28 January 2020

Employment size and working patterns of particular sectors of the hospitality and retail industries

On 10 December 2020, Justice Ross issued a statement which commenced a process in relation to the following awards:

- • Hospitality Industry (General) Award 2020 (Hospitality Award)
- • Restaurant Industry Award 2020 (Restaurant Award)
- • General Retail Industry Award 2020 (General Retail Award)
- • Registered and Licenced Clubs Award 2010 (Clubs Award)

The Attorney-General's Department is providing data to address the following points. These were noted in Paragraph 20 of the statement by Justice Ross regarding award flexibility (published on 21 December 2020):

- • "*Data on employment size in the particular sectors of the hospitality industry*"; and
- • "*Data on working patterns in various awards*".

There is no reliable data on the employment size or working patterns by specific awards, and instead the data presented examines specific sectors which fall largely within the Accommodation and food services and Retail trade industries. The Fair Work Mapping Tool[1] (Mapping Tool) is used as a guide to identify which sectors to examine. Data limitations mean that employee numbers and working patterns in the data provided includes some unintended sub industries which are excluded by the Mapping Tool, refer to the technical appendix for more details.[2]

The data provided largely represents the extent of relevant and readily available data from published and unpublished ABS sources available to the department. Data provided on working time arrangements is unfortunately unable to be disaggregated by business size.

The sectors examined in the analysis are as follows:

- • The **Hospitality sector** includes employees in the hotels, motels, food and beverage services (including cafés, restaurants and takeaway) and gambling activities industries.
  - o Due to diversity in the hospitality sector it has been disaggregated into its component industries.
- • The **General Retail sector** includes employees in food retailing, other store-based retailing, and travel agency and tour arrangement services industries.
- • The **Clubs sector** includes employees in the clubs industry.

For more information on the construction of these sectors, refer to the technical appendix.

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

[2] For example, as a result of data limitations, takeaway food services is included in the Cafes, Restaurants and Takeaway Food Services industry despite not being mapped to the hospitality award, refer to the technical appendix for more details.

Contents

Employment and business size

Table 1: Employee numbers, 2019 and 2020

	Aug-2019	Aug-2020
	Employees ('000)	Employees ('000)
Hospitality sector employees	709.4	619.4
- Accommodation	69.6	64.7
- Cafes, Restaurants and Takeaway Food Services	514.3	464.3
- Pubs, Taverns and Bars	96.3	66.3
- Gambling Activities	29.1	22.3
General Retail sector employees	782.2	733.6
Clubs sector employees	57.4	39.2
All employees	10,117.9	9,873.1

Sources: ABS, Characteristics of Employment (COE), Tablebuilder, August 2020.

Notes: Only includes employees working one job, refer to the technical appendix for more details.

How to read: In August 2019, there were 709,400 hospitality sector employees. In August 2020 there were 619,400 hospitality sector employees.

Table 2: Gender, 2019 and 2020

	Aug-2019		Aug-2020	
	Employees (000's)	Distribution (per cent)	Employees (000's)	Distribution (per cent)
Hospitality sector employees				
Male	306.6	43.2%	277.1	44.7%
Female	402.8	56.8%	341.8	55.2%
Total	709.4	100.0%	619.4	100.0%
- Accommodation				
Male	21.2	30.5%	29.3	45.3%
Female	47.0	67.5%	36.8	56.9%
Total	69.6	100.0%	64.7	100.0%
- Cafes, Restaurants and Takeaway Food Services				
Male	217.2	42.2%	195.6	42.1%
Female	298.6	58.1%	265.6	57.2%
Total	514.3	100.0%	464.3	100.0%
- Pubs, Taverns and Bars				
Male	50.3	52.2%	37.3	56.3%
Female	47.0	48.8%	31.8	48.0%
Total	96.3	100.0%	66.3	100.0%
- Gambling Activities				
Male	16.1	55.3%	14.8	66.4%
Female	10.2*	35.1%*	7.0*	31.4%*
Total	29.1	100.0%	22.3	100.0%
General Retail sector employees				
Male	330.9	42.3%	324.1	44.2%
Female	452.4	57.8%	411.6	56.1%
Total	782.2	100.0%	733.6	100.0%
Clubs sector employees				
Male	21.9	38.2%	17.3	44.1%
Female	32.5	56.6%	19.8*	50.5%*
Total	57.4	100.0%	39.2	100.0%
All employees				
Male	5,157.1	51.0%	5,036.1	51.0%
Female	4,957.7	49.0%	4,839.0	49.0%
Total	10,117.9	100.0%	9,873.1	100.0%

Source: ABS, Characteristics of Employment (COE), Tablebuilder, August 2020

Notes: Only includes employees working one job, refer to the technical appendix for more details.

The ABS uses perturbations to minimise the risk of identifying individuals in aggregate statistics. This means that the sum of all variables may not match the total and the percentages may not sum to 100 per cent.

Estimates with a relative standard error (RSE) of between 25 and 50 per cent are marked with a single asterisk (*) and the ABS advises these statistics should be used with caution.

Some of the estimates contained in these tables have a RSE of 50 per cent or greater. These estimates are marked as unreliable for general use and flagged with a double asterisk (**).

How to read: In August 2019, there were 709,400 hospitality sector employees, 43.2 per cent (or 306,600 employees) were male and 56.8 per cent (or 402,800 employees) were female.

