



DIRECTIONS

Fair Work Act 2009

s.156 - 4 yearly review of modern awards

4 yearly review of modern awards – General Retail Industry Award 2010 (AM2017/43)

JUSTICE ROSS, PRESIDENT

MELBOURNE, 24 AUGUST 2018

4 yearly review of modern awards – General Retail Industry Award 2010.

[1] Further to the hearings on 14 and 15 August 2018, the Commission makes the following Directions:

1. Parties are to file submissions relating to the following matters by **4pm, Thursday 30 August 2018:**

(i) the number of, and any other characteristics relating to, shift workers covered by the *General Retail Industry Award 2010*;¹

(ii) proposed transitional arrangements;² and

(iii) the revised General Retail Industry profile dated 22 August 2018 (attached).

2. Any submissions in reply are to be filed by **4pm, Thursday, 6 September 2018;**

3. All material is to be sent in word document format to amod@fwc.gov.au;

4. Liberty to apply.

PRESIDENT

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¹ See [Transcript – 15 August 2018](#) at PN916-PN936; PN976-PN990; PN1100-PN1103.

² See [Transcript – 15 August 2018](#) at PN1032-PN1034.

General retail industry profile

22 August 2018

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Introduction

The aim of this industry profile is to present data on those covered by the *General Retail Industry Award 2010* (Retail Award).

As there is little data available on the Retail Award, this profile mainly uses the Australian and New Zealand Standard Industrial Classification (ANZSIC) 2006 Retail trade industry division (Division G) to present data for the industry groups and subgroups relevant to the Retail Award.

However, data presented in Section 4.11 ('Profile of a typical Retail industry employee') is 'mapped' closely to the Retail award, based on a framework³ developed by Fair Work Commission (Commission) staff. These data are based on the Australian Bureau of Statistics (ABS) Census data. The framework used to map the Retail award to the industry classes available in the Census is listed at Appendix A.

The data in this profile are collected from four sources: the ABS; the Commission's Australian Workplace Relations Study (AWRS), the Commission's Award Reliance Survey (ARS) and the Household, Income and Labour Dynamics in Australia (HILDA) Survey. The ABS contains a number of surveys on the performance, structure and characteristics of industries. The AWRS, ARS and HILDA are large-scale quantitative surveys that collectively provide information on enterprises, employees and households. HILDA has the added advantage of presenting information over time.

The contents of this report are the responsibility of staff of the Commission and have been conducted without the involvement of members of the Commission. The report does not represent the views of the Full Bench.

This paper uses unit record data from the HILDA Survey. The HILDA Project was initiated and is funded by the Australian Government Department of Social Services (DSS) and is managed by the Melbourne Institute of Applied Economic and Social Research (Melbourne Institute). The findings and views reported in this paper, however, are those of the authors and should not be attributed to either DSS or the Melbourne Institute.

Overview

Key indicators for the Retail trade industry are presented in Table 1. The data show that the industry accounted for:

- almost \$400 billion of sales and 4.5 per cent of value added to the economy;
- over 10 per cent of employment, almost 9 per cent of actual hours worked per week in all jobs and around 8 per cent of wages;
- almost 6 per cent of all businesses and over 16 per cent of all award-reliant non-managerial employees;
- almost 2 per cent of investment;
- almost 20 per cent of total underemployment; and
- almost \$19 billion in company gross operating profit.

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

Table 1: Economic indicators of Retail trade

	Retail trade	Percentage of all industries
Industry value added (\$m) (March 2018) ^a	77 274	4.5
Sales (\$m) (March 2018) ^{a,c}	399 039	15.4
Employment ('000s) (May 2018) ^b	1 293	10.4
Actual hours worked per week in all jobs ('000s) (May 2018) ^b	36 856	8.9
Company gross operating profit (\$m) (March 2018) ^{a,c}	18 848	5.8
Wages (\$m) (March 2018) ^{a,d}	43 563	8.2
Gross fixed capital formation (\$m) (June 2017)	8 147	1.9
Businesses (June 2017) ^e	130 387	5.8
Award-reliant non-managerial employees ('000s) (May 2016) ^d	368	16.2
Underemployment ('000s) (May 2018) ^b	215	19.5

Note: (a) sum of four quarters; (b) average over the four quarters; (c) all industries excluding Agriculture, forestry and fishing, Education and training, Health care and social assistance and some subdivisions of Finance and insurance services; (d) all industries excluding Agriculture, forestry and fishing; (e) all industries excluding the public sector.

Industry value added and sales are seasonally adjusted and expressed in real terms from chain volume estimates. Employment is expressed in seasonally adjusted terms. Actual hours worked per week in all jobs and underemployment are expressed in original terms. Company gross operating profits and wages are seasonally adjusted from current price estimates. Gross fixed capital formation is expressed in original and real terms, from chain volume estimates.

