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# A profile of employee characteristics across modern awards – 2023

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Justin Strong, David Rozenbes and Josh Tomlinson  
Fair Work Commission

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Research report 1/2025



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All research undertaken or commissioned by the Fair Work Commission for the Annual Wage Review 2024–25 has been agreed by the Minimum Wages Research Group (MWRG). The MWRG comprises a Chair from the Fair Work Commission, and representatives nominated by:

- Australian Chamber of Commerce and Industry (ACCI);
- Australian Industry Group (Ai Group);
- Australian Council of Social Service (ACOSS);
- Australian Council of Trade Unions (ACTU);
- Australian Government; and
- State and territory governments.

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The contents of this report remain the responsibility of the authors, and the research has been conducted without the involvement of members of the Fair Work Commission.



# Executive summary

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This research report provides analysis and findings from the 2023 Survey of Employee Earnings and Hours (EEH) and updates findings on the characteristics of employees across modern awards. These data help the Expert Panel for annual wage reviews (Expert Panel) gain a better understanding of the employees paid minimum wages in modern awards. Analysis is focused at the modern award-level and covers almost 98 per cent of employees paid minimum rates in modern awards. Analysis is also undertaken on considerations that the Expert Panel must take into account, which includes the minimum wages and modern awards objectives relating to gender equality, junior employees and the low paid. The report finds that modern award reliance is particularly concentrated in some areas of the labour market and that there remain significant differences in the characteristics of employees paid by modern awards.

## Modern awards

Based on an analysis of microdata, 20.7 per cent of employees were paid classification rates in modern awards, slightly higher than the estimate from the 2021 EEH of 20.5 per cent. Between 2021 and 2023, modern award reliance increased in 10 out of 18 industries. Around two-thirds of all modern award-reliant employees work in 4 industries: Accommodation and food services; Health care and social assistance; Retail trade; and Administrative support services. Just over two-thirds of modern award-reliant employees work in 3 occupations—Community and personal service workers, Labourers and Sales workers, with around 40 per cent of employees in these occupations modern award reliant.

Just over two-thirds of modern award-reliant employees were paid minimum wages in the 10 most common modern awards. The most common modern awards to set pay for modern award-reliant employees were the *General Retail Industry Award 2020* and the *Social, Community, Home Care and Disability Services Industry Award 2010*.



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## Gender

Differences in the characteristics of women and men were typically more pronounced at the individual modern award-level than in aggregate and reflect the industries in which they are more likely to be employed. Several modern awards were found to be dominated by one gender, with women comprising more than 80 per cent of employees in 8 modern awards, while this was the case for men in 11 modern awards. Minimum wages in the *Plumbing and Fire Sprinklers Award 2020* was found to set pay only for men in 2023, while employees paid minimum wages in the *Hair and Beauty Industry Award 2020* were found to be only women. The 10 most common modern awards accounted for more than three-quarters of women and almost two-thirds of men, suggesting that men are spread across more modern awards.

The average earnings of women and men are compared based on ordinary time earnings of those on adult rates of pay and excluding the loading of 25 per cent paid to casual employees. The average earnings of women who were modern award-reliant was 0.7 per cent below the average for men. Men who were modern award reliant were, on average, paid for more hours of work per week than women. In 25 of the 36 modern awards where data was able to be cleared for release, women were found to be older than men, on average.

## Junior employees

Junior employees were found to predominantly work in Accommodation and food services and Retail trade—comprising almost 8 in 10 employees paid a junior rate, and were most commonly paid classification rates in 2 modern awards—*Fast Food Industry Award 2020* and *General Retail Industry Award 2020*. The most common occupation for juniors was Sales assistants (general).

## Low-paid employees

Around 46 per cent of modern award-reliant employees earned between \$24.00 and \$29.99 an hour. The modern awards with the highest average hourly total earnings included 2 related to education and 2 related to the health sector. Modern award-reliant employees who were low paid were found across each industry division and occupation major group. The industry with the highest share of its modern award-reliant employees who were low paid was Wholesale trade and the most common modern award among low-paid employees was the *General Retail Industry Award 2020*. Based on the measure of ordinary time earnings (excluding casual loading) for those on adult rates of pay, more than one-



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third of modern award-reliant adult employees were low paid (35.6 per cent), that is, earning below \$25.49 per hour. This was the case for more than 40 per cent of employees in 13 of the 35 modern awards. The average hourly total earnings of all low-paid modern award-reliant employees was \$27.75. For the largest group of low-paid employees (63.2 per cent) who were casual employees that received only ordinary time earnings, they were found to have average total hourly earnings that was 25 per cent higher (\$29.37) than those who were paid for ordinary time hours only.



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# 1. Introduction

The annual wage review refers to data from the biennial Survey of Employee Earnings and Hours (EEH), produced by the Australian Bureau of Statistics (ABS), for estimates on the proportion of employees paid by award classification rates. In the last 2 EEH surveys, the ABS has enabled user analysis of the characteristics of employees across individual modern awards. The first analysis of these data by the Fair Work Commission (Commission) was based on the 2021 EEH survey for the Annual Wage Review 2022–23. This research report provides analysis and findings from the latest 2023 EEH survey. These data help the Expert Panel for annual wage reviews' (Expert Panel) gain a better understanding of the employees paid by minimum wages in modern awards (modern award-reliant employees) and therefore directly affected by the Expert Panel's decisions.

The report is structured as follows. Chapter 2 provides an overview of the data obtained from the EEH survey. Chapter 3 provides analysis of modern award-reliant employees at the aggregate level and across industries and occupations. Chapter 4 compares women and men who are modern award-reliant employees in more detail following the *Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022* (Cth) that the Expert Panel also consider gender equality as part of section 284(1)(aa) of the minimum wage objective and section 134(1)(ab) of the modern awards objective. Chapter 5 focuses on junior employees and addresses part of the minimum wages objective at section 284(1)(e) of the *Fair Work Act 2009* (Cth). Chapter 6 focuses on modern award-reliant employees who are low paid and addresses sections 134(1)(a) of the modern awards objective and 284(1)(c) of the minimum wages objective.

Sufficient sample sizes to assess all 121 modern awards are not available. Analysis at the modern award-level has therefore been undertaken for the 57 modern awards that satisfy data clearance requirements. These 57 modern awards accounted for around 98 per cent of modern award-reliant employees.

The report finds a slight increase in modern award reliance between 2021 and 2023. Changes from the last report may be due to several factors, including compositional shifts in modern award-reliant employees. Modern award reliance is particularly concentrated in some areas of the labour market, and there continues to be differences in the characteristics across modern award-reliant employees.



The analysis also shows increases in some areas of the labour market, particularly in the care economy, while there was a decline in the trades, construction and manufacturing sectors.

Some significant differences exist between women and men that may reflect the types of industries in which they are more commonly employed, with greater gender segregation in some modern awards than others. Junior employees were found to work predominantly in Retail trade and Accommodation and food services and are most commonly paid according to modern awards that apply to those industries. Overall, modern award-reliant employees are more likely to be low paid than other employees, however, there is considerable variation across modern awards, industries and occupations in the prevalence of low pay.

## 2. Data

The EEH is a point-in-time survey undertaken in May every 2 years.<sup>1</sup> The survey provides detailed statistics on the composition and distribution of employee earnings, hours paid for, and the method of setting employees' pay. Information is collected from employers about their employees. Businesses are selected from the ABS Business Register and a sample of employees are selected.<sup>2</sup> The 2023 EEH survey, which features in this report, was conducted with respect to the last pay period on or before 19 May 2023. Data for approximately 54 000 employees was obtained for the survey.

The EEH survey is widely used by the Expert Panel because it collects information on the method of setting pay for employees. This can be an award, collective agreement or individual arrangement.<sup>3</sup> Employees are classified as 'award' if they are paid at the rate of pay specified in the award and are not paid more than that rate of pay.<sup>4</sup> The EEH does not provide information on the coverage of modern awards, as the data obtained are strictly based on how an employee's pay is set.<sup>5</sup>

Method of setting pay in the publicly available data do not identify those paid by *modern* awards. This can only be analysed using the EEH microdata, which can be accessed through the ABS DataLab system, a secure virtual facility which the ABS makes available to approved researchers and analysts. Authors of this report had access to the DataLab system. Analysis of microdata requires approval from the ABS for information to be cleared for release, such that it must satisfy requirements to maintain business and employee confidentiality.

The 'award code' variable, which identifies the modern award title, can be used to approximate the number of employees on modern awards (and therefore in the federal jurisdiction) and those directly

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<sup>1</sup> The 2020 EEH was postponed to 2021 because of the COVID-19 lockdown period.

<sup>2</sup> ABS, *Employee Earnings and Hours, Australia methodology, May 2023*, 24 January 2024.

<sup>3</sup> Information is also collected for owner managers of incorporated enterprises. These employees are excluded in this report.

<sup>4</sup> An award may be the sole mechanism used to set the pay and/or conditions for an employee or group of employees or may be used in conjunction with an individual or collective agreement.

<sup>5</sup> Employees who are paid more than a minimum classification rate in an award may still be *covered* by an award but would be considered to be paid by an individual arrangement in the EEH. The modern award that covers these employees is not known.



affected by annual wage review decisions.<sup>6</sup> A more detailed discussion of how modern award-reliant employees are identified is provided in a previous Commission research report (Yuen & Tomlinson, 2023), which noted that while the EEH survey is not primarily conducted to collect information on modern awards, it remains the only data source for such information.<sup>7</sup> The appendices to this report contain additional information not referenced in the main part of the paper that has also been extracted from the microdata to assist the Expert Panel and parties to the annual wage review.

Analysis of individual modern awards was generally undertaken for those with at least 30 observations as this has been previously determined as a minimum number for statistical analysis.<sup>8</sup> There were 44 modern awards that contained at least 30 observations. Data on characteristics are not always presented or assessed for all 44 modern awards as some results could not satisfy ABS confidentiality and data quality requirements. A further 13 modern awards had fewer than 30 observations that still satisfied the ABS confidentiality and data quality requirements. No observations were found for 29 modern awards.<sup>9</sup> Basic totals and proportions are presented for all 57 modern awards that satisfy the ABS confidentiality and data quality in Appendix A Table A3.

Estimates with high relative standard errors are noted. As with the previous report, estimates based on fewer than 10 observations were allowed by the ABS to be published as a range (greater than or less than an estimate), whereby the figure presented in the report assumes the cell has the minimum number of 10 observations.

While the EEH is not designed for comparisons over time, the large sample size of the survey does not preclude robust comparisons between years, particularly at an aggregate or industry level. Comparisons between the 2021 and 2023 surveys have generally been kept to these levels.

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<sup>6</sup> Other employees in the federal jurisdiction, such as those on enterprise awards and state reference awards, cannot be identified.

<sup>7</sup> Employment estimates at the modern award-level may not be reliable and should only be used as a general guide as the EEH survey is not specifically designed for this use. The two-stage sample selection of employees increases the variability of estimates at these finer levels.

<sup>8</sup> This rule was used in Yuen & Tomlinson (2023).

<sup>9</sup> This does not mean that no employees were paid a rate of pay specified in these modern awards, only that they were not captured in this survey sample.



## 3. Modern awards

The 2023 EEH found that 23.2 per cent of employees were paid classification rates across all types of awards, an increase from 23.0 per cent in 2021. Based on an analysis of microdata for this report, 20.7 per cent of employees were paid classification rates in modern awards, slightly higher than the 2021 estimate of 20.5 per cent (Yuen & Tomlinson, 2023). The total number of modern award-reliant employees is estimated to be 2.61 million in 2023, around 10 per cent higher than the 2.37 million estimated in 2021. As with the previous report, almost 9 in 10 award-reliant employees were paid classification rates in modern awards in 2023.<sup>10</sup>

This chapter considers modern award reliance in industries and occupations and identifies the most common modern awards used to set pay for modern award-reliant employees.

### 3.1 Use of modern awards in industries

Employees paid modern award minimum wages were observed across all Australian and New Zealand Standard Industrial Classification (ANZSIC) categories with considerable variation.

The proportion of employees who were award reliant and modern award reliant was similar within industries, reflecting that almost 90 per cent of award-reliant employees are paid according to minimum wages in modern awards. As found with the 2021 EEH, modern award reliance is lower than award reliance within Health care and social assistance and Public administration and safety (see Appendix A Chart A1), both industries with a relatively high public sector component. This likely reflects the use of awards in state jurisdictions.

Chart 1 shows the proportion of employees in each industry that are modern award reliant and displays vast differences between industries. The industries with the largest proportion of their employees being modern award reliant were Accommodation and food services (59.5 per cent), Administrative and support services (38.1 per cent) and Retail trade (33.9 per cent).

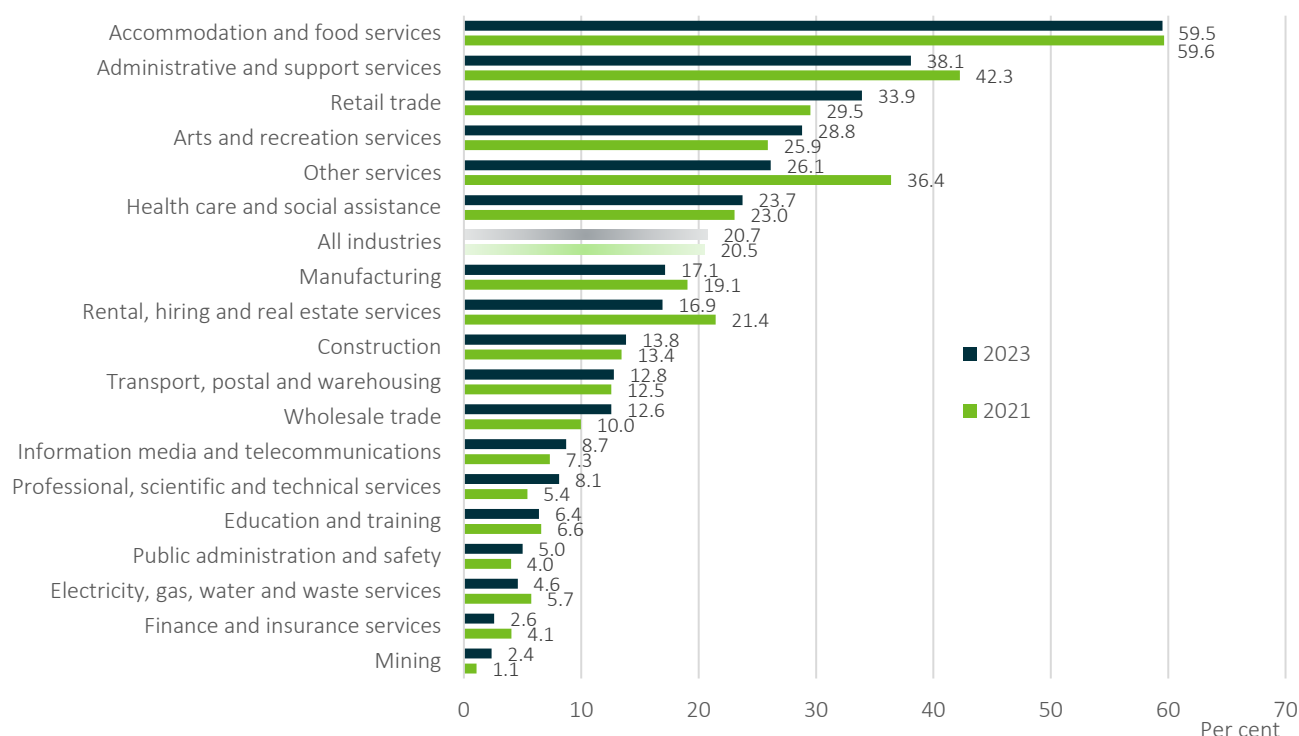
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<sup>10</sup> The remaining award-reliant employees were not indicated to have been paid by a modern award and may have been paid by other types of awards in the federal jurisdiction, such as an enterprise award, or awards in state jurisdictions. However, these other awards are not identified in the EEH microdata.

Between 2021 and 2023, modern award reliance increased in 10 of the 18 industries observed in the EEH.<sup>11</sup> The industries with the largest increases were Retail trade (4.4 percentage points), Arts and recreation services (2.9 percentage points), Professional, scientific and technical services (2.7 percentage points) and Wholesale trade (2.6 percentage points). For most industries where an increase in modern award reliance was observed, there was also a decline in the proportion paid by collective agreements.<sup>12</sup>

Industries with the largest declines in modern award reliance were Other services (–10.3 percentage points), Rental, hiring and real estate services (–4.5 percentage points) and Administrative and support services (–4.2 percentage points). Consequently, there was a relatively large increase in the proportion paid by individual arrangements in Other services and there was an increase in those paid by collective agreements in Administrative and support services, while there was an increase in both collective agreements and individual arrangements in Rental, hiring and real estate services.


**Chart 1: Proportion of employees within an industry who are modern award reliant, 2023 and 2021**



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

<sup>11</sup> Agriculture, forestry and fishing is outside the scope of the EEH.

<sup>12</sup> ABS, *Employee Earnings and Hours, Australia, May 2023*.



The EEH microdata allows for analysis at the more detailed subdivision (or 2-digit) industry level. Analysis at this level is helpful for assessing if changes at the industry level are being driven by changes in modern award reliance or compositional changes at the subdivision level. However, assessing changes in modern award reliance at the subdivision level can be difficult due to smaller sample sizes and large relative standard errors, limiting the number of subdivisions that can be analysed. Data for 46 out of 81 subdivisions, comprising over 97 per cent of all modern award-reliant employees in 2023, satisfied the ABS data clearance requirements. These data are provided in Appendix A Table A1 and also show considerable heterogeneity in modern award reliance between industries.

Overall, modern award reliance increased in 18 of the 46 subdivisions between 2021 and 2023. Industry subdivisions with the highest proportion of modern award-reliant employees were Food and beverage services (60.0 per cent), Wood product manufacturing (56.4 per cent), Accommodation (56.1 per cent), Building cleaning, pest control and other support services and Social assistance services (both 54.5 per cent).

For the industries with the largest number of modern award-reliant employees, the following were observed in their subdivisions.

- Accommodation and food services
  - While there was only a slight increase in the larger subdivision, Food and beverage services (58.6 per cent to 60.0 per cent), there was a greater decline in Accommodation (68.6 per cent to 56.1 per cent).
- Health care and social assistance
  - The slight increase in modern award reliance was driven by compositional change. While there was a decline in modern award reliance in the 2 subdivisions with the highest proportions of modern award reliance—Social assistance services (58.8 per cent to 54.5 per cent) and Medical and other health care services (25.7 per cent to 25.1 per cent), the number of modern award-reliant employees in Social assistance services grew as a share of Health care and social assistance.<sup>13</sup>

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<sup>13</sup> Between May 2021 and May 2023, the number of persons employed in Social assistance services increased by 40.0 per cent, the highest of the subdivisions and above the increase of 18.1 per cent for Health care and social assistance. See ABS, *Labour Force, Australia, Detailed*, November 2024.

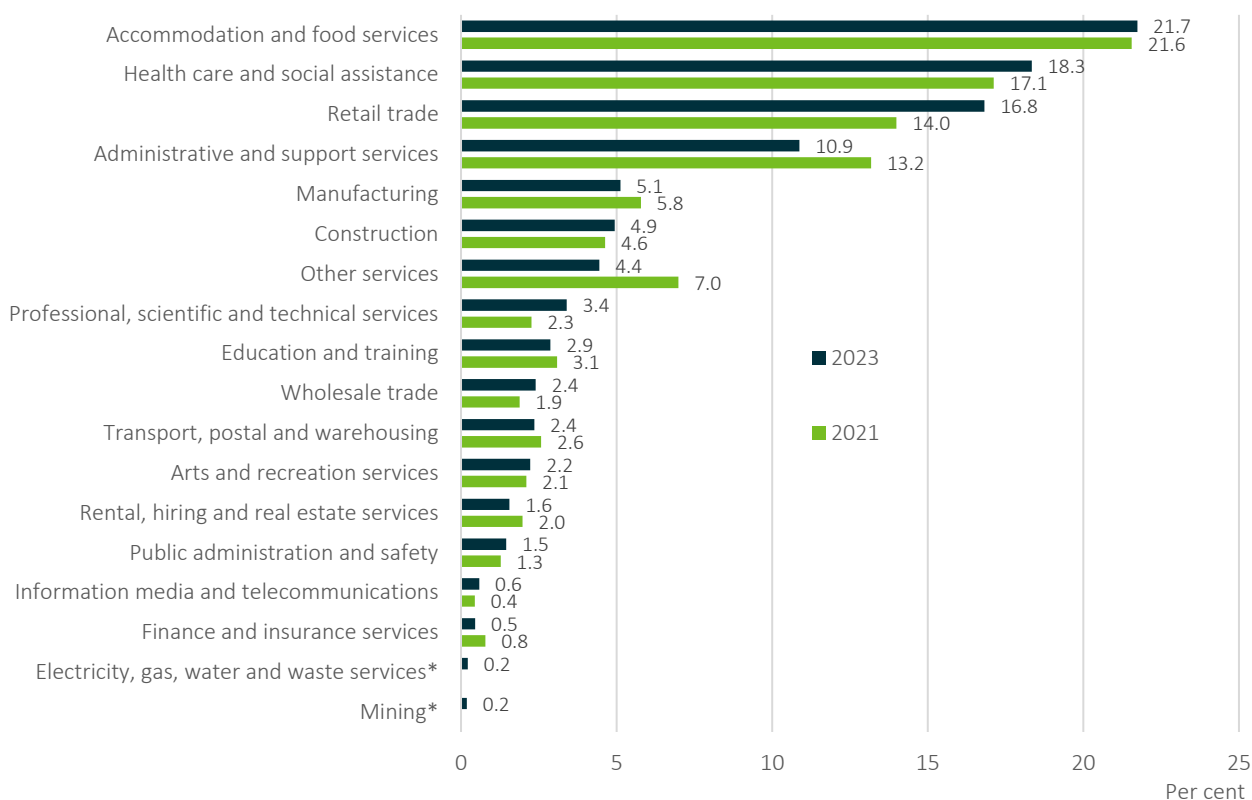
- Retail trade
  - The increase in modern award reliance was reflected in an increase across the three largest subdivisions, which comprise almost all modern award-reliant employees in Retail trade—Food retailing (22.5 per cent to 30.7 per cent), Motor vehicle and motor vehicle parts retailing (24.9 per cent to 34.5 per cent), and Other store-based retailing (35.1 per cent to 37.4 per cent).
- Other services
  - The largest decline in modern award reliance of all industries was observed in both of its subdivisions—Personal and other services (41.7 per cent to 33.4 per cent) and Repair and maintenance (24.2 per cent to 12.7 per cent<sup>14</sup>).
- Administrative and support services
  - The decline in modern award reliance was reflected in both Administrative services (36.8 per cent to 33.1 per cent) and Building cleaning, pest control and other support services (64.2 per cent to 55.6 per cent).

Chart 2 presents the proportion of all modern award-reliant employees by industry. Around two-thirds of all modern award-reliant employees worked in 4 industries: Accommodation and food services; Health care and social assistance; Retail trade; and Administrative support services. The chart also shows that the proportion of modern award-reliant employees across industries has declined for some (Administrative support services and Other services) and increased in others (Retail trade and Health care and social assistance) between 2021 and 2023, reflecting changes in Chart 1.

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<sup>14</sup> This figure has a relative standard error of between 25 per cent and 50 per cent and should be used with caution.

**Chart 2: Share of all modern award-reliant employees by industry, 2023 and 2021**



Note: Proportions for each year sum to 100. \* Data for these industries were not published for 2021.

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

At the subdivision level, almost one in 5 modern award-reliant employees were employed in Food and beverage services (see Appendix A Table A2). A further one in 8 were employed in Social assistance services and almost one in 10 were employed in Other store-based retailing. These industry subdivisions are located within the 3 most common industries in Chart 2.

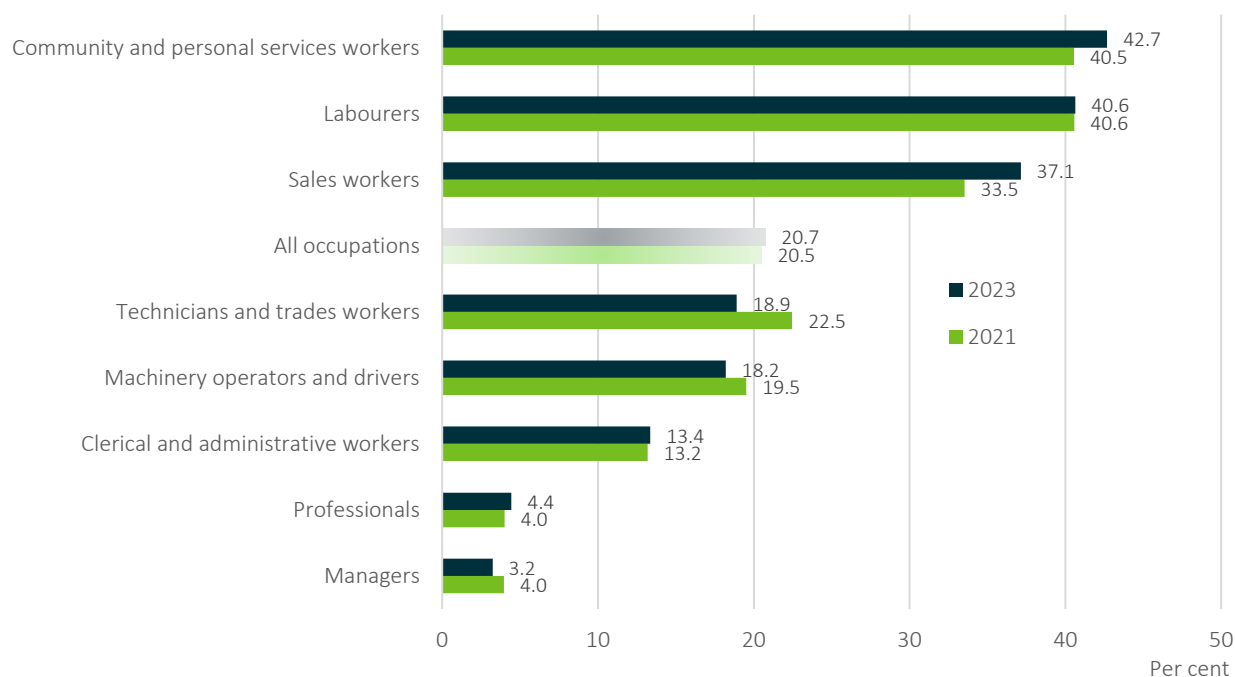
## 3.2 Use of modern awards in occupations

Analysis of occupations is based on the Australian and New Zealand Standard Classification of Occupations (ANZSCO). Chart 3 shows the proportion of modern award-reliant employees in each occupation major group. While modern award-reliant employees worked across each occupation, around 40 per cent of all employees in 3 occupations were found to be modern award reliant: Community and personal service workers, Labourers and Sales workers.

Between 2021 and 2023, there was an increase in the proportion of Community and personal service workers and Sales workers who were modern award reliant, with a decline among Technicians and trades workers and Machinery operators and drivers.

The EEH microdata allows for analysis at the unit group (or 4-digit) ANZSCO level. These data are provided in Appendix A Table A2. Data for 110 out of 324 occupation unit groups with sufficient sample sizes on modern award-reliant employees were cleared as part of the analysis.<sup>15</sup> Within these 110 occupations, 27 demonstrated a relatively high level of modern award reliance, with more than 40 per cent of employees being modern award reliant. These employees accounted for over 60 per cent of all modern award-reliant employees.<sup>16</sup> In total, 86 occupations had at least 10 per cent of its employees who were modern award reliant, representing 86.5 per cent of all modern award-reliant employees.

**Chart 3: Proportion of employees within an occupation who are modern award reliant, 2023 and 2021**



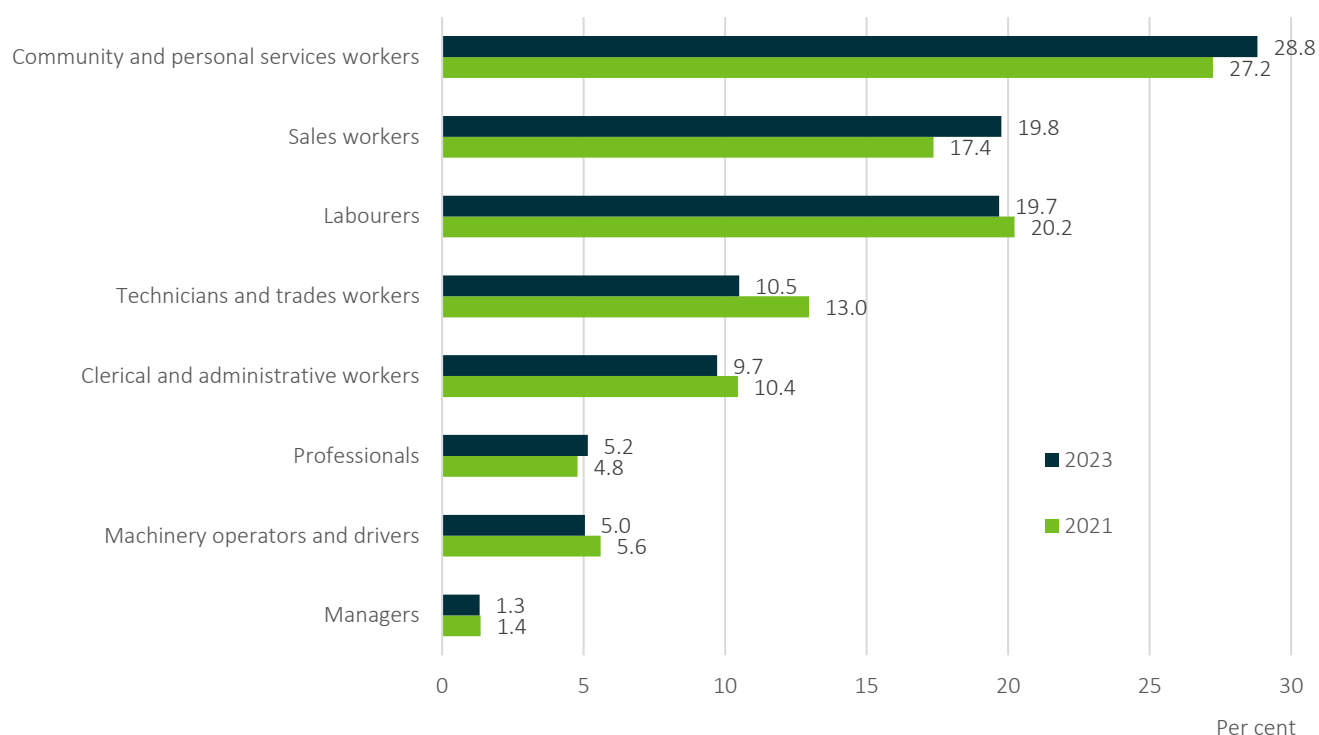
Source: ABS, *Microdata: Employee Earnings and Hours*, Australia, May 2023.

<sup>15</sup> These occupations represent 90.3 per cent of all modern award-reliant employees and 59 per cent of all employees.