Table 3: Counts of businesses, 2019

	Number of businesses	Proportion of all businesses (per cent)
Hospitality sector businesses	68,867	2.9%
- Accommodation sector businesses	12,762	0.5%
- Cafes, and Restaurants sector businesses	43,587	1.8%
- Pubs, Taverns and Bars sector businesses	6,300	0.3%
- Casino Operation sector businesses	23	0.0%
General Retail sector businesses	107,875	4.5%
Clubs sector businesses	2,921	0.1%
All businesses	2,375,753	100.0%

Source: ABS, Counts of Australian Businesses, Including Entries and Exits, June 2015 to June 2019

Note: Business data maps to the Mapping Tool exactly, unlike employee data from Characteristics of Employment which maps to a higher level of industry aggregation and includes some unintended employees, refer to the technical appendix for more details.

How to read: In June 2019, there were 68,867 businesses in the hospitality sector, representing 2.9 per cent of all businesses.

Table 4: Business by size, 2019

	Number of businesses	Distribution by hours worked (per cent)
Hospitality sector businesses		
Non Employing	19,348	28.1%
1-19 Employees	43,400	63.0%
20-199 Employees	5,892	8.6%
200+ Employees	214	0.3%
Total	68,867	100.0%
- Accommodation sector businesses		
Non Employing	6,064	47.5%
1-19 Employees	5,725	44.9%
20-199 Employees	911	7.1%
200+ Employees	60	0.5%
Total	12,762	100.0%
- Cafes, and Restaurants sector businesses		
Non Employing	9,026	20.7%
1-19 Employees	31,262	71.7%
20-199 Employees	3,211	7.4%
200+ Employees	88	0.2%
Total	43,587	100.0%
- Pubs, Taverns and Bars		
Non Employing	1,781	28.3%
1-19 Employees	3,094	49.1%
20-199 Employees	1,401	22.2%
200+ Employees	23	0.4%
Total	6,300	100.0%
- Casino Operation sector businesses		
Non Employing	4	17.4%
1-19 Employees	3	13.0%
20-199 Employees	3	13.0%
200+ Employees	14	60.9%
Total	23	100.0%
General Retail sector businesses		
Non Employing	49,438	45.8%
1-19 Employees	54,485	50.5%
20-199 Employees	3,627	3.4%
200+ Employees	257	0.2%
Total	107,875	100.0%
Clubs sector businesses		
Non Employing	537	18.4%
1-19 Employees	1,674	57.3%
20-199 Employees	673	23.0%
200+ Employees	34	1.2%
Total	2,921	100.0%

All businesses		
Non Employing	1,490,932	62.8%
1-19 Employees	823,715	34.7%
20-199 Employees	56,835	2.4%
200+ Employees	4,271	0.2%
Total	2,375,753	100.0%

Source: ABS, Counts of Australian Businesses, Including Entries and Exits, June 2015 to June 2019

Note: Business data maps to the Mapping Tool exactly, unlike employee data from Characteristics of Employment which maps to a higher level of industry aggregation and includes some unintended employees, refer to the technical appendix for more details.

How to read: In June 2019, there were 19,348 non-employing businesses in the hospitality sector. 28.1 per cent of businesses in the hospitality sector were non-employing.

Working patterns

Table 5: Full-time or part-time status, 2019 and 2020

	Aug-2019		Aug-2020	
	Employees (000's)	Distribution by full-time/part-time work (per cent)	Employees (000's)	Distribution by full-time/part-time work (per cent)
Hospitality sector employees				
Full-time workers	240.6	33.9%	194.8	31.4%
Part-time workers	469.3	66.2%	426.2	68.8%
Total	709.4	100.0%	619.4	100.0%
- Accommodation				
Full-time workers	36.1	51.9%	34.6	53.5%
Part-time workers	31.3	45.0%	28.7	44.4%
Total	69.6	100.0%	64.7	100.0%
- Cafes, Restaurants and Takeaway Food Services				
Full-time workers	145.3	28.3%	112.9	24.3%
Part-time workers	371.6	72.3%	349.9	75.4%
Total	514.3	100.0%	464.3	100.0%
- Pubs, Taverns and Bars				
Full-time workers	41.3	42.9%	28.9	43.6%
Part-time workers	55.1	57.2%	38.3	57.8%
Total	96.3	100.0%	66.3	100.0%
- Gambling Activities				
Full-time workers	19.1	65.6%	16.4	73.5%
Part-time workers	10.6	36.4%	7.4*	33.2%*
Total	29.1	100.0%	22.3	100.0%
General Retail sector employees				
Full-time workers	351.4	44.9%	313.1	42.7%
Part-time workers	431.3	55.1%	421.6	57.5%
Total	782.2	100.0%	733.6	100.0%
Clubs sector employees				
Full-time workers	26.9	46.9%	17.1	43.6%
Part-time workers	27.6	48.1%	23.1	58.9%
Total	57.4	100.0%	39.2	100.0%
All employees				
Full-time workers	6,995.4	69.1%	6,806.9	68.9%
Part-time workers	3,122.0	30.9%	3,063.1	31.0%
Total	10,117.9	100.0%	9,873.1	100.0%

Source: ABS, Characteristics of Employment (COE), Tablebuilder, August 2020

Notes: Only includes employees working one job, refer to the technical appendix for more details.

Estimates with a relative standard error (RSE) of between 25 and 50 per cent are marked with a single asterisk (*) and the ABS advises these statistics should be used with caution.