Source: ABS, *Australian National Accounts: National Income, Expenditure and Product, Mar 2018*, Catalogue No. 5206.0; ABS, *Business Indicators, Australia, Mar 2018*, Catalogue No. 5676.0; ABS, *Counts of Australian Businesses, including Entries and Exits, Jun 2013 to Jun 2017*, Catalogue No. 8165.0; ABS, *Australian System of National Accounts, 2016–17*, Catalogue No. 5204.0; ABS, *Employee Earnings and Hours, Australia, May 2016*, Catalogue No. 6306.0; ABS, *Labour Force, Australia, Detailed, Quarterly, May 2018*, Catalogue No. 6291.0.55.003.

Business characteristics

Business size

In June 2017, small businesses accounted for over half of all businesses in Retail trade (Table 2). The data show that a higher proportion of all business in Retail trade were small and medium compared with businesses across all industries.

With regard to employing businesses, small businesses accounted for over 90 per cent of businesses in Retail trade. The comparison with all industries was relatively similar across each business size.

Table 2: Percentage of businesses by business size, June 2017

	Retail trade	All industries
	(%)	(%)
All businesses		
Non-employing	41.9	61.2
Small	53.7	36.3
Medium	4.2	2.3
Large	0.2	0.2
	100.0	100.0
Employing businesses		
Small	92.4	93.5
Medium	7.2	6.0
Large	0.4	0.5
	100.0	100.0

Note: Small businesses employ less than 20 persons, medium businesses employ 20 to 199 persons and large businesses employ 200 or more persons. The publication only includes actively trading businesses in the market sector and hence excludes entities that are in the public sector.

Source: ABS, *Counts of Australian Businesses, including Entries and Exits, Jun 2013 to Jun 2017*, Catalogue No. 8165.0

Industry concentration

Table 3 shows that large businesses in Retail trade accounted for around 47 per cent of total employment, sales and service income, industry value added and half of wages and salaries in 2016–17. Compared with total selected industries, small and non-employing businesses in Retail trade accounted for lower proportions across each measure, while medium businesses in Retail trade accounted for a lower proportion of total employment and wages and salaries.

Table 3: Employment, wages and salaries, sales and service income, and industry value added by business size, 2016–17

	Percentage of industry total			
	Employment	Wages and salaries	Sales and service income	Industry value added
	(%)	(%)	(%)	(%)
Retail trade				
Small and non-employed	33.3	26.4	26.8	28.9
Medium	18.9	23.5	26.6	23.7
Large	47.8	50.1	46.6	47.4
	100.0	100.0	100.0	100.0
Total selected industries				
Small and non-employed	43.8	28.1	33.9	34.7
Medium	24.0	27.6	24.9	22.1
Large	32.1	44.2	41.2	43.3
	100.0	100.0	100.0	100.0

Note: Small businesses employ less than 20 persons, medium businesses employ 20 to 199 persons and large businesses employ 200 or more persons. Total selected industries exclude Financial and insurance services as businesses in this industry were not in the scope of the survey. Small and non-employed businesses cannot be disaggregated.

Source: ABS, *Australian Industry, 2016–17*, Catalogue No. 8155.0.

Operating days

Table 4 presents data on operating days in Retail trade compared with all industries. The data show that the highest proportion of enterprises in Retail trade operated 7 days per week, followed by enterprises operating both weekdays and Saturday (Table 4). These two groups combined accounted for over three-quarters of enterprises in Retail trade, compared with around half of enterprises across all industries.

Table 4: Operating days, 2014

	Retail trade	All industries
	(%)	(%)
<i>Operating days</i>		
Weekdays only	18.9	48.8
Weekdays and Saturday	37.1	17.5
Some weekdays and weekend	2.8	2.3
Operating 7 days	40.6	31.1
Other	np	0.4
	100.0	100.0
Average number of operating days per week	6.2	5.8
Average years of operation under current ownership	18.9	18.5

Note: np = not published due to estimate having a relative standard error of greater than 50 per cent.

Modern award usage

The Commission's Award Reliance Survey collected information on modern award usage among non-public award-reliant organisations. The survey found that the *General Retail Industry Award 2010* was the most common modern award used by award-reliant organisations in 2013, with more than six in 10 award-reliant organisations using this award in the Retail trade industry. Across all industries, it was the second most common modern award used by award-reliant organisations (Table 5).

Table 5: Top 10 modern awards used in Retail trade, percentage of award-reliant organisations, 2013

	Retail trade (%)	All industries (%)
<i>General Retail Industry Award 2010</i>	61.5	15.1
<i>Vehicle Manufacturing, Repair, Services and Retail Award 2010</i>	11.6	6.6
<i>Pharmacy Industry Award 2010</i>	10.9	2.1
<i>Clerks—Private Sector Award 2010</i>	8.9	16.0
<i>Meat Industry Award 2010</i>	4.0	0.9
<i>Manufacturing and Associated Industries and Occupations Award 2010</i>	2.5	4.7
<i>Road Transport and Distribution Award 2010</i>	2.0	2.3
<i>Hospitality Industry (General) Award 2010</i>	1.0	13.3
<i>Fast Food Industry Award 2010</i>	0.9	1.8
<i>Nursery Award 2010</i>	0.8	0.4

Note: An award-reliant organisation has at least one employee that receives the exact award rate of pay.

Source: Fair Work Commission, *Award Reliance Survey*, 2013.