<sup>16</sup> Modern award-reliant and non-modern award-reliant employees working in these occupations comprised 45 per cent of all employees.

Chart 4 shows the proportion of all modern award-reliant employees by occupation. Among all modern award-reliant employees, just over two-thirds work in 3 occupations (Chart 4). The increase in modern award reliance in Community and personal service workers and Sales workers (observed in Chart 3) led to an increase in their proportions of all modern award-reliant employees compared with 2021, while the proportion of Technicians and trades workers declined.

**Chart 4: Share of all modern award-reliant employees by occupation, 2023 and 2021**



Note: Proportions for each year sum to 100.

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

Appendix A Table A2 shows that the 5 most common occupation unit groups were Sales assistants (general) (13.6 per cent), Aged and disabled carers (6.8 per cent), Waiters (6.4 per cent), Kitchenhands (5.1 per cent), and Child carers (4.7 per cent), which together comprised over one-third of all modern award-reliant employees.

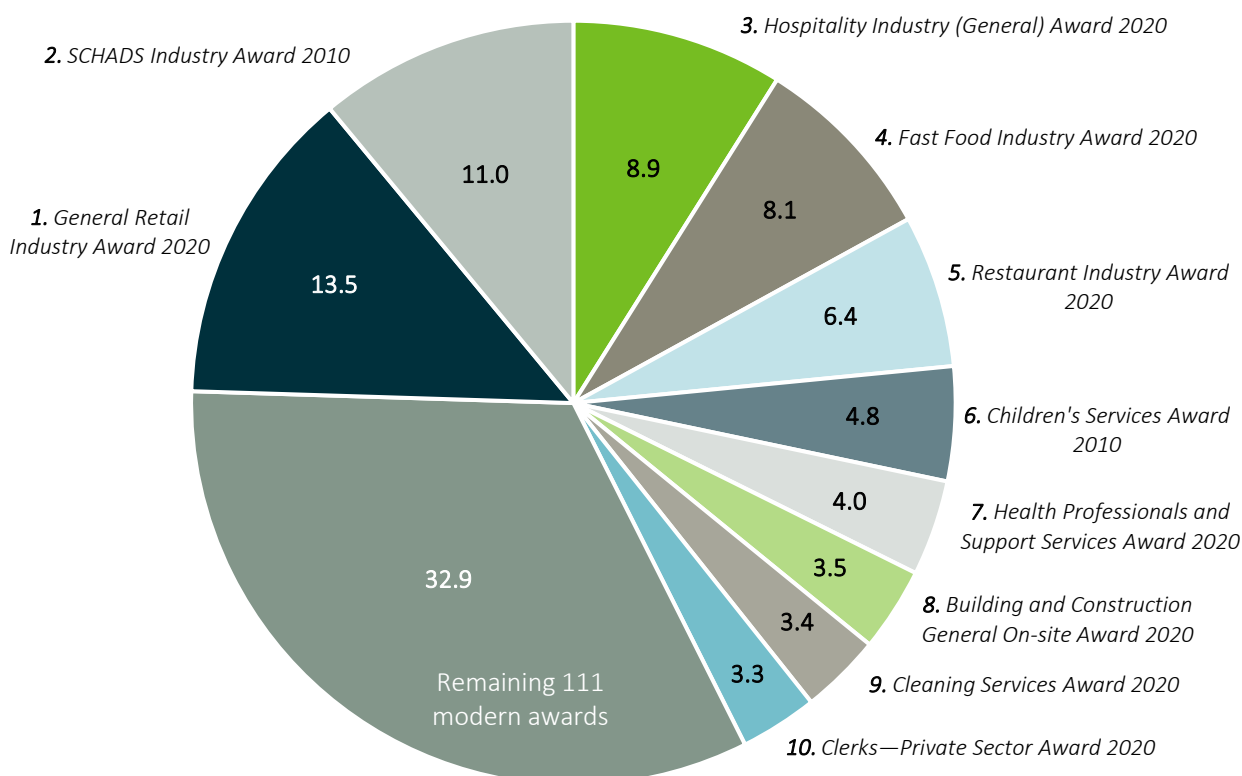
### 3.3 Most common modern awards

This section presents the most common modern awards used to set pay for modern award-reliant employees and discusses any changes between 2021 and 2023. It also analyses differences in average hours paid for (per week) between modern awards for 2023.

Just over two-thirds of modern award-reliant employees were paid minimum wages in the 10 most common modern awards, which is slightly higher than the proportion reported in 2021 (63 per cent). Chart 5 highlights the most common modern awards by their proportion of all modern award-reliant employees.

The only change in the 10 most common modern awards between 2021 and 2023 is the addition of the *Building and Construction General On-site Award 2020* replacing the *Vehicle Repair, Services and Retail Award 2020*, which was the 11<sup>th</sup> most common modern award in 2023.

**Chart 5: Most common modern awards, 2023, per cent of all modern award-reliant employees**



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



Appendix A Table A3 lists all the modern awards ranked by the number of employees paid minimum wages.

Analysis of changes between 2021 and 2023 reveals slight shifts in sectoral composition, consistent with industry trends outlined in section 3.1, with notable increases in the care and retail sectors, contrasted by declines in Manufacturing and Other services.

- Care sector
  - There was a slight increase in the share of modern award-reliant employees related to the care sector between 2021 and 2023. Together, the *Social, Community, Home Care and Disability Services (SCHADS) Industry Award 2010*, *Health Professionals and Support Services Award 2020*, *Nurses Award 2020*, and *Aged Care Award 2010* expanded from 15.8 per cent to 17.3 per cent of all modern award-reliant employees, in line with the increase in the Health care and social assistance industry and the Community and personal services workers occupation.
- Retail
  - The proportion of modern award-reliant employees on the *General Retail Industry Award 2020* rose from 11.0 per cent to 13.5 per cent. This aligns with an increase in the Retail trade industry and for Sales workers.
- Manufacturing
  - The decline in modern award reliance in Manufacturing was also evident in relevant modern awards. The proportion of modern award-reliant employees paid classification rates in the *Manufacturing and Associated Industries and Occupations Award 2020* and the *Food, Beverage and Tobacco Manufacturing Award 2020* decreased from 4.2 per cent to 2.8 per cent.
- Other Services
  - Modern awards associated with the Other services industry also declined, such as the *Vehicle Repair, Services and Retail Award 2020*<sup>17</sup> (3.5 per cent to 2.9 per cent) and the *Hair and Beauty Industry Award 2020* (2.1 per cent to 1.3 per cent). This reduction corresponds with the overall industry contraction reported in section 3.1.

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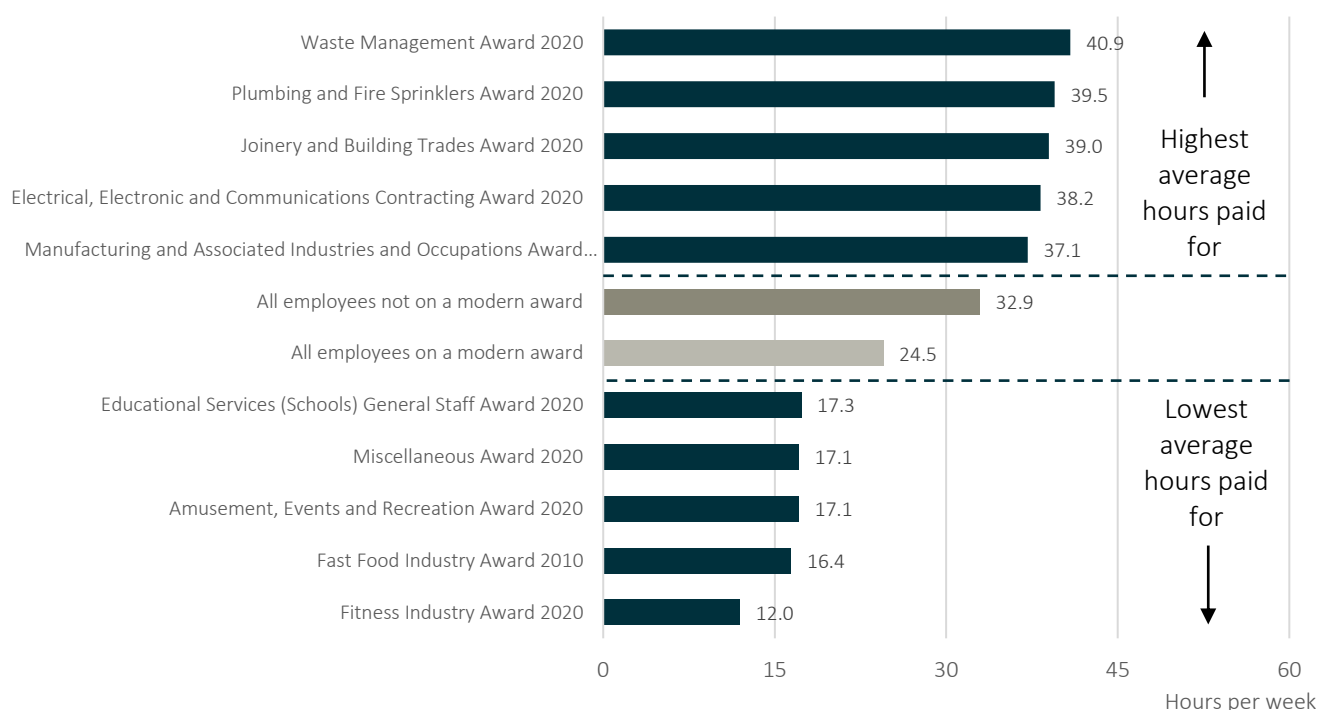
<sup>17</sup> This modern award also maps to Retail trade. See Fair Work Commission, *Mapping documents listed by modern award*.

Another way to measure the most prevalent modern awards is by the number of hours worked by employees. In the EEH survey hours worked is not measured, rather it is collected according to 'hours paid for' per week (the sum of ordinary time hours paid for plus overtime hours paid for).<sup>18</sup>

Modern award-reliant employees were paid for fewer hours than other employees on average (around 25 per cent less) (Chart 6). Modern award-reliant employees paid by awards that cover those who deal with waste material, work in trades or in manufacturing had the highest average hours paid for.

Employees paid minimum wages in the *Fitness Industry Award 2020* were paid for the fewest hours per week, with employees across education, recreation and food services awards also paid for the fewest hours per week, on average, among modern award-reliant employees.

**Chart 6: Modern awards with the highest and lowest average hours paid for per week, 2023**



Note: See Appendix A Table A6 for values across all modern awards that satisfy ABS data clearance requirements.

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

<sup>18</sup> Ordinary time hours paid for is award, standard or agreed hours of work, paid for at the ordinary time rate, including stand-by or reporting time which is part of standard hours of work, and that part of annual leave, paid sick leave and long service leave taken during the reference period. Overtime hours paid for are those in excess of award, standard or agreed hours of work. Estimates of hours paid for (per week) and hourly cash earnings have only been produced by the ABS for employees with a link between earnings and hours.

## 4. Gender

The *Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022* (Cth) required the Expert Panel to give greater emphasis to the issue of gender equality.<sup>19</sup> This has expanded the Expert Panel's consideration of data on women and men in their deliberations for the annual wage review.

This chapter compares the modern awards used to set pay for women and men and the characteristics of women and men who were modern award reliant. The characteristics analysed include earnings, hours paid for, age and casual employment.

Women comprised 58.6 per cent of modern award-reliant employees and men comprised 41.4 per cent. The results in this chapter suggest there are differences in the types of modern awards used to set pay for women and men, reflecting the differences in the industries in which they are more commonly employed. Differences in characteristics between women and men are generally larger for individual modern awards than they are at the aggregate level.

### 4.1 Most common modern awards by gender

There were 44 modern awards with sufficient sample sizes to compare the numbers of women and men paid minimum wages in those modern awards that are analysed in this section.<sup>20</sup> Chart 7 presents the 4 modern awards with the highest proportions of women (upper panel) and the 4 modern awards with the highest proportions of men (lower panel). Appendix B Table B1 lists all modern awards by their proportion of women and men.

Several modern awards were found to be dominated by one gender. There were 8 modern awards where women comprised more than 80 per cent of employees, while this was the case for men in 11 modern awards. These 19 modern awards represented 31 per cent of all modern award-reliant employees.<sup>21</sup>

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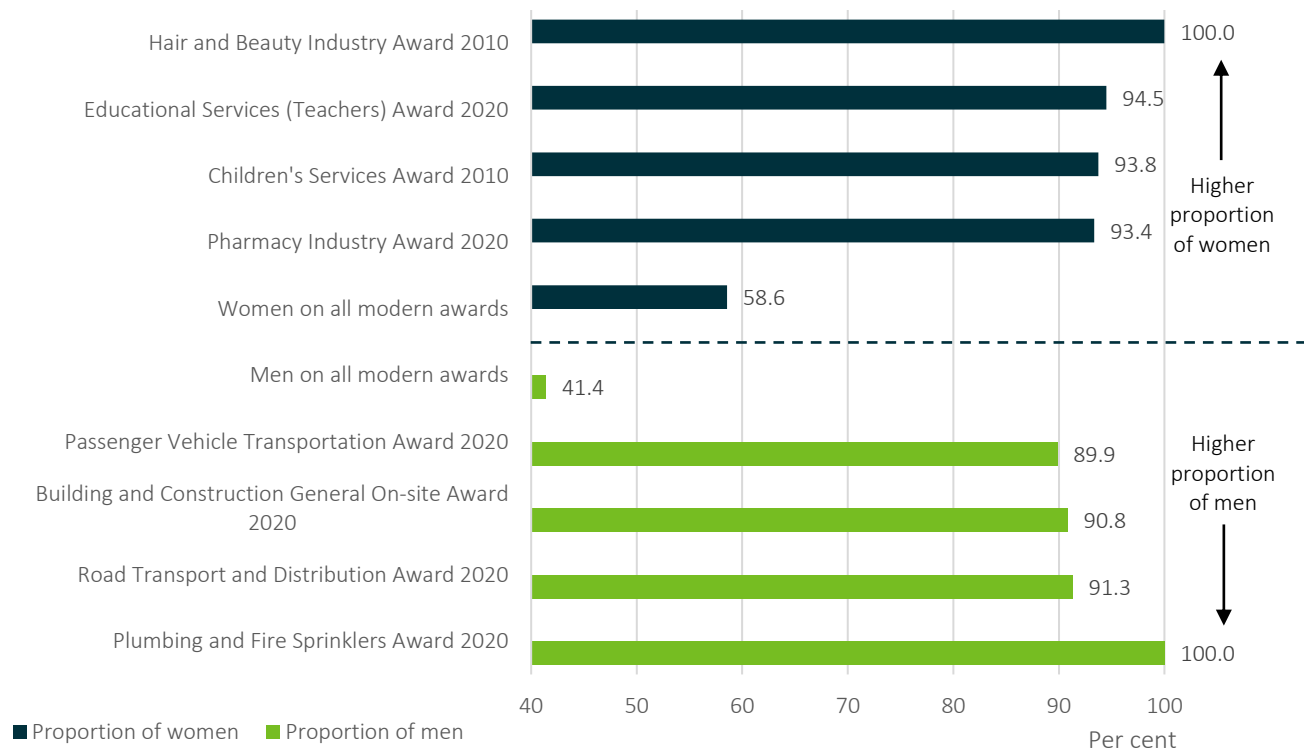
<sup>19</sup> [2023] FWCFB 3500 at [6].

<sup>20</sup> This is based on modern awards having at least 30 observations, a rule used in the previous report undertaken by Yuen & Tomlinson (2023). An additional 10 modern awards are presented with estimates for only one gender.

<sup>21</sup> A threshold of 80 per cent was used to determine highly feminised occupations in Cortis et al. (2023).

The modern awards with the highest proportion of men were involved in trades or transportation. Minimum wages in the *Plumbing and Fire Sprinklers Award 2020* was found to set pay only for men in 2023, while employees paid minimum wages in the *Hair and Beauty Industry Award 2020* were found to be only women.

**Chart 7: Modern awards with the highest proportions of women and men employees, 2023, per cent**



Note: Modern awards with the highest proportions of women and men shown. Full list of modern awards is at Appendix B Table B1.

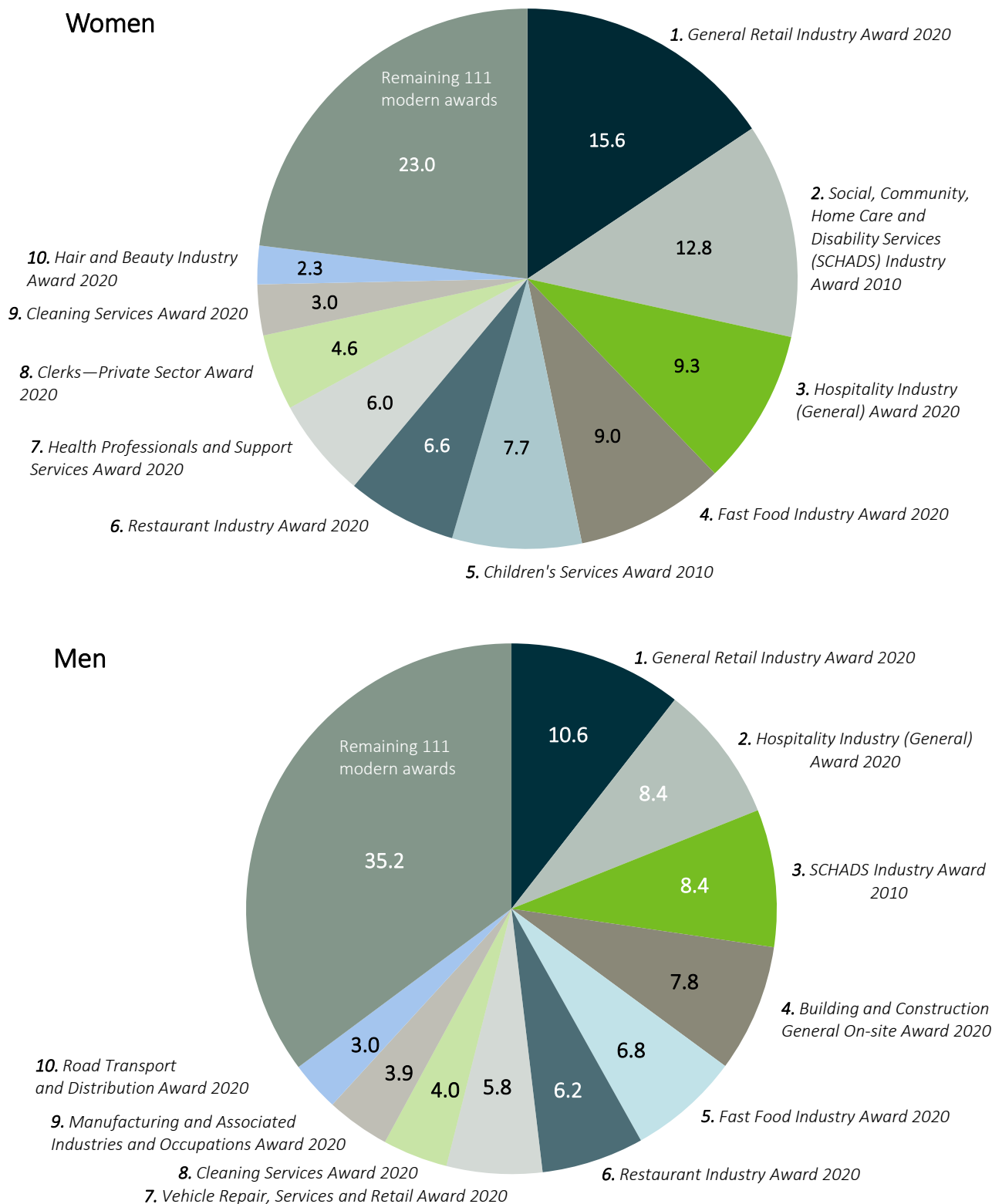
Source: ABS, *Microdata: Employee Earnings and Hours*, Australia, May 2023.

The *General Retail Industry Award 2020* was the most common modern award for both women and men (Chart 8). While the top 5 most common modern awards were largely similar between genders, there was one main difference: the *Children's Services Award 2010* was the 5<sup>th</sup> most common among women, while the *Building and Construction General On-site Award 2020* was the 4<sup>th</sup> most common among men, reflecting the different industries in which each gender is more commonly employed.<sup>22</sup>

The 10 most common modern awards accounted for more than three-quarters of women and almost two-thirds of men, suggesting that men are spread across more modern awards (Chart 8).

<sup>22</sup> See Chart 11.2 of Fair Work Commission (2024).

**Chart 8: 10 most common modern awards for women and men, 2023, per cent**



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

## 4.2 Differences in characteristics between women and men modern award-reliant employees

This section focuses on differences in particular work characteristics between women and men who are modern award-reliant employees. The work characteristics analysed are average hourly ordinary time earnings, average total hours paid for (per week), average age, share of employees who are employed on a casual basis and share of employment by business size. Analysis is by individual modern awards and includes all modern award-reliant employees except for the analysis of earnings, which is measured only for those on an adult rate of pay.

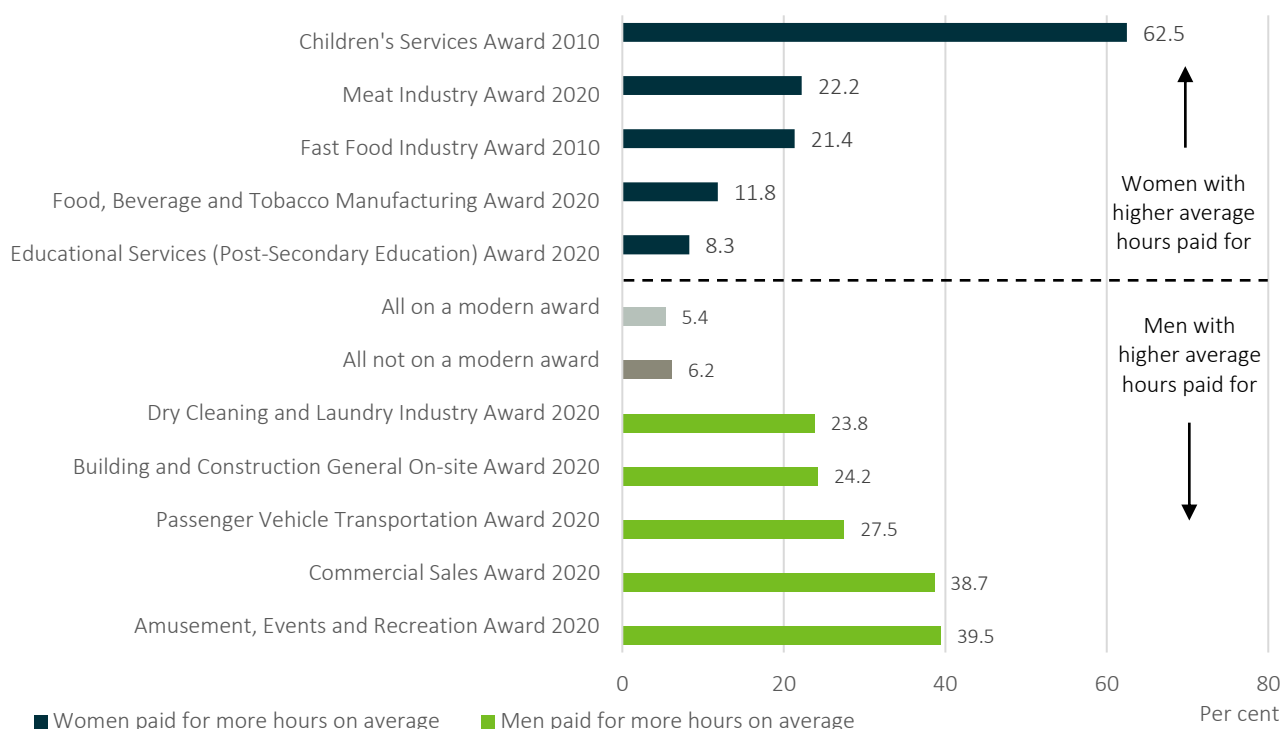
### 4.2.1 Hours paid for per week

Data on hours paid for per week are presented for employees across all rates of pay. On average, men who were modern award reliant were paid for more hours of work per week than women (5.4 per cent more) (Chart 9). This is lower than for all other employees (6.2 per cent).

There were vast differences in the average number of hours paid for per week between women and men across modern awards. Chart 9 shows that women paid minimum wages in the *Children's Services Award 2010* were paid for, on average, 62.5 per cent more hours than men on the same modern award per week (though few men were paid by this modern award). This is the largest difference between women and men across modern awards. In other modern awards, men were paid for more hours than women per week, in particular the *Amusement, Events and Recreation Award 2020* and *Commercial Sales Award 2020* reported a difference of almost 40 per cent more hours per week.

Of the 36 modern awards with clearable data, men had higher average hours paid for per week in 24 modern awards, and in 14 of them by more than 10 per cent (7 by over 20 per cent). In contrast, there were only 4 modern awards where women recorded average hours paid for per week that were at least 10 per cent higher than men, with 3 of those by 20 per cent more hours (Appendix B Table B3).

**Chart 9: Gender gap in average total hours paid for per week, for selected modern awards, 2023**



Note: See Appendix B Table B3 for full list of modern awards.

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

## 4.2.2 Earnings

The average earnings of women and men are compared using ordinary time earnings of those on an adult rate of pay and by excluding the loading of 25 per cent paid to casual employees. This reduces any differences in earnings for the amount of overtime hours paid for and the proportion of employees working on a casual basis. Similarly, earnings per hour are calculated to remove differences due to the number of ordinary time hours paid for per week. Again, this only compares employees paid minimum wages in modern awards and not employees covered by these modern awards who may be earning more than the minimum rate.

Table 1 shows that the average hourly ordinary time earnings of women who were modern award-reliant was \$29.42. This was 0.7 per cent below the average for men (\$29.64). The largest differences in average hourly earnings across modern awards were in the *Educational Services (Teachers) Award 2020* and the *Pharmacy Industry Award 2020*, where women were paid, on average, around 35 per cent and 27 per cent less than men, respectively. Women had higher average hourly earnings across trades, transport and broadcasting awards.

Data in Appendix B Table B4 show that, of the 35 modern awards with data on gender, men had higher average hourly ordinary time earnings than women in 22 modern awards, with the difference exceeding 5 per cent in 12 of these modern awards. In only 3 modern awards was the average hourly ordinary time earnings of women more than 5 per cent higher than men.

**Table 1: Average hourly ordinary time earnings\* of women and men by modern awards, 2023**

Modern award	Average hourly ordinary time earnings - Women	Average hourly ordinary time earnings - Men	Average hourly ordinary time earnings - Gap <sup>^</sup>
	(\$)	(\$)	(%)
<i>Building and Construction General On-site Award 2020</i>	33.12	30.93	7.1
<i>Road Transport and Distribution Award 2020</i>	29.60	27.91	6.0
<i>Broadcasting, Recorded Entertainment and Cinemas Award 2020</i>	35.48	33.48	6.0
<i>Children's Services Award 2010</i>	27.48	26.44	3.9
<i>Real Estate Industry Award 2020</i>	29.00	28.50	1.8
<b>All modern award-reliant employees</b>	<b>29.42</b>	<b>29.64</b>	<b>-0.7</b>
<b>All employees not on a modern award</b>	<b>46.50</b>	<b>52.10</b>	<b>-5.6</b>
<i>Commercial Sales Award 2020</i>	24.68	27.88	-11.5
<i>Meat Industry Award 2020</i>	26.08	29.48	-11.5
<i>Educational Services (Post-Secondary Education) Award 2020</i>	36.81	47.01	-21.7
<i>Pharmacy Industry Award 2020</i>	26.69	36.64	-27.1
<i>Educational Services (Teachers) Award 2020</i>	43.75	67.12	-34.8

Note: \* Average ordinary time hourly earnings are adjusted for casual loading and are for employees on an adult rate of pay only. ^ Negative figures indicate gap in favour of men. See Appendix B Table B2 for list of all modern awards.

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

Decomposition studies of the gender pay gap attempt to explain or attribute differences in earnings between women and men according to measurable characteristics, including individual (e.g., years of work interruption) and work (e.g., tenure with employer) variables. Any part of the pay gap unexplained by these factors is then attributed to gender discrimination.<sup>23</sup>

In the remainder of this section, we examine the different outcomes between modern awards for some of these characteristics available in the EEH. The characteristics examined below are age, occupation,

<sup>23</sup> For example, see KPMG (2022). This was listed in the Research reference list for the *Annual Wage Review 2022-23*. See Fair Work Commission (2023).



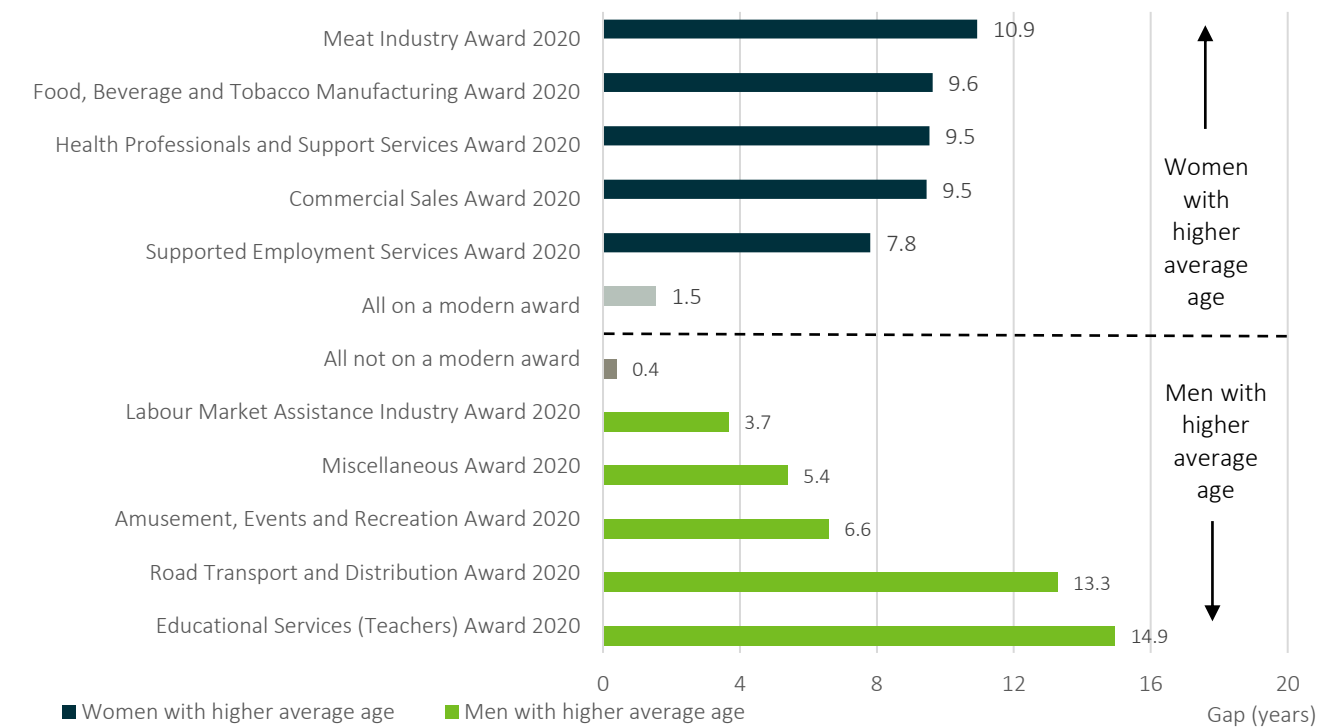
casual employment and business size.<sup>24</sup> A full list of modern awards for these characteristics by gender is provided at Appendix B.