Some of the estimates contained in these tables have a RSE of 50 per cent or greater. These estimates are marked as unreliable for general use and flagged with a double asterisk (**).

The ABS defines part-time employment as those who usually work fewer than 35 hours a week in all jobs, and full-time as those who work 35 hours a week or more.

How to read: In August 2019, there were 709,400 hospitality sector employees, 33.9 per cent (or 240,600 employees) worked full-time hours and 66.2 per cent (or 469,300 employees) worked part-time hours.

Table 6: Status in employment, 2019 and 2020

	Aug-2019		Aug-2020	
	Employees (000's)	Distribution (per cent)	Employees (000's)	Distribution (per cent)
Hospitality sector employees				
Permanent employees	275.1	38.8%	258.8	41.8%
Casual employees	434.3	61.2%	360.1	58.1%
Total	709.4	100.0%	619.4	100.0%
- Accommodation				
Permanent employees	40.6	58.3%	45.3	70.0%
Casual employees	29.4	42.2%	18.6	28.7%
Total	69.6	100.0%	64.7	100.0%
- Cafes, Restaurants and Takeaway Food Services				
Permanent employees	176.0	34.2%	161.5	34.8%
Casual employees	339.8	66.1%	300.6	64.7%
Total	514.3	100.0%	464.3	100.0%
- Pubs, Taverns and Bars				
Permanent employees	36.2	37.6%	31.2	47.1%
Casual employees	61.5	63.9%	36.7	55.4%
Total	96.3	100.0%	66.3	100.0%
- Gambling Activities				
Permanent employees	23.1	79.4%	21.3	95.5%
Casual employees	6.0*	20.6%*	3.5*	15.7%*
Total	29.1	100.0%	22.3	100.0%
General Retail sector employees				
Permanent employees	483.2	61.8%	452.1	61.6%
Casual employees	300.5	38.4%	285.2	38.9%
Total	782.2	100.0%	733.6	100.0%
Clubs sector employees				
Permanent employees	32.4	56.4%	20.7	52.8%
Casual employees	25.0	43.6%	16.9	43.1%
Total	57.4	100.0%	39.2	100.0%
All employees				
Permanent employees	7,751.7	76.6%	7,789.0	78.9%
Casual employees	2,365.2	23.4%	2,085.6	21.1%
Total	10,117.9	100.0%	9,873.1	100.0%

Source: ABS, Characteristics of Employment (COE), Tablebuilder, August 2020

Notes: Only includes employees working one job, refer to the technical appendix for more details.

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The Australian Bureau of Statistics (ABS) uses 'employees without paid leave entitlements' as the primary measure of casual employment. An employee is considered to be without leave entitlements if they self-identify, or their employer identifies them, as not having access to either paid sick leave or holiday leave, or did not know their entitlements.

How to read: In August 2019, there were 709,400 hospitality employees, 38.8 per cent (or 275,100 employees) were permanent employees and 61.2 per cent (or 434,300 employees) were casual employees.

Table 7: Weekly hours actually worked, 2019 and 2020

	Aug-2019		Aug-2020	
	Employees (000's)	**Distribution by hours worked (per cent)**	**Employees (000's)**	**Distribution by hours worked (per cent)**
Hospitality sector employees				
0 hours	36.1	5.1%	52.0	8.4%
1 - 9 hours	102.1	14.4%	104.0	16.8%
10 - 19 hours	158.8	22.4%	143.7	23.3%
20 - 29 hours	144.7	20.4%	123.5	20.0%
30 - 34 hours	56.7	8.0%	56.0	9.1%
35 - 39 hours	89.9	12.7%	65.7	10.6%
40 - 44 hours	59.5	8.4%	39.2	6.3%
45 - 49 hours	23.0	3.2%	16.6	2.7%
50 - 59 hours	26.7	3.8%	10.5	1.7%
60 - 69 hours	7.1*	1.0%*	5.1*	0.8%*
70 hours and over	4.3*	0.6%*	1.3**	0.2%**
Total	709.4	100.0%	619.4	100.0%
- Accommodation				
0 hours	4.8*	6.9%*	11.1*	17.2%*
1 - 9 hours	4.2*	6.0%*	4.6*	7.1%*
10 - 19 hours	7.3*	10.5%*	6.7*	10.4%*
20 - 29 hours	16.8*	24.1%*	12.6	19.5%
30 - 34 hours	6.0*	8.6%*	6.7*	10.4%*
35 - 39 hours	18.9	27.2%	13.5	20.9%
40 - 44 hours	7.4*	10.6%*	5.4*	8.3%*
45 - 49 hours	1.4**	2.0%**	3.7*	5.7%*
50 - 59 hours	2.8*	4.0%*	0.9**	1.4%**
60 - 69 hours	0.0	0.0%	1.1**	1.7%**
70 hours and over	1.6**	2.3%**	0.0	0.0%
Total	69.6	100.0%	64.7	100.0%
- Cafes, Restaurants and Takeaway Food Services				
0 hours	31.5	6.1%	34.8	7.5%
1 - 9 hours	85.3	16.6%	92.3	19.9%
10 - 19 hours	127.4	24.8%	120.9	26.0%
20 - 29 hours	102.5	19.9%	95.3	20.5%
30 - 34 hours	38.4	7.5%	39.5	8.5%
35 - 39 hours	53.7	10.4%	40.7	8.8%
40 - 44 hours	35.9	7.0%	28.9	6.2%
45 - 49 hours	16.9	3.3%	8.7*	1.9%*
50 - 59 hours	18.6	3.6%	3.4*	0.7%*
60 - 69 hours	0.0	0.0%	1.4**	0.3%**
70 hours and over	1.6**	0.3%**	1.3**	0.3%**
Total	514.3	100.0%	464.3	100.0%
- Pubs, Taverns and Bars				

