

Effects of penalty rates in the restaurant sector

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Summary

The main conclusions of this report are as follows:

1. The restaurant and café industry has expanded in response to increases in household incomes and discretionary expenditure. Wage costs are not a primary determinant of employment or profitability in the industry.
2. The literature survey provided by Professor Lewis is selective and misleading. The core finding of the mainstream literature on minimum wages is that the elasticity of employment with respect to minimum wages is either small or negligible.
3. Changes in penalty rates may lead to changes in patterns of employment, but are unlikely to have much effect on aggregate employment in the café and restaurant industry.

Glossary

4. The elasticity of employment with respect to wages is the ratio of the proportional change in employment to a given proportional change in wages. For example, if a 10 per cent increase in wages caused a 3 per cent reduction in employment, the elasticity would be -0.3.

Response to Question 1

5. *Question 1: Regarding Part 1 (pp 3–10) and Part 2 (pp 10–21) of Professor Lewis' report, address the overview of the labour market and economic profile of the retail, restaurant, and hair and beauty industries in Australia. Specifically:*
 - (a) *does Part 1 contain, in your opinion, an accurate description of the labour market in Australia?*
 - (b) *does Part 2 contain, in your opinion, an accurate description of the industries profiled by Professor Lewis?*
 - (c) *if the answer - either wholly or in part-to (a) and/or (b) is no, why not?*

6. Response to 1(a): Yes: Professor Lewis gives a broadly accurate summary of developments in the labour market, and their responsiveness to income growth and the expansion of the service sector. As Professor Lewis notes, the service sector has grown steadily and now accounts for around 70 per cent of all employment.
7. Response to 1(b). My response to this question is confined to the Cafe and Restaurant Industry. Background Data on this industry is provided in Appendix A. In my opinion, the description provided by Professor Lewis in pp 3–10 is only partly accurate.
8. The following claim made by Professor Lewis is, in my view, inaccurate:

The industry is very labour intensive with wages accounting for 28 percent of total expenses and 69 percent of value added.

No basis is given on which an industry might be classified as ‘very labour intensive’. In the discussion of the hairdressing sector, Lewis observes that labour in this sector accounts for 72 per cent of total expenses and 82 per cent of value added.

9. The share of wages in national income (equal to total value added, plus depreciation) has varied between 60 and 65 per cent since 2000. However, this figure has been distorted by the boom in mining, where the wage share is very low. Outside the mining sector, there is no reason to regard the wage share of value added in the restaurant and café sector as unusually large. A more reasonable conclusion is that the labour intensity of the restaurant and café sector is broadly comparable to that of the service sector as a whole, which accounts for the vast majority of employment in Australia.
10. The claim that the restaurant and café industry is ‘very labour intensive’ would imply that, to a much greater extent than other industries, the performance of the restaurant and café industry is determined by labour costs. This implication is inconsistent with the description of the factors driving growth in the café and restaurant industry, cited in para 11 below, and with the following statement (pp 22–23):

In particular the economy has been growing very strongly for over 20 years and this would increase demand in minimum wage jobs even with increasing minimum wages. By contrast the Global Financial Crisis

(GFC) and its aftermath had a negative effect on employment far greater than any effect of changes in award wages such as the freeze in the minimum wage for 2009/2010.

11. Response to 1(c): Professor Lewis correctly notes that income growth and structural change have driven expansion of the service sector as a whole, including the restaurant and café sector. In particular, Lewis observes that these factors are more important than wages as a determinant of total employment. Lewis (p11) states:

Household disposable income plus consumer and business confidence are very important to demand for output from the relevant industries. During the long period of trend growth from 1992 to just before the Global Financial Crisis (GFC) in 2007-08 there was strong trend growth in turnover for services industries but it is also noticeable that there has been significant fluctuation in turnover (Lewis 2015) implying increased business risk for these industries. The aftermath to the GFC has considerably increased risk for businesses. The GFC caused a marked fall in turnover in 2008 and the cash handouts given to households as part of the federal government in 2009 caused turnover to rise in 2009 (Garnett and Lewis 2010).

Response to Question 2

12. *Question 2: Provide your opinion as to the literature review conducted by Professor Lewis in Part 3 (pp 22–23) of his report.*
13. Response to Question 2: Since there is little published literature directly applicable to the impact on penalty rates, the literature review conducted by Professor Lewis deals with studies of the impact of minimum wages. In my opinion, this literature review is selective and misleading.
14. The review cites international evidence, namely the book by Hamermesh (1993). However, Professor Lewis fails to mention the radical change in views about the impact of minimum wages that has arisen since the work of Card and Krueger (1994, 1995a,

1995b, 2000) and subsequent studies showing that the impact of minimum wages on labour demand is much weaker than was previously believed and that, in many cases, no evidence of any adverse effect on employment can be found. This work, while still the subject of considerable research and debate has rendered obsolete the summary of the field presented by Hamermesh (1993).

15. The summary of the Australian literature is similarly selective. Professor Lewis cites four empirical studies written by himself, with a variety of co-authors, all finding high elasticities of labour demand (absolute value in excess of 0.5), and one other study, by Leigh (2003). Professor Lewis fails to mention numerous studies over the past 25 years that either find no effect or yield substantially lower estimates of the elasticity of labour demand (absolute value less than 0.3).
16. Appendix B provides a more extensive, though not exhaustive, survey of the international and Australian literature on minimum wages, listing at least 20 relevant studies not considered in the literature survey provided by Professor Lewis. Nearly all of these yield lower estimates of the elasticity of labour demand with respect to minimum wages than do the studies cited by Professor Lewis.
17. Overall, the literature survey presented by Professor Lewis presents a view that is at variance with the conclusions of mainstream research on labour demand over the past 20 years, both in Australia and internationally. The mainstream view is that the impact of minimum wages on employment is small, and in some cases, that no impact is evident.