### 4.2.3 Age

Modern award-reliant employees were found to be younger than other employees on average (Chart 10). Women who were modern award reliant were 1.5 years older than men, on average.

Chart 10 presents the modern awards with the largest differences between the average age of women and men. It shows that 2 modern awards—the *Educational Services (Teachers) Award 2020* and the *Road Transport and Distribution Award 2020*—reported the largest average age gap, with men around 13 years and 15 years older, on average, respectively. However, in 25 of the 36 modern awards where data was able to be cleared for release, women were older than men, including by over 5 years in 7 modern awards (Appendix B Table B4).

**Chart 10: Gender gap in average age, for selected modern awards, 2023**



Note: See Appendix B Table B4 for full list of modern awards.

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

<sup>24</sup> As most modern awards are generally based on the industry of the employer, industry was not examined.

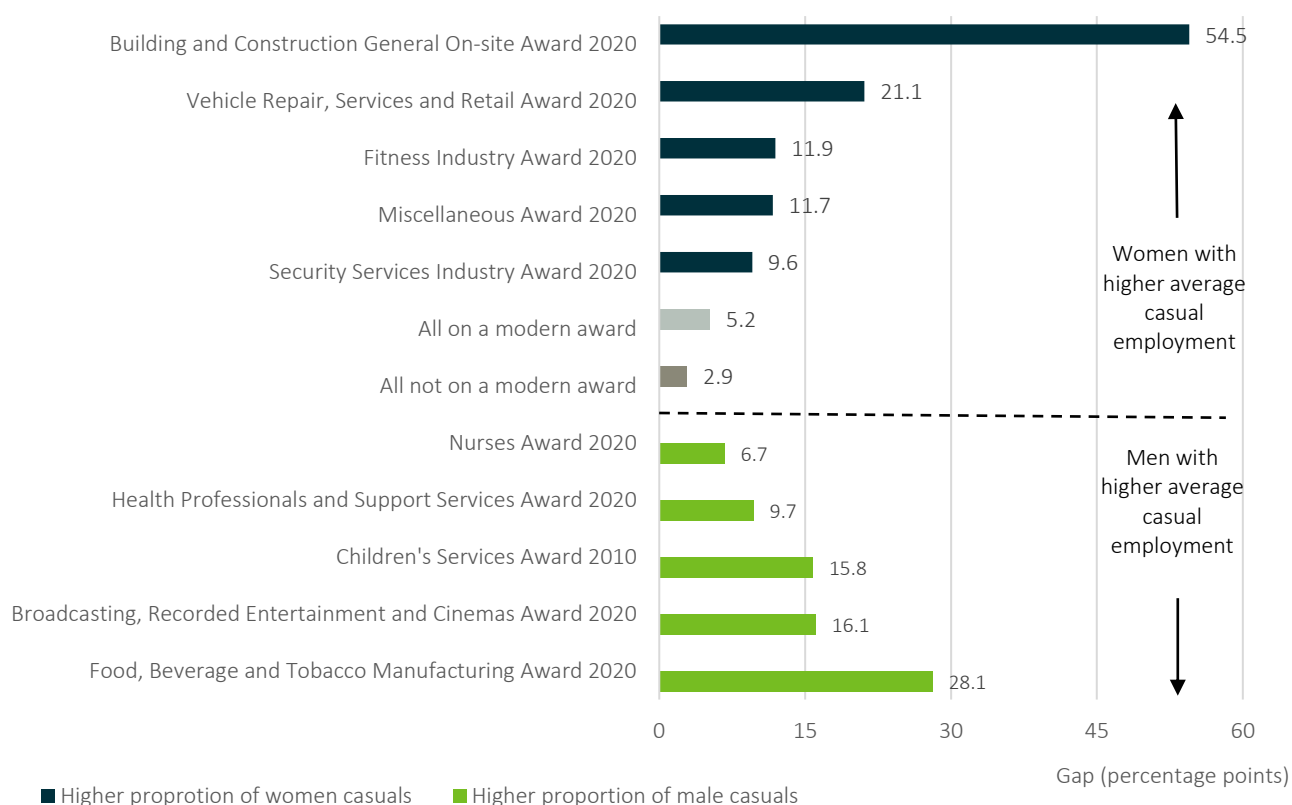
#### 4.2.4 Casual employees

Another characteristic of earnings is whether employees work on a casual basis and receive a loading of 25 per cent. Analysis of 25 modern awards with data on casual employment satisfying ABS data clearance requirements compared the proportion of women and men who were employed on a casual basis. On average, 55.0 per cent of women were employed on a casual basis compared with 49.7 per cent of men, or a difference of 5.2 percentage points (rounded).

Chart 11 presents the modern awards with the highest and lowest percentage point differences in casual employment between women and men. In total, the proportion of women who were employed on a casual basis was above average in 11 modern awards. Conversely, in 14 modern awards, the proportion of men who were casual employees was higher than for women (Appendix B Table B5).

For individual modern awards, the largest differences were found for those on the *Building and Construction General On-site Award 2020*, where women were more likely to be employed on a casual basis than men (a difference of 54.5 percentage points), and the *Food, Beverage and Tobacco Manufacturing Award 2020*, where men were more likely to be employed on a casual basis than women (a difference of 28.1 percentage points).

**Chart 11: Gender gap in casual employment share, for selected modern awards, 2023**



Note: See Appendix B Table B5 for full list of modern awards.

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

## 4.2.5 Occupational composition

Comparing occupations in which women and men work may help in understanding differences in earnings. They may also relate to classifications in modern awards. Table 2 presents the 5 most common modern awards among women and men (6 in total) and the types of occupations worked by modern award-reliant employees. Many of the results in the table are indicated to have relatively high standards errors, suggesting that an analysis at this detailed level is limited.

For 3 of these modern awards, more than half of employees worked in one occupation. These were Sales assistants (general) for the *General Retail Industry Award 2020*, Aged and disabled carers for the *SCHADS Industry Award 2010* and Child carers for the *Children's Services Award 2010*. There was a larger range of occupations worked by both women and men in the *Fast Food Industry Award 2020* and the *Hospitality Industry (General) Award 2020*. The majority of employees on the *Building and*

Construction General On-site Award 2020 were men, who most commonly worked as Carpenters and joiners.

**Table 2: Gender differences in the occupational share of modern awards, 2023**

Modern award	Women	Men
	(%)	(%)
<b>General Retail Industry Award 2020</b>		
Sales assistants (general)	70.4	80.3
Checkout operators and office cashiers	7.8*	np
Retail supervisors	7.4*	7.9
Retail managers	4.2*	0.8*
Kitchenhands	3.4**	np
All other occupations	6.9	10.3
<b>All occupations</b>	<b>100.0</b>	<b>100.0</b>
<b>Social, Community, Home Care and Disability Services Industry Award 2010</b>		
Aged and disabled carers	54.4	64.1
Welfare support workers	17.0	14.3
Welfare, recreation and community arts workers	6.8*	np
Social workers	3.0*	np
General clerks	2.8*	np
Health and welfare services managers	1.8*	np
All other occupations	14.3	16.0*
<b>All occupations</b>	<b>100.0</b>	<b>100.0</b>
<b>Fast Food Industry Award 2020</b>		
Sales assistants (general)	32.1*	30.2*
Kitchenhands	23.7*	24.7*
Checkout operators and office cashiers	9.2**	3.6**
Fast food cooks	8.7*	14.4*
Retail supervisors	6.9*	3.2*
Delivery drivers	1.1**	8.4*
All other occupations	18.4	15.5*
<b>All occupations</b>	<b>100.0</b>	<b>100.0</b>
<b>Hospitality Industry (General) Award 2020</b>		
Waiters	28.1	25.8
Housekeepers	18.0	7.9*
Kitchenhands	14.0*	14.3
Bar attendants and baristas	11.0	12.8*
Receptionists	6.6*	2.4**
Sales assistants (general)	3.4*	7.0*

Modern award	Women	Men
	(%)	(%)
Cooks	2.7*	5.4*
Chefs	1.1*	6.8*
All other occupations	15.1	17.7
<b>All occupations</b>	<b>100.0</b>	<b>100.0</b>
<b>Children's Services Award 2010</b>		
Child carers	94.2	80.4
Child care centre managers	3.4**	np
All other occupations	2.4*	np
<b>All occupations</b>	<b>100.0</b>	<b>100.0</b>
<b>Building and Construction General On-site Award 2020</b>		
Other miscellaneous labourers	71.5*	7.1*
Building and plumbing labourers	np	12.7*
Carpenters and joiners	0.0	44.7
Painters	0.0	4.0*
All other occupations	np	31.6
<b>All occupations</b>	<b>100.0</b>	<b>100.0</b>

Note: Appendix B Table B1 indicates that at least 90 per cent of modern award-reliant employees on the *Children's Services Award 2010* are women and at least 90 per cent of modern award-reliant employees on the *Building and Construction General On-site Award 2020* are men.

\* Estimate has a relative standard error of between 25 per cent and 50 per cent and should be used with caution. \*\* Estimate has a relative standard error of more than 50 per cent and is considered too unreliable for general use.

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

## 4.2.6 Business size

The final characteristic compared is the share of women and men working in different business sizes. The business sizes are small (less than 20 employees), medium (20–199 employees) and large (200+ employees). Previously, it has been found that modern award-reliant employees were more likely to be employed by a small business.<sup>25</sup> The chart below therefore focuses on small businesses, however, the full list of the business size of employers of modern award-reliant employees by modern awards is at Appendix B Table B6.

Comparisons in employment across small businesses is limited as data for both women and men was only possible for 11 modern awards. Women were relatively more likely to work in small businesses if paid by the *Storage Services and Wholesale Award 2020*, *Cleaning Services Award 2020* and *Hospitality*

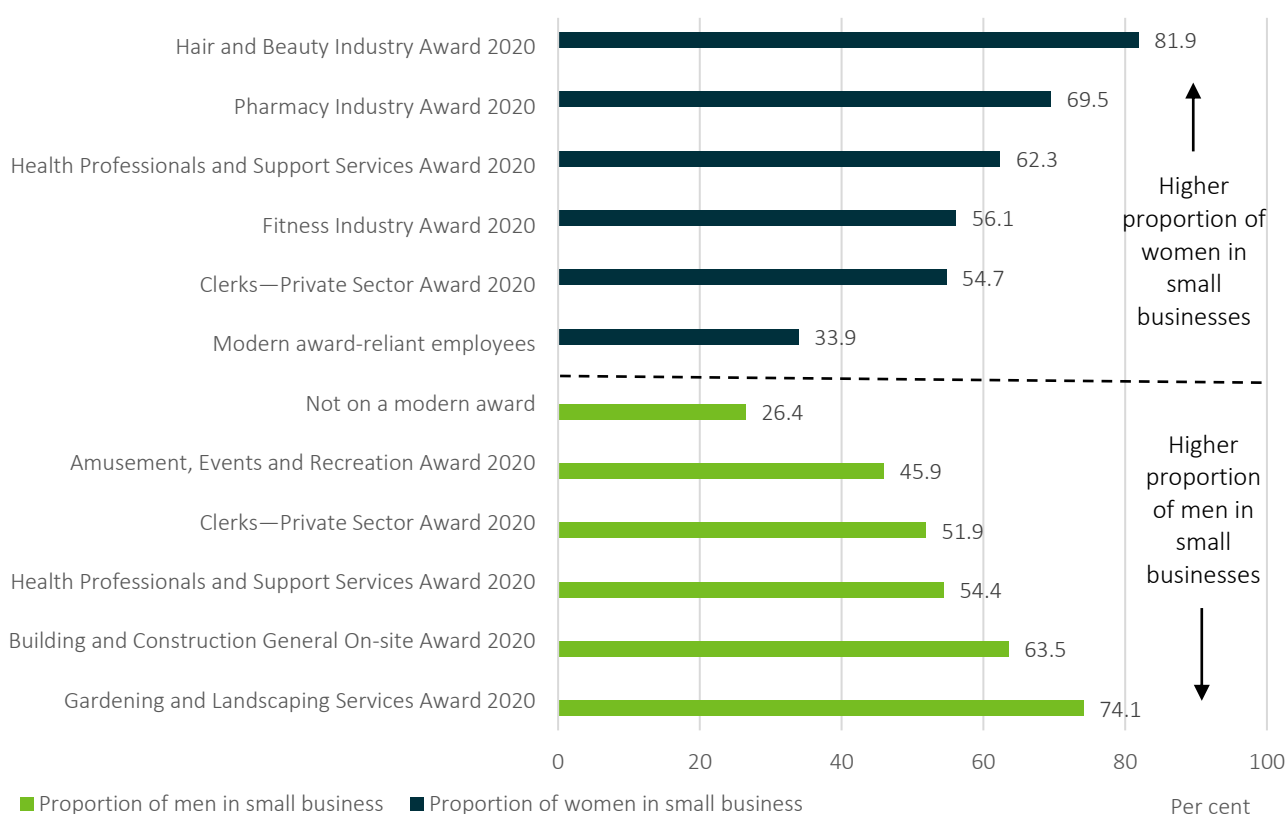
<sup>25</sup> [2023] FWCFB 3500 at [53]

*Industry (General) Award 2020*. Men were relatively more likely to work in small businesses if paid by the *Amusement, Events and Recreation Award 2020*.

Chart 12 presents the modern awards with the highest proportions of employees in small businesses for women and men. The *Hair and Beauty Industry Award 2020* had the highest proportion of women working in small businesses while the *Gardening and Landscaping Services Award 2020* had the highest proportion of men working in small businesses. There were some similarities between women and men, with the *Health Professionals and Support Services Award 2020* and the *Clerks—Private Sector Award 2020* in the top 5 for both women and men.

For all modern award-reliant employees, women (33.9 per cent) were relatively more likely to be employed in a small business than men (33.1 per cent).

**Chart 12: Gender differences of employees in small businesses by modern awards, 2023**



Note: See Appendix B Table B6 for full list of modern awards.

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

## 5. Junior employees

The minimum wages objective states that the Expert Panel must establish and maintain a safety net of fair minimum wages, taking into account ‘the provision of a comprehensive range of fair minimum wages to junior employees’.<sup>26</sup> In many modern awards, employees under 21 years may be paid a proportion of an adult rate of pay. The EEH can identify the rate of pay that applies to employees. These are either adult, junior, apprentice/trainee or disability rates of pay. The data presented in this chapter may also assist with other major cases before the Commission.

In this chapter, the focus is on analysing characteristics of employees paid a junior rate. This is defined in the EEH as payment at a proportion of the full adult rate stipulated in an award, agreement or the national minimum wage order in the relevant jurisdiction, based on age. An adult rate is therefore defined as payment at the full rate stipulated in an award, agreement or the minimum wage order in the relevant jurisdiction.<sup>27</sup> The EEH data show that some employees under 21 years may be paid an adult rate.

The majority of all employees are paid an adult rate (93.7 per cent), with 4.2 per cent paid a junior rate across all methods of setting pay.<sup>28</sup> Analysis of those paid a junior rate is therefore limited to a small proportion of employees.

It has previously been found that modern award-reliant employees are relatively more likely to be paid junior rates of pay.<sup>29</sup> This is also evident in 2023 where 62.0 per cent of employees paid a junior rate were award-reliant compared with 21.6 per cent of employees paid an adult rate. Employees paid a junior rate are less likely to be paid by an individual arrangement (9.9 per cent) than those paid an adult rate (42.0 per cent) and less likely to be paid by a collective agreement (28.1 per cent, compared with 36.4 per cent of those paid an adult rate).<sup>30</sup>

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<sup>26</sup> [2024] FWCFB 3500 at [13].

<sup>27</sup> ABS, *Employee Earnings and Hours, Australia methodology*, May 2023.

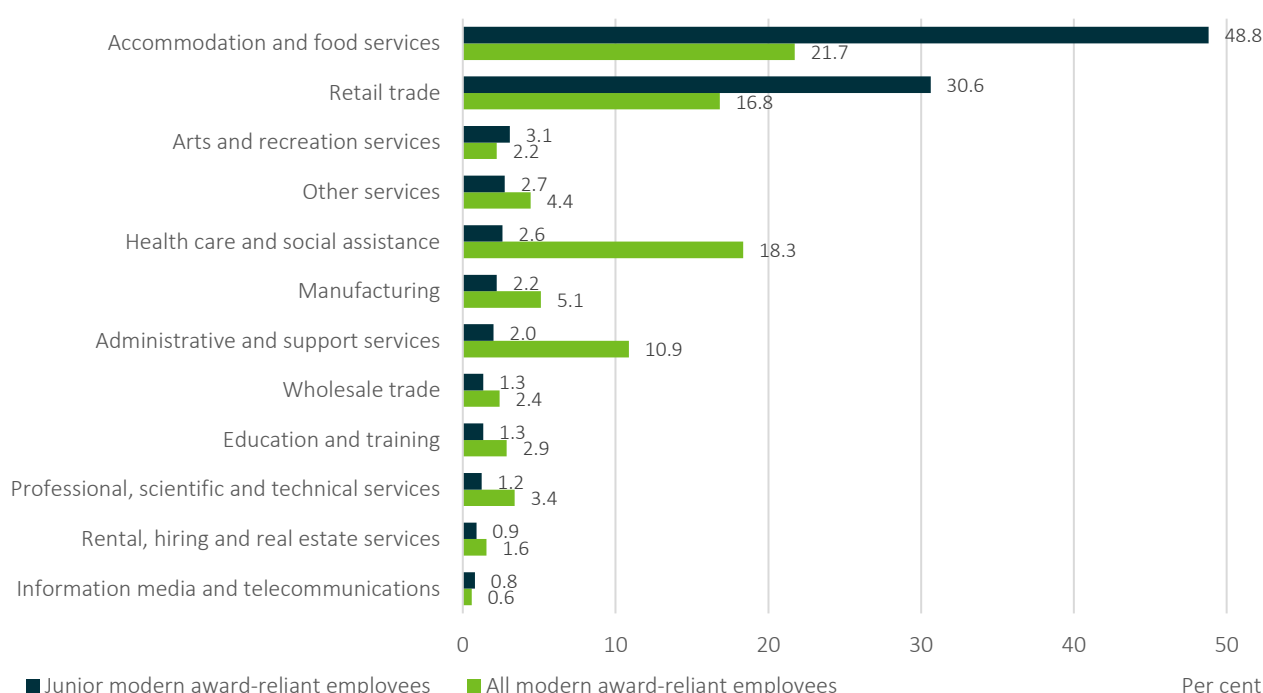
<sup>28</sup> ABS, *Employee Earnings and Hours*, May 2023 (Data cube 1).

<sup>29</sup> [2023] FWCFB 3500 at [5].

<sup>30</sup> ABS (2024), *Employee Earnings and Hours* [TableBuilder], accessed 20 January 2025.

Chart 13 shows that junior modern award-reliant employees were predominantly concentrated in Accommodation and food services and Retail trade, comprising almost 8 in 10 employees paid a junior rate, more than double the share for all modern award-reliant employees (almost 4 in 10, see Chart 2). In contrast, junior modern award-reliant employees were less likely to be employed in Health care and social assistance and Administrative and support services.

**Chart 13: Most common industries\* among modern award-reliant employees on junior rates of pay, 2023**



Note: \* Selected industries shown that have sufficient observations for junior employees.

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

## 5.1 Most common modern awards for employees on junior rates of pay

This section compares the 10 most common modern awards for employees paid a junior and adult rate of pay. Modern award-reliant employees receiving junior rates were more concentrated in particular modern awards compared with older employees receiving adult rates of pay, likely relating to industries with a higher proportion of younger employees.

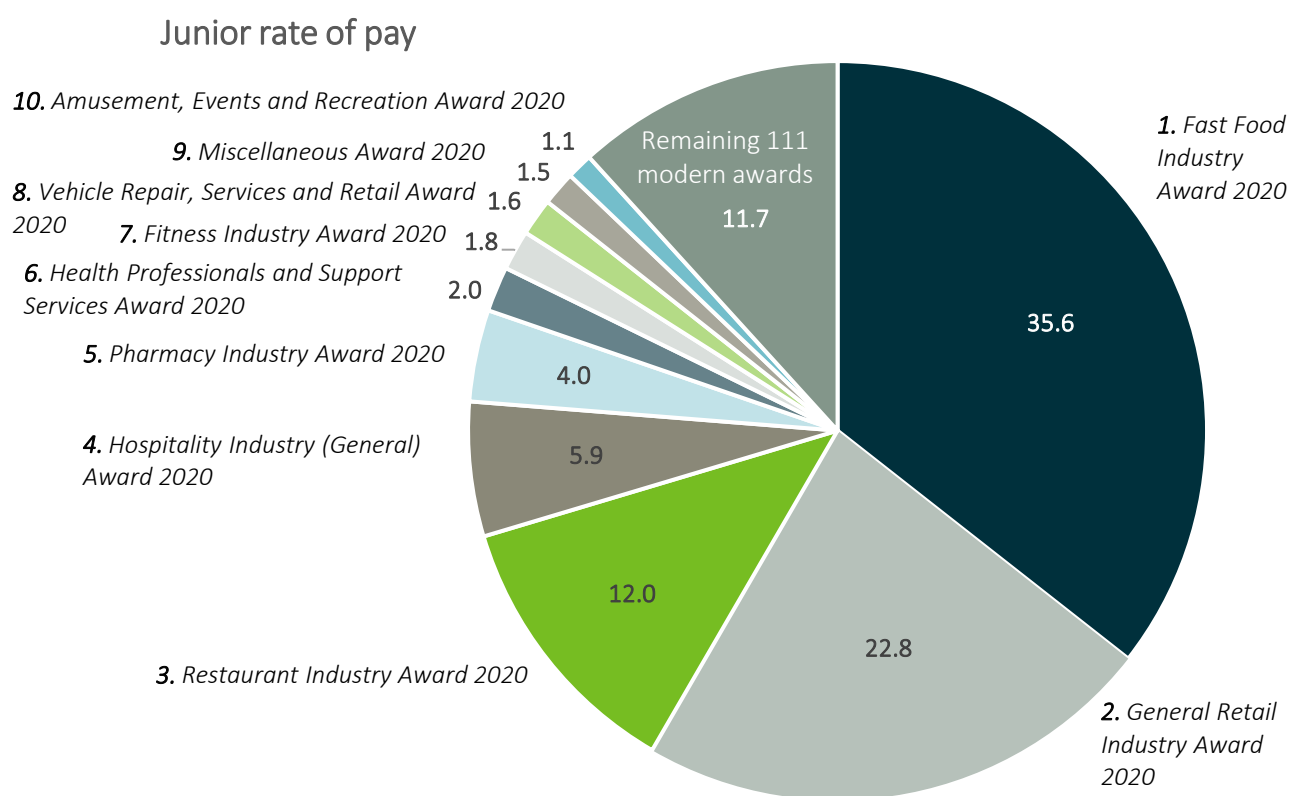
Over one-third of employees receiving junior rates of pay were paid according to the *Fast Food Industry Award 2020* (Chart 14). The next most common modern awards were the *General Retail*



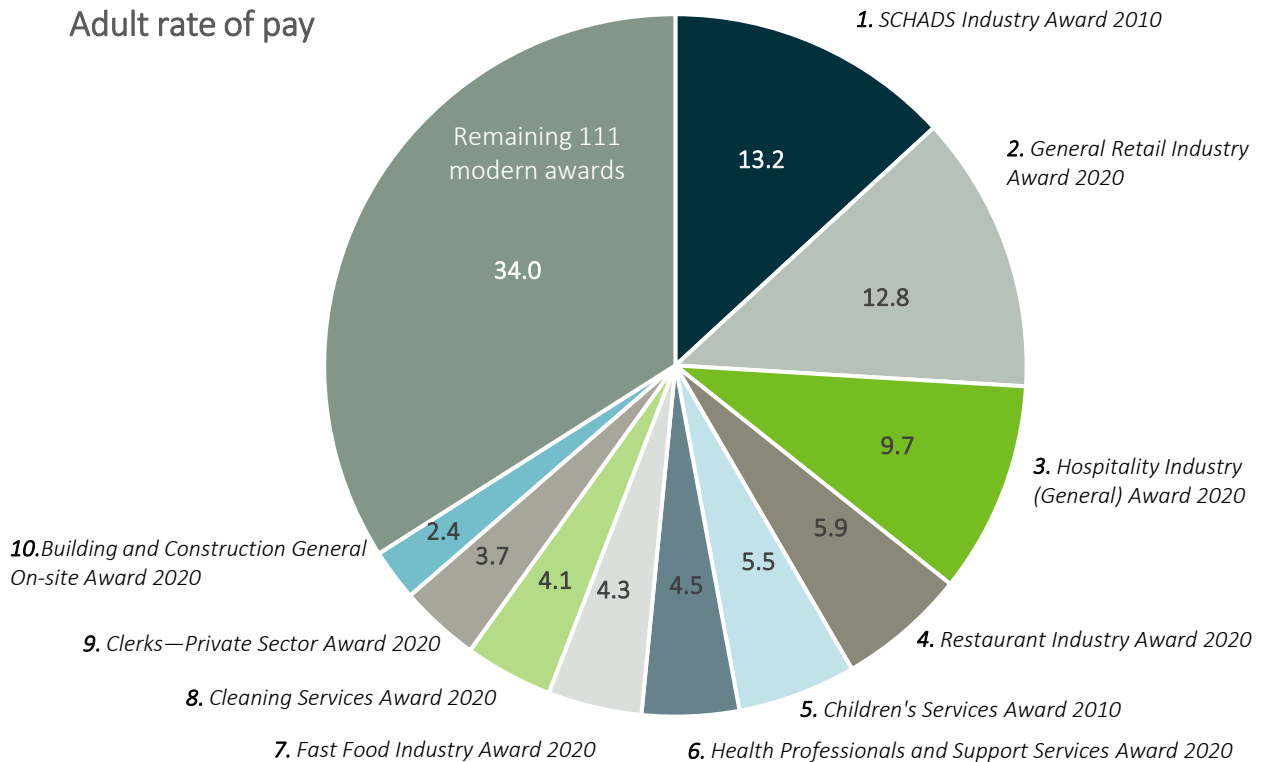
*Industry Award 2020* and the *Restaurant Industry Award 2020*, with all 3 combining for around 70 per cent of junior employees. These modern awards are consistent with the most common industries of junior employees in Chart 13.

For employees on adult rates of pay, the 3 most common modern awards (accounting for around 36 per cent of these employees) were the *SCHADS Industry Award 2010*, the *General Retail Industry Award 2020* and the *Hospitality Industry (General) Award 2020*. There are 5 differences in the 10 most common modern awards between juniors and adults, with the biggest difference being the *SCHADS Industry Award 2010*, which is the most common modern award for adults that is not captured in the top 10 for juniors. The full list of modern awards for juniors is at Appendix C Table C1.

**Chart 14: 10 most common modern awards for those on a junior or adult rate of pay, 2023, per cent**



## Adult rate of pay




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

## 5.2 Juniors and other young employees

As with other employees, the characteristics of junior employees may not be consistent across the entire cohort. The remaining sections of this chapter provide analysis of separate groups of junior employees that have been categorised based on their age and rate of pay. Junior employees are paid a proportion of the full rate which increases with age, such that younger employees are paid a lower proportion of the full rate. Some employees under 21 years may be paid an adult rate, depending on the provisions in a modern award.<sup>31</sup> The groups analysed are employees:

- under 18 years paid a junior rate
- 18–20 years paid a junior rate, and
- 18–20 years paid an adult rate.

<sup>31</sup> In some modern awards, junior rates of pay may not apply to all employees under 21 years or it may be that the adult rate applies after a minimum period of employment.



Further comparison is undertaken with a similar but older age group—those who are 21–24 years and paid an adult rate. The remaining employees aged 25 years and over and those on other rates of pay (apprentice, trainee or disability rate) are also included for completeness but are not the focus of the analysis.

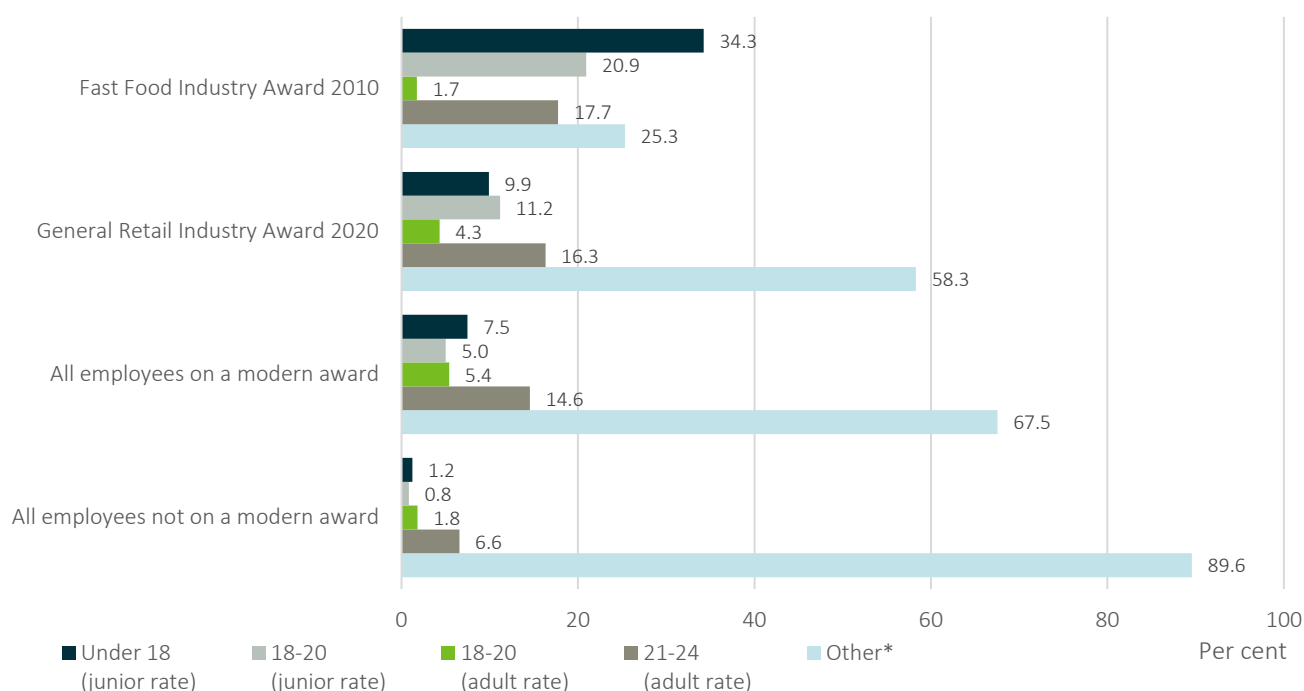
Chart 15 presents the share of employees by each age group for all modern award-reliant employees, for all employees who are not paid by a modern award, and for employees paid according to the 2 most common modern awards for juniors—the *Fast Food Industry Award 2020* and the *General Retail Industry Award 2020*. Data for other modern awards with relatively high numbers of juniors are not presented due to a combination of high relative standard errors and an insufficient number of observations.