0 hours	2.3**	2.4%**	5.4*	8.1%*
1 - 9 hours	9.6*	10.0%*	8.0*	12.1%*
10 - 19 hours	21.4	22.2%	16.4	24.7%
20 - 29 hours	17.9	18.6%	9.5*	14.3%*
30 - 34 hours	10.4*	10.8%*	9.7*	14.6%*
35 - 39 hours	11.3*	11.7%*	5.5*	8.3%*
40 - 44 hours	15.0*	15.6%*	5.2**	7.8%**
45 - 49 hours	4.1*	4.3%*	1.7**	2.6%**
50 - 59 hours	5.2*	5.4%*	3.9*	5.9%*
60 - 69 hours	3.7**	3.8%**	0.0	0.0%
70 hours and over	0.0	0.0%	0.0	0.0%
Total	96.3	100.0%	66.3	100.0%
- Gambling Activities				
0 hours	0	0.0%	2.3**	10.3%**
1 - 9 hours	2.3**	7.9%**	1.5**	6.7%**
10 - 19 hours	1.7**	5.8%**	1.0**	4.5%**
20 - 29 hours	6.8*	23.4%*	5.2*	23.3%*
30 - 34 hours	3.6*	12.4%*	4.3*	19.3%*
35 - 39 hours	5.7*	19.6%*	6.5*	29.1%*
40 - 44 hours	4.5*	15.5%*	1.4**	6.3%**
45 - 49 hours	2.4**	8.2%**	0.0	0.0%
50 - 59 hours	2.0**	6.9%**	2.4**	10.8%**
60 - 69 hours	0.0	0.0%	0.0	0.0%
70 hours and over	0.0	0.0%	0.0	0.0%
Total	29.1	100.0%	22.3	100.0%
General Retail sector employees				
0 hours	69.3	8.9%	59.3	8.1%
1 - 9 hours	78.1	10.0%	83.2	11.3%
10 - 19 hours	133.5	17.1%	124.9	17.0%
20 - 29 hours	132.2	16.9%	142.4	19.4%
30 - 34 hours	64.4	8.2%	66.2	9.0%
35 - 39 hours	126.6	16.2%	120.8	16.5%
40 - 44 hours	99.3	12.7%	77.8	10.6%
45 - 49 hours	32.8	4.2%	36.7	5.0%
50 - 59 hours	27.7	3.5%	20.5	2.8%
60 - 69 hours	11.0	1.4%	4.1**	0.6%**
70 hours and over	2.7**	0.3%**	1.3**	0.2%**
Total	782.2	100.0%	733.6	100.0%
Clubs sector employees				
0 hours	3.7**	6.4%**	1.8**	4.6%**
1 - 9 hours	6.8*	11.8%*	2.6**	6.6%**
10 - 19 hours	7.8*	13.6%*	7.9*	20.2%**
20 - 29 hours	8.3*	14.5%*	8.6*	21.9%*
30 - 34 hours	8.7*	15.2%*	4.0**	10.2%**
35 - 39 hours	11.6	20.2%	5.2*	13.3%*
40 - 44 hours	12.1	21.1%	2.5**	6.4%**
45 - 49 hours	1.2**	2.1%**	2.0**	5.1%**

50 - 59 hours	1.9**	3.3%**	1.2**	3.1%**
60 - 69 hours	0.0	0.0%	0.0	0.0%
70 hours and over	0.0	0.0%	0.0	0.0%
Total	57.4	100.0%	39.2	100.0%
All employees				
0 hours	660.1	6.5%	618.5	6.3%
1 - 9 hours	546.5	5.4%	530.6	5.4%
10 - 19 hours	901.0	8.9%	874.1	8.9%
20 - 29 hours	1,261.9	12.5%	1,316.70	13.3%
30 - 34 hours	895.6	8.9%	926.2	9.4%
35 - 39 hours	2,170.2	21.4%	2,234.1	22.6%
40 - 44 hours	1,951.7	19.3%	1,860.8	18.8%
45 - 49 hours	712.5	7.0%	617.2	6.3%
50 - 59 hours	641.4	6.3%	580.3	5.9%
60 - 69 hours	244.6	2.4%	202.4	2.1%
70 hours and over	127.7	1.3%	116.9	1.2%
Total	10,117.9	100.0%	9,873.1	100.0%

Source: ABS, Characteristics of Employment (COE), Tablebuilder, August 2020.

Notes: Only includes employees working one job, refer to the technical appendix for more details.

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How to read: In August 2019, there were 709,400 hospitality sector employees, 5.1 per cent (or 36,100 employees) worked zero hours, 14.4 per cent (or 102,100 employees) worked 1 to 9 hours, 22.4 per cent (or 158,800 employees) worked 10 to 19 hours, 20.4 per cent (or 144,700 employees) worked 20 to 29 hours.