Response to Question 3

18. *Question 3. In your opinion is there a relationship between wages and rates of employment? If your answer is yes, please describe the relationship. If your answer is no, please provide reasons for your opinion. In answering this question, please address Part 4 (pp 23–32) and Part 5 (pp 32–39) of Professor Lewis' report.*
19. The relationship between wages and rates of employment is complex, involving interactions between labor supply, labor demand, industrial relations policies and

workplace relations more generally. I will therefore confine my answer to the effects of minimum wages and conditions on employment, with a particular focus on the effects of penalty rates.

20. In my opinion, the effects of penalty rates on aggregate employment in the hospitality industry are limited, and outweighed by other factors affecting employment, such as the general state of the economy. My reasons for this answer are:
 - (i) In general, as shown in Appendix A, the effect on employment of legislated or arbitrated minimum wages and conditions is small.
 - (ii) The effect of penalty rates is to increase modestly the average wage rate of employees over a full week.
 - (iii) Penalty rates represent compensation for working at times which are generally regarded as unsocial. It is therefore likely that, even in the absence of penalty rates as an award condition, bargaining on equal terms between workers and employers would result in higher rates of pay on weekends and public holidays.
 - (iv) The primary avenue by which employment in the industry might be increased is an increase in the number of establishments opening on Sundays and public holidays. However, any increase in consumer expenditure on such days would be likely to come at the expense of expenditure at other times. Moreover, the fact that many establishments close on Mondays, when there are no penalty rates, suggests that pay rates are not a primary determinant of opening hours.

21. A quantitative basis for this conclusion may be provided as follows. For most award categories it is proposed to reduce penalty rates on Sundays by 25 percentage points, from 200 per cent of the standard hourly rate to 175 per cent, or from 175 per cent to 150 per cent. The impact may be considered for the case of a business that is open seven days a week. Assuming that employment levels are constant through the week, the average hourly wage rate for a firm paying 150 per cent penalty rates on Saturdays and 200 per cent on Sundays is equal to 135 per cent of the standard rate. It follows that the proposed cut will reduce the average wage by around 2.6 per cent. As stated by

Professor Lewis, wages account for around 28 per cent of operating costs in the restaurant and café industry. Hence, the implied reduction in operating costs is approximately 0.8 per cent (that is, 2.6 per cent of 28 per cent).

22. Based on these estimates, I do not believe that the reduction in penalty rates will have a substantial impact on the ability of employers to offer longer hours or work or to take on new employees. Assuming a demand elasticity of 0.1, for example, the implied change in hours demanded is 0.3 per cent, which is too small to be observed within the range of statistical error associated with employment surveys, and would be swamped, in any given period by random fluctuations in operating conditions. For example, for a firm with 10 fulltime-equivalent employees, the implied change in hours demanded over a month is around 5 hours, less than a single shift.
23. Professor Lewis provides estimates of the likely increase in the employment of hired labour on Sundays arising from a reduction in penalty rates. Professor Lewis relies heavily on the idea that a reduction in penalty rates will promote substitution between different types of labour, in particular between hired labour and the labour of owners and operators labour. No empirical estimates of this substitution elasticity are provided. Rather, Professor Lewis adopts estimates of the elasticity of substitution between younger and older workers, and assumes that these are applicable to the quite different case of hired and owner labour.
24. There are several major problems with Professor Lewis' analysis. Most importantly, Professor Lewis fails to consider a range of offsetting effects. Changes in penalty rates are likely to change the time profile of employment, and its distribution between hired and operator/family labour. In particular, a reduction in penalty rates for Sundays is likely to increase the employment of hired labour, and reduce the employment of operator/family labour on Sundays. This change will be offset by an increase in the employment of operator/family labour on days other than Sundays and a reduction in the employment of hired labour on those days.

25. Similarly, to the extent that reductions in penalty rates lead to the removal or reduction of Sunday surcharges, this would lead to an increase in the demand for café and restaurant services on Sundays, and an offsetting reduction in demand on other days. This offsetting effect reflects the fact that café and restaurant services represent a discretionary/luxury expenditure. There is little reason to suppose that total expenditure on café and restaurant services would increase substantially as a result of a shift of demand towards Sundays.
26. A further problem with the analysis presented by Professor Lewis is his assumption that employment of hired labour, rather than total employment, should be a primary concern. In determining the economic effect of penalty rates, it is total employment that matters, not the terms on which labour is employed. If the effect of reducing penalty rates is to change the mix of wage employment, self-employment and family labor in the industries concerned, but not to change total employment significantly, there is no obvious reason why this should be a concern. In the long run, it is possible that the result of penalty rates will be an increase in the share of operator labour, which implies more establishments, each with fewer hired staff. Again, there is no obvious reason why this should be a matter of concern.
27. The second problem is analytical. Professor Lewis' analysis implicitly assumes that the supply of operator labour is perfectly elastic. This is obviously false for any given business. The operator's capacity for work is limited, as is the number of family members that can be called on to supply labour. If the operator and family members work more hours on Sunday as a result of penalty rates, they will, in all probability, work less hours at other times of the week, requiring the employment of more hired labour at those times.
28. Finally, Professor Lewis implicitly assumes that owners and family members are indifferent between work on Sundays and work on other days. To the extent that owners and family members resemble the community as a whole, it is reasonable to assume that they would prefer to work similar hours. Taking this into account would reduce the estimated substitution effects.