Employee characteristics

Award reliance

The Retail trade industry has a higher proportion of non-managerial employees reliant on award rates of pay, relative to all industries. Although a slightly higher proportion of employees in Retail trade have collective agreements rather than awards as their method of setting pay.

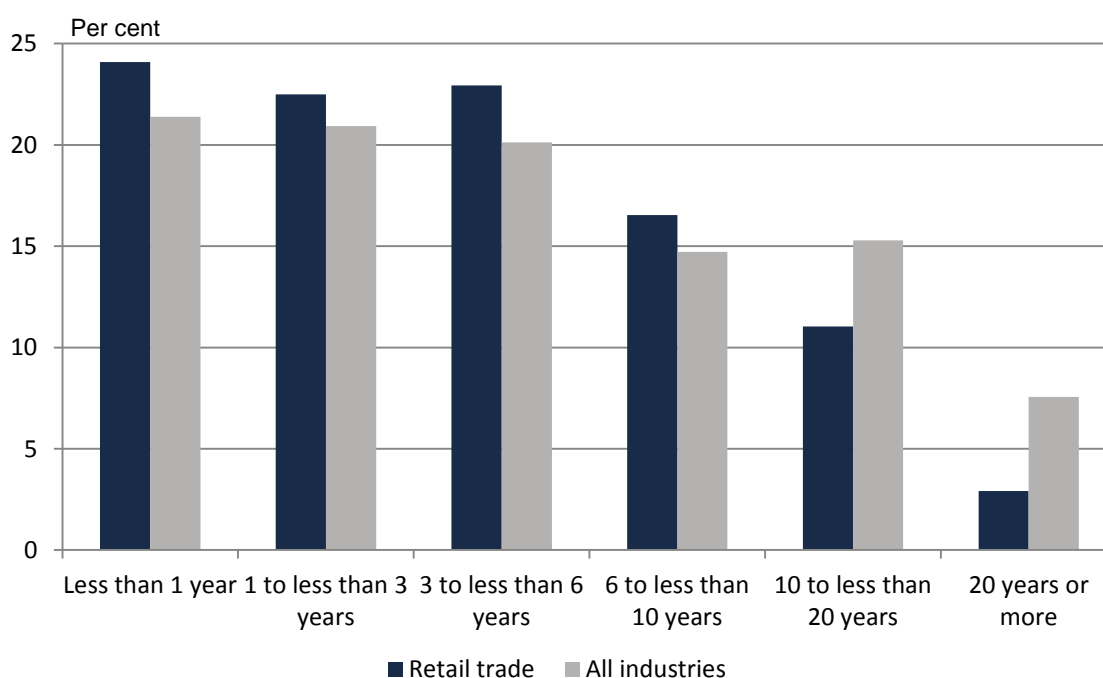
Table 6: Methods of setting pay, May 2016

	Retail trade (%)	All industries (%)
Award only	34.5	24.5
Collective agreement	37.6	38.9
Individual arrangement	27.9	36.6
All methods of setting pay	100.0	100.0

Source: ABS, *Employee Earnings and Hours, Australia, May 2016*, Catalogue No. 6306.0.

Employee turnover

Chart 1 compares duration with current employer for employees in Retail trade and employees across all industries. In 2016, employees in Retail trade were more likely to experience a shorter duration of employment with an employer (less than 10 years) than employees across all industries. Employees in Retail trade were less likely to experience employment duration of 10 years or more. Around seven in ten employees (69.5 per cent) in Retail trade had been with their employer for less than six years.

Chart 1: Employment duration with current employer for employees in Retail trade, 2016

Source: HILDA survey Wave 16, 2016.

Composition of employment

In May 2018, the total workforce in Retail trade comprised around 10 per cent of total employment. More than half of the workforce in Retail trade was female and a higher proportion were employed part-time (52.0 per cent) relative to all industries (32.3 per cent) (Table 7).

Table 7: Composition of employed persons, May quarter 2018

	No. ('000s)	Percentage of total employment							
		Male		Female		Total		Total	
		Full-time	Part-time	Full-time	Part-time	Male	Female	Full-time	Part-time
		(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
Retail trade	1267.9	27.7	17.3	20.3	34.6	45.0	55.0	48.0	52.0
All industries	12 574.4	42.9	10.1	24.8	22.2	53.0	47.0	67.7	32.3

Note: Data may not sum to 100 due to rounding. All data are expressed in original terms.

Source: ABS, *Labour Force, Australia, Detailed, Quarterly, May 2018*, Catalogue No. 6291.0.55.003.

Compared with all industries, young people aged between 15 and 24 years were more likely to be employed in Retail trade (31.5 per cent compared with 15.4 per cent). There was a lower proportion of employed persons aged 25 years and over in Retail trade than across all industries (Table 8).

Table 8: Employed persons by age, May quarter 2018

Age (Years)	Retail trade		All industries
	No. ('000s)	Percentage of employment	Percentage of employment
15–19	178.1	14.0	5.5
20–24	221.1	17.4	9.9
25–34	272.5	21.5	23.7
35–44	227.1	17.9	21.6
45–54	187.3	14.8	20.5
55–59	78.3	6.2	8.7
60–64	67.7	5.3	5.9
65 and over	35.8	2.8	4.2
Total	1267.9	100.0	100.0

Note: Data may not sum to 100 due to rounding. All data are expressed in original terms.

