



Fair Work
Commission

Research reference list: Annual Wage Review 2023–24

Economic Analysis Team
Fair Work Commission



Contents

| | |
|---|---|
| Introduction..... | 3 |
| 1. Australian research..... | 4 |
| 1.1 The national economy..... | 4 |
| 1.1.1. Economic indicators..... | 4 |
| 1.1.2. Labour market indicators..... | 6 |
| 1.2. Social inclusion through increased workforce participation..... | 6 |
| 1.3. Relative living standards and the needs of the low paid..... | 7 |
| 1.4. The need to achieve gender equality..... | 7 |
| 1.5. Junior employees, employees to whom training arrangements apply and employees with disability..... | 8 |
| 1.6. The need to encourage collective bargaining..... | 8 |
| 1.7. The need to improve access to secure work..... | 8 |
| 2. International research..... | 9 |



Fair Work
Commission

Research reference list— Annual Wage Review 2023–24

Introduction

In a Statement issued by the Expert Panel on 30 September 2014, the Expert Panel directed that a ‘Research reference list’ be undertaken by staff of the Fair Work Commission (Commission) for future annual wage reviews:

“This report, undertaken by staff of the Commission, will be published at the same time as the Statistical Report and will list Australian and international literature such as working papers, journal articles or other types of published reports relevant to the minimum wages and modern awards objectives. The report will only encompass relevant literature published in the year to March 2015 and will be updated periodically throughout the annual wage review process as with the Statistical Report.”¹

The Research reference list is published as a central depository of references to research papers that parties may choose to draw on in their submissions to the annual wage review. The papers selected for publication in the Research reference list have been compiled by staff of the Commission and do not reflect the views of the Expert Panel for annual wage reviews on the quality or relevance of the references published. The Research reference list should not be considered to be exhaustive and additional research papers may be referenced by parties in their submissions to the annual wage review. The papers referenced, however, remain the responsibility of the authors of those papers.

¹ [2014] FWCFB 6846 (30 September 2014), p. 5.



Fair Work
Commission

1. Australian research

1.1 The national economy

1.1.1. Economic indicators

ABS (2023), [*11 things that happened in the Australian economy during the June quarter*](#), 6 September.

ABS (2023), [*GDP price measures*](#), 6 September.

ABS (2023), [*11 things that happened in the Australian economy during the September quarter*](#), 6 December.

ABS (2023), [*Interpreting ABS productivity statistics*](#), 13 December.

ABS (2024), [*Changes in the seasonality of Retail Turnover*](#), 9 January.

ABS (2024), [*11 things that happened in the Australian economy during the December quarter*](#), 6 March.

ABS (2024), [*New insights into the economy using business turnover data*](#), 13 March.

ABS (2024), [*Private rent inflation: capital cities vs regions*](#), 24 April.

Andrews D, Dwyer E & Triggs A (2023), [*The state of competition in Australia*](#), e61 Research Note No. 9, 30 August.

ANZ & CoreLogic (2024), [*ANZ CoreLogic Housing Affordability Report*](#), 16 April.

Ballantyne A, Sharma A & Taylor T (2024), [*Assessing Full Employment in Australia*](#), Reserve Bank of Australia Bulletin, April.

Beckers B, Clarke A, Gao A, James M & Morgan R (2024), [*Developments in income and consumption across household groups*](#), Reserve Bank of Australia Bulletin, January.

Beckers B, Hambur J & Williams T (2023), [*Estimating the relative contributions of supply and demand drivers to inflation in Australia*](#), Reserve Bank of Australia Bulletin, June.

Bruno A, Dunphy J & Georgiakakis F (2023), [*Recent trends in Australian productivity*](#), Reserve Bank of Australia Bulletin, September.



Fair Work
Commission

Buckley J (2023), [*Productivity in motion: the role of job switching*](#), e61 Institute Micro note No. 14, 6 November.

Bullock M (2023), [*Monetary policy in Australia: complementarities and trade-offs*](#), presented to the 2023 Commonwealth Bank Global Markets Conference, Governor, Reserve Bank of Australia, Sydney, 24 October.