29. The third effect identified by Professor Lewis is the impact of penalty rates on demand for restaurant meals. Professor Lewis' analysis of this point is inconsistent with his treatment of the elasticity of substitution for labour, since he takes no account of the fact that patrons can respond to penalty rates, and the surcharges commonly associated with those rates, by choosing to dine at different times. In economic terminology, restaurant meals consumed on other days represent a close substitute for meals consumed on Sundays. So, much of the demand effect of penalty rates will be simply to shift the time at which restaurant meals are consumed, rather than to shift expenditure to other goods and services.

Declaration regarding inquiries and matters of significance

30. I have made all the inquiries that I believe are desirable and appropriate and that no matters of significance that I regard as relevant have, to my knowledge, been withheld from the Commission.

A rectangular box containing a handwritten signature in cursive script that reads "John Quiggin".

Professor John Quiggin 04/09/2015

Appendix A: Characteristics of the Cafe and Restaurant Industry

1. In the Australia–New Zealand Standard Industry Classification, the Cafe and Restaurant Industry is assigned Class 4511. Some statistics are available only at the level of Group 451, which also includes Takeaway Food Services, or Subdivision 45, Food and Beverage Services, which also includes Catering. Wherever possible, data is provided for Class 4511. However, firms included in the larger groupings have very similar characteristics to those in this class.
2. In national accounts data, household expenditure is reported for Hotels, Cafes and Restaurants, while gross value added is reported for accommodation and food services.

A 2006-07 snapshot

3. The most recent survey of the Cafe and Restaurant Industry (including Takeaway Food Services) that has been published by the Australian Bureau of Statistics draws on data from 2006-07. The survey is useful in providing information on industry characteristics that normally remain relatively stable over time. These include the average number of employees per firm and the share of labour costs in total cost.
4. Some notable characteristics of the industry:
 - (i) At the end of June 2007 there were 13,987 cafe and restaurant businesses operating in Australia. These businesses:
 - a. employed 145,546 people at end June 2007, an average of 10.4 employees per business;
 - b. generated income of \$9,702.6m during the 2006-07 financial year, which represented an average of \$693, 700 per business; and
 - c. incurred expenses of \$9,355.2m for the same period.

- (ii) Industry value added by these businesses was \$3,862.4m, contributing the equivalent of 0.4% to Australia's gross domestic product for 2006-07.
- (iii) Labour costs accounted for 33.8 per cent of total operating expenditure.
- (iv) Takeaway food accounted for around 10 per cent of total income, suggesting that the data mainly reflects firms in Class 4511,

Time series data

5. Employment in the Food and Beverage Services Sector has risen from 270, 900 (4.12 per cent of employed persons) in November 1984 to 727, 200 (6.18 per cent of employed persons) in February 2015.
6. Employment growth has been substantial both for males and females. The number of male workers has risen from 124, 100 (1.89 per cent of the workforce) in November 1984 to 335, 600, 2.85 per cent of employed persons) in February 2015. The number of female workers has risen from 146,900 (2.23 per cent of employed persons) in November 1984 to 391 600, 3.33 per cent of employed persons) in February 2015.
7. Numbers of both full-time and part-time employees have increased. However, the growth in Food and Beverages Sector employment, relative to the workforce as a whole, has been concentrated among part-time employees.
8. The number of part-time workers has risen from 107, 100 (1.63 per cent of employed persons) in November 1984 to 439, 600 (3.74 per cent of employed persons) in February 2015. The number of full-time workers has risen from 163, 800 (2.49 per cent of employed persons in November 1984 to 287, 600, 2.45 per cent of employed persons) in February 2015.
9. Although it is difficult to establish causality with any certainty, it seems likely that the expansion in employment in the sector reflects both an increase in the demand for restaurant and food services and an expansion of the hours of operation. The latter factor is reflected in the increase in the share of part-time employees. Since part-time employees are particularly likely to receive penalty rates, the expansion in employment

for this group suggests that any adverse effects of penalty rates are less significant than they were in the past.

Entry, exit and survival

10. The Australian Bureau of Statistics report *Counts of Australian Businesses*, including Entries and Exits (Cat. No. 8165.0) provides data on survival and new entry of firms by Industry Subdivision. Recent reports cover the periods from June 2007 to June 2009, and from June 2008 to June 2012.
11. From the 2007-09 report, 81 per cent of firms operating in June 2007 in Subdivision 45, Food and Beverage Services, survived to June 2008, and 66 per cent survived to June 2009.
12. The one-year survival rate was somewhat more favourable than for other sectors, most of which had one year survival rates of less than 80 per cent. However, two year survival rates are somewhat lower than for other sectors. One possible interpretation is that the food and beverage sector has a broadly constant annual survival probability of a little over 80 per cent (implying a two-year probability a little over 64 per cent) while, in other sectors, failures were concentrated among first-year startups.
13. Survival rates were highest for enterprises with 200+ employees (one-year survival rate 94 per cent, two-year survival rate 81 per cent) and lowest for non-employing enterprises (one-year survival rate 71 per cent, two-year survival rate 55 per cent). This result is consistent with observations of other sectors. An important implication is that wage costs are not a critical determinant of firm survival.
14. The results from the 2008-12 report are consistent with those described for 2007-09. The survival rates were 81 per cent (one-year), 68 per cent (two-year), 59 per cent (three year) and 51 per cent (four-year). As in the 2007-09 report, survival rates were highest for large firms with 200+ employees (71 per cent four-year survival rate) and lowest for non-employing firms (40 per cent).

