



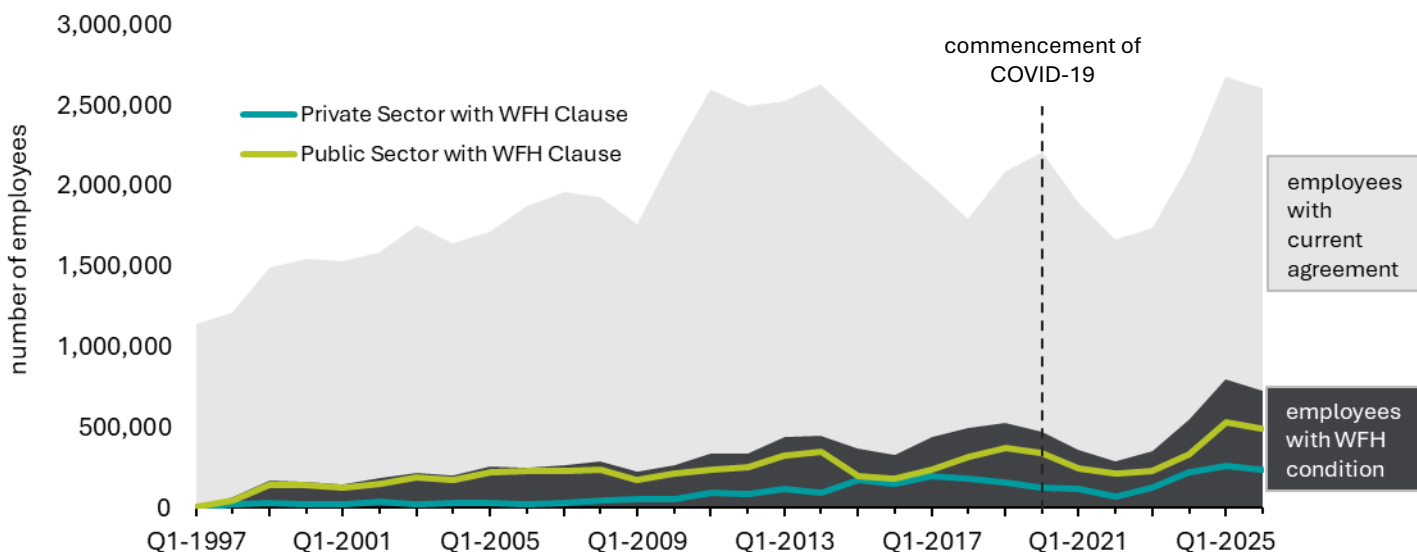
Bite-Sized Bargaining

Working from Home Conditions

The Workplace Agreements Database has collected data about working from home conditions in federal enterprise agreements since 1997, recorded under the “home-based/telework” condition.

4.3% of current federal enterprise agreements contain a home-based/telework condition, covering around **730,000** employees.

The number of employees covered by a current agreement that contain a home-based/telework condition has increased over time, with most conditions occurring in public sector agreements



At an industry level the story is a little different, with some industries experiencing a higher inclusion of the condition than others since 2020.

94.4%	of employees in the Financial and Insurance Services industry are currently covered by an enterprise agreement that contains the condition, compared with 74.9% in March 2020.	↑	highest proportion of employee coverage
59.0%	of employees in the Information Media and Telecommunications industry are currently covered by an enterprise agreement that contains the condition, compared with 7.8% in March 2020.	↑	highest increase in employee coverage
1 in 10	employees in the Health Care and Social Assistance industry are currently covered by an agreement with a telework condition, down from 1 in 5 in March 2020.	↓	largest decrease in employee coverage

Data Source: Workplace Agreements Database.

Notes: “Agreement” refers to federal enterprise bargaining agreements that have been approved by the Fair Work Commission.

“Current” data is a point in time calculation as at 31 March 2026. Current refers to an agreement that has been approved and commenced, but has not reached its nominal expiry date or been terminated early.

Industries are categorised using the ANZSIC 2006 classification.