The chart shows that 7.5 per cent of modern award-reliant employees are aged under 18 years and paid a junior rate. This compares with only 1.2 per cent of employees not on a modern award.

The modern award with the highest proportion of employees aged under 18 years and paid a junior rate was the *Fast Food Industry Award 2020* (around one-third of all employees on the modern award). A further one in 5 employees paid minimum wages in this modern award are aged 18–20 years and paid a junior rate, compared with 5.0 per cent of all modern award-reliant employees.

More than one in 5 employees on the *General Retail Industry Award 2020* are paid junior rates, with more than half of these employees aged 18 to 20 years.

**Chart 15: Share of employees by age group and modern award reliance, 2023**



Note: \* Other includes those aged 25 years and over who are paid an adult rate, as well as all employees (of any age) not paid an adult or junior rate of pay, and those on an adult rate of pay under 18 years.

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

## 5.3 Types of work performed by junior employees

This section examines the types of work performed by junior employees—categorised according to occupation unit groups, again comparing the 2 modern awards with the highest number of junior employees with all modern award-reliant employees. Data for these modern awards are obtained from a relatively small sample and in many cases have high relative standard errors, suggesting the data should be interpreted with caution.

Table 3 shows that the most common occupation for modern award-reliant employees paid junior rates was Sales assistants (general). While this was also the most common occupation for modern award-reliant employees paid an adult rate, the table indicates a greater spread of occupations among the older age groups.

Sales assistants (general) was the most common occupation for employees paid junior rates in the *General Retail Industry Award 2020* and it was also common among employees on the *Fast Food Industry Award 2020*.

Generally, occupational concentration was lower for older age groups. For juniors under 18 years and 18–20 years, across all modern awards, the most common occupations listed in the table comprised 83 per cent and 78 per cent of employees, respectively (bottom panel). This compares with 45 per cent of employees 21–24 years on an adult rate of pay and 26 per cent of those 25 years and above.

**Table 3: Share of modern award-reliant employees in each occupation unit groups, by modern award and age group**

	Under 18 years (junior rate of pay)	18–20 years (junior rate of pay)	18–20 years (adult rate of pay)	21–24 years (adult rate of pay)	25+ years (adult rate of pay)
	(%)	(%)	(%)	(%)	(%)
<b>Fast Food Industry Award 2020</b>					
Sales assistants (general)	44.9*	34.3	np	11.5*	26.9*
Kitchenhands	29.5*	16.5*	np	23.4*	24.8*
Fast food cooks	10.2*	11.0*	—	10.6*	11.8*
All other occupations	15.4*	38.3	np	54.4	36.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>General Retail Industry Award 2020</b>					
Sales assistants (general)	84.9	94.5	>79.5^	86.9	62.8
All other occupations	15.1*	5.5*	<20.5^	13.1*	37.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Across all modern awards</b>					
Sales assistants (general)	35.3	40.6	12.1	15.3	9.8
Kitchenhands	17.3*	7.6*	np	5.2*	4.1
Sports coaches, instructors and officials	0.9*	2.2*	1.8*	1.3	0.3*
Waiters	17.5*	4.0*	15.9	11.6	3.7
Ticket salespersons	0.7*	np	np	np*	0.2*
Checkout operators and office cashiers	2.9*	6.8*	np	1.9*	1.3
Receptionists	np	4.1*	3.4*	4.0	3.6
Pharmacy sales assistants	2.1*	6.5*	np	np	0.7*
Retail supervisors	np	np	np	2.5*	1.8
Fast food cooks	3.8*	3.7*	—	1.1*	0.4*
All other occupations	17.4	22.4	62.2	55.4	74.1
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

Note: np = not published, due to not satisfying data clearance requirements. \* Estimate has a relative standard error of between 25 per cent and 50 per cent and should be used with caution. ^ Proportions based on fewer than 10 observations. The ABS has allowed for the result to be published as a range if based on 10 observations. Cells with “—” indicate no observations were recorded in the survey.

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




Table 4 shows that the average hourly ordinary time earnings of employees under 18 years paid a junior rate (\$13.90) was lower than other age categories, as would be expected, and this was the case for all occupations. Employees aged 18–20 years paid a junior rate had higher average hourly ordinary time earnings than those aged under 18 years, but lower earnings than employees aged 18–20 years paid an adult rate. Those aged 18–20 years paid an adult rate were in turn paid less than those aged 21–24 years paid an adult rate, on average. Overall, average earnings increased with older age groups, with this trend consistent across most occupations, as expected.

Young employees aged 18–20 years paid a junior rate had average hourly ordinary time earnings that were over 25 per cent below those aged 18–20 years who were paid an adult rate. While there was a similar difference for employees on the *General Retail Industry Award 2020*, the difference was less than 20 per cent for employees on the *Fast Food Industry Award 2020*.

**Table 4: Average ordinary time hourly earnings (excluding casual loading) for selected occupations, by modern award and age group**

	Under 18 years (junior rate of pay)	18–20 years (junior rate of pay)	18–20 years (adult rate of pay)	21–24 years (adult rate of pay)	25+ years (adult rate of pay)
	(\$)	(\$)	(\$)	(\$)	(\$)
<b><i>Fast Food Industry Award 2020</i></b>					
Kitchenhands	12.4	17.7	np	26.0	24.9
Sales assistants (general)	14.0	19.3	np	25.1	25.7
Fast food cooks	12.5	18.4	–	24.6	27.8
All other occupations	14.8	19.5	np	26.2	28.0
<b>All occupations</b>	<b>13.5</b>	<b>19.0</b>	<b>23.4</b>	<b>25.9</b>	<b>26.6</b>
<b><i>General Retail Industry Award 2020</i></b>					
Sales assistants (general)	14.4	20.1	np	26.3	26.3
All other occupations	14.8	19.4	np	29.7	29.6
<b>All occupations</b>	<b>14.4</b>	<b>20.1</b>	<b>27.0</b>	<b>26.7</b>	<b>27.5</b>
<b><i>Across all modern awards</i></b>					
Sales assistants (general)	14.0	19.9	26.3	26.1	26.2
Kitchenhands	13.1	17.5	np	25.5	25.4
Sports coaches, instructors and officials	12.6	18.8	26.3	26.5	29.0
Waiters	13.3	19.3	26.1	26.1	25.9
Ticket salespersons	13.2	np	np	np	26.4
Checkout operators and office cashiers	13.8	19.0	np	27.3	26.4
Receptionists	np	18.0	24.4	27.8	27.9
Pharmacy sales assistants	12.5	19.8	np	np	24.9
Retail supervisors	np	np	np	29.1	32.5
Fast food cooks	12.5	18.4	–	24.6	27.7
All other occupations	15.6	18.8	26.2	27.6	31.7
<b>All occupations</b>	<b>13.9</b>	<b>19.2</b>	<b>26.0</b>	<b>27.1</b>	<b>30.4</b>

Note: np = not published, due to not satisfying ABS data clearance requirements. Cells with “–” indicate no observations were recorded in the survey.

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

On average, employees aged under 21 years and paid a junior rate were paid for fewer hours than older employees (bottom panel of Table 5). Employees aged 18–20 years on a junior rate (16.1 hours) were paid for almost 20 per cent fewer hours per week than employees aged 18–20 years and paid an adult rate (19.5 hours). While the difference was smaller between the same categories of employees on the *General Retail Industry Award 2020*, it was larger for those on the *Fast Food Industry Award 2020*.

**Table 5: Average number of total hours paid for per week for selected occupations, by modern award and age group**

	Under 18 years (junior rate of pay)	18–20 years (junior rate of pay)	18–20 years (adult rate of pay)	21–24 years (adult rate of pay)	25+ years (adult rate of pay)
	(No.)	(No.)	(No.)	(No.)	(No.)
<b><i>Fast Food Industry Award 2020</i></b>					
Kitchenhands	9.0	16.4*	np	15.5	19.7
Sales assistants (general)	11.0	14.9	np	21.4	25.5
Fast food cooks	10.4	7.3*	–	19.5	23.7
All other occupations	9.1	15.7	np	21.9	24.8
<b>All occupations</b>	<b>10.1</b>	<b>14.6</b>	<b>22.4</b>	<b>20.1</b>	<b>23.6</b>
<b><i>General Retail Industry Award 2020</i></b>					
Sales assistants (general)	9.3	15.0	np	17.0	22.1
All other occupations	6.3	12.9*	np	20.7	31.9
<b>All occupations</b>	<b>8.8</b>	<b>14.9</b>	<b>15.5</b>	<b>17.5</b>	<b>25.7</b>
<b><i>Across all modern awards</i></b>					
Sales assistants (general)	11.1	15.0	14.3	17.5	22.8
Kitchenhands	8.9	14.5*	np	17.7	22.8
Sports coaches, instructors and officials	5.6	10.9	8.4	15.0*	20.0*
Waiters	7.7	17.5*	16.8	18.3	21.3
Ticket salespersons	7.6	np	np	np	18.9
Checkout operators and office cashiers	8.3	13.5*	np	16.9	23.7
Receptionists	np	19.9	17.3	18.6	21.7
Pharmacy sales assistants	5.6	16.0	np	np	28.6
Retail supervisors	np	np	np	29.7	36.8
Fast food cooks	10.4	7.3*	–	19.6	23.8
All other occupations	9.3	20.4	21.5	25.0	28.1
<b>All occupations</b>	<b>9.5</b>	<b>16.1</b>	<b>19.5</b>	<b>22.2</b>	<b>26.9</b>

Note: \* Estimate has a relative standard error of between 25 per cent and 50 per cent and should be used with caution. np = not published, due to not satisfying ABS data clearance requirements. Cells with a "–" indicate no observations were recorded in the survey.

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

## 5.4 Share of junior employees by business size

This section examines the share of employees in each business size category (small, medium and large) for each group of junior employees. The analysis again provides a breakdown for the 2 most common modern awards—*General Retail Industry Award 2020* and *Fast Food Industry Award 2020*—and for all modern award-reliant employees.



Modern award-reliant employees under 18 years were evenly spread across the 3 business sizes (bottom panel of Table 6). In comparison, older employees were less likely to work for large businesses and more likely to work for medium-sized businesses.

Differences were found between the 2 groups of employees paid junior rates within the 2 most common modern awards. For the *Fast Food Industry Award 2020*, junior employees aged under 18 years were more likely to work in large businesses than those aged 18–20 years and all other groups. In turn, junior employees aged 18–20 years were more likely to work in small and medium-sized businesses, while employees in older age groups were more likely to work in small businesses.

For the *General Retail Industry Award 2020*, junior employees were more likely to work for medium-sized businesses, while those aged 18–20 years and paid an adult rate and those aged 21–24 years were relatively more likely to work for large businesses.

**Table 6: Employer business size and share of modern-award-reliant employees, by age group**

	Under 18 years (junior rate of pay)	18–20 years (junior rate of pay)	18–20 years (adult rate of pay)	21–24 years (adult rate of pay)	25+ years (adult ROP)
	(No.)	(No.)	(No.)	(No.)	(No.)
<b><i>Fast Food Industry Award 2020</i></b>					
Small (1-19 employees)	16.9*	27.3*	np	36.9*	44.7*
Medium (20-199 employees)	24.4*	34.9*	np	30.8*	33.3*
Large (200+ employees)	58.7	37.8*	np	32.3*	22.0*
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b><i>General Retail Industry Award 2020</i></b>					
Small (1-19 employees)	23.0*	23.0*	np	20.4*	27.2
Medium (20-199 employees)	52.4*	43.0*	np	32.0*	40.0
Large (200+ employees)	24.6*	34.0*	38.0*	47.6	32.8
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Across all modern awards</b>					
Small (1-19 employees)	33.5	36.0	29.7	35.4	31.2
Medium (20-199 employees)	33.2	36.3	43.5	39.2	41.4
Large (200+ employees)	33.3	27.8	26.8	25.4	27.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Note: \* Estimate has a relative standard error of between 25 per cent and 50 per cent and should be used with caution. np = not published, due to not satisfying ABS data clearance requirements.

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

## 6. Low-paid employees

The Expert Panel is required to take into account the needs of the low paid as part of the minimum wages and modern awards objectives (section 284(1)(c) of the *Fair Work Act 2009*). Previous research has found that modern award-reliant employees are more likely to be low paid.<sup>32</sup> This chapter provides analysis of the modern awards, occupations and industries that apply to modern award-reliant employees who are low paid to assist the annual wage review and other major cases.

A threshold of low pay is derived based on two-thirds of the median ordinary time hourly earnings of *all* employees on an adult rate of pay (adult employees).<sup>33</sup> The characteristics of employees with average earnings below this threshold (i.e. low-paid employees) are compared with the characteristics of employees with average earnings above this threshold.

In the publicly available EEH data release, earnings are presented for total cash earnings. This is a gross measure that encompasses all types of earnings and is before tax and other items are deducted.<sup>34</sup> Using the microdata allows for more detailed analysis of earnings in the EEH. The composition of earnings can be separated into ordinary time, overtime and an indicator for whether an employee receives a casual loading is also available. This categorisation allows for custom measures of earnings to be derived, such as the one discussed above.

The focus in this section is therefore on 2 measures of average earnings. These are total earnings of all employees, as presented in the microdata and without any adjustments, to represent actual earnings of all employees, and a measure that aims to replicate a base rate of pay as best as possible using the microdata, which is ordinary time earnings that remove the loading paid to casual employees and restricted to adult employees only. While ordinary time earnings include payment for award, standard or agreed hours of work, it is somewhat limited in replicating a base rate of pay by the inability to

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<sup>32</sup> Yuen & Tomlinson (2023), Appendix B Table B12.

<sup>33</sup> Annual wage review decisions have considered this as a threshold for low pay, see for example, [2024] FWCFB 3500 at [72].

<sup>34</sup> ABS, *Employee Earnings and Hours, Australia methodology*, May 2023, 24 January 2024.

remove or separately analyse allowances, penalty payments, payments by measured result, and regular bonuses and commissions.<sup>35</sup>

The threshold for low pay is based on the latter measure—ordinary time earnings of employees receiving an adult rate of pay. Both measures are presented on an hourly basis to allow for better comparisons between full-time and part-time employees.

## 6.1 Earnings of modern award-reliant employees

This section provides an analysis of the earnings for all modern award-reliant employees on an adult rate of pay and for those not on a modern award.

Chart 16 compares a distribution of average hourly *ordinary time* earnings of the 2 groups. It shows that average earnings for modern award-reliant employees have a narrower distribution than those not on a modern award. For example, the chart shows that around 46 per cent of modern award-reliant employees earned between \$24.00 and \$29.99 an hour compared with 15 per cent of employees not on a modern award.

Around 85 per cent of modern award-reliant employees received average hourly *ordinary time* earnings of between \$18.00 and \$35.99 compared with around 36 per cent of employees not on a modern award. The low-paid threshold was calculated to be \$25.49.

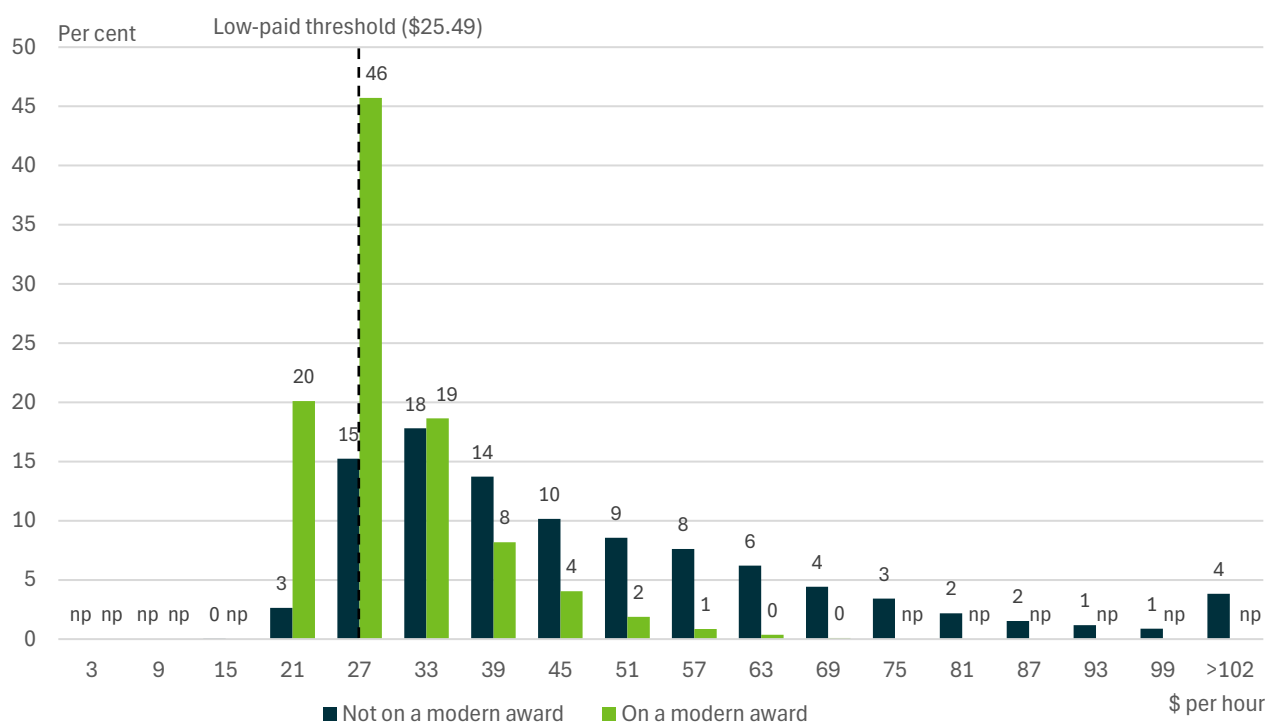
A shift from the 2021 results is that the chart indicates that a lower proportion of employees are found to have average hourly *ordinary time* earnings below the national minimum wage, which at the time of this survey was \$21.38.<sup>36</sup>

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<sup>35</sup> Ordinary time cash earnings payment for award, standard or agreed hours of work, including allowances, penalty payments, payments by measured result and regular bonuses and commissions and are inclusive of amounts salary sacrificed and exclude non-cash components of salary packages, overtime payments, retrospective pay, pay in advance, leave loadings, severance pay, and termination and redundancy payments. Employer superannuation contributions are not collected.

<sup>36</sup> This aligns with analysis in the Australian Government submissions to the Annual Wage Review 2022–23 and 2023–24 which calculated a decline from 1.6 per cent to 0.8 per cent of employees were paid the national minimum wage (or below).

**Chart 16: Distribution of average hourly ordinary time earnings (excluding casual loading) for modern award-reliant and other employees on an adult rate of pay**



Note: The labels on the horizontal axis are based on \$6 ranges. The numbers represent the mid-point of the range, except for the >102 range. For example, the label 27 on the horizontal axis can be interpreted as 46 per cent of modern award-reliant employees earn between \$24 (included) and \$30 (excluded). np = not published, due to the data not meeting the ABS clearance requirements.

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

Chart 17 compares the average hourly *total* earnings of all employees and the average hourly *ordinary time* earnings (excluding casual loading) of all adult employees for selected modern awards. The chart is ranked by average hourly *total* earnings and includes the modern awards with the 5 highest and 5 lowest average hourly *total* earnings.

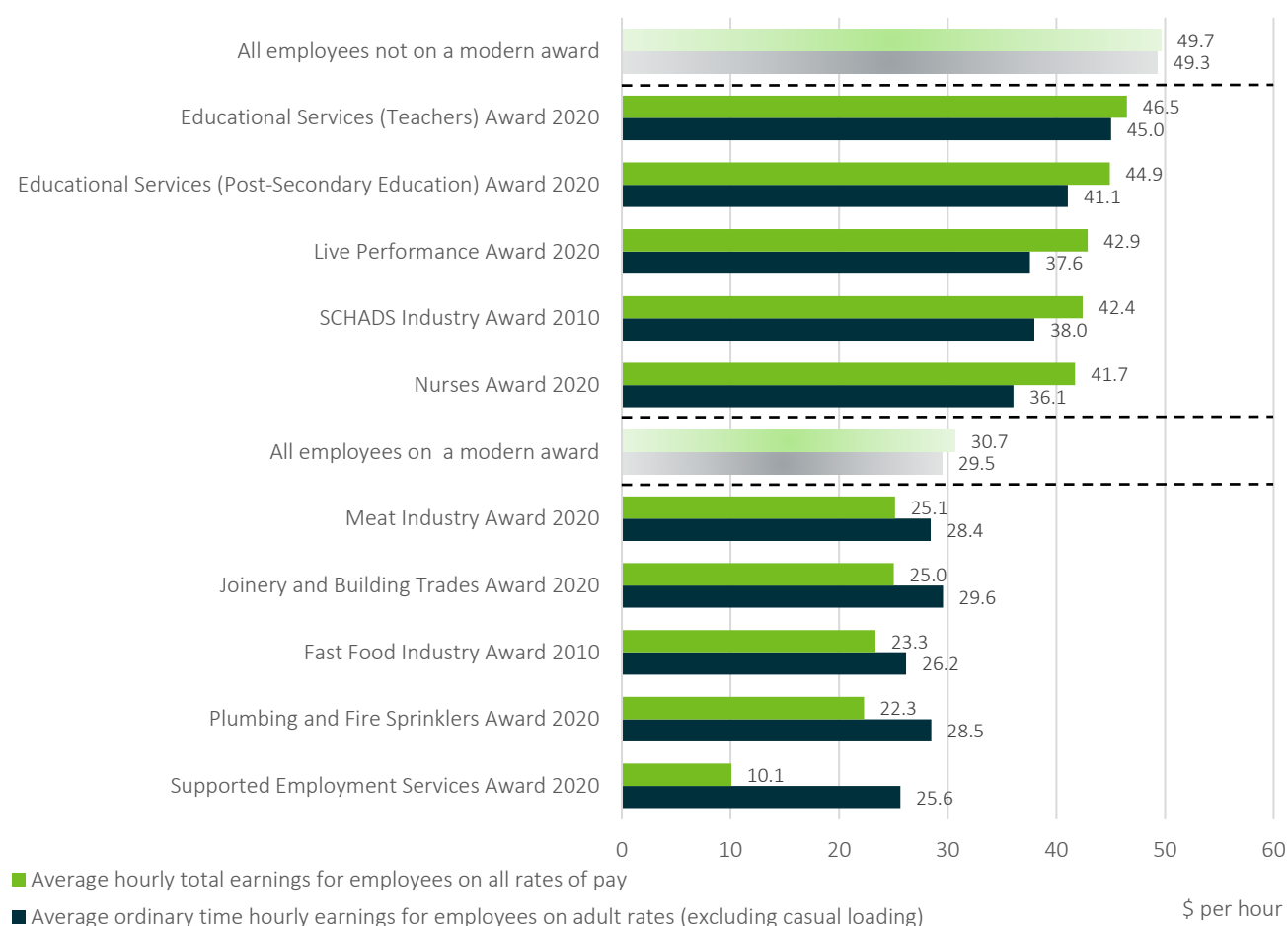
The average hourly *total* earnings for all modern award-reliant employees was \$30.70. This compares with \$49.70 for employees not on a modern award, which was higher than the modern award with the highest average hourly *total* earnings (\$46.50).

The modern awards with the highest average hourly *total earnings* included 2 Educational Services awards and 2 modern awards in the health sector (top panel of Chart 17). Average hourly earnings for

the top 5 modern awards were lower when calculated using *ordinary time earnings* of adults and excluding the casual loading.

The 5 modern awards with the lowest average hourly *total earnings* related to different sectors. Average hourly earnings were actually higher when calculated for *ordinary time* (excluding casual loading). This is likely due to the removal of employees on junior, disability and apprentice/trainee rates of pay, which typically earn less than an adult rate. The increase was largest for the *Supported Employment Services Award 2020* which more closely resembled the average hourly earnings of other modern awards. Appendix D Table D1 contains a list of average hourly earnings by modern award.

**Chart 17: Modern awards with the highest and lowest average hourly earnings**



Note: Total hourly earnings considers all employees, while ordinary time hourly earnings are for employees paid an adult rate. Data is ranked by average hourly total earnings. See Appendix D Table D1 for full list of modern awards.

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

## 6.2 Low-paid modern award-reliant employees across industries and occupations

In previous analysis, low-paid employees have been derived based on the measure of ordinary time earnings (excluding casual loading) for those on adult rates of pay (see Yuen and Tomlinson, 2023). This is to replicate, as best as possible, the adult rate of pay that is used as a basis for the calculation of other pay rates, like junior rates, and other entitlements, such as allowances.

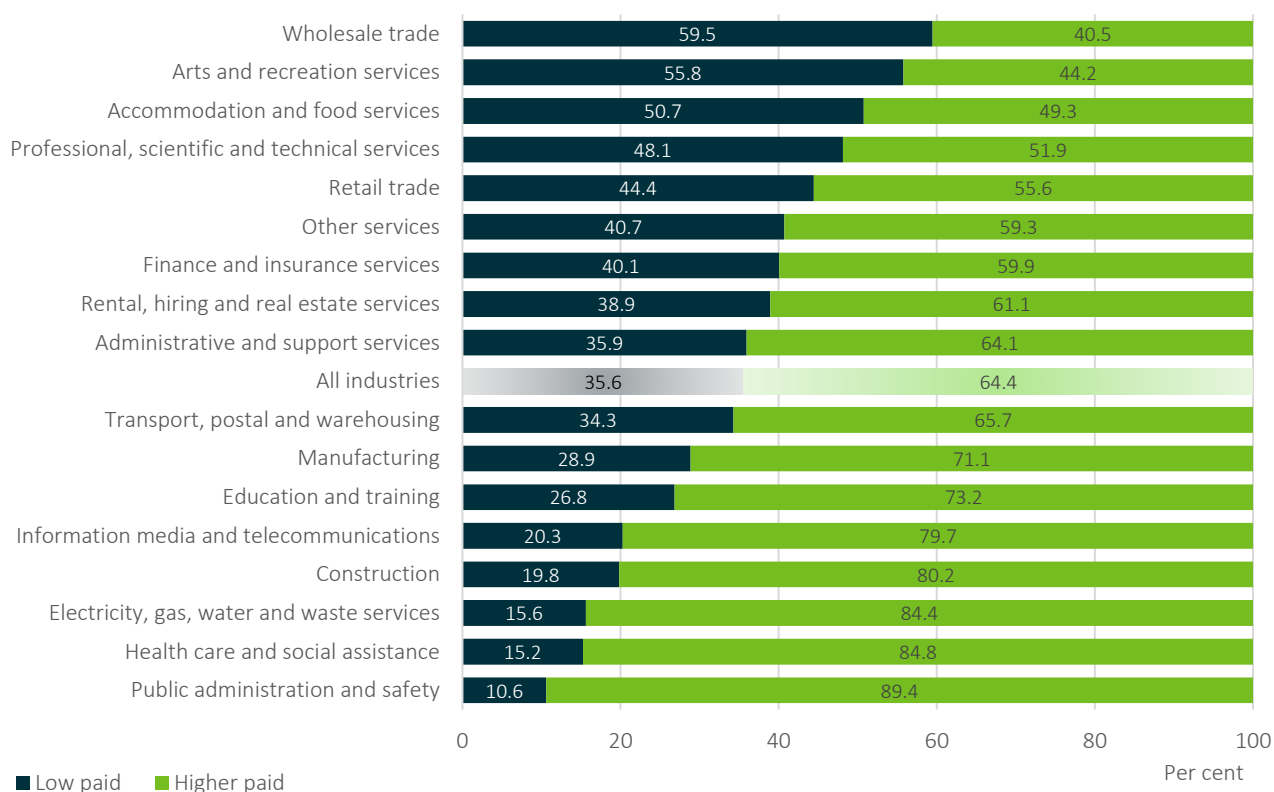
The below analysis considers this measure for modern award-reliant employees on an adult rate of pay only, therefore excluding employees who receive a junior, disability or apprentice/trainee rate of pay.

Modern award-reliant employees who were low paid were found across each industry division and occupation major group. Chart 18 compares the proportion of low-paid modern award-reliant employees within each industry.

The industry with the highest share of its modern award-reliant employees who were low paid was Wholesale trade (59.5 per cent). More than half of modern award-reliant employees in Arts and recreation services and Accommodation and food services were also low paid.

The lowest proportions of modern award-reliant employees who were low paid were in industries with a relatively large proportion working in the public sector or utilities.

**Chart 18: Proportion of modern award-reliant employees who are low paid and higher paid within industries**



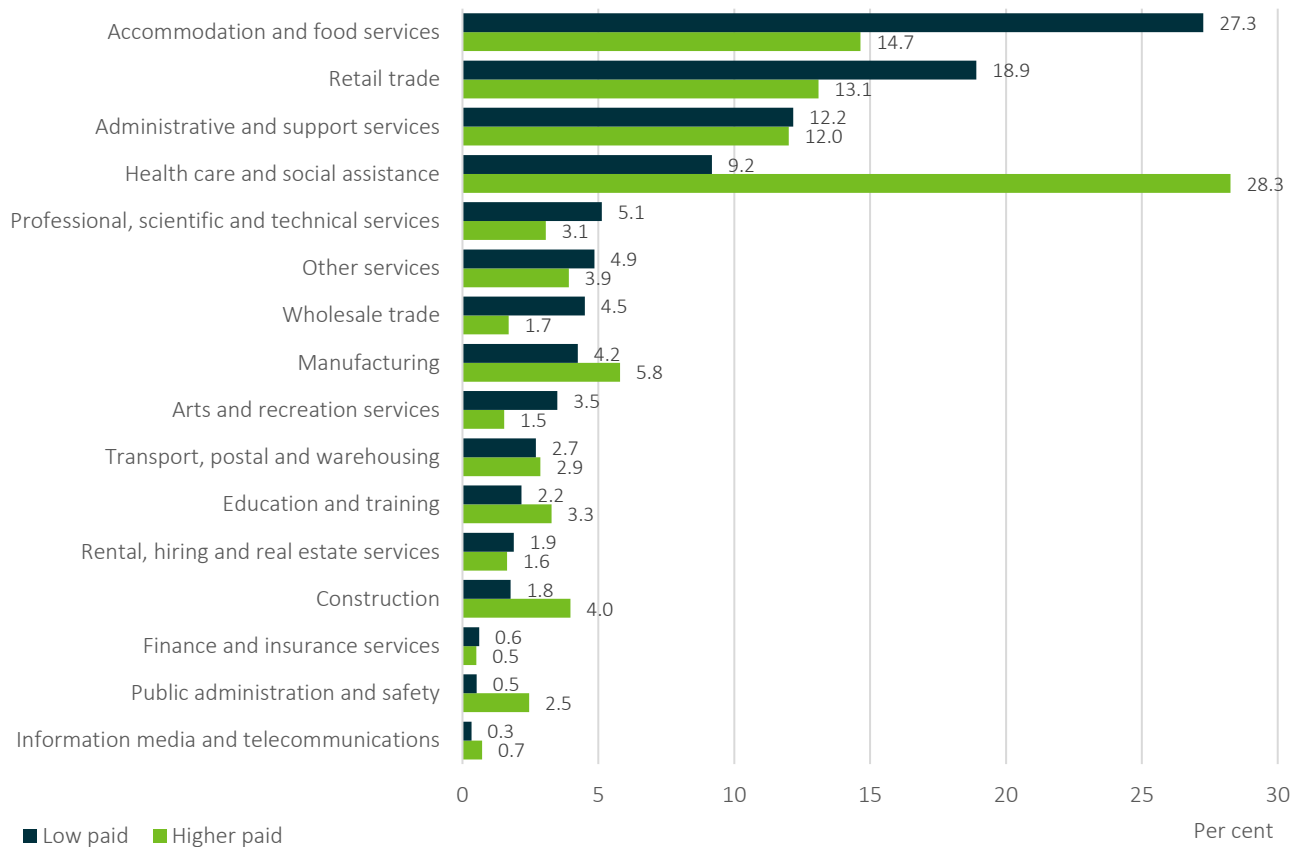
Note: Although figures for Mining are not included due to data not satisfying ABS data clearance requirements, they are included in the 'All industries' result.