Appendix B: Labour demand and minimum wages

1. This review of the literature on labour demand and minimum wages has been prepared as part of a brief of evidence commissioned by United Voice in relation to a review of penalty rates being undertaken by the Fair Work Commission. Before proceeding, it is important to explain why the literature on minimum wages is relevant in this context.
2. The Australian system of award wages determined by arbitration is unique. It contrasts sharply with that in other jurisdictions such as the United States where direct government intervention is mostly confined to the setting of minimum wages, while other wages are set either by collective bargaining or through individual contracts. For this reason, there is a large body of international evidence on the impact of minimum wages, but very little on the impact of specific conditions such as penalty rates.
3. In economic terms, however, there is no fundamental difference between the analysis applicable to minimum wages and to that applicable to other minimum conditions such as penalty rates. It is unsurprising, therefore, that Lewis (2014), writing on penalty rates, relies heavily on Lewis and McDonald (2002), which deals with minimum wages. Conversely, if, as will be shown here, the conclusions of Lewis and McDonald (2002) are unreliable in themselves and at variance with the findings of the international literature, the same will be true of the application of these conclusions to penalty rates.
4. A major advantage of reference to the international literature is that much of it is focused on the food and drink sector, which is the subject of this report.

The post-1990s consensus on minimum wages

5. Until the 1990s, it was generally accepted by economists that higher minimum wages would lead to a significant reduction in total employment for the group of low-skilled workers to whom the minimum wage was applicable. This view was derived, in part from the simple microeconomic intuition that the demand for any good or service

typically declines with its price and in part from econometric evidence, mostly derived from time series data, that appeared to be consistent with this intuition.

6. Hamermesh (1986) summarised estimates of the elasticity of aggregate demand for labour hours, for given output levels, ranging from zero to -0.5. That is, a 10 per cent reduction in real wages for all workers would result in an increase in labour hours demanded of between 0 and 5 per cent. Hamermesh says elasticities of demand for unskilled labour hours are generally estimated towards the upper end of this range.
7. Other authors gave somewhat lower, but still negative estimates. For example, Neumark and Wascher (1992) reported an elasticity of teenage employment with respect to the minimum wage of roughly -0.1. The results of Currie and Fallick (1996) imply an employment elasticity of around -0.3.
8. This apparent consensus was shaken by two studies in the early 1990s. The first, to which we will return later, was the observation by Wellington (1991) that econometric estimates of the elasticity of employment demand with respect to minimum wages had declined over time in the United States.
9. The second, which made a more immediate impact, was that of Card and Krueger (1994, 1995a,b, 2000). Card and Krueger examined the impact of changes in the minimum wage on the employment of workers in the fast food industry. Their key innovation was to compare neighbouring states where minimum wages had moved differently. Contrary to earlier studies, Card and Kreuger found no significant effect of minimum wages on employment. Not only were estimates statistically insignificantly different from zero, but they were small in magnitude and sometimes positive, implying that higher minimum wages increased employment.
10. A major problem in studies of this kind is the need to distinguish the impact of changes in minimum wages from a variety of confounding factors. In particular, decisions about how to change minimum wages are usually made in the light of labour market conditions. Card and Krueger were supported by Dickens et al (1999) and Machin and Manning (1996, 1997). Dickens et al (1999) conclude:

Using this theoretical framework and empirically implementing the approaches that we favor to examine the effect of minimum wages in Great Britain, we find strong evidence that they have compressed the distribution of earnings and no evidence that they have reduced employment, the latter being a result that would be regarded as anomalous in a competitive model, but one that can easily be explained in our framework.

11. Indirect support for the Card–Krueger view came from Blanchflower and Oswald (1994). Their work on the wage curve, showing that higher levels of unemployment tend to be associated with lower levels of wages for workers with given characteristics, appears to be inconsistent with the predictions of the simple labour demand model preferred by most critics of Card and Krueger.
12. Further support for the Card-Krueger view came from an OECD (1996) study which reported no significant correlation between the incidence of low pay and the unemployment rate of the low-skilled. They summarise the evidence as follows:

.. there is little solid evidence to suggest that countries where low-paid work is less prevalent have achieved this at the cost of higher unemployment rates and lower employment rates for the more vulnerable groups in the labour market, such as youth and women.
(p.76)
13. Most of this evidence relates to developed countries. However, Rama (2001) examined the consequences of large changes in the Indonesian minimum wage, which was tripled in nominal terms, and doubled in real terms, in the early 1990s. He found that the changes ‘had a modest impact on Indonesian labour market outcomes, increasing average wages by 5–15% and decreasing urban wage employment by 0–5%.
14. Studies undertaken since 2000 have broadly confirmed the view that the employment effects of changes in minimum wages are modest at best. Belman and Wolfson present the results of a meta-analysis of studies that have appeared since 2000 on the effect of the minimum wage on employment and on hours of employment. The conclusion is

that the effects are statistically detectible but small, even when restricting attention to the effect on either youth or the food and drink sector. The largest reliable meta-estimates of employment elasticities are about -0.07. The smallest reliable estimates with respect to youth employment are about -0.04, and with respect to employment in the food and drink sector, about -0.01.

Publication bias and time-series evidence

15. The debate following the Card-Kreuger study broadly confirmed the original finding that, based on cross-section evidence, increased minimum wages have little, if any negative effect on unemployment. However, there remained a discrepancy between the cross-section evidence and the published literature based on time-series econometrics, in which most papers found statistically significant negative effects on employment from higher minimum wages.
16. The evolution of the literature on minimum wages and employment reflects in part, a recognition of biases in the way in which statistical studies in the social and medical science were undertaken and reported until recently. The effect of these biases has been to overstate both the magnitude of estimated effects and the statistical confidence with which those effects can be measured.
17. Meta-analysis of the time-series literature strongly suggests that the pattern of reported findings can be explained by ‘publication bias’. Standard statistical procedure involves hypothesis testing based on measures such as t-statistics. An observed correlation is said to be statistically significant if the relevant test statistic exceeds some critical value (for the t-statistic this value is approximately equal to 2). If the test statistic falls short of this value, the result of the test is treated as inconclusive (in the statistical terminology, we ‘fail to reject’, but do not necessarily accept, the null hypothesis of no effect).
18. Standard descriptions of statistical methods suggest that either outcome of a statistical test is equally worthy of note. In practice, however, research studies that find no statistically significant effects are often abandoned, or rejected when submitted for

publication. In fields where this pattern is present, the result is a ‘publication bias’ leading to the publication only of those studies that yield the effect under test.