Chan P, Chinnery A & Wallis P (2023), [*Recent developments in small business finance and economic conditions*](#), Reserve Bank of Australia Bulletin, September.

Grozinger P (2023), [*Financial health and employment in the business sector: a non-linear relationship*](#), Reserve Bank of Australia Bulletin, September.

Hayward Z (2024), [*Searching hard or hardly searching: How should we measure unemployment?*](#), e61 Institute Micro note No. 22, 28 March.

Johal A, Kemp J, McLoughlin K & Zang M (2024), [*What do firms tell us about the inflation outlook?*](#), Reserve Bank of Australia Bulletin, January.

King SP (2023), 'Productivity, economic dynamism and the "failure of competition" narrative', *Economic Papers*, Vol. 42, Issue 3, September, pp. 213–228.

Kohler M (2023), [*The outlook for the Australian economy*](#), Reserve Bank of Australia, UBS Australasia Conference, Sydney, 13 November.

Kohler M (2024), [*The outlook for inflation and employment*](#), Reserve Bank of Australia, address to the ABE Annual Forecasting Conference, Sydney, 13 February.

Nguyen V, Robinson T & Tsiaplias S (2024). 'The Australian Economy in 2023–24: Navigating a Narrow Path', *Australian Economic Review*, doi 10.1111/1467-8462.12542, 11 January.

Nolan G, Hambur J & Vermeulen P (2023), [*Does monetary policy affect non-mining business investment in Australia? Evidence from BLADE*](#), Reserve Bank of Australia, Discussion Paper RDP 2023-09.

Productivity Commission (2023), [*Bulletin 2023*](#), PC productivity insights, 10 July.

Productivity Commission (2023), [*Productivity growth and wages – a forensic look*](#), PC productivity insights, 14 September.



Fair Work
Commission

Productivity Commission (2023), [Quarterly productivity bulletin — September 2023](#), PC productivity insights, 10 October.

Productivity Commission (2023), [Quarterly productivity bulletin — December 2023](#), PC productivity insights, 20 December.

Productivity Commission (2024), [Annual productivity bulletin 2024](#), PC productivity insights, 29 February.

Productivity Commission (2024), [Quarterly productivity bulletin – March 2024](#), PC productivity insights, 27 March.

1.1.2 Labour market indicators

ABS (2023), [Modelled indicative state and territory level industry jobs and hours worked estimates](#), 8 September.

Agarwal N, Bishop J, Fink M, Geraghty J & Haidari Y (2023), [New timely indicators of wages growth](#), Reserve Bank of Australia Bulletin, September.

Jobs and Skills Australia (2024), [Data on occupation mobility: unpacking workers movements](#), 30 January.

Jobs and Skills Australia (2024), [Recruitment Experiences and Outlook Survey – 2023 in Review](#), 5 March.

Wong A (2024), [Climbing the wage ladder: Linking job mobility and wages](#), e61 Institute Research Note No. 11, 15 February.

1.2. Social inclusion through increased workforce participation

ABS (2024), [Insights into job attachment, January 2024](#), 15 February.

Borland J (2024), [How 2023 ended](#), Labour market snapshot #103, University of Melbourne, February.

Hayward Z & Nolan M (2023), [Why is Youth Unemployment always high?](#), e61 Institute Micro Note No. 9, 19 October.



Fair Work
Commission

1.3. Relative living standards and the needs of the low paid

Biddle N & Gray M (2023), [*Hangovers and hard landings: Financial wellbeing and the impact of the COVID-19 and inflationary crises, August 2023*](#), ANU Centre for Social Research and Methods, 31 August.

Foodbank (2023), [*Foodbank Hunger Report 2023*](#), 25 September.

Wood D, Chan I & Coates B (2023), [*Inflation and inequality: How high inflation is affecting different Australian households*](#), Grattan Institute, Working paper prepared for the RBA Annual Conference, Sydney, 25–26 September.

1.4. The need to achieve gender equality

Australian Government (2024), [*Status of Women Report Card 2024 - Expanded Data*](#), Commonwealth of Australia, 8 March.