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

While Accommodation and food services comprised the largest share of all modern award-reliant employees (21.7 per cent—see Chart 2), its share of all low-paid employees was even higher (27.3 per cent) (Chart 19). In addition, more than one in 6 low-paid modern award-reliant employees were employed in Retail trade. The industry with the highest share of higher-paid modern award-reliant employees was Health care and social assistance (28.3 per cent).

Appendix D Table D2 lists the proportions of low-paid modern award-reliant employees across industry subdivisions.

**Chart 19: Share of all low-paid and higher-paid modern award-reliant employees by industry**



Note: Bars sum to 100. Population examined in the chart are all modern award-reliant employees paid an adult rate of pay.

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

Among occupations, Chart 20 shows that Labourers and Sales workers comprised a larger proportion of low-paid modern award-reliant employees than of higher-paid modern award-reliant employees. Labourers contains the unit group Food preparation assistants<sup>37</sup> who likely work in the fast food sector, while Sales workers contains Sales assistants (general).

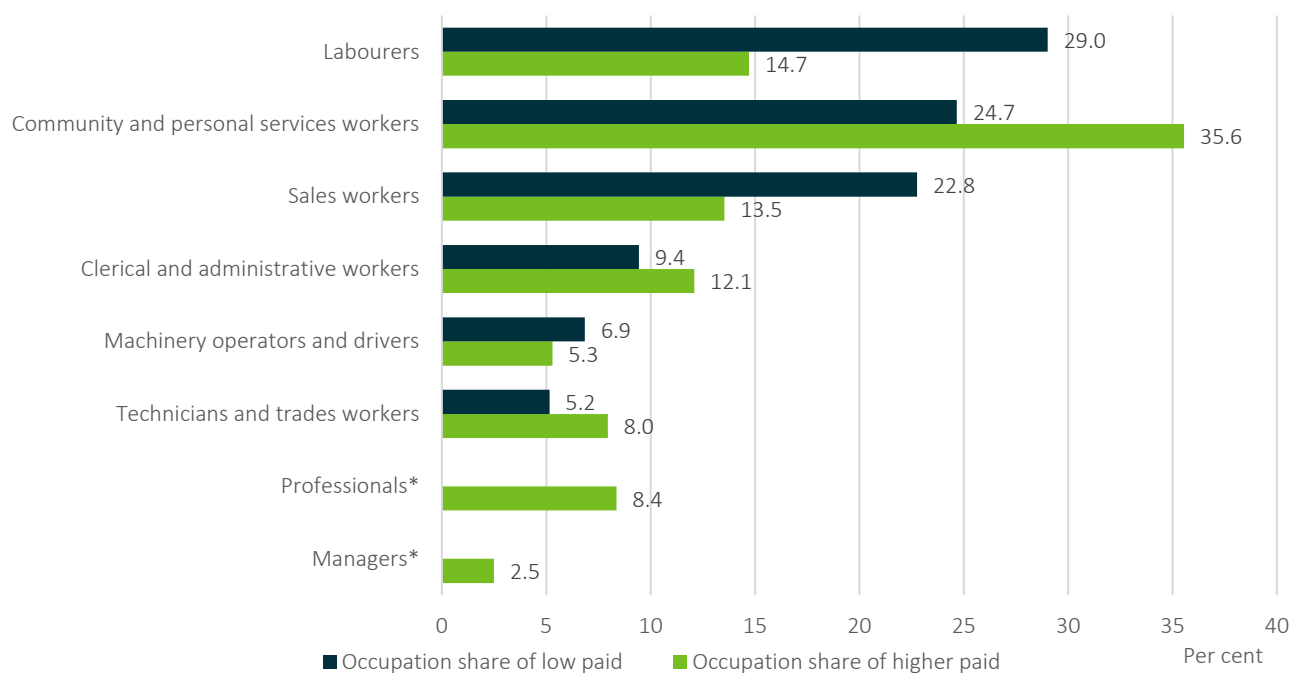
Most other occupations had relatively larger proportions of higher-paid modern award-reliant employees. Community and personal services workers, who often work in Health care and social assistance, comprised the highest proportion of higher-paid modern award-reliant employees. However, considerable variation exists within this occupation at the unit group level, which

<sup>37</sup> These workers prepare food in fast food establishments, assist Food trades workers and service staff to prepare and serve food, and clean food preparation and service areas.



encompasses Waiters, Bar attendants and baristas, and Café workers—who have higher proportions of low-paid employment—and Aged and disabled carers, and Nursing support and personal care workers, who have among the lowest proportions of low-paid employees.

**Chart 20: Share of all low-paid and higher-paid modern award-reliant employees by occupation**

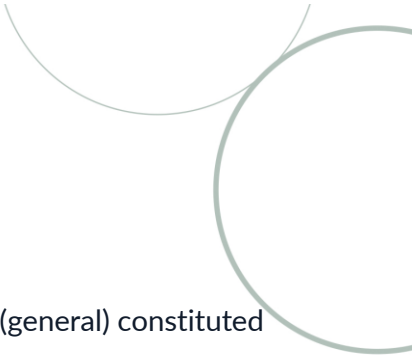


Note: Bars sum to 100. \* Figures for Professionals and Managers who are modern award-reliant and low paid are not published due to not satisfying ABS data clearance requirements.

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

Analysis at the occupation unit group level indicated that the proportion of low-paid modern award-reliant employees exceeded 40 per cent in 22 out of 43 occupations with sufficient data to clear for publication. These occupations collectively represented 39 per cent of modern award-reliant employees (see Appendix D Table D3). Although the low sample sizes can make interpretation difficult, the occupations with the highest proportions of low-paid employees paid minimum wages in modern awards were Handypersons (82.8 per cent), Crop farm workers (>75 per cent), Packers (72.3 per cent), Garden labourers (>70.5 per cent), and Pharmacy sales assistants (69.2 per cent).<sup>38</sup>

<sup>38</sup> The range for Crop farm workers and Garden labourers indicates that there were fewer than 10 observations in the survey.



As a proportion of all low-paid modern award-reliant employees, Sales assistants (general) constituted the largest share (16.4 per cent), followed by Waiters (8.7 per cent), Kitchenhands (7.2 per cent), Child carers (4.9 per cent), and Commercial cleaners (4.4 per cent).

## 6.3 Differences in low-paid employment across modern awards

Based on the measure of ordinary time earnings (excluding casual loading) for those on adult rates of pay, more than one-third of modern award-reliant adult employees were low paid (35.6 per cent). This is comparable with the previous report undertaken by Yuen and Tomlinson (2023) (36.1 per cent).<sup>39</sup> Modern award-reliant employees were almost 6 times more likely to be low paid compared with all employees not on a modern award (6.0 per cent). However, there was significant variation across modern awards.

Chart 21 shows that almost all adult employees paid by the *Horticulture Award 2020* were considered to be low paid.<sup>40</sup> In contrast, adult employees on the *SCHADS Industry Award 2010* (4.0 per cent) and the *Building and Construction General On-site Award 2020* (5.2 per cent) were the least likely to be low paid.

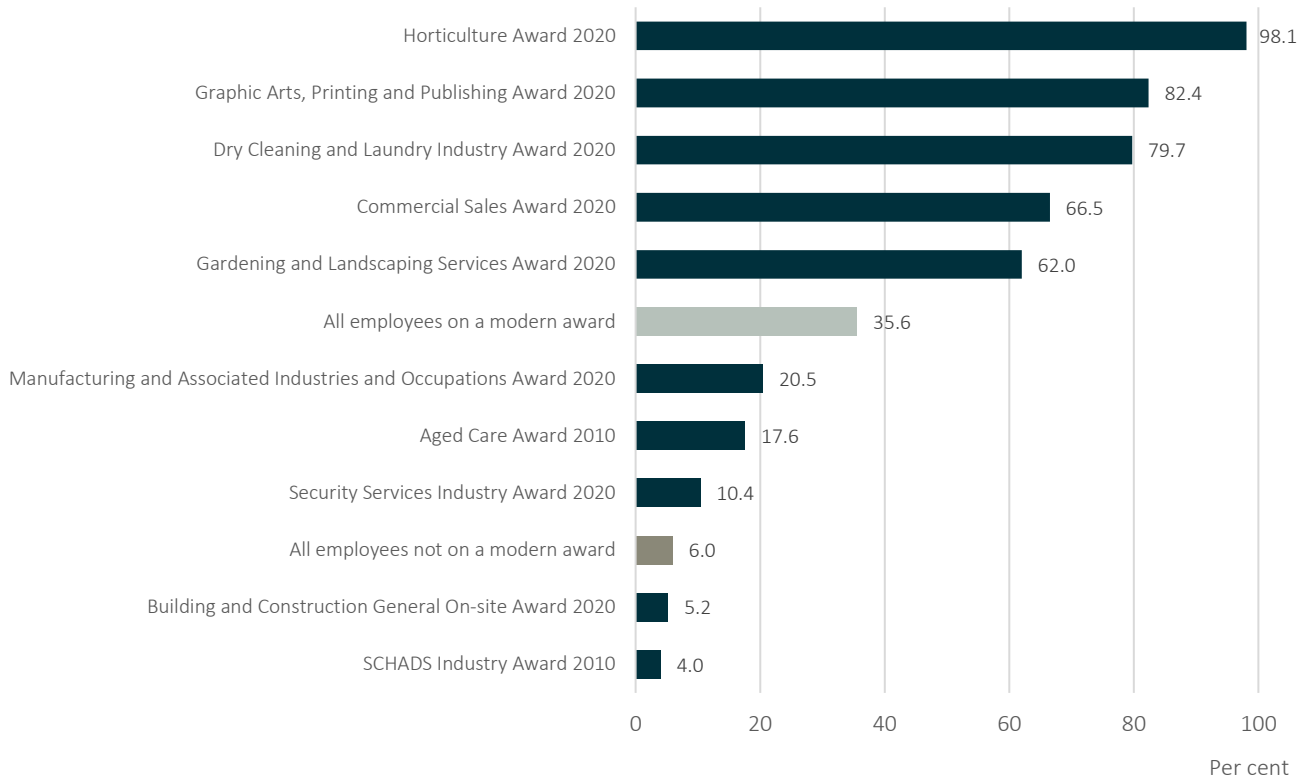
More than 40 per cent of employees in 13 of the 35 modern awards with clearable data were low paid, with more than half of employees in 8 of those modern awards found to be low paid (Appendix D Table D4).

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<sup>39</sup> [2024] FWCFB 3500 at [73].

<sup>40</sup> This modern award also had the highest proportion in the 2021 EEH. While Agriculture, forestry and fishing is not within the scope of the EEH survey, employees on this modern award may be employed under other industries.

**Chart 21: Modern awards with the highest and lowest share of employees who are low paid**



Note: See Appendix D Table D4 for full list of modern awards. Data include only employees on an adult rate of pay.

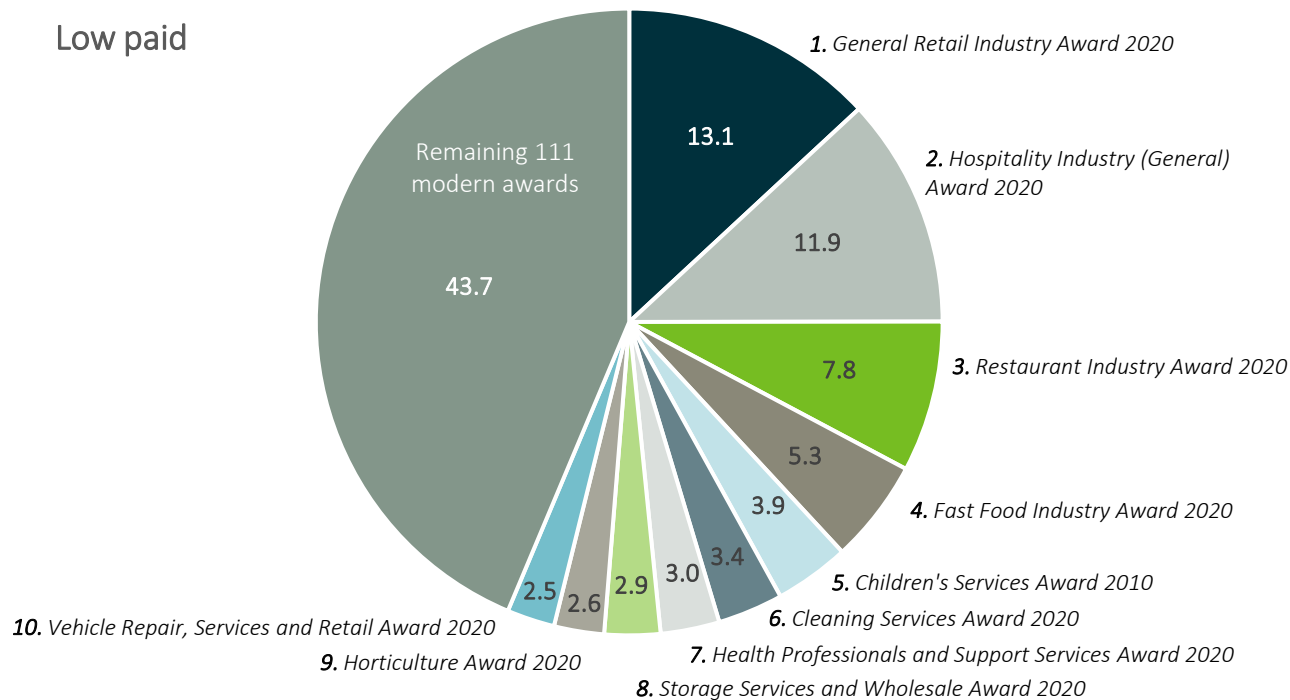
Source: ABS, *Microdata: Employee Earnings and Hours*, Australia, May 2023.

Chart 22 compares the 10 most common modern awards for employees who are low paid and for those who are higher paid. The most common modern award among low-paid employees was the *General Retail Industry Award 2020* (13.1 per cent of all low-paid employees, or more than 1 in 8). This is around the same proportion as its share of all modern award-reliant employees (see Chart 5). The second most common was the *Hospitality Industry (General) Award 2020*, with more than one in 10 low-paid employees paid minimum wages according to this award. Low-paid employees were also more commonly paid minimum wages in the *Restaurant Industry Award 2020* and the *Fast Food Industry Award 2020* than higher-paid employees. A list of all modern awards by their proportion of low-paid employees is at Appendix D Table D4.

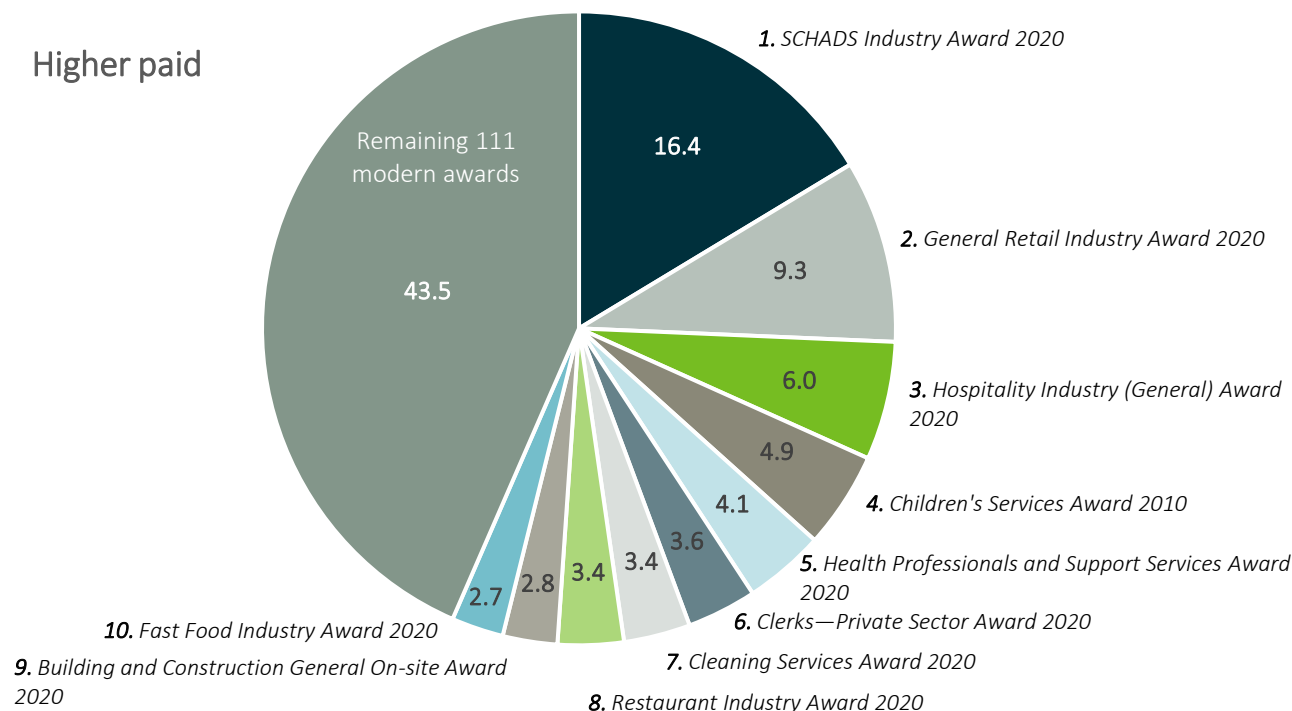
The *SCHADS Industry Award 2010* was the second most common among all modern award-reliant employees (see Chart 5) and the most common among higher-paid modern award-reliant employees (around 1 in 6).

The 10 modern awards with the highest proportions of low-paid employees accounted for 56.3 per cent of all low-paid employees, while the 10 modern awards with the highest proportions of higher-paid employees represented 56.5 per cent. Both these concentrations were lower than the overall extent of the 10 most common modern award among adult employees (66.0 per cent).

**Chart 22: 10 most common awards for low-paid and higher-paid employees**



Higher paid



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

## 6.4 Components of total earnings

Up to this stage of the report, low pay has been determined based on ordinary time earnings of those on adult rates of pay and, for those employed on a casual basis, the casual loading has been removed. However, as found earlier, a higher proportion of modern award-reliant employees are employed on a casual basis than other employees. Low-paid modern award-reliant employees are also more likely to be employed on a casual basis than higher-paid modern award-reliant employees. Therefore, consideration of different payment types is also helpful for analysis of *total* earnings and for comparisons with the low-paid threshold.<sup>41</sup>

This section breaks down total hourly earnings into the contributions from 3 components: ordinary time earnings (excluding casual loading), casual loading, and overtime earnings. This is presented for all low-paid modern award-reliant employees on an adult rate of pay.

Low-paid employees are classified into one of 4 groups. These are:

<sup>41</sup> See [2024] FWCFB 3500 at [73]


- 
1. employees who received only ordinary time earnings
  2. employees who received ordinary time earnings and overtime earnings
  3. employees who received ordinary time earnings and a casual loading, and
  4. employees who received ordinary time earnings, overtime earnings and a casual loading.

Chart 23 shows that the average hourly total earnings of all low-paid modern award-reliant employees was \$27.75 (far right column). Of this, almost 15 per cent was from casual loading and 0.6 per cent from overtime earnings.

The chart shows that the average hourly earnings of low-paid adult modern award-reliant employees who received only ordinary time earnings was \$23.63 (group 1). This was the case for around one-quarter of low-paid modern award-reliant employees who received only ordinary time earnings (27.3 per cent) and is below the low-pay threshold by more than 7 per cent.<sup>42</sup>

Employees who worked some overtime hours received an average of \$24.01 per hour of ordinary time earnings and an additional \$1.45 per hour for overtime, for a total of \$25.46 per hour (group 2), just below the low-paid threshold. This group was the smallest of the four categories (3.8 per cent of low-paid modern award-reliant employees).

Those who were employed on a casual basis received higher average hourly earnings due to the casual loading, lifting their average hourly earnings to above the low-paid threshold. The largest group (63.2 per cent) was casual employees who received only ordinary time earnings, who were found to have average total earnings that was 25 per cent higher (\$29.37) (group 3) than those who were paid for ordinary time hours only. The average hourly earnings of those who were employed on a casual basis and worked some overtime was \$31.11 per hour (5.6 per cent of low-paid modern award-reliant employees) (group 4), which was more than 30 per cent higher than the those who were paid for ordinary time hours only.

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<sup>42</sup> The national minimum wage in May 2023 was \$21.38 per hour.

**Chart 23: Average hourly total earnings of low-paid adult modern award-reliant employees by components of total earnings**



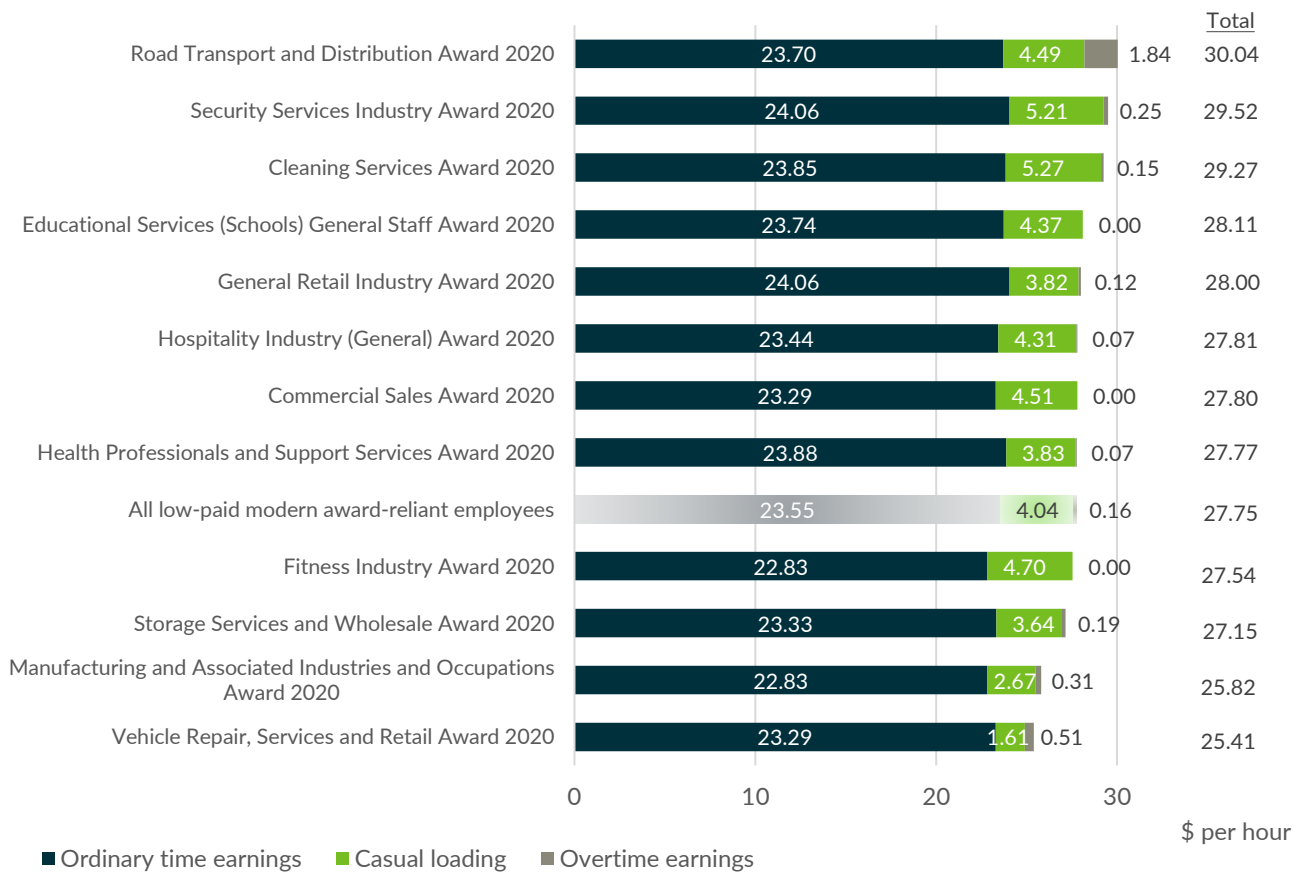
Note: Chart considers only those on adult rates of pay.

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

Chart 24 presents the 3 components of total hourly earnings for 13 individual modern awards with clearable data for all components.

Of these modern awards, the highest average hourly total earnings was for employees on the *Road Transport and Distribution Award 2020*, which had the largest contribution from overtime. The modern awards with the lowest average hourly total earnings were the *Vehicle Repair, Services and Retail Award 2020* and the *Manufacturing and Associated Industries and Occupations Award 2020*, which had the lowest contributions from casual loading (6.3 per cent and 10.4 per cent, respectively).

**Chart 24: Average hourly total earnings for low-paid adult modern award-reliant employees by components of earnings and modern award**



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

Future research for the annual wage review may consider exploring further disaggregated pay information to better understand ‘the earnings which employees can realistically expect to obtain at various award classification levels inclusive of additional payments such as allowances, loadings and penalty rates’.<sup>43</sup> This may be possible by linking data from the EEH with administrative sources held by the ABS that do not capture method of setting pay but may identify other payment types not available in the EEH.

<sup>43</sup> [2024] FWC 3487 at [5].




## 7. Conclusion

This report provided analysis of the characteristics of modern award-reliant employees from the 2023 EEH survey, providing an update to a previous paper published for the *Annual Wage Review 2022–23* that examined the 2021 EEH survey. Overall, there was a slight increase in modern award reliance however, as with the previous paper, considerable variation was found in the industries and occupations of modern award-reliant employees.

The most common industries and occupations of modern-award-reliant employees were generally similar between 2021 and 2023, although there was a decline in the proportion of modern-award-reliant employees in Other services and Administrative and support services. The increase in the proportion of modern-award-reliant employees in Retail trade and Health care and social assistance was also seen in an increase in the Community and personal service workers and Sales workers occupations. Nine of the ten most common modern awards used were also the same as in 2021 and accounted for around two-thirds of modern award-reliant employees. The *General Retail Industry Award 2020* and the *SCHADS Industry Award 2010* remained the most common.

The report also provided a more detailed analysis responding to particular minimum wages and modern awards objectives that focused on gender equality, junior employees and the low paid. The report found that almost 3 in 5 modern award-reliant employees were women, and while the most common modern awards were generally similar between women and men, the differences reflected the industries in which women and men are more commonly employed. Minimum wages in some modern awards were almost exclusively paid to women, while others were predominantly paid to men. Average earnings across modern awards between men and women showed greater variation than in aggregate. This was also the case for hours paid for per week, age and casual employment.

Modern award-reliant employees were more likely to be paid junior rates than other employees. Younger employees were particularly concentrated in certain occupations and paid minimum wages in modern awards associated with the Accommodation and food services and Retail trade industries. The most common modern awards among those paid a junior rate are related to these industries. Younger employees predominantly worked as Sales assistants and Kitchenhands, while other occupations were more common in older age groups. The number of hours paid for was found to increase with age, while the likelihood of working in large businesses declined.



Examination of individual modern awards revealed substantial variation in the incidence of low pay across sectors. Compared with their share of modern award-reliant employees, low-paid modern award-reliant employees were more likely to work in Accommodation and food services and Retail trade and in occupations related to these industries. Despite the relatively high proportion of modern award reliance in Health care and social assistance, modern award-reliant employees in the industry were comparatively less likely to be low paid. This was most evident by the *SCHADS Industry Award 2010* having the highest proportion of higher-paid modern award-reliant employees.

Analysis of the components of total earnings showed that, on average, employees paid a casual loading or who worked some overtime hours had higher average hourly earnings than other employees and resulted in average total earnings being higher than the low-pay threshold. The contribution to earnings from overtime and casual loading was not consistent across the modern awards analysed. Future research on the components of earnings may be enhanced by linking data from the EEH to administrative data sources held by the ABS.