19. A further, closely related problem is referred to as ‘data dredging’. The standard model of statistical hypothesis testing suggests that, after forming a hypothesis, a data set derived from experimental or observational data should be used to test that hypothesis, and the results reported. In practice, if the results of an initial test are unsatisfactory (statistically insignificant or inconsistent with expectations), researchers may choose alternative specifications, trying out a range of models until they find one that yields more satisfactory results.
20. The time series literature on minimum wages shows strong evidence of publication bias and data dredging:
 - (i) As first noted by Wellington, time series estimates of the elasticity of employment with respect to minimum wages. have declined in magnitude over time. This is consistent with publication bias, since, the larger is the number of observations, the smaller is the magnitude of the estimate required for statistical significance. If the only results reported are those found to be statistically significant, an increase in the sample size will result in the reporting of studies in which the estimated effect size is smaller.
 - (ii) Reported t-statistics are clustered just above 2. This pattern naturally arises in the presence of data dredging and publication bias. Researchers whose initial finding suggests no statistically significant effect of minimum wages on employment may have tweaked their models until they reach a point where the standard measures of significance are found, thereby increasing their chances of publication.
21. Card and Krueger (1995) developed this point in their study. More recently, Doucoulagis and Stanley (2009), after correcting some errors in the original Card-Krueger meta-analysis, find that their conclusions were correct:

The minimum-wage effects literature is contaminated by publication selection bias, which we estimate to be slightly larger than the average reported minimum-wage effect. Once this publication selection is corrected, little or no evidence of a negative association between minimum wages and employment remains.

Australian studies

22. Unfortunately, there is a limited amount of evidence regarding elasticities of demand for labour in Australia. Most of this literature deals with changes in the average real wage and therefore raises macroeconomic issues, particularly in relation to the ‘real wage overhang’ of the 1970s. Furthermore, a substantial proportion of the Australian literature is unreliable as will be shown below.

23. Freebairn (1998, pp 124–5) notes:

For Australia, there have been two sets of natural experiments which also suggest a low elasticity of demand for particular types of labour. The 20 per cent increase in relative wages for females in the early 1970s had no discernible effect on the gender composition of employment and unemployment. Even though structural and trend effects also were at play, these effects were also in play in the 1960s before, and in the late 1970s after, the policy induced push for wage equality across the sexes.

A second set of experiments concerns the large wage subsidies (up to 60 per cent) for the long-term unemployed as part of the 1994 *Working Nation* policies. Certainly many long term unemployed did enter these programs, and there was some reduction in employment of others (Chapman 1997). The temporary nature of these subsidies and their targeting to the more disadvantaged employees, real or perceived, as well as usual concerns about *ceteris paribus* makes it difficult to draw implications about the magnitudes of elasticities. Overall, there is a dearth of convincing

estimates of the own- and cross-price elasticities of demand for Australian labour disaggregated by gender, age, skill level and occupation.

24. Addressing the macroeconomic problem of unemployment, Debelle and Vickery (1998) and Dungey and Pitchford (1998) estimate the elasticity of aggregate demand for hours with respect to the aggregate real wage at around 0.4. This is broadly consistent with the international evidence discussed above, but lower than a number of previous Australian estimates. Debelle and Vickery (1998) argue that this discrepancy arises in part because the elasticity of demand for labour in Australia has declined over time and in part because of specification problems in earlier studies.
25. The decline in estimated elasticities in part reflects the history of the wage share of national income in Australia. The inflationary upsurge of the 1970s pushed the wage share of national income to historic highs. The profit share was correspondingly depressed leading to a squeeze on business cash flows, and contributing to the emergence of a severe recession and high unemployment, at least by the standards of the postwar boom. During this period, the elasticity of aggregate employment with respect to real wages was high. However, the 'real wage overhang' of the 1970s was eliminated in the 1980s, and, since 2000, the wage share has declined to historically low levels. So, it is to be expected that the decline in the wage elasticity of labour demand, identified by Debelle and Vickery should have continued.
26. Subsequent studies have confirmed this conclusion. Dixon, Freebairn and Lim, who focused on the effect of changes in standard hours of work estimated what they described as a 'a low elasticity of -0.112 ,' for the period from 1969 to 2004. Dixon, Freebairn and Lim conclude:

We argue that other researchers whose sample period includes the 70s and early 80s (the period when standard hours were falling markedly) have likely overstated the size of the elasticity of employment with respect to real wages when output is held constant.

27. Most recent studies have found either negligible effects (Junankar et al 2000, Plowman 2007, Lee and Suardi 2011, Olsson 2011) or elasticities below -0.3 (Mangan and Johnston 1999, Leigh 2003, Harding and Harding 2004, Karanassou and Sala 2008). This pattern is broadly consistent with recent international estimates.
28. In sharp contrast to the emerging international consensus, a series of papers by Lewis and various co-authors have maintained the view that the elasticity of labour demand is even higher than that commonly found by studies from the 1980s and earlier. Most notably, Lewis and MacDonald (2002) suggest that the elasticity of aggregate labour demand with respect to the real wage is around 0.8. The estimates of Lewis and MacDonald form the basis of the analysis of penalty rates presented in Lewis (2014).
29. As noted above, the work of Lewis and MacDonald has been criticised by subsequent authors, notably Dixon, Freebairn and Lim (2005). More specific criticisms are offered by Dowrick and Wells (2004), with a reply by Lewis and MacDonald (2004).