Source: ABS, *Labour Force, Australia, Detailed, Quarterly, May 2018*, Catalogue No. 6291.0.55.003.

Average hours worked

In May 2018, average hours actually worked per week in all jobs were lower for Retail trade compared with all industries. This was also the case for full-time and part-time workers (Table 9).

Table 9: Average hours actually worked in all jobs, by industry group of main job and full/part-time status, May 2018

Industry group	Average hours actually worked in all jobs		
	Full-time	Part-time	Total
Retail trade	40.5	16.6	28.1
All industries	40.6	17.6	33.2

Note: Actual hours of work refers to the hours actually worked during normal periods of work (including overtime) over a specified reference week. It excludes meal breaks, paid/unpaid time 'on call', commuting time and time off during work hours to attend educational activities not connected to the job. The actual hours of work over a specified period may be affected if the person took personal/annual leave, went on strike, changed job, or similar reasons.

Source: ABS, *Labour Force, Australia, Detailed, Quarterly, May 2018*, Catalogue No. 6291.0.55.003.

Forms and conditions of employment

The ABS defines casual employees as employees without paid leave entitlements.⁴

While most workers in Retail trade were employees with paid leave entitlements, the proportion of casual employees was higher relative to all industries. Compared with all industries, there were fewer owner managers of enterprises without employees (Table 10).

Table 10: Employed persons by employment type in main job, May 2018

	Retail trade		All industries
	No. ('000s)	Percentage of employment	Percentage of employment
Employee	1128.9	89.0	83.4
<i>With paid leave entitlements</i>	690.2	54.4	62.4
<i>Without paid leave entitlements</i>	438.7	34.6	21.0
Owner manager of enterprise with employees	74.1	5.8	5.7
Owner manager of enterprise without employees	63.1	5.0	10.7
Contributing family worker	1.8	0.1	0.2
Total	1267.9	100.0	100.0

Note: Data may not sum to 100 due to rounding. All data are expressed in original terms. Percentages are calculated based on 'employed persons'. Casual employees, as a proportion of employed persons in Retail trade, are 34.6 per cent. Casual employees, as a proportion of all employees in Retail trade, are 38.9 per cent (as presented in Table 11).

Source: ABS, *Labour Force, Australia, Detailed, Quarterly, May 2018*, Catalogue No. 6291.0.55.003

Using the same data, Table 11 restricts the analysis to employees only with and without paid leave entitlements. The data now shows that 38.9 per cent of employees within Retail trade were casual employees, which is higher than the all industries average of 25.1 per cent. Full-time employees in Retail trade were more likely to be employees with paid leave entitlements while part-time employees were more likely to be casual employees (Table 11).

⁴ ABS, *Characteristics of Employment, Australia, August 2017*, Catalogue No. 6333.0, Explanatory notes.

Table 11: Employees with and without paid leave, May 2018

	Full-time		Part-time		All employees	
	With paid leave	Without paid leave	With paid leave	Without paid leave	With paid leave	Without paid leave
	(%)	(%)	(%)	(%)	(%)	(%)
Retail trade	89.7	10.3	37.6	62.4	61.1	38.9
All industries	88.5	11.5	45.6	54.4	74.9	25.1

Source: ABS, *Labour Force, Australia, Detailed, Quarterly, May 2018*, Catalogue No. 6291.0.55.003

Characteristics of casual employees

The following information presents a profile of casual employees in Retail trade obtained from the 2016 ABS Survey of Employee Earnings and Hours (EEH). Table 12 shows that relative to casual employees in all industries, casual employees in Retail trade were more likely to be:

- female (67.0 per cent, compared to 57.2 per cent for all industries);
- part-time (96.4 per cent, compared to 87.0 per cent for all industries);
- aged between 15 and 24 years (58.0 per cent, compared to 36.4 per cent for all industries); and
- reliant on award rates of pay (60.7 per cent, compared to 45.1 per cent for all industries).

Table 12: Characteristics of casual employees, May 2016

	Retail trade (%)	All industries (%)
Gender		
Male	33.0	42.8
Female	67.0	57.2
Total	100.0	100.0
Full-time/part-time status		
Full-time	3.6	13.0
Part-time	96.4	87.0
Total	100.0	100.0
Age (5 year groups)		
15–19 years	34.2	17.3
20–24 years	23.8	19.1
25–29 years	8.4	11.6
30–34 years	6.5	8.8
35–39 years	4.6	7.8
40–44 years	4.9	7.3
45–49 years	6.8	7.8
50–54 years	3.3	6.7
55–59 years	2.9	6.2
60–64 years	3.4	4.7
65 years and over	1.3	2.8
Total	100.0	100.0
Method of setting pay		
Award	60.7	45.1
Collective agreement	32.1	28.6
Individual arrangements	7.1	26.2
Total	100.0	100.0

Source: ABS, *Microdata: Employee Earnings and Hours, Australia, May 2016*, Catalogue No. 6306.0.55.001.