Table 8: Days of the week usually worked, 2019

	Total days worked by employees (000's)	Distribution of days (per cent)
Hospitality sector employees (a)		
Monday	233.4	13.2%
Tuesday	246.2	14.0%
Wednesday	264.8	15.0%
Thursday	278.5	15.8%
Friday	322.5	18.3%
Saturday	238.6	13.5%
Sunday	178.8	10.1%
Total	1,762.8	100.0%
- Accommodation (b)		
Monday	39.5*	17.5%*
Tuesday	36.1*	16.0%*
Wednesday	40.0	17.8%
Thursday	35.5	15.8%
Friday	34.7*	15.4%*
Saturday	20.2	9.0%
Sunday	19.3	8.6%
Total	225.3	100.0%
- Cafes, Restaurants and Takeaway Food Services (c)		
Monday	161.3	13.0%
Tuesday	172.9	14.0%
Wednesday	182.7	14.8%
Thursday	194.8	15.7%
Friday	227.5	18.4%
Saturday	171.5	13.9%
Sunday	127.2	10.3%
Total	1,237.9	100.0%
- Pubs, Taverns and Bars (d)		
Monday	30.2	12.2%
Tuesday	28.1*	11.4%*
Wednesday	36.6	14.8%
Thursday	42.4	17.2%
Friday	47.4	19.2%
Saturday	35.1	14.2%
Sunday	27.3	11.0%
Total	247.1	100.0%
- Gambling Activities (e)		

Monday	9.2*	14.9%*
Tuesday	8.3**	13.5%**
Wednesday	8.4**	13.6%**
Thursday	7.9*	12.8%*
Friday	12.0*	19.5%*
Saturday	9.2*	14.9%*
Sunday	6.6*	10.7%*
Total	61.6	100.0%
Retail sector employees (f)		
Monday	393.6	16.5%
Tuesday	405.6	17.0%
Wednesday	410.3	17.2%
Thursday	419.8	17.6%
Friday	398.2	16.7%
Saturday	203.5	8.5%
Sunday	153.7	6.4%
Total	2384.7	100.0%
Clubs sector employees (g)		
Monday	23.0	15.2%
Tuesday	23.2	15.3%
Wednesday	24.3	16.0%
Thursday	23.5	15.5%
Friday	26.7	17.6%
Saturday	16.2	10.7%
Sunday	14.7	9.7%
Total	151.6	100.0%
All employees (h)		
Monday	7,332.4	18.7%
Tuesday	7,440.7	19.0%
Wednesday	7,479.2	19.1%
Thursday	7,481.6	19.1%
Friday	7,276.5	18.5%
Saturday	1,371.1	3.5%
Sunday	872.6	2.2%
Total	39,254.1	100.0%

Source: ABS, Characteristics of Employment (COE), Tablebuilder, August 2020

Notes: Only includes employees working one job, refer to the technical appendix for more details.

The ABS uses perturbations to minimise the risk of identifying individuals in aggregate statistics. This means that the sum of all variables may not match the total and the percentages may not sum to 100 per cent.

Estimates with a relative standard error (RSE) of between 25 and 50 per cent are marked with a single asterisk (*) and the ABS advises these statistics should be used with caution.

Some of the estimates contained in these tables have a RSE of 50 per cent or greater. These estimates are marked as unreliable for general use and flagged with a double asterisk (**).

The ABS only asks questions about days worked every second year, data for 2020 is not available.

There is a considerable number of employees whose days of the week worked vary from week to week. These employees are not included in the table.

a) 37.1 per cent (or 262,900) of Hospitality sector employees have days which vary from week to week.
b) 32.0 per cent (or 22,300) of Accommodation industry employees have days which vary from week to week.
c) 36.7 per cent (or 188,500) of Cafes, Restaurants and Takeaway Food Services industry employees have days which vary from week to week.
d) 39.8 per cent (or 38,300) of Pubs, Taverns and Bars industry employees have days which vary from week to week.
e) 45.7 per cent (or 13,300) Gambling Activities industry employees have days which vary from week to week.
f) 26.8 per cent (or 209,500) of General Retail sector employees have days which vary from week to week.
g) 37.5 per cent (or 21,500) of Clubs sector employees have days which vary from week to week.
h) 16.7 per cent (or 1,685,100) of all employees have days which vary from week to week.

How to read: In August 2019, 13.2 per cent (or 233,400 days) of days usually worked by hospitality sector employees were on Mondays and 14.2 per cent (246,200 days) of days worked were on Tuesdays.

Table 9: Whether worked weekdays and/or weekends, 2019

	Employees (000's)	Distribution of weekend workers (per cent)
Hospitality sector employees		
Weekdays only	198.0	27.9%
Weekends only	47.3	6.7%
Both weekdays and weekends	463.1	65.3%
-Total weekend employees	510.4	71.9%
Total	709.4	100.0%
- Accommodation		
Weekdays only	25.8	37.1%
Weekends only	1.8**	2.6%**
Both weekdays and weekends	41.2	59.2%
-Total weekend employees	43.0	61.8%
Total	69.6	100.0%
- Cafes, Restaurants and Takeaway Food Services		
Weekdays only	144.6	28.1%
Weekends only	41.1	8.0%
Both weekdays and weekends	329.6	64.1%
-Total weekend employees	370.7	72.1%
Total	514.3	100.0%
- Pubs, Taverns and Bars		
Weekdays only	22.3	23.2%
Weekends only	5.5*	5.7%*
Both weekdays and weekends	71.1	73.8%
-Total weekend employees	76.6	79.5%
Total	96.3	100.0%
- Gambling Activities		
Weekdays only	5.9*	20.3%*
Weekends only	2.0**	6.9%**
Both weekdays and weekends	20.6	70.8%
-Total weekend employees	22.6	77.7%
Total	29.1	100.0%
General Retail sector employees		
Weekdays only	318.5	40.7%
Weekends only	41.7	5.3%
Both weekdays and weekends	420.9	53.8%
-Total weekend employees	462.6	59.1%
Total	782.2	100.0%
Clubs sector employees		
Weekdays only	17.5	30.5%
Weekends only	3.2	5.6%
Both weekdays and weekends	33.8	58.9%
-Total weekend employees	37.0	64.5%