Cross-country comparisons

30. Further evidence may be obtained from cross-country comparisons arising from what may be regarded as ‘policy experiments’. During the 1980s and 1990s, a number of English-speaking countries undertook radical changes in the regulation of labour markets. In the United Kingdom and New Zealand, these changes involved dismantling systems of collective bargaining in which unions had played a central role. The New Zealand reforms involved the creation of a system of individual employment contracts. Simple neoclassical models, in which unemployment is generated by wage rigidity, suggest that such policy changes should lead to substantial reductions in unemployment. Actual outcomes have been far less impressive. Although strongly supporting labour market reform, Wooden and Sloan (1998, p 198) concede:

Despite the differences between the UK (slow-track, but now relatively deregulated), New Zealand (faster track, also relatively deregulated) and Australia (slow track, partially deregulated), any differences in the labour market outcomes of the three defy definite conclusions.

31. Subsequent experience suggests a stronger conclusion, at least with respect to Australia and New Zealand. The deregulated New Zealand labour market has performed worse than that of Australia in almost every respect.
32. Perhaps the most notable feature of the New Zealand labour market experience has been the sustained, though cyclically variable, flow of workers from NZ to Australia. This pattern has been so consistent that even brief interruptions, such as those observed at present, are treated as highly newsworthy.
33. It is important to note that the current period of approximately zero net migration does not mean that the New Zealand labour market is outperforming Australia's in any absolute sense. As a result of migration flows over the past thirty years, there are around 650 000 New Zealand citizens living in Australia, equal to around 15 per cent of the citizen population of New Zealand. The number of Australian citizens living in New Zealand is far smaller, around 65 000.
34. It may reasonably be assumed that a substantial proportion of expatriates would prefer to live in their home country, given comparable economic opportunities. So, if the New Zealand labour market offered prospects comparable to those in Australia, we would expect to see a substantial net flow from Australia to New Zealand.
35. Importantly, New Zealand citizens are not eligible for Australian unemployment benefits. Thus, at any time when the Australian labour market is in a cyclical slowdown, as at present, the option of moving to Australia is unattractive except for those who have strong employment prospects. Conversely, the option of returning to New Zealand is attractive for unemployed New Zealanders, regardless of their prospects at home.
36. This cyclical pattern of variation has been observed since the opening up of migration in the 1970s (Poot 2009) and in no way contradicts the observation that the Australian labour market has outperformed that of New Zealand consistently over that period.

Concluding comments

37. Research in Australia and internationally since the 1990s has undermined the earlier consensus among economists that increases in legislated or arbitrated minimum wages will produce substantial reductions in employment. Although studies by Lewis and various co-authors, notably including Lewis and MacDonald (2002), have produced high estimates of the elasticity of labour demand with respect to wages, these studies clearly represent a minority view and should not be regarded as an appropriate basis for wages policy.

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Curriculum vitae

I append a curriculum vitae. Among many other topics, I have worked extensively on issues related to employment and unemployment, wages, productivity, working hours and working conditions. For convenience, I have marked relevant publications with an asterisk.

CURRICULUM VITAE — JOHN CHARLES QUIGGIN

DATE OF BIRTH : **29 March 1956**
PLACE OF BIRTH : **Adelaide, South Australia**
NATIONALITY : **Australian**

EMPLOYMENT RECORD

1978–1983	Research Economist, Bureau of Agricultural Economics.
1984–1985	Research Fellow, Centre for Resource and Environmental Studies, Australian National University.
1986	Chief Research Economist, Bureau of Agricultural Economics.
1987–88	Lecturer/Senior Lecturer, Dept. of Agricultural Economics, University of Sydney.
1989	Visiting Fellow, Centre for International Economics, Canberra.
1989–1990	Associate Professor, Dept. of Agricultural and Resource Economics, University of

	Maryland, College Park.
1991–92	Fellow, Research School of Social Sciences, Australian National University.
1993–1994	Senior Fellow, Centre for Economic Policy Research, Australian National University.
1995	Professor, Centre for Economic Policy Research, Australian National University
1996–7	Professor of Economics, James Cook University.
1998–9	Australian Research Council Senior Fellow, James Cook University.
2000–	2002 Australian Research Council Senior Fellow, Australian National University.
2003	Australian Research Council Professorial Fellow, University of Queensland
2003–	Australian Research Council Federation Fellow, University of Queensland (reappointed in 2007)

OTHER ACTIVITIES

1992–5	Opinion columnist, Freelance
1996–	Opinion columnist, <i>Australian Financial Review</i>
1999–	Board member, Queensland Competition Aust
2000	Inaugural Don Dunstan Visiting Professor, University of Adelaide

2000–02	Adjunct Professor, Queensland University of Technology
2003-6	Adjunct Professor, Australian National University

DEGREES

BA (1st Class Honours in Mathematics) , Australian National University, 1978.

BEC (1st Class Honours in Economics), Australian National University, 1980.

MEC (coursework and thesis), Australian National University, 1984.

PhD, University of New England, 1988.