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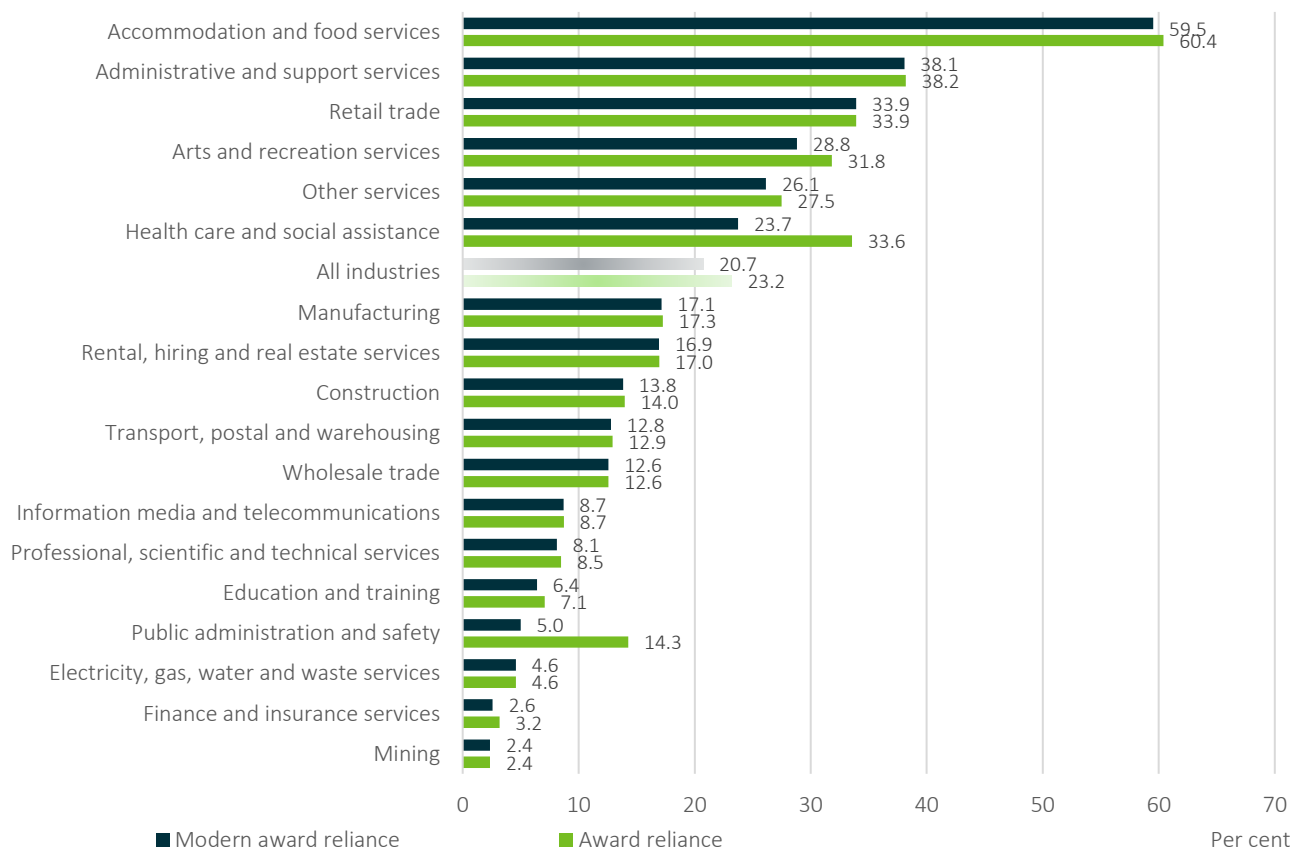
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# Appendix A—Additional data on modern awards

**Chart A1: Award-reliant and modern award-reliant employees within industries, 2023**



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

**Table A1: Modern award reliance by industry division and subdivision, 2021 and 2023**

	Modern award reliance within industry		Industry share of modern award employees	
	2021	2023	2021	2023
	(%)	(%)	(%)	(%)
<b>Mining</b>	<b>1.1</b>	<b>2.4</b>	<b>np</b>	<b>0.2</b>
Coal Mining	np	0.0	np	0.0
Oil and Gas Extraction	np	0.0	np	0.0
Metal Ore Mining	np	np	np	np
Non-Metallic Mineral Mining and Quarrying	np	np	np	np
Exploration and Other Mining Support Services	np	np	np	np
<b>Manufacturing</b>	<b>19.1</b>	<b>17.1</b>	<b>5.8</b>	<b>5.1</b>
Food Product Manufacturing	35.5	32.5	2.6	1.9*
Wood Product Manufacturing	30.0*	56.4*	0.8*	1.0*
Machinery and Equipment Manufacturing	8.5*	13.5*	0.4*	0.5*
Fabricated Metal Product Manufacturing	19.1*	9.3*	0.7*	0.4*
Polymer Product and Rubber Product Manufacturing	20.9*	17.8*	0.3*	0.3*
Beverage and Tobacco Product Manufacturing	38.3*	22.0*	0.2	0.3*
Furniture and Other Manufacturing	np	19.6*	np	0.3*
Printing (including the Reproduction of Recorded Media)	np	np	np	0.1*
Non-Metallic Mineral Product Manufacturing	10.7**	np	0.1	np
Textile, Leather, Clothing and Footwear Manufacturing	np	np	np	np
Pulp, Paper and Converted Paper Product Manufacturing	np	np	np	np
Basic Chemical and Chemical Product Manufacturing	np	np	np	np
Primary Metal and Metal Product Manufacturing	np	np	np	np
Transport Equipment Manufacturing	np	np	np	np
<b>Electricity, Gas, Water and Waste Services</b>	<b>5.7</b>	<b>4.6</b>	<b>np</b>	<b>0.2</b>
Waste Collection, Treatment and Disposal Services	18.5	14.3	0.3	0.2
Electricity Supply	np	0.0	np	0.0
Gas Supply	np	0.0	np	0.0
Water Supply, Sewerage and Drainage Services	np	0.0	np	0.0
<b>Construction</b>	<b>13.4</b>	<b>13.8</b>	<b>4.6</b>	<b>4.9</b>
Construction Services	13.7	15.8	3.1	4.0
Building Construction	19.1	13.9*	1.5	0.9*
Heavy and Civil Engineering Construction	0.5*	np	0.0	np
<b>Wholesale Trade</b>	<b>10.0</b>	<b>12.6</b>	<b>1.9</b>	<b>2.4</b>

	Modern award reliance within industry		Industry share of modern award employees	
	2021	2023	2021	2023
	(%)	(%)	(%)	(%)
Grocery, Liquor and Tobacco Product Wholesaling	12.6*	34.7*	0.4*	1.1*
Basic Material Wholesaling	17.2*	12.5*	0.6*	0.4*
Other Goods Wholesaling	9.7*	8.9*	0.4*	0.4*
Machinery and Equipment Wholesaling	4.8**	3.2*	0.3	0.2*
Motor Vehicle and Motor Vehicle Parts Wholesaling	12.4**	5.9*	0.2	0.1
Commission-Based Wholesaling	np	np	np	np
<b>Retail Trade</b>	<b>29.5</b>	<b>33.9</b>	<b>14.0</b>	<b>16.8</b>
Other Store-Based Retailing	35.1	37.4	7.5	9.4
Food Retailing	22.5	30.7	4.1	5.6
Motor Vehicle and Motor Vehicle Parts Retailing	24.9	34.5	1.1*	1.3*
Non-Store Retailing and Retail Commission-Based Buying and/or Selling	np	15.9*	np	0.3*
Fuel Retailing	49.2*	np	0.8*	np
<b>Accommodation and Food Services</b>	<b>59.6</b>	<b>59.5</b>	<b>21.6</b>	<b>21.7</b>
Food and Beverage Services	58.6	60.0	19.0	19.4
Accommodation	68.6	56.1	2.6*	2.3
<b>Transport, Postal and Warehousing</b>	<b>12.5</b>	<b>12.8</b>	<b>2.6</b>	<b>2.4</b>
Road Transport	21.3	18.0	2.1	1.5
Postal and Courier Pick-up and Delivery Services	11.3*	14.3*	0.3*	0.4*
Transport Support Services	np	7.9*	np	0.2*
Warehousing and Storage Services	10.9*	12.9*	0.1*	0.1*
Water Transport	np	np	np	0.0
Rail Transport	np	np	np	np
Air and Space Transport	np	np	np	np
Other Transport	np	np	np	np
<b>Information media and telecommunications</b>	<b>7.3</b>	<b>8.7</b>	<b>0.4</b>	<b>0.6</b>
Motion Picture and Sound Recording Activities	17.9*	16.5	0.2*	0.2
Broadcasting (except Internet)	15.0	14.7*	0.1*	0.1*
Publishing (except Internet and Music Publishing)	2.5*	6.2*	0.0	0.1*
Library and Other Information Services	np	0.0	np	0.0
Telecommunications Services	4.6*	np	0.1	np
Internet Publishing and Broadcasting	np	np	np	np

	Modern award reliance within industry		Industry share of modern award employees	
	2021	2023	2021	2023
	(%)	(%)	(%)	(%)
Internet Service Providers, Web Search Portals and Data Processing Services	np	np	np	np
<b>Finance and Insurance Services</b>	<b>4.1</b>	<b>2.6</b>	<b>0.8</b>	<b>0.5</b>
Finance	4.9*	3.8*	0.5*	0.4*
Auxiliary Finance and Insurance Services	3.7*	1.9*	0.2*	0.1*
Insurance and Superannuation Funds	np	np	np	np
<b>Rental, Hiring and Real Estate Services</b>	<b>21.4</b>	<b>16.9</b>	<b>2.0</b>	<b>1.6</b>
Property Operators and Real Estate Services	23.0	22.4	1.6	1.4
Rental and Hiring Services (except Real Estate)	16.8	6.5*	0.4*	0.2*
<b>Professional, Scientific and Technical Services</b>	<b>5.4</b>	<b>8.1</b>	<b>2.3</b>	<b>3.4</b>
Professional, Scientific and Technical Services (Except Computer System Design and Related Services)	6.7	10.0	np	3.3
Computer System Design and Related Services	np	0.9*	np	0.1*
<b>Administrative and Support Services</b>	<b>42.3</b>	<b>38.1</b>	<b>13.2</b>	<b>10.9</b>
Administrative Services	36.8	33.1	9.2	7.4
Building Cleaning, Pest Control and Other Support Services	64.2	55.6	4.0	3.5
<b>Public Administration and Safety</b>	<b>4.0</b>	<b>5.0</b>	<b>1.3</b>	<b>1.5</b>
Public Order, Safety and Regulatory Services	13.8	15.4	1.2	1.4
Public Administration	0.2**	0.2*	0.0	0.0*
Defence	0.0	0.0	0.0	0.0
<b>Education and Training</b>	<b>6.6</b>	<b>6.4</b>	<b>3.1</b>	<b>2.9</b>
Adult, Community and Other Education	36.5	33.5	1.6*	1.3*
Preschool and School Education	2.5	3.6	0.8	1.1
Tertiary Education	6.0*	4.6	0.6*	0.5*
<b>Health Care and Social Assistance</b>	<b>23.0</b>	<b>23.7</b>	<b>17.1</b>	<b>18.3</b>
Social Assistance Services	58.8	54.5	10.4	12.1
Medical and Other Health Care Services	25.7	25.1	4.7	4.4
Residential Care Services	13.3	16.0	1.5	1.7*
Hospitals	np	0.3*	np	0.1*

	Modern award reliance within industry		Industry share of modern award employees	
	2021	2023	2021	2023
	(%)	(%)	(%)	(%)
<b>Arts and Recreation Services</b>	<b>25.9</b>	<b>28.8</b>	<b>2.1</b>	<b>2.2</b>
Sports and Recreation Activities	33.0	35.8	1.7	2.0
Creative and Performing Arts Activities	22.3*	29.3*	0.2*	0.2*
Gambling Activities	5.3*	6.5*	0.1*	0.1*
Heritage Activities	33.8*	7.4*	0.2	0.0*
<b>Other Services</b>	<b>36.4</b>	<b>26.1</b>	<b>7.0</b>	<b>4.4</b>
Personal and Other Services	41.7	33.4	5.6	3.7
Repair and Maintenance	24.2	12.7*	1.4	0.8*
			<b>100</b>	<b>100</b>

Note: \* Estimate has a relative standard error of between 25 per cent and 50 per cent and should be used with caution. \*\* Estimate has a relative standard error of more than 50 per cent and is considered too unreliable for general use. np = not published, due to the data not satisfying the ABS clearance requirements.

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



**Table A2: Modern award reliance by occupation and occupation unit group**

	Modern award reliance	Employment share of modern award-reliant employees
	(%)	(%)
<b>Clerical and administrative workers</b>	<b>13.4</b>	<b>9.7</b>
Receptionists	44.7	3.4
General clerks	12.7	2.0
Accounting clerks	10.5	0.5
Purchasing and supply logistics clerks	10.3*	0.5*
Call or contact centre workers	15.9	0.4
Office managers	8.2*	0.4*
Information officers	9.4*	0.3*
Contract, program and project administrators	3.5*	0.3*
Other clerical and office support workers	38.5*	0.2*
Secretaries	15.8*	0.2*
Payroll clerks	17.0*	0.2*
Bookkeepers	10.8*	0.2*
Human resource clerks	18.7*	0.2*
Other miscellaneous clerical and administrative workers	9.3*	0.1*
Transport and despatch clerks	7.3*	0.1*
Personal assistants	5.4*	0.1*
Practice managers	9.9*	0.1*
Keyboard operators	10.6*	0.1*
Couriers and postal deliverers	3.6*	0.0*
<b>Community and personal service workers</b>	<b>42.7</b>	<b>28.8</b>
Aged and disabled carers	59.5	6.8
Waiters	73.1	6.4
Child carers	68.2	4.7
Bar attendants and baristas	66.3	2.2
Welfare support workers	38.8	1.9
Cafe workers	80.4	1.6*
Nursing support and personal care workers	15.9*	1.0*
Security officers and guards	35.8	0.8
Sports coaches, instructors and officials	36.1	0.7
Dental assistants	42.7	0.5*
Other hospitality workers	73.5	0.3*
Fitness instructors	28.0*	0.2*
Education aides	3.8*	0.2*
Enrolled and mothercraft nurses	8.6**	0.2**
Hotel service managers	21.3*	0.1*

	Modern award reliance	Employment share of modern award-reliant employees
	(%)	(%)
Sportspersons	15.2*	0.0*
Gallery, museum and tour guides	43.3**	np
<b>Labourers</b>	<b>40.6</b>	<b>19.7</b>
Kitchenhands	65.6	5.1
Commercial cleaners	52.7	3.7
Housekeepers	70.5	1.5
Other miscellaneous labourers	28.9	1.3
Fast food cooks	44.5	0.9*
Packers	41.6	0.9
Food and drink factory workers	47.3*	0.9**
Building and plumbing labourers	26.5	0.6*
Crop farm workers	Np	0.6**
Timber and wood process workers	81.2	0.5*
Handypersons	18.2*	0.3*
Product assemblers	21.6*	0.2*
Garden labourers	22.9**	0.2*
Livestock farm workers	45.9	0.2*
Other construction and mining labourers	17.8*	0.2*
Freight and furniture handlers	21.6*	0.2*
Laundry workers	42.7*	0.2**
Meat, poultry and seafood process workers	11.6*	0.1*
Other factory process workers	20.9*	0.1*
<b>Machinery operators and drivers</b>	<b>18.2</b>	<b>5.0</b>
Storepersons	26.0	1.8
Truck drivers	16.2	1.0*
Delivery drivers	40.9	0.8*
Engineering production workers	23.1*	0.3*
Bus and coach drivers	12.9*	0.2*
Forklift drivers	17.3*	0.2*
Other stationary plant operators	16.4**	0.2**
Earthmoving plant operators	4.0*	0.1*
Other mobile plant operators	11.8*	0.1*
Other machine operators	9.4*	0.0**
<b>Managers</b>	<b>3.2</b>	<b>1.3</b>
Retail managers	14.2*	0.5*
Child care centre managers	20.8*	0.2**
Health and welfare services managers	12.0*	0.2*

	Modern award reliance	Employment share of modern award-reliant employees
	(%)	(%)
Amusement, fitness and sports centre managers	12.5*	0.1*
<b>Professionals</b>	<b>4.4</b>	<b>5.2</b>
Welfare, recreation and community arts workers	36.7*	0.6*
Registered nurses	4.5*	0.6*
Private tutors and teachers	28.3*	0.4*
Social workers	27.9*	0.3*
Early childhood (pre-primary school) teachers	27.2*	0.3*
Counsellors	21.8*	0.3*
Human resource professionals	7.3*	0.2*
Vocational education teachers / polytechnic teachers	9.5**	0.2**
Training and development professionals	7.3*	0.1*
Environmental scientists	9.5**	0.1**
Primary school teachers	0.9**	0.1**
Secondary school teachers	1.0*	0.1*
Film, television, radio and stage directors	13.8*	0.0*
Journalists and other writers	5.7*	0.0*
Advertising and marketing professionals	Np	np
Physiotherapists	18.3**	np
<b>Sales workers</b>	<b>37.1</b>	<b>19.8</b>
Sales assistants (general)	41.2	13.6
Retail supervisors	34.1	1.7
Checkout operators and office cashiers	54.8	1.6
Pharmacy sales assistants	83.0	1.2*
Real estate sales agents	17.2	0.4*
Ticket salespersons	34.3	0.3
Motor vehicle and vehicle parts salespersons	26.0*	0.2*
Sales representatives	4.4*	0.2*
Other sales assistants and salespersons	25.3*	0.1*
<b>Technicians and trades workers</b>	<b>18.9</b>	<b>10.5</b>
Carpenters and joiners	44.8	1.7
Chefs	25.3	0.9
Cooks	40.9	0.8
Motor mechanics	23.8	0.7
Hairdressers	45.3*	0.7*
Electricians	14.2*	0.6*
Cabinet and furniture makers	46.4*	0.6*
Plumbers	20.1*	0.6*

	Modern award reliance	Employment share of modern award-reliant employees
	(%)	(%)
Structural steel and welding trades workers	13.6*	0.4*
Medical technicians	22.7*	0.4*
Animal attendants and trainers	59.1*	0.3**
Metal fitters and machinists	4.6*	0.2*
Architectural, building and surveying technicians	4.3*	0.1*
Painters	21.3**	0.1*
Gardeners (general)	17.1**	0.1**
ICT support technicians	1.7*	0.1*
Performing arts technicians	13.3*	0.1*
Precision metal trades workers	16.3**	0.0*

Note: \* Estimate has a relative standard error of between 25 per cent and 50 per cent and should be used with caution. \*\* Estimate has a relative standard error of more than 50 per cent and is considered too unreliable for general use. np = not published, due to the data not satisfying the ABS clearance requirements.

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

**Table A3: Most common modern awards, ranked by number of employees, 2021 and 2023**

Modern Award	Employee totals		Share of modern award-reliant employees	
	2021	2023	2021	2023
	(No.)	(No.)	(%)	(%)
General Retail Industry Award 2020	260 117	353 181	11.0	13.5
Social, Community, Home Care and Disability Services Industry Award 2010	248 741	287 208	10.5	11.0
Hospitality Industry (General) Award 2020	225 926	233 683	9.5	8.9
Fast Food Industry Award 2020	187 239	210 534	7.9	8.1
Restaurant Industry Award 2020	129 198	168 359	5.4	6.4
Children's Services Award 2010	112 876	126 337	4.8	4.8
Health Professionals and Support Services Award 2020	90 962	105 655	3.8	4.0
Building and Construction General On-site Award 2020	74 969	92 659	3.2	3.5
Cleaning Services Award 2020	75 281	89 351	3.2	3.4
Clerks—Private Sector Award 2020	91 506	85 701	3.9	3.3
Vehicle Repair, Services and Retail Award 2020	82 491	75 608	3.5	2.9
Manufacturing and Associated Industries and Occupations Award 2020	55 337	49 446	2.3	1.9
Storage Services and Wholesale Award 2020	43 158	47 945	1.8	1.8
Registered and Licensed Clubs Award 2020	31 539	41 679	1.3	1.6
Pharmacy Industry Award 2020	38 303	36 460	1.6	1.4
Nurses Award 2020	21 829	36 055	0.9	1.4
Road Transport and Distribution Award 2020	27 536	36 019	1.2	1.4
Hair and Beauty Industry Award 2020	50 016	35 224	2.1	1.3
Miscellaneous Award 2020	23 359	33 523	1.0	1.3
Meat Industry Award 2020	29 831	27 162	1.3	1.0
Fitness Industry Award 2020	33 911	26 259	1.4	1.0
Timber Industry Award 2020	20 180	24 931	0.9	1.0
Horticulture Award 2020	16 112	24 487	0.7	0.9
Amusement, Events and Recreation Award 2020	18 432	23 969	0.8	0.9
Food, Beverage and Tobacco Manufacturing Award 2020	44 390	23 610	1.9	0.9
Aged Care Award 2010	13 339	23 230	0.6	0.9
Security Services Industry Award 2020	20 924	20 787	0.9	0.8
Plumbing and Fire Sprinklers Award 2020	17 093	16 705	0.7	0.6
Electrical, Electronic and Communications Contracting Award 2020	20 649	15 326	0.9	0.6
Educational Services (Teachers) Award 2020	14 577	14 939	0.6	0.6
Joinery and Building Trades Award 2020	17 620	14 849	0.7	0.6
Real Estate Industry Award 2020	13 647	12 862	0.6	0.5
Gardening and Landscaping Services Award 2020	6718	11 235	0.3	0.4
Educational Services (Schools) General Staff Award 2020	8840	11 065	0.4	0.4
Animal Care and Veterinary Services Award 2020	12 551	10 120	0.5	0.4
Commercial Sales Award 2020	8739	8792	0.4	0.3

Modern Award	Employee totals		Share of modern award-reliant employees	
	2021	2023	2021	2023
	(No.)	(No.)	(%)	(%)
Supported Employment Services Award 2020	19 574	8247	0.8	0.3
Labour Market Assistance Industry Award 2020	6433	7605	0.3	0.3
Textile, Clothing, Footwear and Associated Industries Award 2020	7607	7201	0.3	0.3
Broadcasting, Recorded Entertainment and Cinemas Award 2020	5265	7111	0.2	0.3
Airline Operations-Ground Staff Award 2020	np	6840	np	0.3
Educational Services (Post-Secondary Education) Award 2020	9988	6408	0.4	0.2
Legal Services Award 2020	np	6363	np	0.2
Dry Cleaning and Laundry Industry Award 2020	1703	5845	0.1	0.2
Graphic Arts, Printing and Publishing Award 2020	5547	5577	0.2	0.2
Passenger Vehicle Transportation Award 2020	13734	5297	0.6	0.2
Pastoral Award 2020	2130	5025	0.1	0.2
Waste Management Award 2020	7188	4973	0.3	0.2
Banking, Finance and Insurance Award 2020	7443	4597	0.3	0.2
Mining Industry Award 2020	np	4011	np	0.2
Road Transport (Long Distance Operations) Award 2020	8845	2900	0.4	0.1
Professional Employees Award 2020	4976	2593	0.2	0.1
Horse and Greyhound Training Award 2020	3008	2194	0.1	0.1
Racing Clubs Events Award 2020	1329	2040	0.1	0.1
Local Government Industry Award 2020	3852	1066	0.2	0.0
Live Performance Award 2020	1000	969	0.0	0.0
Business Equipment Award 2020	np	923	np	0.0
Electrical Power Industry Award 2020	3232	np	0.1	np
Telecommunications Services Award 2020	2544	np	0.1	np
Marine Tourism and Charter Vessels Award 2020	873	np	0.0	np
Contract Call Centres Award 2020	863	np	0.0	np
Racing Industry Ground Maintenance Award 2020	426	np	0.0	np
Black Coal Mining Industry Award 2020	-	np	-	np
Higher Education Industry-Academic Staff-Award 2020	np	np	np	np
Higher Education Industry-General Staff-Award 2020	np	np	np	np
Rail Industry Award 2020	np	np	np	np
Market and Social Research Award 2020	np	np	np	np
Mobile Crane Hiring Award 2020	np	np	np	np
Nursery Award 2020	np	np	np	np
Air Pilots Award 2020	np	np	np	np
Airport Employees Award 2020	-	np	-	np
Port Authorities Award 2020	-	np	-	np
Asphalt Industry Award 2020	-	np	-	np
Cement, Lime and Quarrying Award 2020	np	np	np	np
Concrete Products Award 2020	np	np	np	np

Modern Award	Employee totals		Share of modern award-reliant employees	
	2021	2023	2021	2023
	(No.)	(No.)	(%)	(%)
<i>Aluminium Industry Award 2020</i>	np	np	np	np
<i>Gas Industry Award 2020</i>	-	np	-	np
<i>Surveying Award 2020</i>	np	np	np	np
<i>Journalists Published Media Award 2020</i>	np	np	np	np
<i>Seafood Processing Award 2020</i>	np	np	np	np
<i>Pharmaceutical Industry Award 2020</i>	np	np	np	np
<i>Cemetery Industry Award 2020</i>	np	np	np	np
<i>Poultry Processing Award 2020</i>	np	np	np	np
<i>Architects Award 2020</i>	np	np	np	np
<i>Sporting Organisations Award 2020</i>	np	np	np	np
<i>Sugar Industry Award 2020</i>	-	np	-	np
<i>Wine Industry Award 2020</i>	np	np	np	np
<i>Car Parking Award 2020</i>	-	np	-	np
<i>Salt Industry Award 2020</i>	np	np	np	np
<i>Professional Diving Industry (Recreational) Award 2020</i>	np	np	np	np
<i>Aboriginal and Torres Strait Islander Health Workers and Practitioners and Aboriginal Community Controlled Health Services Award 2020</i>	np	np	np	np
<i>State Government Agencies Award 2020</i>	np	np	np	np

Note: \* Estimate has a relative standard error of between 25 per cent and 50 per cent and should be used with caution. \*\* Estimate has a relative standard error of more than 50 per cent and is considered too unreliable for general use. – refers to there being no observations for this particular modern award. np = not published, due to the data not satisfying the ABS clearance requirements.

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

**Table A4: Modern awards with no observations in 2023 EEH**


Modern award	No observations for 2023 or 2021
Transport (Cash in Transit) Award 2020	2023
Aircraft Cabin Crew Award 2020	2023
Marine Towage Award 2020	2023
Premixed Concrete Award 2020	2023
Hydrocarbons Industry (Upstream) Award 2020	2023
Pest Control Industry Award 2020	2023
Travelling Shows Award 2020	2023
Funeral Industry Award 2020	2023
Water Industry Award 2020	2023
Seagoing Industry Award 2020	2023
Cotton Ginning Award 2020	Both
Medical Practitioners Award 2020	Both
Silviculture Award 2020	Both
Wool Storage, Sampling and Testing Award 2020	Both
Coal Export Terminals Award 2020	Both
Ports, Harbours and Enclosed Water Vessels Award 2020	Both
Stevedoring Industry Award 2020	Both
Hydrocarbons Field Geologists Award 2020	Both
Oil Refining and Manufacturing Award 2020	Both
Book Industry Award 2020	Both
Dredging Industry Award 2020	Both
Maritime Offshore Oil and Gas Award 2020	Both
Alpine Resorts Award 2020	Both
Ambulance and Patient Transport Industry Award 2020	Both
Professional Diving Industry (Industrial) Award 2020	Both
Corrections and Detention (Private Sector) Award 2020	Both
Fire Fighting Industry Award 2020	Both
Aquaculture Industry Award 2020	Both
Mannequins and Models Award 2020	Both
Black Coal Mining Industry Award 2020	2021
Airport Employees Award 2020	2021
Port Authorities Award 2020	2021
Asphalt Industry Award 2020	2021
Gas Industry Award 2020	2021
Sugar Industry Award 2020	2021
Car Parking Award 2020	2021

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



**Table A5: Modern awards by average age of employees**

Modern award	(No.)
Passenger Vehicle Transportation Award 2020	58.3
Road Transport and Distribution Award 2020	47.7
Educational Services (Post-Secondary Education) Award 2020	46.4
Waste Management Award 2020	44.6
Labour Market Assistance Industry Award 2020	42.1
Security Services Industry Award 2020	42.0
Dry Cleaning and Laundry Industry Award 2020	41.8
Live Performance Award 2020	41.7
<b>All employees <u>not</u> on a modern award</b>	<b>41.5</b>
Social, Community, Home Care and Disability Services Industry Award 2010	41.3
Clerks—Private Sector Award 2020	41.0
Aged Care Award 2010	41.0
Cleaning Services Award 2020	40.7
Commercial Sales Award 2020	40.6
Supported Employment Services Award 2020	40.5
Educational Services (Teachers) Award 2020	39.8
Registered and Licensed Clubs Award 2020	37.8
Graphic Arts, Printing and Publishing Award 2020	37.5
Nurses Award 2020	37.3
Health Professionals and Support Services Award 2020	36.7
Real Estate Industry Award 2020	36.4
Timber Industry Award 2020	36.2
Storage Services and Wholesale Award 2020	36.0
Manufacturing and Associated Industries and Occupations Award 2020	35.3
Food, Beverage and Tobacco Manufacturing Award 2020	34.9
Educational Services (Schools) General Staff Award 2020	34.9
General Retail Industry Award 2020	34.7
Children's Services Award 2010	34.2
<b>All employees on a modern award</b>	<b>33.9</b>
Miscellaneous Award 2020	32.6
Amusement, Events and Recreation Award 2020	32.3
Vehicle Repair, Services and Retail Award 2020	32.2
Gardening and Landscaping Services Award 2020	32.2
Hospitality Industry (General) Award 2020	32.2
Horticulture Award 2020	29.2
Hair and Beauty Industry Award 2020	28.8




Modern award	(No.)
<i>Broadcasting, Recorded Entertainment and Cinemas Award 2020</i>	28.6
<i>Building and Construction General On-site Award 2020</i>	28.4
<i>Pharmacy Industry Award 2020</i>	28.1
<i>Fitness Industry Award 2020</i>	27.7
<i>Restaurant Industry Award 2020</i>	26.9
<i>Meat Industry Award 2020</i>	26.5
<i>Joinery and Building Trades Award 2020</i>	26.4
<i>Electrical, Electronic and Communications Contracting Award 2020</i>	24.3
<i>Fast Food Industry Award 2020</i>	21.8
<i>Plumbing and Fire Sprinklers Award 2020</i>	20.9

Note: \* Estimate has a relative standard error of between 25 per cent and 50 per cent and should be used with caution. \*\* Estimate has a relative standard error of more than 50 per cent and is considered too unreliable for general use.

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

**Table A6: Modern awards by average number of total hours paid for per week**

	(No.)
Waste Management Award 2020	40.9
Plumbing and Fire Sprinklers Award 2020	39.5
Joinery and Building Trades Award 2020	39.0
Electrical, Electronic and Communications Contracting Award 2020	38.2
Manufacturing and Associated Industries and Occupations Award 2020	37.1
Road Transport and Distribution Award 2020	37.0
Graphic Arts, Printing and Publishing Award 2020	36.9
Building and Construction General On-site Award 2020	36.7
Timber Industry Award 2020	36.5
Vehicle Repair, Services and Retail Award 2020	34.2
Real Estate Industry Award 2020	33.3
Labour Market Assistance Industry Award 2020	33.2
Food, Beverage and Tobacco Manufacturing Award 2020	33.1
Security Services Industry Award 2020	33.0
<b>All employees <u>not</u> on a modern award</b>	<b>32.9</b>
Meat Industry Award 2020	32.0
Storage Services and Wholesale Award 2020	30.2
Educational Services (Post-Secondary Education) Award 2020	30.2
Educational Services (Teachers) Award 2020	29.7
Horticulture Award 2020	29.5
Gardening and Landscaping Services Award 2020	27.6
Passenger Vehicle Transportation Award 2020	27.5
Dry Cleaning and Laundry Industry Award 2020	27.1
Clerks—Private Sector Award 2020	26.7
Registered and Licensed Clubs Award 2020	25.9
Children's Services Award 2010	25.3
Social, Community, Home Care and Disability Services Industry Award 2010	25.2
Aged Care Award 2010	24.7
<b>All employees on a modern award</b>	<b>24.5</b>
Supported Employment Services Award 2020	24.2
Hair and Beauty Industry Award 2020	22.8
Health Professionals and Support Services Award 2020	22.3
Cleaning Services Award 2020	21.9
Broadcasting, Recorded Entertainment and Cinemas Award 2020	21.8
Nurses Award 2020	21.7
Pharmacy Industry Award 2020	21.6
Live Performance Award 2020	21.2*



	(No.)
<i>General Retail Industry Award 2020</i>	21.0
<i>Hospitality Industry (General) Award 2020</i>	20.6
<i>Restaurant Industry Award 2020</i>	19.2
<i>Commercial Sales Award 2020</i>	17.4
<i>Educational Services (Schools) General Staff Award 2020</i>	17.3
<i>Miscellaneous Award 2020</i>	17.1
<i>Amusement, Events and Recreation Award 2020</i>	17.1
<i>Fast Food Industry Award 2020</i>	16.4
<i>Fitness Industry Award 2020</i>	12.0

Note: \* Estimate has a relative standard error of between 25 per cent and 50 per cent and should be used with caution. \*\* Estimate has a relative standard error of more than 50 per cent and is considered too unreliable for general use.