Total	57.4	100.0%
All employees		
Weekdays only	7,070.2	69.9%
Weekends only	169.8	1.7%
Both weekdays and weekends	2,875.4	28.4%
-Total weekend employees	3,045.2	30.1%
Total	10,117.9	100.0%

Source: ABS, Characteristics of Employment (COE), Tablebuilder, August 2020

Notes: Only includes employees working one job, refer to the technical appendix for more details.

The ABS uses perturbations to minimise the risk of identifying individuals in aggregate statistics. This means that the sum of all variables may not match the total and the percentages may not sum to 100 per cent.

We have summed those working weekends only with those working both weekends and weekdays to estimate the total employees that work on the weekend.

Estimates with a relative standard error (RSE) of between 25 and 50 per cent are marked with a single asterisk (*) and the ABS advises these statistics should be used with caution.

Some of the estimates contained in these tables have a RSE of 50 per cent or greater. These estimates are marked as unreliable for general use and flagged with a double asterisk (**).

The ABS only asks questions about the days of the week people work on every second year, data for 2020 is not available.

How to read: In August 2019, there were 709,400 hospitality, 27.9 per cent (or 198,000 employees) who only worked weekdays, 6.7 per cent (or 47,300 employees) who only worked weekends, 65.3 per cent (or 463,100 employees) who worked both weekdays and weekends. In total 71.9 per cent (or 510,400 employees) of hospitality employees worked weekends.

Table 10: Whether usually worked shift work and type of shift usually worked, 2019

	Employees (000's)	Distribution by shift type (per cent)
Hospitality sector employees		
Did not usually work shift work	443.2	62.5%
Rotating shift which periodically changes	80.4	11.3%
Regular evening shift or graveyard shift	58.3	8.2%
Regular morning shift	16.8	2.4%
Regular afternoon shift	20.0	2.8%
Irregular shift	62.6	8.8%
Split shift	18.7	2.6%
On call	2.5**	0.4%
Other	4.9*	0.7%
Total	709.4	100.0%
- Accommodation		
Did not usually work shift work	49.8	71.6%
Rotating shift which periodically changes	9.3*	13.4%*
Regular evening shift or graveyard shift	3.4*	4.9%*
Regular morning shift	0.7**	1.0%**
Regular afternoon shift	0.0	0.0%
Irregular shift	6.9*	9.9%*
Split shift	0.0	0.0%
On call	0.0	0.0%
Other	0.7**	1.0%**
Total	69.6	100.0%
- Cafes, Restaurants and Takeaway Food Services		
Did not usually work shift work	329.9	64.1%
Rotating shift which periodically changes	54.4	10.6%
Regular evening shift or graveyard shift	37.0	7.2%
Regular morning shift	10.0	1.9%
Regular afternoon shift	19.3	3.8%
Irregular shift	45.8	8.9%
Split shift	12.0	2.3%
On call	2.5	0.5%
Other	3.8	0.7%
Total	514.3	100.0%
- Pubs, Taverns and Bars		
Did not usually work shift work	52.6	54.6%
Rotating shift which periodically changes	8.2*	8.5%*
Regular evening shift or graveyard shift	14.7*	15.3%*
Regular morning shift	2.4**	2.5%**
Regular afternoon shift	1.6**	1.7%**
Irregular shift	9*	9.3%*
Split shift	8.3	8.6%

On call	0.0	0.0%
Other	0.0	0.0%
Total	96.3	100.0%
- Gambling Activities		
Did not usually work shift work	11.2*	38.5%*
Rotating shift which periodically changes	10.2*	35.1%*
Regular evening shift or graveyard shift	4.4*	15.1%*
Regular morning shift	1.7**	5.8%**
Regular afternoon shift	0.0	0.0%
Irregular shift	2.0**	6.9%**
Split shift	0.0	0.0%
On call	0.0	0.0%
Other	0.0	0.0%
Total	29.1	100.0%
General Retail sector employees		
Did not usually work shift work	655.3	83.8%
Rotating shift which periodically changes	31.7	4.1%
Regular evening shift or graveyard shift	25.8	3.3%
Regular morning shift	13.5*	1.7%*
Regular afternoon shift	12.0	1.5%
Irregular shift	38.5	4.9%
Split shift	0.7**	0.1%**
On call	0.0	0.0%
Other	4.7*	0.6%*
Total	782.2	100.0%
Clubs sector employees		
Did not usually work shift work	36.9	64.3%
Rotating shift which periodically changes	5.7*	9.9%*
Regular evening shift or graveyard shift	3.3**	5.7%**
Regular morning shift	0.0	0.0%
Regular afternoon shift	2.4**	4.2%**
Irregular shift	5.4*	9.4%*
Split shift	2.1**	3.7%**
On call	0.0	0.0
Other	1.9*	3.3%*
Total	57.4	100.0%
All employees		
Did not usually work shift work	8,374.1	82.8%
Rotating shift which periodically changes	744.4	7.4%
Regular evening shift or graveyard shift	219.4	2.2%
Regular morning shift	150.0	1.5%
Regular afternoon shift	116.3	1.1%
Irregular shift	360.3	3.6%
Split shift	67.4	0.7%
On call	33.5	0.3%
Other	55.0	0.5%
Total	10,117.9	100.0%

Sources: ABS, Characteristics of Employment (COE), Tablebuilder, August 2020.