PRIZES AND AWARDS

- 2011 Hinkley Visiting Professorship, Johns Hopkins University
- 2010 SCOR/IDEI Award for the best paper of the year published in the GRIR.
- 2010 EAAE Quality of Research Discovery Award
- 2010 President-Elect, Australian Agricultural and Resource Economics Society
- 2010 Fellow, Econometric Society
- 2007 Federation Fellow, Australian Research Council
2004. Citation Laureate, Thompson ISI
- 2004, Distinguished Fellow, Australian Agricultural and Resource Economics Society
- 2003 Fellow, American Agricultural Economics Association
- 2003 Federation Fellow, Australian Research Council
- 2002 Fellow, Australian Institute of Company Directors
- 2001 Editors Prize, best article published in Australian Journal of Agricultural Economics,
- 2000 Institute of Public Administration, Australia, Sam Richardson Prize, Best Journal Article
- 1997 Institute of Public Administration Australia, Sam Richardson Prize, Best Journal Article
- 1997 American Agricultural Economics Association, Quality of Research Discovery Prize (joint with Robert G. Chambers)
- 1996 Fellow, Academy of the Social Sciences in Australia
- 1993 Australian Social Science Academy Medal (awarded annually to a younger researcher in the social sciences)
- 1988 Drummond Prize, (best Ph. D. thesis, Economics, UNE)
- 1981 Editors Prize, best article published in Australian Journal of Agricultural Economics,
- 1980 University Medal, ANU

RESEARCH PUBLICATIONS

Books

Quiggin, J. (1993) *Generalized Expected Utility Theory: The Rank-Dependent Expected Utility model*, Kluwer-Nijhoff, Amsterdam.

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- Quiggin, J. (2006), 'The uncertain future of water policy', Keynote address to the 35th Australian Conference of Economists, Curtin University of Technology, Perth, 27 September.
- Tran, T.T. et al. (2007), 'Climate change and its implications for irrigators in the Murray–Darling Basin', 51st Annual Conference of the Australian Agricultural and Resource Economics Society, Queenstown, New Zealand, 13–16 February.
- Adamson, D., Mallawaarachchi, T. and Quiggin, J. (2007), 'Climate change and climate uncertainty in the Murray–Darling Basin', 51st Annual Conference of the

- Australian Agricultural and Resource Economics Society, Queenstown, New Zealand, 13–16 February.
- Menezes, F. and Quiggin, J. (2007), ‘Can game theory be saved?’, 2007 Australasian Meeting of the Econometric Society, University of Queensland, Brisbane, 4 July.
- Grant, S., Kline, J. and Quiggin, J. (2007), ‘Lost in translation: honest misunderstandings and *ex post* disputes’, 2007 Australasian Meeting of the Econometric Society, University of Queensland, Brisbane, 6 July.
- Adamson, D., Mallawaarachchi, T. and Quiggin, J. (2008), ‘Long run impacts of climate change for irrigators in the Murray Darling Basin under increased uncertainty’, 52nd Annual Conference of the Australian Agricultural and Resource Economics Society, Canberra, Australia, 5-8 February.
- Quiggin, J. (2008), ‘The impact of climate change on agriculture’, Australian Institute of Agricultural Science and Technology workshop, Brisbane, 3 September.
- Menezes, F., Quiggin, J. and Wagner, L. (2009), ‘Grandfathering and greenhouse: the role of compensation and adjustment assistance in the introduction of an emissions trading scheme for Australia’, Paper presented at the 53rd Annual Conference of the Australian Agricultural and Resource Economics Society, Cairns, 11 February.
- Adamson, D., Mallawaarachchi, T. and Quiggin, J. (2009), ‘Modelling uncertain states of nature’, Paper presented at the 53rd Annual Conference of the Australian Agricultural and Resource Economics Society, Canberra, 12 February.
- Quiggin, J. and Hughes, T. (2009), ‘Climate change: can the Great Barrier Reef be saved?’, Paper presented at the 53rd Annual Conference of the Australian Agricultural and Resource Economics Society, Canberra, 12 February.
- Schrobback, P., Adamson, D. and Quiggin, J. (2009), ‘Turning water into carbon: water flow versus carbon sequestration in the Murray–Darling Basin’, Paper presented at the 53rd Annual Conference of the Australian Agricultural and Resource Economics Society, Cairns, 13 February.
- Quiggin, J. (2009), Presentation of a keynote speech at conference on ‘Evidence, Science and Public Policy’ sponsored by the School of Philosophical and Historical Inquiry, Sydney Centre for the Foundations of Science, University of Sydney, Sydney,

Australia and the Tilburg Center for Logic and Philosophy of Science, Tilburg University, The Netherlands, 26–28 March 2009.

- Quiggin, J. (2009), ‘The big picture: sustainability, challenges, opportunities and imperatives’, Paper presented at the 69th Annual Branch Conference of Environmental Health Australia, Sunshine Coast, 25 May 2009.
- Quiggin, J. and Menezes, F. (2009), ‘Markets for influence’, Paper presented at ESAM09: Econometric Society Australasian Meeting, Canberra, 9 July.
- Grant, S., Kline, J. and Quiggin, J. (2009), ‘A matter of interpretation: bargaining over ambiguous contracts’, Paper presented at ESAM09: Econometric Society Australasian Meeting, Canberra, 10 July.
- Adamson, D. (2009), ‘Modelling regional irrigation impacts of climate change’, Paper presented to the 21st Conference of the Pacific Regional Science Conference Organisation (PRSCO) on ‘Global Challenges — Regional Responses’, Gold Coast, 19–22 July.
- Quiggin, J. (2009), ‘Cultivating an online community and the value for students’ Presentation (via video link) at the GLAM-WIKI Conference on ‘Galleries, libraries, archives, museums (GLAM) and Wikimedia: finding the common ground’, Canberra, 6 August.
- Quiggin, J. (2009), ‘Agriculture and global climate stabilisation’, Invited speaker at a plenary session on ‘Global Public Goods and 21st Century Agriculture’ at the 27th International Conference of Agricultural Economists (IAAE) on ‘The New Landscape of Global Agriculture’, Beijing, China, 19 August.
- Quiggin, J. (2009), ‘A matter of interpretation: bargaining over ambiguous contracts’, Paper presented at the Logic, Game Theory, and Social Choice 6 Conference, University of Tsukuba, Tsukuba, Japan, 26 August.
- Quiggin, J. (2009), ‘The Australian economic landscape: how the financial services industry is faring’, Keynote presentation at the 2009 AATCU (Association of Australian Teachers’ Credit Unions) Conference on ‘Building Resilience’, Brisbane, 12 September.