Cortis N, Naidoo Y, Wong M, & Bradbury B (2023), [*Gender-based occupational segregation: a national data profile*](#), UNSW Social Policy Research Group, report prepared for the Fair Work Commission, 6 November.

Dockery A & Buchler S (2023), 'Women's work: myth or reality? Occupational feminisation and women's job satisfaction in Australia', *The Australian Journal of Labour Economics*, Vo. 26, No. 1, pp. 51–83.

Duncan A, Mavisakalyan A, Loan Vu L (2023), [*Gender Equity Insights 2023: Accelerating the pace of change*](#), BCEC|WGEA Gender Equity Series, Issue #8, October.

Dwyer E and Griselda S (2024), [*Beyond Skills and Occupations: Unpacking Australia's Gender Wage Gap*](#), e61 Research Note No. 14, 3 May.

Financy (2024), [*Women's Index, December quarter 2023*](#), Financy women's index.

Hickson J & Marshan J (2023), [*Land of the \(Un\) Fair Go? Peer gender norms and gender gaps in the Australian labour market*](#), Tax and Transfer Policy Institute Working Paper 9/2023, July.

Preston A (2023), 'Changing gender role attitudes and the changing gender gap in labour force participation', *Journal of Industrial Relations*, Vol. 65, Issue 5, pp. 562–590.

Workplace Gender Equality Agency (2023), [*Australia's Gender Equality Scorecard*](#), November.



Fair Work
Commission

Workplace Gender Equality Agency (2024), [Employer Gender Pay Gaps Snapshot](#), 27 February.

1.5. Junior employees, employees to whom training arrangements apply and employees with disability

National Centre for Vocational Education Research (NCVER) (2023), [Apprentices and trainees: 2022 December quarter](#), NCVER, Adelaide, 1 August.

National Centre for Vocational Education Research (NCVER) (2023), [Apprentices and trainees: 2023 June quarter](#), NCVER, Adelaide, 19 December.

National Centre for Vocational Education Research (NCVER) (2024), [Apprentice and trainee outcomes 2023](#), NCVER, Adelaide, 21 March.

National Centre for Vocational Education Research (NCVER) (2024), [Apprentices and trainees: 2023 September quarter](#), NCVER, Adelaide, 28 March.

Waugh J, Forrest C & Dowling K (2024), [The impact of increasing university participation on the characteristics of apprentices](#), NCVER, Adelaide, 21 February.

1.6. The need to encourage collective bargaining

Department of Employment and Workplace Relations (2023), [Trends in federal enterprise bargaining report: June quarter 2023](#), 29 September.

Department of Employment and Workplace Relations (2023), [Trends in federal enterprise bargaining report: September quarter 2023](#), 22 December.

1.7. The need to improve access to secure work

ABS (2023), [Digital platform workers in Australia](#), 13 November.

Cai K (2023), 'The steppingstone effect of casual employment in Australia: a re-examination', *Economic Record*, Vol. 99, No. 326, September, pp. 385–409.



Fair Work
Commission

2. International research

Arabzadeh H, Balleer A, Gehrke B & Taskin A (2023), *[Minimum wages, wage dispersion and financial constraints in firms](#)*, IZA Discussion Paper No. 16455, September.

Autor D, Dube Arindrajit and McGrew A (2023), *[The unexpected compression: Competition at work in the low wage labour market](#)*, National Bureau of Economic Research, Working Paper 31010 (revised November 2023).

Biewen M & Erhardt P (2024), *[Using Post-Regularization Distribution Regression to Measure the Effects of a Minimum Wage on Hourly Wages, Hours Worked and Monthly Earnings](#)*, IZA Discussion Paper No. 16894, March.

Bossler M & Schank T (2023), 'Wage inequality in Germany after the minimum wage introduction', *Journal of Labor Economics*, Vol. 41, Issue 3, pp. 813–857, July.

Brochu P, Green D A, Lemieux T & Townsend J (2023), *[The Minimum Wage, Turnover, and the Shape of the Wage Distribution](#)*, IZA Discussion Paper No. 16514, October.