Notes: Only includes employees working one job, refer to the technical appendix for more details.

The ABS uses perturbations to minimise the risk of identifying individuals in aggregate statistics. This means that the sum of all variables may not match the total and the percentages may not sum to 100 per cent.

Estimates with a relative standard error (RSE) of between 25 and 50 per cent are marked with a single asterisk (*) and the ABS advises these statistics should be used with caution.

Some of the estimates contained in these tables have a RSE of 50 per cent or greater. These estimates are marked as unreliable for general use and flagged with a double asterisk (**).

The ABS only asks questions about shift work every second year, data for 2020 is not available.

Shifts are defined by the ABS as below:

- Rotating shift - A shift arrangement, in which the shift worked changes periodically from one time period to another, for example from mornings or afternoons to evenings or nights.
- Regular shifts - Shifts worked to a set pattern of times. Regular shift times are presented as follows:
    - morning shifts - between 6.00am and 12.00pm
    - afternoon shifts - between 12.00pm and 5.00pm, and
    - evening, night or graveyard shift - between 5.00pm and 6.00am.
- Irregular shifts - Describes shifts that do not follow a set pattern
- Split shift - Occurs when the worked period is broken by an extended unpaid 'free' period, thereby constituting an extended working day consisting of two (or more) shifts.

How to read: In August 2019, there were 709,400 hospitality employees, 62.5 per cent (or 443,200 employees) did not usually work shift work, 11.3 per cent (or 80,400 employees) usually worked rotating shifts which periodically changed, 8.2 per cent (or 58,300 employees) usually worked regular evening shifts or graveyard shifts, 8.8 per cent (or 62,600 employees) usually worked irregular shifts.

Table 11: Whether usually worked any paid or unpaid extra hours or overtime, 2019

	Employees (000's)	Distribution of overtime (per cent)
Hospitality sector employees		
Usually worked extra hours or overtime	129.5	18.3%
Did not usually work extra hours or overtime	581.4	82.0%
Total	709.4	100.0%
- Accommodation		
Usually worked extra hours or overtime	14.4	20.7%
Did not usually work extra hours or overtime	55.2	79.3%
Total	69.6	100.0%
- Cafes Restaurants and Takeaway Food Services		
Usually worked extra hours or overtime	87.7	17.1%
Did not usually work extra hours or overtime	425.6	82.8%
Total	514.3	100.0%
- Pubs, Taverns and Bars		
Usually worked extra hours or overtime	19.9	20.7%
Did not usually work extra hours or overtime	75.8	78.7%
Total	96.3	100.0%
- Gambling Activities		
Usually worked extra hours or overtime	7.9*	27.1%*
Did not usually work extra hours or overtime	20.9	71.8%
Total	29.1	100.0%
General Retail sector employees		
Usually worked extra hours or overtime	180.9	23.1%
Did not usually work extra hours or overtime	601.3	76.9%
Total	782.2	100.0%
Clubs sector employees		
Usually worked extra hours or overtime	11.2	19.5%
Did not usually work extra hours or overtime	44.0	76.7%
Total	57.4	100.0%
All employees		
Usually worked extra hours or overtime	3,375.1	33.4%
Did not usually work extra hours or overtime	6,740.8	66.6%
Total	10,117.9	100.0%

Source: ABS, Characteristics of Employment (COE), Tablebuilder, August 2020

Notes: Only includes employees working one job, refer to the technical appendix for more details.
The ABS uses perturbations to minimise the risk of identifying individuals in aggregate statistics. This means that the sum of all variables may not match the total and the percentages may not sum to 100 per cent.
Estimates with a relative standard error (RSE) of between 25 and 50 per cent are marked with a single asterisk (*) and the ABS advises these statistics should be used with caution.

Some of the estimates contained in these tables have a RSE of 50 per cent or greater. These estimates are marked as unreliable for general use and flagged with a double asterisk (**).

The ABS only asks questions about overtime every second year, data for 2020 is not available.

How to read: In August 2019, there were 709,400 hospitality employees, 18.3 per cent (or 129,500 employees) usually worked paid or unpaid extra hours or overtime, 82.0 per cent (or 581,400 employees) did not usually work paid or unpaid extra hours or overtime.

Appendix – methodology and data issues

Identifying employees

There is no reliable data on the employment size or working patterns by specific awards, and as such the data presented examines specific sectors which fall largely within the Accommodation and food services and Retail trade industries. The Fair Work Mapping Tool[3] (Mapping Tool) is used as a guide to identify which sectors to examine. As a result of differences in the two ABS publications used in this analysis (Characteristics of Employment and Counts of Australian Businesses, including Entries and Exits), sectors examined are constructed slightly differently. The two methods of construction are explained below.

Characteristics of Employment

Data presented from the Characteristics of Employment publication is an amalgamation of one or more three-digit industries as per the Australian Bureau of Statistics' (ABS) Australian and New Zealand Standard Industrial Classification (ANZSIC) 2006. Industries were selected to align with the Fair Work Mapping Tool 2012 Mapping Tool.