Work schedule

Table 13 shows the prevalence and types of shiftwork arrangements used in enterprises in Retail trade and across all industries in 2014. There was a lower proportion of enterprises in Retail trade that used shift work arrangements compared with all industries. However, set rosters and eight-hour shifts were the most common shiftwork arrangements used in both enterprises in Retail trade and across all industries.

Table 13: Prevalence and types of shift work arrangements, 2014

	Retail trade	All industries
	(%)	(%)
Uses shiftwork arrangements	17.9	23.8
<i>Types of shiftwork arrangements</i>		
Rotating rosters	56.2	57.1
Set rosters	86.2	77.6
Early morning shifts	45.8	62.2
Afternoon shifts	72.7	71.9
Evening and night shifts	61.7	70.8
Standard business hours	78.2	69.7
Split/broken shifts	15.5	36.1
Standby/on call	35.8	39.8
8-hour shifts	86.2	80.3
12-hour shifts	20.7	27.8
Short shifts of 4 hours or less	59.5	53.7
Other	–	3.6

Source: Fair Work Commission, *Australian Workplace Relations Study*, 2014.

Using the HILDA survey, Table 14 shows the current work schedule for employees in their main job in 2016. The most common schedule for employees in Retail trade was a regular daytime schedule, although this proportion was lower compared with employees across all industries. Employees in Retail trade were more likely to work a regular evening shift than employees across all industries.

Table 14: Current work schedule of employees in main job, 2016

	Retail trade	All industries
	(%)	(%)
A regular daytime schedule	65.9	75.7
A regular evening shift	8.3	4.7
A regular night shift	np	2.3
A rotating shift (changes from days to evenings to nights)	11.9	9.4
Split shift (two distinct periods each day)	np	1.1
On call	np	0.9
Irregular schedule	9.9	5.7
Other	np	0.3*
Total	100.0	100.0

Note: * Estimate has a relative standard error between 25 and 50 per cent and should be used with caution. np = not published due to estimate having a relative standard error of greater than 50 per cent.

Source: HILDA Survey Wave 16, 2016.

Earnings

The majority of employees in Retail trade received the adult rate of pay; however this proportion was lower relative to all industries. The proportion of employees that received a junior rate of pay was over three times the proportion across all industries (Table 15).

Table 15: Employees by rate of pay, May 2016

	Retail trade	All industries
	(%)	(%)
Adult rate of pay	85.4	94.0
Junior rate of pay	13.7	4.1
Apprentice or trainee	0.9*	1.9
Disability rate	0.04*	0.1
All rates of pay	100.0	100.0

Note: *Estimate has a relative standard error between 25 and 50 per cent and should be used with caution.

Source: ABS, *Employee Earnings and Hours, Australia, May 2016*, Catalogue No. 6306.0.

Average weekly earnings in Retail trade were lower than average weekly earnings across all industries for each measure presented in Table 16. For full-time employees, average weekly earnings in Retail trade were around three quarters of average weekly earnings across all industries.

Table 16: Average weekly earnings, May 2018

	Retail trade	All industries	Ratio of the Retail trade relative to all industries
	(\$)	(\$)	(%)
Average weekly earnings, all employees	741.00	1207.40	61.4
Average weekly earnings, full-time adult employees	1179.00	1650.60	71.4
Average weekly ordinary time earnings, full-time adult employees	1161.30	1585.30	73.3
Average weekly ordinary time earnings, full-time adult male employees	1191.40	1677.10	71.0
Average weekly ordinary time earnings, full-time adult female employees	1115.90	1433.40	77.8

Note: All data are expressed in original terms.

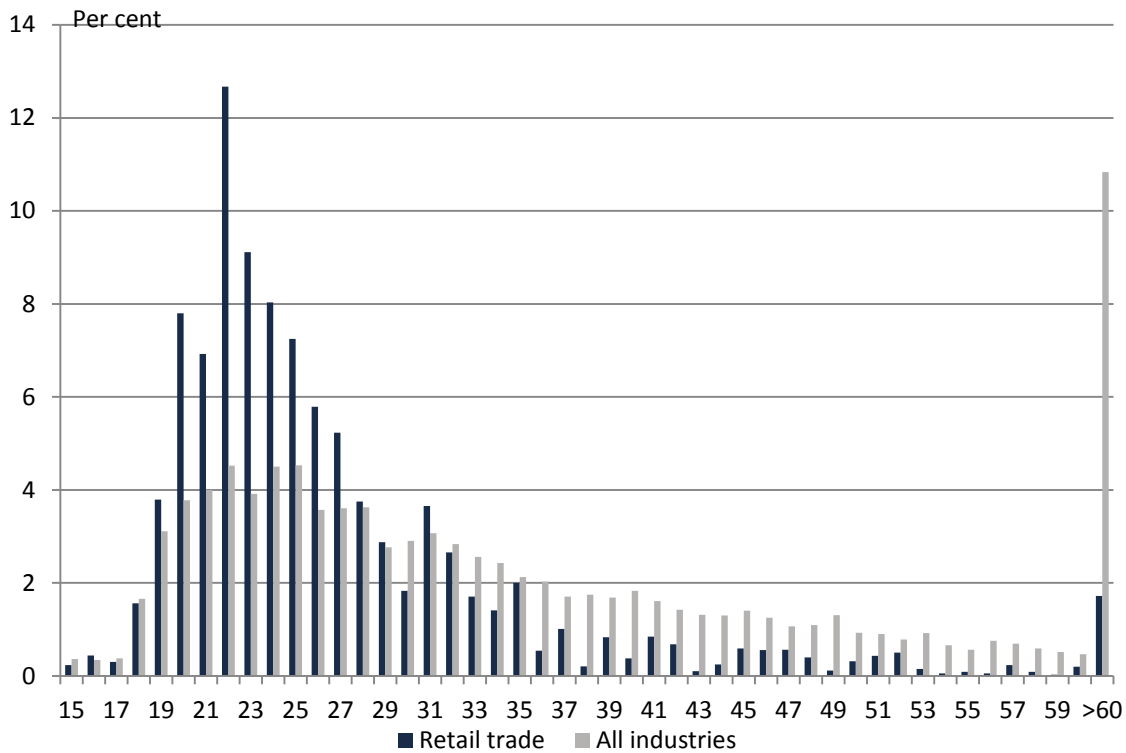
Source: ABS, *Average Weekly Earnings, Australia, May 2018*, Catalogue No. 6302.0.