Brown J H & Herbst C M (2023), *[Minimum wage, worker quality, and consumer well-being: evidence from the child care market](#)*, IZA Discussion Paper No. 16257, June.

Butcher T & Dickens R (2023), *[Impact of the National Living Wage using geographic, age and gender wage variation](#)*, Low Pay Commission, September.

Cazes S & Garnero A (2023), *[Minimum wages in times of high inflation](#)*, The Centre for Economic Policy Research, 8 August.

Clemens J & Strain MR (2023), 'How important are minimum wage increases in increasing the wages of minimum wage workers?', *Contemporary Economic Policy*, Vol. 41, Issue 4, pp. 594–612, October.

Danziger E & Danziger L (2024). *[A Minimum Wage May Increase Exports and Firm Size. Even with a Competitive Labor Market](#)*, IZA Discussion Paper No. 16846, March.

Fossati S & Marchand J (2024), First to \$15: Alberta's minimum wage policy on employment by wages, ages, and places, *ILR Review*, Vol. 77, Issue 1, pp. 119-142, January.



Fair Work
Commission

Hijzen A, Montenegro M & Pessoa A S (2023), [*Minimum wages in a dual labour market: Evidence from the 2019 minimum-wage hike in Spain*](#), OECD Social, Employment and Migration Working Papers, No. 298, 18 September.

Huet-Vaughn E, & Piqueras J (2023), [*The Asymmetric Effect of Wage Floors: A Natural Experiment with a Rising and Falling Minimum Wage*](#), IZA Discussion Paper No. 16684, December.

International Monetary Fund (2023), [*World Economic Outlook: Navigating Global Divergences*](#), IMF, Washington, D.C, October.

International Monetary Fund (2023), [*World Economic Outlook Update: Near-Term Resilience, Persistent Challenges*](#), IMF, Washington, D.C, July.

International Monetary Fund (2024), [*World Economic Outlook: Steady but Slow: Resilience amid Divergence*](#), IMF, Washington, D.C, April.

Khurana S, Mahajan K & Sen K (2023), [*Minimum Wages and Changing Wage Inequality in India*](#), IZA Discussion Paper No. 16600, November.

Medrano-Adan L & Salas-Fumas V (2023), 'Do minimum wages deliver what they promise? Effects of minimum wage on employment, output, and income inequality from occupational choice theory', *Economic Analysis and Policy*, Vol. 80, December, pp. 366–383.

Merfeld JD & Sharp M (2023), [*Minimum Wages and Unemployment during Economic Shocks*](#), IZA Discussion Paper No. 16507, October.

OECD (2023), [*OECD Economic Outlook Volume 2023 Issue 2*](#), No. 114, OECD Publishing, Paris, 29 November.

OECD (2024), [*OECD Compendium of Productivity Indicators 2024*](#), OECD Publishing, Paris, 29 February

OECD (2024), [*OECD Economic Outlook, Interim Report February 2024: Strengthening the Foundations for Growth*](#), OECD Publishing, Paris, 5 February.

OECD (2024), [*OECD Economic Outlook, Volume 2024 Issue 1: Preliminary version*](#), No. 115, OECD Publishing, Paris, 2 May.

Oliveira C (2023), 'The minimum wage and the wage distribution in Portugal', *Labour Economics*, Vol. 85, December.



Fair Work
Commission

Sefil-Tansever S & Yilmaz E (2024), Minimum wage and spillover effects in a minimum wage society, *LABOUR*, Vol. 38, Issue 1, pp. 150-176, March.

Taylor GC & West JE (2023), 'Minimum wage effects within Census Based Statistical Areas: A matched pair cross-border analysis', *Economic Letters*, Vol. 229, August.

Whitmore Schanzenbach D, Turner JA & Turner S (2023), *Raising state minimum wages, lowering community college enrolment*, National Bureau of Economic Research, Working Paper 31540, August.

Wiltshire JC, McPherson C & Reich M (2024), [*Minimum wage effects and monopsony explanations*](#), Institute for Research on Labor and Employment, Center on Wage and Employment Dynamics publication, 27 February.