37.8 | 7.3 | 0.5 | 0.0 | 27.0 | 22.3 |
| 65 years and over | | | | | | | |
| % of total | 1.2 | 2.8 | 4.2 | 1.1 | 1.5 | 2.6 | 3.0 |
| Female | 98.1 | 47.1 | 90.0 | 100.0 | 100.0 | 78.9 | 71.5 |
| Male | 1.9 | 52.9 | 10.0 | 0.0 | 0.0 | 21.1 | 28.5 |

Source: ABS, *Census of Population and Housing*, 2021.



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Table 3: Full-time/part-time status* by sex, proportions, 2021

| Item | Children's Services Award 2010 | Pharmacy Award 2020 | Health Professionals and Support Services Award 2020 | | | | |
|---------------------------|--------------------------------|---------------------|--|-------------------|-------------------|---------------|----------------------------|
| | | | Medical technicians | Dental assistants | Dental therapists | Psychologists | Other health professionals |
| Full-time (%) | 45.0 | 58.2 | 50.4 | 35.9 | 41.6 | 49.1 | 62.1 |
| Part-time (%) | 55.0 | 41.8 | 49.6 | 64.1 | 58.4 | 50.9 | 37.9 |
| By sex[#] | | | | | | | |
| Female Full-time (%) | 43.8 | 34.8 | 40.5 | 35.2 | 37.1 | 37.5 | 44.5 |
| Female Part-time (%) | 52.3 | 32.4 | 44.5 | 62.5 | 54.9 | 45.0 | 32.5 |
| Male Full-time (%) | 1.3 | 23.4 | 9.9 | 0.7 | 4.6 | 11.6 | 17.6 |
| Male Part-time (%) | 2.7 | 9.4 | 5.1 | 1.6 | 3.4 | 5.9 | 5.4 |

Note: * Based on the number of hours worked in all jobs. Full-time employees worked 35 hours or more per week in all jobs. Excludes those who were employed and away from work who did not state the number of hours worked. # Proportions sum to 100.

Source: ABS, *Census of Population and Housing*, 2021.



Appendix A—Industries and occupations used for the research

Table A1: Industry and occupations representing employees covered by the *Children’s Services Award 2010*, *Pharmacy Industry Award 2020* and the *Health Professionals and Support Services Award 2020*

| Relevant ANZSIC | Relevant ANZSCO |
|--|--|
| Children’s Services Award 2010 | |
| 8710 – Child Care Services | 4211 – Child Carers |
| Pharmacy Industry Award 2020 | |
| 4271 – Pharmaceutical, Cosmetic and Toiletry Goods Retailing | 251513 – Retail Pharmacists |
| Health Professionals and Support Services Award 2020 | |
| 8520 – Pathology and Diagnostic Imaging Services | 3112 – Medical Technician |
| 8531 – Dental Services | 4232 – Dental Assistant |
| 8531 – Dental Services | 411214 – Dental Therapist |
| 8539 – Other Allied Health Services | 2723 – Psychologist |
| OTHER HEALTH PROFESSIONALS (from Schedule B) | |
| – | 224213 – Health Information Manager |
| | 224611 – Librarian (Special Librarian) |
| | 233913 – Biomedical Engineer |
| | 233914 – Engineering Technologist (Biomedical Engineering Technologist) |
| | 234611 – Medical Laboratory Scientist |
| | 234612 – Respiratory Scientist |
| | 234915 – Exercise Physiologist |
| | 251111 – Dietitian |
| | 251211 – Medical Diagnostic Radiographer (Alternative Title: Medical Imaging Technologist) (Magnetic Resonance Technologist) |
| | 251212 – Medical Radiation Therapist |
| | 251213 – Nuclear Medicine Technologist |
| | 251214 – Sonographer |
| | 251412 – Orthoptist |
| | 251511 – Hospital Pharmacist |



| Relevant ANZSIC | Relevant ANZSCO |
|-----------------|---|
| | 251512 - Industrial Pharmacist |
| | 251513 - Retail Pharmacist |
| | 251912 - Orthotist or Prosthetist |
| | 251999 - Health Diagnostic and Promotion Professionals nec (Genetic Counsellor) |
| | 252111 - Chiropractor |
| | 252112 - Osteopath |
| | 252211 - Acupuncturist |
| | 252212 - Homoeopath |
| | 252213 - Naturopath |
| | 252299 - Complementary Health Therapists nec (Music Therapist) |
| | 252411 - Occupational Therapist |
| | 252511 - Physiotherapist |
| | 252611 - Podiatrist |
| | 252711 - Audiologist |
| | 252712 - Speech Pathologist / Speech Language Therapist |
| | 272111 - Careers Counsellor |
| | 272112 - Drug and Alcohol Counsellor |
| | 272113 - Family and Marriage Counsellor |
| | 272114 - Rehabilitation Counsellor |
| | 272115 - Student Counsellor |
| | 272199 - Counsellors nec |
| | 272311 - Clinical Psychologist |
| | 272312 - Educational Psychologist |
| | 272313 - Organisational Psychologist |
| | 272314 - Psychotherapist |
| | 272399 - Psychologists nec |
| | 272511 - Social Worker |
| | 272613 - Welfare Worker |
| | 311212 - Cardiac Technician (Cardiac Technologist) |
| | 411211 - Dental Hygienist |
| | 411214 - Dental Therapist |