The EEH can be used to present data on earnings for all adult employees as well as full-time non-managerial employees. An analysis of the data on full-time non-managerial employees paid at the adult rate found that around six in 10 of these employees that worked in Retail trade had earnings that were below the average earnings for these employees across all industries (\$1102.70).⁵

Chart 2 presents the distribution of hourly total cash earnings for adult employees. It shows that the distribution of hourly total cash earnings for adult employees in Retail trade is relatively more concentrated toward the lower end of the wage distribution than the distribution of hourly total cash earnings for adult employees across all industries.

⁵ ABS, *Employee Earnings and Hours, Australia, May 2016*, Catalogue No. 6306.0.

Chart 2: Distribution of hourly total cash earnings, adult employee, May 2016



Note: Earnings are calculated at \$1 intervals up to and including the amount presented (e.g. \$17 includes amounts over \$16 per hour and up to and including \$17 per hour) for adult employees in the federal jurisdiction. Earnings of employees who receive a casual loading are discounted by 25 per cent.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia, May 2016*, Catalogue No. 6306.0.55.001.

Penalty payments

The Commission’s Australian Workplace Relations Study collected data on the proportion of employees that received penalty rates. Around one in 10 employees received penalty rates in both Retail trade and across all industries. Award-reliant employees were more likely to receive penalty rates compared with employees on other methods of setting pay for both Retail trade and all industries (Table 17).

Table 17: Percentage of employees who receive penalty rates, by method of setting pay, 2014

	Retail trade (%)	All industries (%)
Award	19.0	22.0
Other methods	5.5	6.2
All employees	10.6	10.6

Note: ‘Other methods’ of setting pay include enterprise agreements and individual arrangements. The sample analysed was restricted to employees that reported working for businesses that either operated 6 or 7 days in a week, operated on weekends or used shift work arrangements. ‘Penalty rates’ are collected in the AWRS by asking participants for the gross (before-tax) amount received for penalty payments (for work performed outside standard hours).

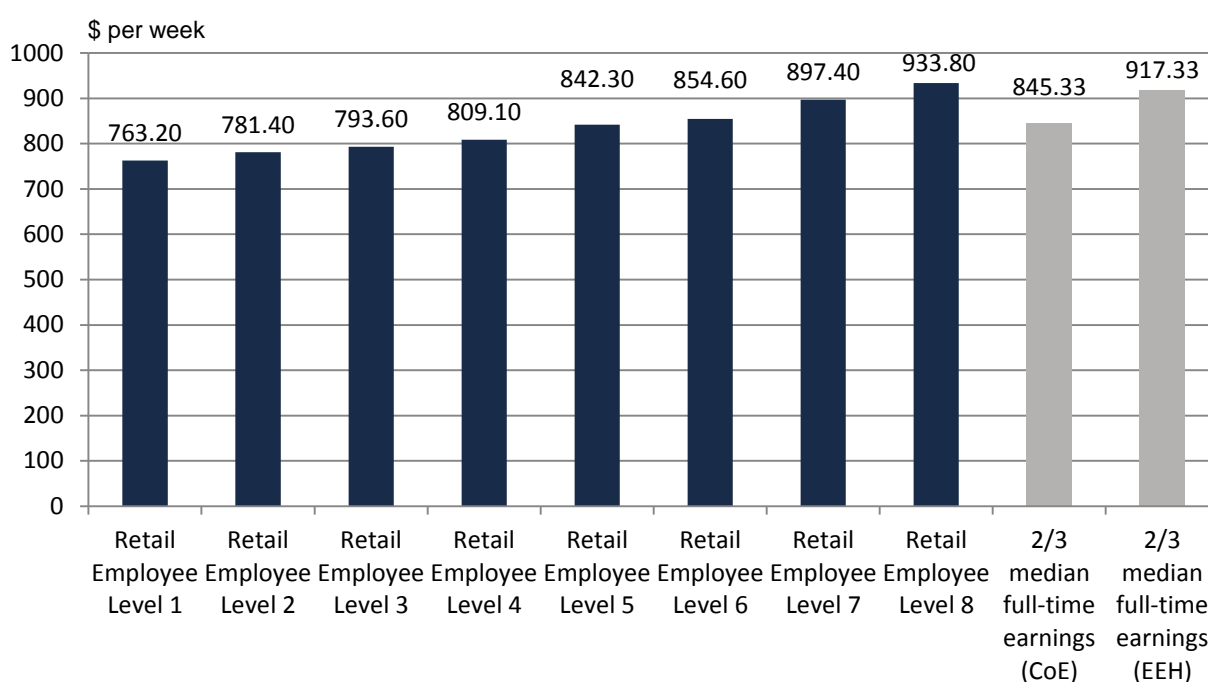
Source: Fair Work Commission, *Australian Workplace Relations Study*, 2014.