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

**Table A7: Modern awards by proportion of part-time/full-time employees**

Modern Award	Part time	Full time
	(%)	(%)
<i>Fitness Industry Award 2020</i>	96.0	4.0*
<i>Nurses Award 2020</i>	94.1	5.9**
<i>Fast Food Industry Award 2020</i>	93.0	7.0*
<i>Amusement, Events and Recreation Award 2020</i>	88.1	11.9*
<i>Commercial Sales Award 2020</i>	> 86.8^	np
<i>Pharmacy Industry Award 2020</i>	86.2	13.8**
<i>Aged Care Award 2010</i>	85.0	15.0*
<i>Supported Employment Services Award 2020</i>	>83.3^	np
<i>Restaurant Industry Award 2020</i>	83.3	16.7
<i>Cleaning Services Award 2020</i>	82.5	17.5*
<i>Passenger Vehicle Transportation Award 2020</i>	>82.4^	<17.6^
<i>Hospitality Industry (General) Award 2020</i>	82.0	18.0
<i>Educational Services (Schools) General Staff Award 2020</i>	81.5	18.5*
<i>Miscellaneous Award 2020</i>	80.4	19.6*
<i>Health Professionals and Support Services Award 2020</i>	79.7	20.3
<i>General Retail Industry Award 2020</i>	78.5	21.5
<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>	76.8	23.2
<i>Children's Services Award 2010</i>	76.8	23.2
<i>Hair and Beauty Industry Award 2020</i>	75.3	24.7*
<i>Broadcasting, Recorded Entertainment and Cinemas Award 2020</i>	71.0	29.0
<b>All employees on a modern award</b>	<b>69.6</b>	<b>30.4</b>
<i>Horticulture Award 2020</i>	65.6	34.4*
<i>Registered and Licensed Clubs Award 2020</i>	65.1	34.9*
<i>Dry Cleaning and Laundry Industry Award 2020</i>	65.0*	Np
<i>Live Performance Award 2020</i>	64.1*	35.9*
<i>Clerks—Private Sector Award 2020</i>	59.5	40.5
<i>Security Services Industry Award 2020</i>	55.6	44.4
<i>Gardening and Landscaping Services Award 2020</i>	54.0*	46.0*
<i>Educational Services (Teachers) Award 2020</i>	51.0*	49.0*
<i>Storage Services and Wholesale Award 2020</i>	46.9	53.1
<i>Road Transport and Distribution Award 2020</i>	46.1	53.9
<i>Food, Beverage and Tobacco Manufacturing Award 2020</i>	42.3	57.7
<i>Vehicle Repair, Services and Retail Award 2020</i>	34.1	65.9
<i>Educational Services (Post-Secondary Education) Award 2020</i>	32.4**	67.6
<i>Meat Industry Award 2020</i>	<28.6^	>71.4^
<i>Building and Construction General On-site Award 2020</i>	27.4	72.6

Modern Award	Part time	Full time
	(%)	(%)
<i>Labour Market Assistance Industry Award 2020</i>	24.2**	75.8*
<i>Waste Management Award 2020</i>	22.7*	77.3
<i>Real Estate Industry Award 2020</i>	22.2*	77.8
<i>Timber Industry Award 2020</i>	<18.2^	>81.8^
<i>Manufacturing and Associated Industries and Occupations Award 2020</i>	15.7*	84.3

Note: \* Estimate has a relative standard error of between 25 per cent and 50 per cent and should be used with caution. \*\* Estimate has a relative standard error of more than 50 per cent and is considered too unreliable for general use. ^ Proportion based fewer than 10 observations. The ABS has allowed for the result to be published as a range as if based on 10 observations. np = not published, due to the data not satisfying the ABS clearance requirements.

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

**Table A8: Modern awards by proportion employed on a casual basis**

Modern Award	Share of employees
	(%)
<i>Horticulture Award 2020</i>	94.6
<i>Commercial Sales Award 2020</i>	>86.8^
<i>Amusement, Events and Recreation Award 2020</i>	85.7
<i>Passenger Vehicle Transportation Award 2020</i>	>82.5^
<i>Fitness Industry Award 2020</i>	77.3
<i>Dry Cleaning and Laundry Industry Award 2020</i>	76.8
<i>Restaurant Industry Award 2020</i>	74.2
<i>Hospitality Industry (General) Award 2020</i>	72.3
<i>Miscellaneous Award 2020</i>	72.2
<i>Gardening and Landscaping Services Award 2020</i>	71.8
<i>Fast Food Industry Award 2020</i>	66.6
<i>Educational Services (Schools) General Staff Award 2020</i>	66.2
<i>Nurses Award 2020</i>	63.9
<i>General Retail Industry Award 2020</i>	61.4
<i>Road Transport and Distribution Award 2020</i>	60.4
<i>Live Performance Award 2020</i>	60.0*
<i>Hair and Beauty Industry Award 2020</i>	59.5
<i>Registered and Licensed Clubs Award 2020</i>	58.7
<i>Security Services Industry Award 2020</i>	58.1
<i>Storage Services and Wholesale Award 2020</i>	53.1
<b>All employees on a modern award</b>	52.8
<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>	51.9
<i>Cleaning Services Award 2020</i>	47.2
<i>Meat Industry Award 2020</i>	46.9*
<i>Food, Beverage and Tobacco Manufacturing Award 2020</i>	43.3*
<i>Waste Management Award 2020</i>	43.3
<i>Aged Care Award 2010</i>	40.5*
<i>Health Professionals and Support Services Award 2020</i>	38.9
<i>Broadcasting, Recorded Entertainment and Cinemas Award 2020</i>	38.3
<i>Pharmacy Industry Award 2020</i>	36.6*
<i>Clerks—Private Sector Award 2020</i>	34.9
<i>Building and Construction General On-site Award 2020</i>	33.6
<i>Children's Services Award 2010</i>	29.9
<i>Vehicle Repair, Services and Retail Award 2020</i>	23.5
<i>Manufacturing and Associated Industries and Occupations Award 2020</i>	22.4
<i>Real Estate Industry Award 2020</i>	19.1**



Modern Award	Share of employees
	(%)
All employees <u>not</u> on a modern award	13.8
Timber Industry Award 2020	12.9**
Educational Services (Teachers) Award 2020	11.6*
Joinery and Building Trades Award 2020	0.0

Note: \* Estimate has a relative standard error of between 25 per cent and 50 per cent and should be used with caution. \*\* Estimate has a relative standard error of more than 50 per cent and is considered too unreliable for general use. ^ Proportions based on fewer than 10 observations. The ABS has allowed for the result to be published as a range as if it is based on 10 observations.

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



**Table A9: Modern awards by proportion of employees by business size**

Modern award	Micro	Small	Medium	Large
	(%)	(%)	(%)	(%)
<i>Clerks—Private Sector Award 2020</i>	17.4	36.9	21.6	24.2
<i>Fast Food Industry Award 2020</i>	4.6**	25.2*	29.7*	40.5
<i>General Retail Industry Award 2020</i>	8.2	17.3	39.8	34.8
<i>Hair and Beauty Industry Award 2020</i>	28.5**	53.4*	np	np
<i>Hospitality Industry (General) Award 2020</i>	9.3*	30.3	38.7	21.7
<i>Manufacturing and Associated Industries and Occupations Award 2020</i>	7.7*	25.8*	46.8	19.7*
<i>Pharmacy Industry Award 2020</i>	np	58.8*	33.7**	np
<i>Security Services Industry Award 2020</i>	1.5*	7.8*	53.2	37.6
<i>Building and Construction General On-site Award 2020</i>	26.5	33.2	33.2	7.1**
<i>Cleaning Services Award 2020</i>	10.9*	13.9*	40.4*	34.8*
<i>Electrical, Electronic and Communications Contracting Award 2020</i>	52.7*	np	np	13.9**
<i>Graphic Arts, Printing and Publishing Award 2020</i>	np	np	np	np
<i>Health Professionals and Support Services Award 2020</i>	13.1*	48.2	19.8*	18.9
<i>Nurses Award 2020</i>	np	np	62.3	25.0*
<i>Plumbing and Fire Sprinklers Award 2020</i>	np	61.7*	np	np
<i>Road Transport and Distribution Award 2020</i>	np	np	48.5	19.2*
<i>Waste Management Award 2020</i>	np	np	45.2*	31.0*
<i>Registered and Licensed Clubs Award 2020</i>	np	np	48.5*	26.5**
<i>Timber Industry Award 2020</i>	np	np	49.2*	np
<i>Educational Services (Post-Secondary Education) Award 2020</i>	np	np	np	18.4**
<i>Educational Services (Schools) General Staff Award 2020</i>	np	np	20.5*	58.1
<i>Educational Services (Teachers) Award 2020</i>	np	np	34.4*	36.1*
<i>Amusement, Events and Recreation Award 2020</i>	np	np	40.0*	24.5*
<i>Commercial Sales Award 2020</i>	np	np	np	72.7
<i>Storage Services and Wholesale Award 2020</i>	np	np	49.5*	28.4*
<i>Vehicle Repair, Services and Retail Award 2020</i>	7.7*	21.2*	27.1*	44.0
<i>Broadcasting, Recorded Entertainment and Cinemas Award 2020</i>	np	np	39.2*	45.1
<i>Fitness Industry Award 2020</i>	np	np	23.9*	24.6*
<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>	3.1*	13.6*	50.3	33.1
<i>Gardening and Landscaping Services Award 2020</i>	69.5*	np	17.4**	np
<i>Miscellaneous Award 2020</i>	23.4*	19.0	52.6	5.1*
<i>Real Estate Industry Award 2020</i>	np	61.4	np	np
<i>Restaurant Industry Award 2020</i>	7.5*	37.1	45.0	10.3**
<i>Children's Services Award 2010</i>	np	np	43.9	41.2

Note: \* Estimate has a relative standard error of between 25 per cent and 50 per cent and should be used with caution. \*\* Estimate has a relative standard error of more than 50 per cent and is considered too unreliable for general use. np = not published, due to the data not satisfying the ABS clearance requirements.

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

**Table A10: Most common industries by modern award**

Modern award	Industries	(%)
<i>Clerks—Private Sector Award 2020</i>	Professional, scientific and technical services	18.4*
	Administrative and support services	17.7*
	Construction	15.4*
	Retail trade	10.1*
<i>Fast Food Industry Award 2020</i>	Accommodation and food services	89.0
<i>General Retail Industry Award 2020</i>	Retail trade	83.8
<i>Hospitality Industry (General) Award 2020</i>	Accommodation and food services	75.3
<i>Manufacturing and Associated Industries and Occupations Award 2020</i>	Manufacturing	59.3
	Administrative and support services	10.8*
<i>Pharmacy Industry Award 2020</i>	Retail trade	81.5
<i>Security Services Industry Award 2020</i>	Public administration and safety	97.5
<i>Aged Care Award 2010</i>	Health care and social assistance	74.1
<i>Building and Construction General On-site Award 2020</i>	Construction	65.0
	Administrative and support services	12.0*
	Public administration and safety	11.5*
<i>Cleaning Services Award 2020</i>	Administrative and support services	76.0
<i>Health Professionals and Support Services Award 2020</i>	Health care and social assistance	80.5
<i>Horticulture Award 2020</i>	Administrative and support services	73.2
<i>Nurses Award 2020</i>	Health care and social assistance	81.0
	Administrative and support services	9.9*
<i>Road Transport and Distribution Award 2020</i>	Transport, postal and warehousing	69.9
	Administrative and support services	15.5*
<i>Registered and Licensed Clubs Award 2020</i>	Accommodation and food services	82.6
	Arts and recreation services	17.4
<i>Timber Industry Award 2020</i>	Manufacturing	57.6*
<i>Food, Beverage and Tobacco Manufacturing Award 2020</i>	Manufacturing	64.3*
	Administrative and support services	28.8**
<i>Educational Services (Teachers) Award 2020</i>	Education and training	57.7
<i>Amusement, Events and Recreation Award 2020</i>	Arts and recreation services	80.2
<i>Storage Services and Wholesale Award 2020</i>	Wholesale trade	39.1
	Retail trade	22.8*
	Administrative and support services	19.6*
<i>Vehicle Repair, Services and Retail Award 2020</i>	Retail trade	55.1
	Other services	20.3*
<i>Fitness Industry Award 2020</i>	Arts and recreation services	63.2
	Education and training	27.4*
<i>Labour Market Assistance Industry Award 2020</i>	Administrative and support services	70.5*

Modern award	Industries	(%)
<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>	Health care and social assistance	76.4
<i>Gardening and Landscaping Services Award 2020</i>	Administrative and support services	46.2*
<i>Supported Employment Services Award 2020</i>	Health care and social assistance	43.2*
<i>Miscellaneous Award 2020</i>	Education and training	24.2*
<i>Real Estate Industry Award 2020</i>	Rental, hiring and real estate services	100.0
<i>Restaurant Industry Award 2020</i>	Accommodation and food services	86.1
<i>Children's Services Award 2010</i>	Health care and social assistance	79.9
	Education and training	10.8*

Note: \* Estimate has a relative standard error of between 25 per cent and 50 per cent and should be used with caution. \*\* Estimate has a relative standard error of more than 50 per cent and is considered too unreliable for general use. np = not published, due to the data not satisfying the ABS clearance requirements.

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

# Appendix B—Additional data on gender

Table B1: Modern awards, number of employees and proportions by gender

Modern Award	Number of employees		Share of employees	
	Women	Men	Women	Men
	(No.)	(No.)	(%)	(%)
Hair and Beauty Industry Award 2020	35 224*	0	100.0	0.0
Educational Services (Teachers) Award 2020	14 117*	822	94.5	5.5**
Children's Services Award 2010	118 446	7891*	93.8	6.2*
Pharmacy Industry Award 2020	34 036*	2424**	93.4	6.6**
Health Professionals and Support Services Award 2020	91 544	14 111	86.6	13.4
Aged Care Award 2010	19 752*	3478*	85.0	15.0*
Nurses Award 2020	30 507*	5548*	84.6	15.4*
Clerks—Private Sector Award 2020	69 626	16 075	81.2	18.8
Educational Services (Schools) General Staff Award 2020	8527	2538	77.1	22.9
Social, Community, Home Care and Disability Services Industry Award 2010	196 535	90 673	68.4	31.6
Registered and Licensed Clubs Award 2020	28 282*	13 397*	67.9	32.1
General Retail Industry Award 2020	238 873	114 308	67.6	32.4
Fitness Industry Award 2020	17 137	9122*	65.3	34.7
Fast Food Industry Award 2020	136 983	73 551	65.1	34.9
Labour Market Assistance Industry Award 2020	4904*	2701**	64.5	35.5*
Commercial Sales Award 2020	5662*	3131*	64.4	35.6*
Hospitality Industry (General) Award 2020	142 882	90 802	61.1	38.9
Graphic Arts, Printing and Publishing Award 2020	3359*	2218*	60.2	39.8
Restaurant Industry Award 2020	100 855	67 504	59.9	40.1
Miscellaneous Award 2020	19642	13 881*	58.6	41.4
Educational Services (Post-Secondary Education) Award 2020	3734**	2674*	58.3*	41.7*
Dry Cleaning and Laundry Industry Award 2020	3286*	2559**	56.2*	43.8*
Horticulture Award 2020	13 516*	10 971*	55.2	44.8
Real Estate Industry Award 2020	6928*	5933*	53.9	46.1
Cleaning Services Award 2020	46423	42 929	52.0	48.0
Broadcasting, Recorded Entertainment and Cinemas Award 2020	3350	3761	47.1	52.9
Food, Beverage and Tobacco Manufacturing Award 2020	10 990*	12620*	46.5	53.5
Amusement, Events and Recreation Award 2020	10 572*	13397	44.1	55.9
Live Performance Award 2020	np	625*	35.5^	64.5*

Modern Award	Number of employees		Share of employees	
	Women	Men	Women	Men
	(No.)	(No.)	(%)	(%)
Joinery and Building Trades Award 2020	np	13885*	<32.3^	>67.7^
Storage Services and Wholesale Award 2020	15 113*	32832*	31.5	68.5
Meat Industry Award 2020	4055**	23107**	<28.6^	>71.4^
Electrical, Electronic and Communications Contracting Award 2020	np	13 810*	<22.3^	>77.7^
Gardening and Landscaping Services Award 2020	np	8670*	<19.3^	>80.7^
Timber Industry Award 2020	np	22 461*	<18.2^	>81.8^
Supported Employment Services Award 2020	1462*	6785**	17.7**	82.3
Vehicle Repair, Services and Retail Award 2020	12 561	63 047	16.6	83.4
Security Services Industry Award 2020	3272	17 515	15.7	84.3
Waste Management Award 2020	np	4509	<15.4^	>84.6^
Manufacturing and Associated Industries and Occupations Award 2020	7463*	41 983	15.1*	84.9
Passenger Vehicle Transportation Award 2020	537*	4760*	10.1*	89.9
Building and Construction General On-site Award 2020	8482*	84 178	9.2*	90.8
Road Transport and Distribution Award 2020	3126*	32 892	8.7*	91.3
Plumbing and Fire Sprinklers Award 2020	np	16 705*	0.0	100.0
Animal Care and Veterinary Services Award 2020	9198**	np	np	np
Textile, Clothing, Footwear and Associated Industries Award 2020	4451**	np	np	np
Airline Operations-Ground Staff Award 2020	np	3283**	np	np
Legal Services Award 2020	5476*	np	np	np
Pastoral Award 2020	np	4134*	np	np
Banking, Finance and Insurance Award 2020	3369*	np	np	np
Mining Industry Award 2020	np	3229**	np	np
Road Transport (Long Distance Operations) Award 2020	np	2900*	np	np
Professional Employees Award 2020	np	2359**	np	np
Racing Clubs Events Award 2020	1496**	544**	np	np

Note: \* Estimate has a relative standard error of between 25 per cent and 50 per cent and should be used with caution. \*\* Estimate has a relative standard error of more than 50 per cent and is considered too unreliable for general use. ^ Proportions based on fewer than 10 observations. The ABS has allowed for the result to be published as a range as if based on 10 observations. np = not published, due to not data not satisfying the ABS data clearance requirements.

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

**Table B2: Average hourly ordinary time earnings of modern award-reliant employees, by gender, average age and total hours paid**

Modern award	Women - average ordinary time hourly earnings (casually adjusted)	Men - average ordinary time hourly earnings (casually adjusted)	Ordinary time hourly earnings gap	Average age gap	Total hours paid for gap
	(\$)	(\$)	(%)	(No.)	(%)
<i>Educational Services (Teachers) Award 2020</i>	43.7	67.1	-34.9	-14.9	-2.7*
<i>Pharmacy Industry Award 2020</i>	26.7	36.6	-27.0	5.6	8.2*
<i>Educational Services (Post-Secondary Education) Award 2020</i>	36.8	47.0	-21.7	-3.7	8.3
<i>Meat Industry Award 2020</i>	26.1	29.5	-11.5	10.9	22.2
<i>Commercial Sales Award 2020</i>	24.7	27.9	-11.5	9.5	-38.7
<i>Labour Market Assistance Industry Award 2020</i>	33.0	37.0	-10.8	-3.7	-9.4
<i>Miscellaneous Award 2020</i>	24.7	27.7	-10.8	-5.4	-6.3
<i>Manufacturing and Associated Industries and Occupations Award 2020</i>	28.2	30.8	-8.4	3.0	-14.9
<i>Passenger Vehicle Transportation Award 2020</i>	24.7	26.9	-8.2	-2.2	-27.5
<i>Registered and Licensed Clubs Award 2020</i>	28.7	30.4	-5.6	5.8	0.9
<i>Health Professionals and Support Services Award 2020</i>	30.7	32.5	-5.5	9.5	5.6
<i>Restaurant Industry Award 2020</i>	25.7	27.2	-5.5	-1.0	-21.0
<i>Hospitality Industry (General) Award 2020</i>	25.6	26.8	-4.5	1.7	-7.0
<i>Vehicle Repair, Services and Retail Award 2020</i>	26.5	27.7	-4.3	2.4	-13.1
<i>Amusement, Events and Recreation Award 2020</i>	24.4	25.4	-3.9	-6.6	-39.5
<i>Cleaning Services Award 2020</i>	27.3	28.4	-3.9	3.2	-21.3
<i>Security Services Industry Award 2020</i>	30.7	31.8	-3.5	1.2	-14.4
<i>Educational Services (Schools) General Staff Award 2020</i>	28.5	29.5	-3.4	3.4	-0.7
<i>Fast Food Industry Award 2020</i>	25.9	26.8	-3.4	2.0	21.4
<i>General Retail Industry Award 2020</i>	27.1	27.9	-2.9	2.1	-6.5
<i>Fitness Industry Award 2020</i>	26.6	27.0	-1.5	2.2	-5.7
<i>Clerks—Private Sector Award 2020</i>	29.9	29.9	0.0	4.5	-11.3
<i>Storage Services and Wholesale Award 2020</i>	27.1	27.0	0.4	-2.6	-12.2
<i>Horticulture Award 2020</i>	21.9	21.8	0.5	3.6	7.8
<i>Food, Beverage and Tobacco Manufacturing Award 2020</i>	28.3	28.1	0.7	9.6	11.8
<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>	38.1	37.8	0.8	0.4	-0.9
<i>Dry Cleaning and Laundry Industry Award 2020</i>	23.7	23.4	1.3	6.2	-23.8

Modern award	Women - average ordinary time hourly earnings (casually adjusted)	Men - average ordinary time hourly earnings (casually adjusted)	Ordinary time hourly earnings gap	Average age gap	Total hours paid for gap
	(\$)	(\$)	(%)	(No.)	(%)
<i>Aged Care Award 2010</i>	29.9	29.4	1.7	4.8	-0.6
<i>Graphic Arts, Printing and Publishing Award 2020</i>	23.8	23.4	1.7	7.3	0.9
<i>Nurses Award 2020</i>	36.2	35.5	2.0	1.8	0.8
<i>Real Estate Industry Award 2020</i>	29.0	28.5	1.8	2.0	5.1
<i>Children's Services Award 2010</i>	27.5	26.4	4.2	0.1	62.5
<i>Broadcasting, Recorded Entertainment and Cinemas Award 2020</i>	35.5	33.5	6.0	-2.1	-18.0
<i>Road Transport and Distribution Award 2020</i>	29.6	27.9	6.1	-13.3	-9.7
<i>Building and Construction General On-site Award 2020</i>	33.1	30.9	7.1	0.3	-24.2

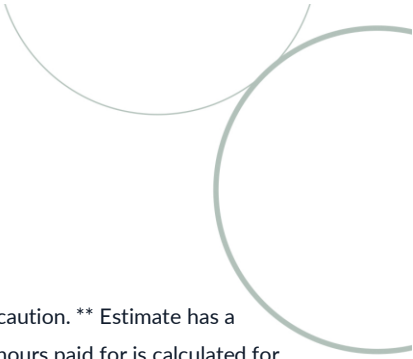
Note: \* Estimate has a relative standard error of between 25 per cent and 50 per cent and should be used with caution. \*\* Estimate has a relative standard error of more than 50 per cent and is considered too unreliable for general use. Positive age gap means women are older. Positive gap for earnings and hours paid for means men have higher values.

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

**Table B3: Average number of total hours paid for per week, women and men by modern award**

Modern Award	Women	Men	Average gap
	(No.)	(No.)	(%)
Amusement, Events and Recreation Award 2020	12.5	20.7	-39.5
Commercial Sales Award 2020	14.2	23.1	-38.7
Amusement, Events and Recreation Award 2020	20.5	28.3	-27.5
Passenger Vehicle Transportation Award 2020	28.4	37.5	-24.2
Dry Cleaning and Laundry Industry Award 2020	23.8	31.3	-23.8
Manufacturing and Associated Industries and Occupations Award 2020	19.4	24.6	-21.3
Cleaning Services Award 2020	17.3	21.9	-21.0
Security Services Industry Award 2020	20.4	25.0	-18.4
Restaurant Industry Award 2020	19.5	23.8	-18.0
Supported Employment Services Award 2020	32.3	38.0	-14.9
Vehicle Repair, Services and Retail Award 2020	28.9	33.8	-14.4
Broadcasting, Recorded Entertainment and Cinemas Award 2020	30.4	35.0	-13.1
Storage Services and Wholesale Award 2020	27.6	31.5	-12.2
Road Transport and Distribution Award 2020	26.1	29.4	-11.3
Labour Market Assistance Industry Award 2020	33.7	37.3	-9.7
Clerks—Private Sector Award 2020	32.1	35.4	-9.4
Hospitality Industry (General) Award 2020	20.0	21.5	-7.0
General Retail Industry Award 2020	20.6	22.0	-6.5
Miscellaneous Award 2020	16.7	17.8	-6.3
Educational Services (Teachers) Award 2020	11.7	12.4	-5.7
Fitness Industry Award 2020	29.7	30.5	-2.7
Social, Community, Home Care and Disability Services Industry Award 2010	25.1	25.3	-0.9
Aged Care Award 2010	17.3	17.4	-0.7
Educational Services (Schools) General Staff Award 2020	24.6	24.8*	-0.6
Nurses Award 2020	21.8	21.6	0.8
Registered and Licensed Clubs Award 2020	26.0	25.7	0.9
Graphic Arts, Printing and Publishing Award 2020	37.0	36.7	0.9
Health Professionals and Support Services Award 2020	34.0	32.4	5.1
Pharmacy Industry Award 2020	22.5	21.3*	5.6
Real Estate Industry Award 2020	30.5	28.3	7.8
Horticulture Award 2020	21.7	20.1	8.2
Educational Services (Post-Secondary Education) Award 2020	31.2	28.8	8.3
Fast Food Industry Award 2020	35.1	31.4	11.8
Food, Beverage and Tobacco Manufacturing Award 2020	17.5	14.4	21.4
Meat Industry Award 2020	37.9	31.0	22.2
Children's Services Award 2010	25.9	15.9	62.5





Note: \* Estimate has a relative standard error of between 25 per cent and 50 per cent and should be used with caution. \*\* Estimate has a relative standard error of more than 50 per cent and is considered too unreliable for general use. Average total hours paid for is calculated for all employees on all rates of pay. np = not published, due to not satisfying the ABS data clearance requirements.

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

**Table B4: Average age of modern award-reliant employees, women and men by modern award**

Modern Award	Women	Men	Average age gap
	(No.)	(No.)	(No.)
<i>Educational Services (Teachers) Award 2020</i>	39.0	53.9	-14.9
<i>Road Transport and Distribution Award 2020</i>	35.6	48.9	-13.3
<i>Amusement, Events and Recreation Award 2020</i>	28.6	35.2	-6.6
<i>Miscellaneous Award 2020</i>	30.4	35.8	-5.4
<i>Labour Market Assistance Industry Award 2020</i>	40.8	44.4	-3.7
<i>Educational Services (Post-Secondary Education) Award 2020</i>	44.8	48.5	-3.7
<i>Storage Services and Wholesale Award 2020</i>	34.2	36.8	-2.6
<i>Passenger Vehicle Transportation Award 2020</i>	56.3	58.6	-2.2
<i>Broadcasting, Recorded Entertainment and Cinemas Award 2020</i>	27.4	29.6	-2.1
<i>Restaurant Industry Award 2020</i>	26.5	27.5	-1.0
<b>All not on a modern award</b>	<b>41.3</b>	<b>41.7</b>	<b>-0.4</b>
<i>Children's Services Award 2010</i>	34.2	34.1	0.1
<i>Building and Construction General On-site Award 2020</i>	28.7	28.4	0.3
<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>	41.4	41.0	0.4
<i>Security Services Industry Award 2020</i>	43.0	41.8	1.2
<b>All on a modern award</b>	<b>34.5</b>	<b>33.0</b>	<b>1.5</b>
<i>Hospitality Industry (General) Award 2020</i>	32.8	31.1	1.7
<i>Nurses Award 2020</i>	37.6	35.8	1.8
<i>Fast Food Industry Award 2020</i>	22.5	20.5	2.0
<i>Real Estate Industry Award 2020</i>	37.4	35.4	2.0
<i>General Retail Industry Award 2020</i>	35.3	33.3	2.1
<i>Fitness Industry Award 2020</i>	28.4	26.3	2.2
<i>Vehicle Repair, Services and Retail Award 2020</i>	34.2	31.8	2.4
<i>Manufacturing and Associated Industries and Occupations Award 2020</i>	37.8	34.9	3.0
<i>Cleaning Services Award 2020</i>	42.2	39.0	3.2
<i>Educational Services (Schools) General Staff Award 2020</i>	35.6	32.3	3.4
<i>Horticulture Award 2020</i>	30.8	27.2	3.6
<i>Clerks—Private Sector Award 2020</i>	41.8	37.3	4.5
<i>Aged Care Award 2010</i>	41.7	36.9	4.8
<i>Pharmacy Industry Award 2020</i>	28.5	22.9	5.6
<i>Registered and Licensed Clubs Award 2020</i>	39.7	33.9	5.8
<i>Dry Cleaning and Laundry Industry Award 2020</i>	44.5	38.3	6.2
<i>Graphic Arts, Printing and Publishing Award 2020</i>	40.5	33.1	7.3
<i>Supported Employment Services Award 2020</i>	46.9	39.1	7.8
<i>Commercial Sales Award 2020</i>	43.9	34.5	9.5
<i>Health Professionals and Support Services Award 2020</i>	37.9	28.4	9.5



Modern Award	Women	Men	Average age gap
	(No.)	(No.)	(No.)
<i>Food, Beverage and Tobacco Manufacturing Award 2020</i>	40.0	30.4	9.6
<i>Meat Industry Award 2020</i>	35.8	24.9	10.9

Note: Average age is calculated for all employees on all rates of pay.