The Mapping Tool maps Awards to four-digit ANZSIC industries, however the Characteristics of Employment publication can only provide data at the three-digit ANZSIC level.

When the Mapping Tool suggested a three digit industry should be partially included (i.e. within a single three digit industry, some four-digit industries should be included while other four digit industries should be excluded), the Household Income and Labour Dynamics Australia (HILDA) survey was used to determine whether more than half of all employees in the three digit industry are mapped by the Mapping Tool.

For example: Using the Mapping Tool, Group 427 Pharmaceutical and Other Store-Based Retailing is partially mapped to the General Retail industry Award. The Mapping Tool maps to the following sub-industries of Group 427 Pharmaceutical and Other Store-Based Retailing:

- Class 4272 Stationery Goods Retailing
- Class 4273 Antique and Used Goods Retailing
- Class 4274 Flower Retailing
- Class 4279 Other Store-Based Retailing n.e.c.

However, the Mapping Tool does not map to:

- Class 4271 Pharmaceutical, Cosmetic and Toiletry Goods Retailing

As Class 4271 Pharmaceutical, Cosmetic and Toiletry Goods Retailing (using HILDA) has more employees than the other classes combined Group 427 Pharmaceutical and Other Store-Based Retailing is **not** considered mapped to the General Retail Award and thus not included in the tables.

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

Hospitality sector

The Hospitality sector includes the following sub-industries:

- Group 440 Accommodation
- Group 451 Cafes, Restaurants and Takeaway Food Services
- Group 452 Pubs, Taverns and Bars
- Group 920 Gambling Activities

As a result of data limitations, the following four-digit industries have been included despite not being mapped to the award by the Mapping Tool:

- Class 4512 Takeaway Food Services
- Class 9202 Lottery Operation
- Class 9209 Other Gambling Activities

General Retail sector

The General Retail sector includes the following sub-industries:

- Group 411 Supermarket and Grocery Stores
- Group 412 Specialised Food Retailing
- Group 421 Furniture, Floor Coverings, Houseware and Textile Goods Retailing
- Group 422 Electrical and Electronic Goods Retailing
- Group 423 Hardware, Building and Garden Supplies Retailing
- Group 424 Recreational Goods Retailing
- Group 425 Clothing, Footwear and Personal Accessory Retailing
- Group 426 Department Stores
- Group 722 Travel Agency and Tour Arrangement Services

As a result of data limitations, the following four-digit industries have been included despite not being mapped to the award by the Mapping Tool:

- Class 4123 Liquor Retailing
- Class 4212 Floor Coverings Retailing
- Class 4232 Garden Supplies Retailing

Clubs sector

The Clubs sector includes the following sub-industries:

- Group 453 Clubs (Hospitality)

Counts of Australian Businesses, including Entries and Exits

Data from Counts of Australian business is an amalgamation of one or more four-digit industries as per the Australian Bureau of Statistics' (ABS) Australian and New Zealand Standard Industrial Classification (ANZSIC) 2006. Industries were selected to align with the Mapping Tool.

Other methodology and data issues

Single jobholders

It is not possible to identify whether working time arrangements refer to an employee's main job or one of their secondary job in the ABS Characteristics of Employment publication. This means an employee may be employed in one of the nominated industries but some of their working time arrangements reflect patterns as a result of a secondary job in another industry. As such we have removed multiple job holders from the sample.

Days of the week

When respondents are asked about which day of the week they usually work, respondents can select that they work from Monday to Friday, instead of selecting each of the individual days they usually work or indicate days vary (Table 8). In-order to simplify Table 8, the Monday to Friday responses have been removed. Responses of Monday to Friday were added to each of the five weekdays to account for them in the distribution of days worked.

Reliability of estimates

Estimates are based on information obtained from occupants of a sample of households, they are subject to sampling variability. That is, they may differ from those estimates that would have been produced if all households had been included in the survey or a different sample was selected.

Caution should be exercised when interpreting and using cells with small values or large percentage relative standard error (RSE) values. RSEs are provided for survey-based datasets that are subject to sampling variability.

The Australian Bureau of Statistics (ABS) advises estimates (numbers or percentages) with RSEs less than 25% are considered sufficiently reliable for most analytical purposes.

Estimates with an RSE of between 25 and 50 per cent are marked with a single asterisk (*) and the ABS advises these statistics should be used with caution.

Some of the estimates contained in these tables have a relative standard error (RSE) of 50 per cent or greater. These estimates are marked as unreliable for general use and flagged with a double asterisk (**).

Perturbation

The ABS uses perturbations to minimise the risk of identifying individuals in aggregate statistics, this means that the sum of all variables may not match the total.

Random adjustment of the data, known as perturbation, is considered to be the most satisfactory technique for avoiding the release of identifiable data while maximising the range of information that can be released. Perturbation is used to minimise the risk of identifying individuals in aggregate statistics, a technique has been developed to randomly adjust cell values. These adjustments have a negligible impact on the underlying pattern of the statistics.

When using ABS TableBuilder to extract data, totals are not calculated by summing the interior values of the table. Instead, more accurate totals are provided by calculating the true total, and then perturbing this value. If you attempt to reconstruct a total on the basis of the perturbed interior cells, you will add together the small changes made to each cell which may result in a large change relative to the perturbed total. It is recommended that totals are constructed in TableBuilder, rather than by summing the interior cells from an exported table.