Comparison of wage rates in selected awards with two-thirds of median earnings

The most recent data for median earnings is for August 2017 from the Characteristics of Employment (COE) survey. Data on median earnings are also available from the EEH for May 2016. These are compared to the minimum weekly wages in the *General Retail Industry Award 2010* (Retail award) as determined in the *Annual Wage Review 2016–17*, effective 1 July 2017.

Chart 3 presents the minimum weekly wages of each classification in the Retail award, comparing them with two-thirds of full-time median earnings, commonly used to define low pay.⁶ The data show that the full-time weekly wage for most classifications in the *General Retail Industry Award 2010* was below the EEH measure of two-thirds of median full-time earnings, except for the Retail Employee Level 8 classification. Most classifications were also below the CoE measure of two-thirds of median full-time earnings, except for Retail Employee Levels 6 to 8.

Chart 3: Comparison of minimum weekly wages in the *General Retail Industry Award 2010* and two-thirds of median full-time earnings



Note: Weekly earnings from the CoE are earnings in the main job for full-time employees in August 2017. Weekly earnings from the EEH are weekly total cash earnings for full-time adult non-managerial employees in May 2016.

Source: MA000004; ABS, *Characteristics of Employment, Australia, August 2017*, Catalogue No. 6333.0; ABS, *Employee Earnings and Hours, Australia, May 2016*, Catalogue No. 6306.0.

Retail households and financial stress

A comparison of financial stress indicators between all employee households and households that have at least one adult employee working in the Retail sector (Retail households) is presented for 2016 using the HILDA Survey. Table 18 shows that for most indicators, Retail households were more likely than all employee households to report experiencing financial stress.

Table 18: Financial stress experienced by employee households, 2016

Financial stress indicators	Retail households	All employee households
Unable to raise \$3000 in a week for something important	6.9	4.7

⁶ [2018] FWCFB 3500 at para. 32.

Could not pay electricity, gas or telephone bills on time	7.0	7.2
Could not pay the mortgage or rent on time	4.8*	3.4
Pawned or sold something	3.5*	2.3
Went without meals	2.1*	1.5
Could not afford to heat home	1.4*	1.2
Sought assistance from welfare/community organisation	1.1*	0.9
Sought financial help from friends or family	9.0	6.7
Any stress	18.4	14.4
Low stress (1–2)	13.2	11.0
Moderate stress (3–4)	4.1	2.7
High stress (5 or more incidences of financial stress)	1.0	0.7
Observations	664	4984

Note: *Relative standard error is between 25 and 50 per cent and should be interpreted with caution.

Employee households are those households whose main source of income is from wages or salary. Retail households are those with at least one employee employed in Retail trade.

Both partners in a couple family household, the lone parent in a lone parent household and the lone person of a lone person household must report financial stress for that particular household to be considered as such. Observations from multi-family households, other related family households and group households are excluded.

Source: *HILDA Survey Wave 16, 2016*.

Profile of a 'typical' Retail industry employee

The following information presents an employee profile of the General retail industry for data from the 2016 Census of Population and Housing (Census). The General retail industry is determined based on a framework⁷ developed by Fair Work Commission staff. Using this framework the *General Retail Industry Award 2010* is 'mapped' to the industry classes listed in Appendix A.

The 2016 Census data show that there were around 737 000 employees in the General retail industry. Table 19 compares characteristics of employees in the General retail industry with employees in 'all industries'.

⁷ Preston M, Pung A, Leung E, Casey C, Dunn A and Richter O (2012) '*Analysing modern award coverage using the Australian and New Zealand Industrial Classification 2006: Phase 1 report*', Research Report 2/2012, Fair Work Australia.