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

**Table B5: Share of women and men employed on a casual basis, by modern award**

Modern Award	Women	Men	Average gap
	(%)	(%)	(%)
<i>Building and Construction General On-site Award 2020</i>	83.1	28.6	-54.5
<i>Vehicle Repair, Services and Retail Award 2020</i>	41.1*	20.0	-21.1
<i>Fitness Industry Award 2020</i>	81.4	69.5	-11.9
<i>Miscellaneous Award 2020</i>	77.0	65.4	-11.7
<i>Security Services Industry Award 2020</i>	66.2	56.6	-9.6
<i>Amusement, Events and Recreation Award 2020</i>	89.4	82.7	-6.7
<i>Hospitality Industry (General) Award 2020</i>	74.4	69.1	-5.3
<i>Restaurant Industry Award 2020</i>	76.1	71.3	-4.8
<i>Registered and Licensed Clubs Award 2020</i>	59.4	57.2	-2.2
<i>Horticulture Award 2020</i>	95.2	93.9	-1.3
<i>Storage Services and Wholesale Award 2020</i>	53.7	52.8	-0.9
<i>Aged Care Award 2010</i>	40.4	41.2*	0.8
<i>Cleaning Services Award 2020</i>	46.3	48.2	1.9
<i>General Retail Industry Award 2020</i>	60.7	63.0	2.4
<i>Clerks—Private Sector Award 2020</i>	34.4	37.2*	2.8
<i>Manufacturing and Associated Industries and Occupations Award 2020</i>	19.9**	22.8	2.9
<i>Educational Services (Schools) General Staff Award 2020</i>	65.5	68.5	3.1
<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>	50.7	54.5	3.8
<i>Fast Food Industry Award 2020</i>	64.9	69.6	4.7
<i>Road Transport and Distribution Award 2020</i>	55.6*	60.8	5.2
<i>Nurses Award 2020</i>	62.9	69.6*	6.7
<i>Health Professionals and Support Services Award 2020</i>	37.7	47.4*	9.7
<i>Children's Services Award 2010</i>	28.9	44.7*	15.8
<i>Broadcasting, Recorded Entertainment and Cinemas Award 2020</i>	29.8*	45.9	16.1
<i>Food, Beverage and Tobacco Manufacturing Award 2020</i>	28.3*	56.4	28.1
<i>Commercial Sales Award 2020</i>	75.7	np	np
<i>Dry Cleaning and Laundry Industry Award 2020</i>	72.6*	np	np
<i>Pharmacy Industry Award 2020</i>	36.6*	np	np
<i>Educational Services (Teachers) Award 2020</i>	10.8*	np	np
<i>Passenger Vehicle Transportation Award 2020</i>	np	67.3	np
<i>Meat Industry Award 2020</i>	np	46.1*	np
<b>Average</b>	<b>55.0</b>	<b>49.7</b>	<b>5.2</b>

Note: \* Estimate has a relative standard error of between 25 per cent and 50 per cent and should be used with caution. \*\* Estimate has a relative standard error of more than 50 per cent and is considered too unreliable for general use. np = not published, due to the data not satisfying the ABS clearance requirements.

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

**Table B6: Share of women and men by business size and modern award**

Modern award	Women			Men		
	Small	Medium	Large	Small	Medium	Large
	(%)	(%)	(%)	(%)	(%)	(%)
<i>Hair and Beauty Industry Award 2020</i>	81.9	np	np	np	np	np
<i>Pharmacy Industry Award 2020</i>	69.5	np	np	np	np	np
<i>Health Professionals and Support Services Award 2020</i>	62.3	20.4*	17.3*	54.4*	16.2**	29.5*
<i>Fitness Industry Award 2020</i>	56.1	19.1*	24.7*	43.0*	32.8*	24.2*
<i>Clerks—Private Sector Award 2020</i>	54.7	20.9	24.3	51.9	24.4*	23.7*
<i>Miscellaneous Award 2020</i>	50.1	46.1*	3.7	np	61.7	np
<i>Restaurant Industry Award 2020</i>	49.5	np	np	np	51.1	np
<i>Hospitality Industry (General) Award 2020</i>	45.9	32.1	22.0	29.6	49.0	21.4
<i>Storage Services and Wholesale Award 2020</i>	37.3*	43.2*	19.4*	15.0**	52.4*	32.6*
<b>All on a modern award</b>	33.9	37.9	28.1	33.1	41.2	25.7
<i>Cleaning Services Award 2020</i>	33.8*	33.6*	32.6*	15.1*	47.8*	37.1*
<i>Fast Food Industry Award 2020</i>	33.2*	28.1*	38.7*	23.5*	32.6*	44.0
<i>Educational Services (Teachers) Award 2020</i>	30.4*	36.4*	33.2*	np	np	Np
<i>Registered and Licensed Clubs Award 2020</i>	29.3	42.2*	28.5**	np	62.0*	np
<i>General Retail Industry Award 2020</i>	24.6	40.2	35.1	27.1	38.9	34.0
<i>Educational Services (Schools) General Staff Award 2020</i>	24.3*	24.7*	51.0	np	np	82.2
<i>Amusement, Events and Recreation Award 2020</i>	22.2*	48.6*	29.2*	45.9*	33.3*	20.8*
<b>All <u>not</u> on a modern award</b>	19.0	21.7	59.3	26.4	27.3	46.3
<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>	16.9*	47.4	35.8	16.3*	56.5	27.2
<i>Children's Services Award 2010</i>	15.6	44.8	39.7	np	np	64.8
<i>Nurses Award 2020</i>	15.0*	61.7	23.3*	np	np	np
<i>Security Services Industry Award 2020</i>	8.9**	52.2	38.9	9.3*	53.4	37.4
<i>Manufacturing and Associated Industries and Occupations Award 2020</i>	np	np	26.1**	34.6	46.9	18.5*
<i>Aged Care Award 2010</i>	np	np	40.1	np	np	43.5
<i>Building and Construction General On-site Award 2020</i>	np	60.4*	np	63.5	30.5	6.0*
<i>Horticulture Award 2020</i>	np	98.6	np	np	np	np
<i>Road Transport and Distribution Award 2020</i>	np	np	np	33.4*	47.0*	19.6*
<i>Waste Management Award 2020</i>	np	np	np	26.2*	47.7	26.1*
<i>Passenger Vehicle Transportation Award 2020</i>	np	np	np	np	77.5	np
<i>Timber Industry Award 2020</i>	np	np	np	np	51.1	np
<i>Food, Beverage and Tobacco Manufacturing Award 2020</i>	np	64.5*	np	np	69.9	np

Modern award	Women			Men		
	Small	Medium	Large	Small	Medium	Large
	(%)	(%)	(%)	(%)	(%)	(%)
<i>Commercial Sales Award 2020</i>	np	np	79.1	np	np	np
<i>Vehicle Repair, Services and Retail Award 2020</i>	np	np	64.3	33.2	26.9*	39.9
<i>Broadcasting, Recorded Entertainment and Cinemas Award 2020</i>	np	np	45.9	np	np	44.4*
<i>Gardening and Landscaping Services Award 2020</i>	np	np	np	74.1	np	np
<i>Supported Employment Services Award 2020</i>	np	np	58.4*	np	np	65.7*
<b>All modern award-reliant employees</b>	33.9	37.9	28.1	33.1	41.2	25.7

Note: \* Estimate has a relative standard error of between 25 per cent and 50 per cent and should be used with caution. \*\* Estimate has a relative standard error of more than 50 per cent and is considered too unreliable for general use. np = not published, due to the data not satisfying the ABS clearance requirements.

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

# Appendix C—Additional data on junior employees

Table C1: Modern award-reliant employees on junior rates of pay

Modern award	Share of modern award-reliant employees who are juniors	Number of junior employees	Share of all junior modern award-reliant employees
	(%)	(No.)	(%)
<i>Fast Food Industry Award 2020</i>	55.2	116 198	35.6
<i>General Retail Industry Award 2020</i>	21.1	74 399	22.8
<i>Restaurant Industry Award 2020</i>	23.3*	39 206*	12.0
<i>Hospitality Industry (General) Award 2020</i>	8.2	19 225*	5.9
<i>Pharmacy Industry Award 2020</i>	36.0	13 111*	4.0
<i>Health Professionals and Support Services Award 2020</i>	6.1*	6440*	2.0
<i>Fitness Industry Award 2020</i>	21.8*	5715*	1.8
<i>Vehicle Repair, Services and Retail Award 2020</i>	7.0*	5317*	1.6
<i>Miscellaneous Award 2020</i>	14.6**	4887**	1.5
<i>Amusement, Events and Recreation Award 2020</i>	15.5*	3711**	1.1
<i>Clerks—Private Sector Award 2020</i>	3.2*	2760*	0.8
<i>Broadcasting, Recorded Entertainment and Cinemas Award 2020</i>	35.1	2494	0.8
<i>Registered and Licensed Clubs Award 2020</i>	5.3*	2210*	0.7
<i>Educational Services (Schools) General Staff Award 2020</i>	8.0*	886*	0.3
<b>All modern award-reliant employees</b>	<b>12.5</b>	<b>326 539</b>	<b>100.0</b>

Note: np = not published, due to estimate not satisfying ABS data clearance requirements. \* Estimate has a relative standard error of between 25 per cent and 50 per cent and should be used with caution. \*\* Estimate has a relative standard error of more than 50 per cent and is considered too unreliable for general use.

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

**Table C2: Share of modern award-reliant employees by age and rate of pay, by modern award**

	Under 18 years (junior rate of pay)	18–20 years (junior rate of pay)	18–20 years (adult rate of pay)	21–24 years (adult rate of pay)	25+ years (adult rate of pay)	Other <sup>#</sup>	Total
	(%)	(%)	(%)	(%)	(%)	(%)	(%)
<i>Fast Food Industry Award 2010</i>	34.3	20.9	1.7**	17.7	25.3	0.0	100.0
<i>General Retail Industry Award 2020</i>	9.9*	11.2	4.3*	16.3	np	np	100.0
<i>Restaurant Industry Award 2020</i>	6.1*	11.4	np	19.3	60.1	np	100.0
<i>Hospitality Industry (General) Award 2020</i>	17.4	18.4	np	20.4*	21.4*	np	100.0
<i>Pharmacy Industry Award 2020</i>	11.2**	24.8*	np	16.2	np	np	100.0
<b>All employees on a modern award</b>	<b>7.5</b>	<b>5.0</b>	<b>5.4</b>	<b>14.6</b>	<b>61.6</b>	<b>6.0</b>	<b>100.0</b>
<b>All employees <u>not</u> on a modern award</b>	<b>1.2</b>	<b>0.8</b>	<b>1.8</b>	<b>6.6</b>	<b>88.4</b>	<b>1.2</b>	<b>100.0</b>

Note: np = not published, due to estimate not satisfying data clearance requirements. \* Estimate has a relative standard error of between 25 per cent and 50 per cent and should be used with caution. \*\* Estimate has a relative standard error of more than 50 per cent and is considered too unreliable for general use. <sup>#</sup> Other includes all those not paid an adult or junior rate, as well as those under 18 on an adult rate. np = not published, due to the data not satisfying the ABS clearance requirements.

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



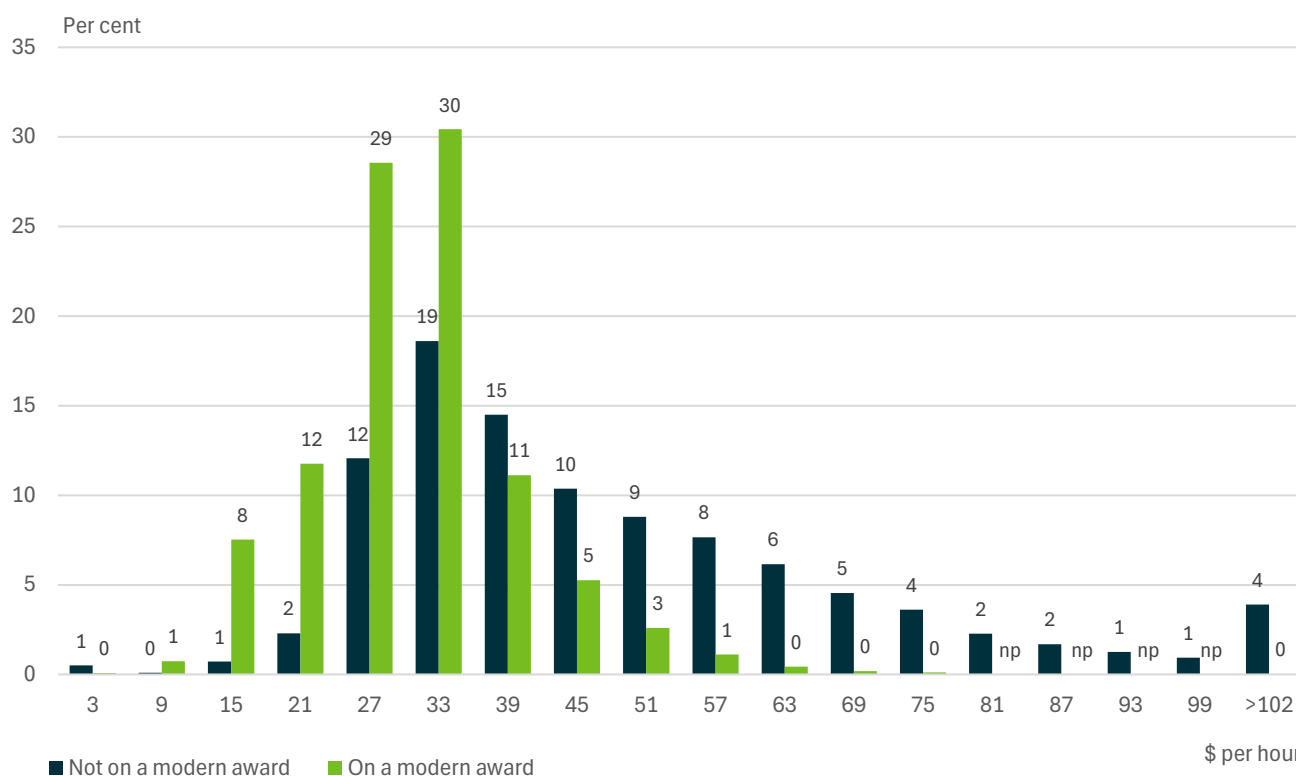
**Table C3: Number of junior modern-award-reliant employees by modern award, occupation and age group**

	Under 18 years (junior rate of pay)	18–20 years (junior rate of pay)	18–20 years (adult rate of pay)	21–24 years (adult rate of pay)	25+ years (adult rate of pay)
	(No.)	(No.)	(No.)	(No.)	(No.)
<b>Fast Food Industry Award 2020</b>					
Kitchenhands	21 281*	7251*	np	8729*	13 204*
Sales assistants (general)	32 361*	15 104*	np	4315*	14 353*
Fast food cooks	7352*	4847*	0	3979*	6298*
All other occupations	11 136*	16 867*	np	20 343*	19 472*
<b>All occupations</b>	<b>72 130</b>	<b>44 068</b>	<b>3642</b>	<b>37 367</b>	<b>53 327</b>
<b>General Retail Industry Award 2020</b>					
Sales assistants (general)	29 673*	37 271	np	50 029	129 369
All other occupations	5271*	2184*	np	7563*	76 479
<b>All occupations</b>	<b>34 944</b>	<b>39 455</b>	<b>15 235</b>	<b>57 593</b>	<b>205 849</b>
<b>All modern awards</b>					
Sales assistants (general)	69 028*	53 233	17 104	58 192	158 011
Kitchenhands	33 881*	9943*	np	19 679*	65 386
Sports coaches, instructors and officials	1786*	2867*	2551*	5073	4623*
Waiters	34 274*	5195*	22 487	44 207	59 376
Ticket salespersons	1371*	np	np	np	3779*
Checkout operators and office cashiers	5613*	8928*	np	7262*	20 425
Receptionists	np	5392*	4772*	15 241	58 248
Pharmacy sales assistants	4051*	8542*	np	np	11 668*
Retail supervisors	np	np	np	9430*	29 003
Fast food cooks	7352*	4847*	0	4053*	6348*
All other occupations	33 948	29 413	87 805	210 862	1 191 698
<b>All occupations</b>	<b>195 379</b>	<b>131 160</b>	<b>141 183</b>	<b>380 391</b>	<b>1 608 566</b>

Note: np = not published, due to estimate not satisfying data clearance requirements. \* Estimate has a relative standard error of between 25 per cent and 50 per cent and should be used with caution.. np = not published, due to the data not satisfying the ABS clearance requirements.  
Source: ABS, Microdata: Employee Earnings and Hours, Australia, May 2023.

# Appendix D—Additional data on earnings and low pay

Chart D1: Distribution of average hourly total earnings, all employees



Note: The labels on the horizontal axis are based on \$6 ranges. The numbers on the horizontal represent the mid-point of a range, except for the >102 range. For example, the label 27 on the horizontal axis can be interpreted as 29 per cent of modern award-reliant employees earn between \$24 (included) and \$30 (excluded). np = not published, due to data not satisfying the ABS data clearance requirements.

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

**Table D1: Average hourly earnings by modern award, total hourly earnings and ordinary time hourly earnings of employees on adult rates of pay (adjusted for casual loading)**

Modern award	Ordinary time earnings for employees on adult rates of pay (excl. casual loading)	Total hourly earnings (all rates of pay)
	(\$)	(\$)
<i>Educational Services (Teachers) Award 2020</i>	45.03	46.51
<i>Educational Services (Post-Secondary Education) Award 2020</i>	41.07	44.91
<i>Live Performance Award 2020</i>	37.56	42.88
<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>	37.98	42.41
<i>Nurses Award 2020</i>	36.07	41.73
<i>Security Services Industry Award 2020</i>	31.61	36.65
<i>Waste Management Award 2020</i>	30.46	35.32
<i>Labour Market Assistance Industry Award 2020</i>	34.47	34.91
<i>Road Transport and Distribution Award 2020</i>	28.06	34.01
<i>Aged Care Award 2010</i>	29.84	32.73
<i>Registered and Licensed Clubs Award 2020</i>	29.22	32.59
<i>Health Professionals and Support Services Award 2020</i>	30.96	32.47
<i>Passenger Vehicle Transportation Award 2020</i>	26.66	32.10
<i>Educational Services (Schools) General Staff Award 2020</i>	28.75	31.77
<i>Clerks—Private Sector Award 2020</i>	29.86	31.44
<i>Broadcasting, Recorded Entertainment and Cinemas Award 2020</i>	34.29	30.86
<i>Cleaning Services Award 2020</i>	27.79	30.85
<i>Food, Beverage and Tobacco Manufacturing Award 2020</i>	28.24	30.38
<i>Storage Services and Wholesale Award 2020</i>	27.02	30.37
<i>Commercial Sales Award 2020</i>	25.82	30.20
<i>Building and Construction General On-site Award 2020</i>	31.24	29.84
<i>Hospitality Industry (General) Award 2020</i>	26.11	29.63
<i>General Retail Industry Award 2020</i>	27.33	28.98
<i>Children's Services Award 2010</i>	27.41	28.88
<i>Manufacturing and Associated Industries and Occupations Award 2020</i>	30.32	28.77
<i>Fitness Industry Award 2020</i>	26.73	28.67
<i>Amusement, Events and Recreation Award 2020</i>	25.01	28.60
<i>Timber Industry Award 2020</i>	29.17	28.60
<i>Real Estate Industry Award 2020</i>	28.78	28.58
<i>Hair and Beauty Industry Award 2020</i>	27.36	28.44
<i>Gardening and Landscaping Services Award 2020</i>	25.28	28.31
<i>Dry Cleaning and Laundry Industry Award 2020</i>	23.56	27.87
<i>Miscellaneous Award 2020</i>	26.13	27.63

Modern award	Ordinary time earnings for employees on adult rates of pay (excl. casual loading)	Total hourly earnings (all rates of pay)
	(\$)	(\$)
<i>Restaurant Industry Award 2020</i>	26.31	27.36
<i>Horticulture Award 2020</i>	21.86	27.06
<i>Graphic Arts, Printing and Publishing Award 2020</i>	23.68	26.78
<i>Vehicle Repair, Services and Retail Award 2020</i>	27.45	26.48
<i>Pharmacy Industry Award 2020</i>	27.48	25.82
<i>Electrical, Electronic and Communications Contracting Award 2020</i>	30.23	25.33
<i>Meat Industry Award 2020</i>	28.43	25.14
<i>Joinery and Building Trades Award 2020</i>	29.57	25.04
<i>Fast Food Industry Award 2020</i>	26.18	23.34
<i>Plumbing and Fire Sprinklers Award 2020</i>	28.48	22.29
<i>Supported Employment Services Award 2020</i>	25.63	10.07

Note: Modern awards ranked by average total hourly earnings

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

Table D2: Low-paid and higher-paid modern award-reliant employees by industry subdivision

	Share of industry			Share of all low paid or higher paid	
	Low paid	Higher paid	Total	Low paid	Higher paid
	(%)	(%)	(%)	(%)	(%)
Repair and maintenance	65.3*	34.7**	100	0.9*	0.3**
Grocery, liquor and tobacco product wholesaling	63.3	36.7	100	2.3*	0.7*
Other goods wholesaling	61.0	39.0*	100	0.7*	0.2*
Sports and recreation activities	57.4	42.6	100	3.1	1.3
Creative and performing arts activities	55.0*	45.0*	100	0.3*	0.1*
Postal and courier pick-up and delivery services	52.4*	47.6*	100	0.6*	0.3**
Motion picture and sound recording activities	51.7*	48.3*	100	0.1*	0.1*
Food and beverage services	51.0	49.0	100	23.5	12.5
Accommodation	49.3	50.7	100	3.8	2.1*
Professional, scientific and technical services (except computer system design and related services)	48.7	51.3	100	5.1*	3.0
Finance	48.7	51.3	100	0.6*	0.3*
Rental and hiring services (except real estate)	48.1	51.9	100	0.3*	0.2*
Other store-based retailing	47.7	52.3	100	12.1	7.3
Motor vehicle and motor vehicle parts retailing	46.1	53.9	100	1.5*	0.9*
Basic material wholesaling	40.4*	59.6*	100	0.5**	0.4*
Public administration	39.4*	60.6	100	0.1**	0.0*
Food retailing	38.8	61.2	100	4.8	4.2
Administrative services	38.1	61.9	100	8.6	7.7
Personal and other services	37.5	62.5	100	4.0	3.7
Property operators and real estate services	37.5	62.5	100	1.6*	1.5
<b>All industries</b>	<b>35.6</b>	<b>64.4</b>	<b>100</b>	<b>100.0</b>	<b>100.0</b>
Building cleaning, pest control and other support services	31.7	68.3	100	3.6	4.3
Road transport	30.7*	69.3	100	1.5*	1.9
Adult, community and other education	30.4*	69.6	100	1.0*	1.3*
Tertiary education	29.2*	70.8	100	0.4*	0.5*
Medical and other health care services	25.2	74.8	100	3.5	5.8
Food product manufacturing	24.5*	75.5	100	1.4*	2.4*
Preschool and school education	22.7*	77.3	100	0.8	1.5
Construction services	19.4*	80.6	100	1.5*	3.5
Waste collection, treatment and disposal services	15.6*	84.4	100	0.1*	0.3
Social assistance services	13.5*	86.5	100	5.4*	19.2
Public order, safety and regulatory services	9.7	90.3	100	0.5	2.4

	Share of industry			Share of all low paid or higher paid	
	Low paid	Higher paid	Total	Low paid	Higher paid
	(%)	(%)	(%)	(%)	(%)
Residential care services	4.2**	95.8	100	0.2*	3.1*
Broadcasting (except internet)	np	np	100	np	0.2*
Fuel retailing	np	np	100	np	np
Publishing (except internet and music publishing)	np	np	100	np	0.1*
Wood product manufacturing	np	np	100	np	1.4*

Note: Modern awards ranked by share of industry that is low paid. \* Estimate has a relative standard error of between 25 per cent and 50 per cent and should be used with caution. \*\* Estimate has a relative standard error of more than 50 per cent and is considered too unreliable for general use. np = not published, due to data not satisfying the ABS data clearance requirements.

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

**Table D3: Low-paid and higher-paid modern award-reliant employees by occupation unit group**

	Within occupation share		Across occupations share	
	Low paid	Higher paid	Low paid	Higher paid
	(%)	(%)	(%)	(%)
<b>Clerical and administrative workers</b>	<b>30.2</b>	<b>69.8</b>	<b>9.4</b>	<b>12.1</b>
Receptionists	40.7	59.3	4.2	3.4
General clerks	35.1	64.9	2.4	2.4
Accounting clerks	<21.8^	>78.2^	np	0.9*
Purchasing and supply logistics clerks	27.2*	72.8	0.5*	0.7*
Call or contact centre workers	40.8*	59.2	0.5*	0.4*
Office managers	np	np	np	0.7*
Information officers	34.9*	65.1	0.3*	0.4*
<b>Community and personal service workers</b>	<b>27.8</b>	<b>72.2</b>	<b>24.7</b>	<b>35.6</b>
Aged and disabled carers	4.7*	95.3	1.1*	12.3
Waiters	52.1	47.9	8.7	4.5
Child carers	32.5	67.5	4.9*	5.7
Bar attendants and baristas	43.6	56.4	3.0	2.1
Welfare support workers	np	>96.0^	np	3.6
Cafe workers	66.8	33.2*	2.6*	0.7*
Nursing support and personal care workers	12.4**	87.6	0.4**	1.6*
Security officers and guards	11.7	88.3	0.3*	1.4
Sports coaches, instructors and officials	40.8*	59.2	0.7*	0.5*
Other hospitality workers	53.7*	46.3*	0.4*	0.2**
Fitness instructors	<26.4^	>73.6^	np	0.3**
Education aides	57.3*	42.7*	0.4*	0.1*
<b>Labourers</b>	<b>52.2</b>	<b>47.8</b>	<b>29.0</b>	<b>14.7</b>
Kitchenhands	62.3	37.7	7.2	2.4
Commercial cleaners	35.6	64.4	4.4	4.4
Housekeepers	63.2	36.8	3.2	1.0*
Other miscellaneous labourers	26.5	73.5	0.9	1.4
Fast food cooks	30.1**	69.9*	0.4*	0.5**
Packers	72.3	27.7*	1.8*	0.4*
Food and drink factory workers	27.3**	72.7	0.8**	1.1**
Building and plumbing labourers	<20.5^	>79.5^	np	0.7*
Crop farm workers	>75.0^	np	2.2**	np
Handypersons	82.8	17.2**	0.7*	0.1**
Garden labourers	>70.5^	np	0.5*	np
<b>Machinery operators and drivers</b>	<b>41.8</b>	<b>58.2</b>	<b>6.9</b>	<b>5.3</b>
Storepersons	57.4	42.6	3.4	1.4

	Within occupation share		Across occupations share	
	Low paid	Higher paid	Low paid	Higher paid
	(%)	(%)	(%)	(%)
Truck drivers	31.4*	68.6	1.1**	1.4
Delivery drivers	50.6	49.4	1.1*	0.6*
Bus and coach drivers	30.4**	69.6	0.3*	0.3*
Forklift drivers	36.9*	63.1	0.2*	0.2*
<b>Managers</b>	<b>&lt;6.8^</b>	<b>&gt;93.2^</b>	<b>np</b>	<b>2.5</b>
Retail managers	np	np	np	1.0*
<b>Professionals</b>	<b>12.0</b>	<b>88.0</b>	<b>np</b>	<b>8.4</b>
Registered nurses	np	np	np	1.0*
Social workers	np	np	np	0.5*
Counsellors	np	np	np	0.5*
Human resource professionals	np	np	np	0.4*
<b>Sales workers</b>	<b>48.2</b>	<b>51.8</b>	<b>22.8</b>	<b>13.5</b>
Sales assistants (general)	53.5	46.5	16.4	7.9
Retail supervisors	17.9*	82.1	1.0*	2.5
Checkout operators and office cashiers	40.5	59.5	1.5*	1.2
Pharmacy sales assistants	69.2	30.8*	1.6*	0.4*
Real estate sales agents	42.0*	58.0	0.5*	0.4*
Ticket salespersons	62.0	38.0*	0.4*	0.1**
<b>Technicians and trades workers</b>	<b>26.4</b>	<b>73.6</b>	<b>5.2</b>	<b>8.0</b>
Chefs	17.5*	82.5	0.5*	1.4*
Cooks	49.5	50.5	1.3*	0.7*
Medical technicians	np	89.5	np	0.6*

Note: Modern awards ranked by share of industry that is low paid. \* Estimate has a relative standard error of between 25 per cent and 50 per cent and should be used with caution. \*\* Estimate has a relative standard error of more than 50 per cent and is considered too unreliable for general use. ^ Proportions based on fewer than 10 observations. The ABS has allowed for the result to be published as a range as if based on 10 observations. np = not published, due to data not satisfying the ABS data clearance requirements.

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



**Table D4: Modern awards by share of low-paid employees**

	Low-paid employees	Proportion of employees who are low paid	Share of all low-paid modern award-reliant employees	Share of all higher-paid modern award-reliant employees
	(No.)	(%)	(%)	(%)
Horticulture Award 2020	24 017*	98.1	3.1	np
Graphic Arts, Printing and Publishing Award 2020	4595**	82.4	0.6	np
Dry Cleaning and Laundry Industry Award 2020	4660*	79.7	0.6	np
Commercial Sales Award 2020	5848*	66.5	0.8	0.2
Gardening and Landscaping Services Award 2020	6969*	62.0	0.9	0.1
Storage Services and Wholesale Award 2020	26 821*	55.9	3.5	1.2
Amusement, Events and Recreation Award 2020	13 247*	55.3	1.7	0.4
Pastoral Award 2020	2703*	53.8	0.3	np
Racing Clubs Events Award 2020	970*	47.5	0.1	0.1
Hospitality Industry (General) Award 2020	110 488	47.3	14.2	6.0
Miscellaneous Award 2020	15 113*	45.1	1.9	0.5
Restaurant Industry Award 2020	72458	43.0	9.3	3.4
Passenger Vehicle Transportation Award 2020	2245*	42.4	0.3	0.2
Fitness Industry Award 2020	10 452*	39.8	1.3	0.6
Educational Services (Schools) General Staff Award 2020	4323	39.1	0.6	0.3
Road Transport and Distribution Award 2020	13 766*	38.2	1.8	1.3
Real Estate Industry Award 2020	4611*	35.8	0.6	0.4
Cleaning Services Award 2020	31 413	35.2	4.1	3.4
General Retail Industry Award 2020	121 825	34.5	15.7	9.3
Pharmacy Industry Award 2020	12 105*	33.2	1.6	0.7
Vehicle Repair, Services and Retail Award 2020	22 951	30.4	3.0	1.6
Hair and Beauty Industry Award 2020	10 303*	29.2	1.3	0.9
Children's Services Award 2010	36 023*	28.5	4.6	4.9
Food, Beverage and Tobacco Manufacturing Award 2020	6538*	27.7	0.8	0.8
Health Professionals and Support Services Award 2020	28 246	26.7	3.6	4.1
Clerks—Private Sector Award 2020	20 396	23.8	2.6	3.6
Fast Food Industry Award 2020	49 650	23.6	6.4	2.7
Registered and Licensed Clubs Award 2020	9542*	22.9	1.2	1.8
Timber Industry Award 2020	5701**	22.9	0.7	0.9
Meat Industry Award 2020	5925**	21.8	0.8	np
Manufacturing and Associated Industries and Occupations Award 2020	10 119*	20.5	1.3	1.4
Aged Care Award 2010	4087*	17.6	0.5	1.1
Security Services Industry Award 2020	2167	10.4	0.3	1.1

	Low-paid employees	Proportion of employees who are low paid	Share of all low-paid modern award-reliant employees	Share of all higher-paid modern award-reliant employees
	(No.)	(%)	(%)	(%)
<i>Building and Construction General On-site Award 2020</i>	4862*	5.2	0.6	2.8
<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>	11 583*	4.0	1.5	16.4
<b>All employees on a modern award</b>	<b>775 617</b>	<b>35.6</b>	<b>100</b>	<b>100</b>

Note: Modern awards ranked by proportion of employees who are low paid. \* Estimate has a relative standard error of between 25 per cent and 50 per cent and should be used with caution. \*\* Estimate has a relative standard error of more than 50 per cent and is considered too unreliable for general use.

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