Table 19: Employee characteristics of General retail industry, 2016

	General retail industry		All industries	
	(No.)	(%)	(No.)	(%)
Gender				
Male	288 658	39.2	4 438 604	50.0
Female	448 052	60.8	4 443 125	50.0
Total	736 710	100.0	8 881 729	100.0
Full-time/part-time status				
Full-time	299 173	42.5	5 543 862	65.8
Part-time	404 069	57.5	2 875 457	34.2
Total	703 242	100.0	8 419 319	100.0
Highest year of school completed				
Year 12 or equivalent	464 045	63.6	5 985 652	68.1
Year 11 or equivalent	87 395	12.0	856 042	9.7
Year 10 or equivalent	139 143	19.1	1 533 302	17.4
Year 9 or equivalent	29 759	4.1	273 180	3.1
Year 8 or below	8 069	1.1	112 429	1.3
Did not go to school	1 401	0.2	26 356	0.3
Total	729 812	100.0	8 786 961	100.0
Student status				
Full-time student	159 063	21.7	715 436	8.1
Part-time student	33 813	4.6	491 098	5.6
Not attending	539 540	73.7	7 618 177	86.3
Total	732 416	100.0	8 824 711	100.0
Age (5 year groups)				
15–19 years	122 038	16.6	518 263	5.8
20–24 years	138 728	18.8	952 161	10.7
25–29 years	90 156	12.2	1 096 276	12.3
30–34 years	72 477	9.8	1 096 878	12.3
35–39 years	58 330	7.9	972 092	10.9
40–44 years	58 620	8.0	968 068	10.9
45–49 years	57 077	7.7	947 187	10.7
50–54 years	52 676	7.2	872 485	9.8
55–59 years	43 447	5.9	740 822	8.3
60–64 years	27 848	3.8	469 867	5.3
65 years and over	15 309	2.1	247 628	2.8
Total	736 706	100.0	8 881 727	100.0
Average age	34.2		39.3	
Hours worked				
1–15 hours	182 536	26.0	977 997	11.6
16–24 hours	115 082	16.4	911 318	10.8
25–34 hours	106 452	15.1	986 138	11.7
35–39 hours	133 827	19.0	1 881 259	22.3
40 hours	79 141	11.3	1 683 903	20.0
41–48 hours	43 669	6.2	858 120	10.2
49 hours and over	42 533	6.0	1 120 577	13.3
Total	703 240	100.0	8 419 312	100.0

Note: Part-time work is defined as employed persons who worked less than 35 hours in all jobs during the week prior to Census night. Totals may not sum to the same amount due to non-response. For full-time/part-time status and hours worked, data on employees that were currently away from work (that reported working zero hours), were not presented.

Source: ABS, *Census of Population and Housing, 2016*

The profile of General retail industry employees differs from the profile of employees in 'All industries' in five important respects:

- General retail industry employees are predominately female (60.8 per cent, compared to 50 per cent of all employees);
- over half (57.5 per cent) of General retail industry employees are employed on a part-time basis (i.e. less than 35 hours per week), compared with only 34.2 per cent of all employees;
- over one quarter (26.0 per cent) of General retail industry employees work 1–15 hours per week compared with only 11.6 per cent of all employees;
- over one third (35.4 per cent) of General retail industry employees are aged between 15 and 24 years compared with only 16.6 per cent of all employees; and
- over one quarter (26.3 per cent) of General retail industry employees are students (21.7 per cent are full-time students and 4.6 per cent study part time) compared with 13.7 per cent of all employees.

Changes in employee characteristics over time

Between 2011 and 2016, employment within the General retail industry increased by around 18 000.⁸ Over this period:

- the proportion of employees that were female or worked part time remained relatively stable;
- the proportion of employees aged between 15–19 years reduced (from 19.9 per cent to 16.6 per cent); and
- the proportion of employees whose highest level of education is Year 12 or equivalent increased (from 56.9 per cent to 63.6 per cent).

⁸ ABS, *Census of Population and Housing*, 2011 and 2016.

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Attachment A

The *General Retail Industry Award 2010* is 'mapped' to the following ANZSIC industry groups and subgroups:

- 4110—Supermarket and grocery stores
- 4121—Fresh meat, fish and poultry retailing
- 4122—Fruit and vegetable retailing
- 4129—Other specialised food retailing
- 4211—Furniture retailing
- 4213—Houseware retailing
- 4214—Manchester and other textile goods retailing
- 4221—Electrical, electronic and gas appliance retailing
- 4222—Computer and computer peripheral retailing
- 4229—Other electrical and electronic goods retailing
- 4231—Hardware and building supplies retailing
- 4241—Sport and camping equipment goods retailing
- 4242—Entertainment media retailing
- 4243—Toy and game retailing
- 4244—Newspaper and book retailing
- 4245—Marine equipment retailing
- 4251—Clothing retailing
- 4252—Footwear retailing
- 4253—Watch and jewellery retailing
- 4259—Other personal accessory retailing
- 4260—Department stores
- 4272—Stationary good retailing
- 4273—Antique and used goods retailing
- 4274—Flower retailing
- 4279—Other store-based retailing n.e.c
- 6632—Video and other electronic media rental and hiring
- 6639—Other goods and equipment rental and hiring n.e.c.
- 7220—Travel agency and tour arrangement services
- 9421—Domestic appliance repair and maintenance
- 9499—Other repair and maintenance n.e.c.
- 9532—Photographic film processing