- Quiggin, J. (2009), 'Ambiguity, the precautionary principle and climate change' Paper presented to a Conference on 'Ambiguity, Uncertainty and Climate Change' sponsored by the Climate and Energy Policy Institute, UC Berkeley Law School, University of California, Berkeley, 17 September.
- Quiggin, J. (2009), 'After the crisis', Paper presented to the 38th Australian Conference of Economists, Adelaide, 29 September.
- Schrobback, P., Adamson, D., and Quiggin, J. (2010), 'Impact of ocean acidification on Australia's Sydney Rock Oyster farming: a bio-economic model', Paper presented at the 54th Annual Conference of the Australian Agricultural and Resource Economics Society, Adelaide, 9–12 February.
- Quiggin, J. (2010), 'An economist's perspective on how cities of the future can become more sustainable' to the 'Cities of the Future' workshop sponsored by Melbourne Water and the Water Services Association of Australia at the OzWater'10 Conference, Brisbane, 9 March.
- Quiggin, J. (2010), on 'Intergenerational equity, risk and climate modelling', Invited Plenary paper presented at the Thirteenth Annual Conference on Global Economic Analysis on 'Trade for Sustainable and Inclusive Growth and Development', Penang, Malaysia, 11 June.
- Quiggin, J. (2010), 'Bounded rationality and the precautionary principle', Paper presented at a semi-plenary session at the Foundations and Applications of Utility, Risk and Decision Theory (FUR XIV) International Conference, Newcastle University, Newcastle, England, 16 June.
- Quiggin, J. (2010), 'Risk, discounting and intergenerational equity', Invited Plenary paper presented at the Copenhagen Conference on Risk and Time Preferences, sponsored by the Copenhagen Business School and the Center for the Economic Analysis of Risk (CEAR), Georgia State University, 21 June.
- Quiggin, J. (2010), 'Bounded rationality and the precautionary principle', Paper presented at PET10, the Annual Conference of the Association for Public Economic Theory, Bogazici University, Istanbul, Turkey, 25 June.

Grant, S., Kline, J. and Quiggin, J. (2010), 'A matter of interpretation: bargaining over ambiguous contracts', Paper presented at the Risk, Uncertainty and Decision (RUD) 2010 conference, Paris, France, 1 July.

Quiggin, J. (2010), 'The economics of climate change', Invited Plenary Speaker at the Second International Conference on Climate Change: Impacts and Responses, University of Queensland, Brisbane, 8–10 July.

Quiggin, J. (2010), 'Climate change, climate variability and agriculture', Invited Plenary paper presented at the New Zealand Agricultural and Resource Economics Society (NZARES) Conference, Nelson, New Zealand, 27 August.

Quiggin, J. (2010), 'Zombie Economics: How Dead Ideas Still Walk Among Us', Paper presented at the 39th Australian Conference of Economists, Sydney, 27 September.

Presentations

Quiggin, J. (1999)'Privatisation and public ownership' at the IIR Conference on Evaluating Government Reform: Implications for Policy Directions, Rydges Hotel, Canberra.

Quiggin, J. (1999)'Privatisation and the government's reform agenda' at the IIR Conference on Evaluating Government Reform: Implications for Policy Directions, Rydges Hotel, Canberra.

Quiggin, J. (1999)'The impact of the GST on low income families, and on charitable organisations' at a meeting of the North Queensland Community Services Coalition, Townsville.

'The effect of the GST on community organisations' at the '60 and Better Program State Conference, Eventide Home for the Aged, Charters Towers.

Quiggin, J. (1999)'The World Debt Jubilee :cancelling the Debts owed by the world's poorest countries ', sponsored by the University Ecumenical Group and Amnesty International, James Cook University, Townsville

Quiggin, J. (1999)'The privatisation puzzle' to the Community Forum on 'Challenges of the New Millennium' sponsored by the North Queensland Left * ALP, Townsville.

- Presentation of an address on 'Third World Debt', at a meeting of the parish of St James Cathedral, Townsville.
- Quiggin, J. (1999)'Attracting investment and people to regional Australia' at the Australian Labor Party's Regional Development Forum, Rockhampton.
- Quiggin, J. (1999) "Identifying the trends in policy development and government consultation to improve policy outcomes", IIR Conference on Government Policy, Rydges Hotel, Canberra, 18th July 1999.
- 'The GST and accrual accounting' to the Supported Accommodation Assistance Program, CWA meeting room, Townsville.
- Quiggin, J. (1999)Keynote address on 'Privatisation, nationalisation and the mixed economy' to the 28th Conference of Economists, La Trobe University, Melbourne.
- Quiggin, J. (2000)"Risk, discounting and the public sector", Bureau of Transport Economics Transport Colloquium on 'A Better Transport System for Australia: The Contribution of Research and Analysis', Rydges Lakeside Hotel, Canberra, 27th November 2000.
- Quiggin, J. (2000)"Demography and the New Economy", Australian Population Association's 10th Biennial Conference on 'Population and Globalisation: Australia in the 21st Century', Rydges Riverwalk Hotel, Melbourne, 29th November 2000
- Quiggin, J. (2000) Globalisation, democracy and public prosperity. Don Dunstan Lecture, Don Dunstan Foundation and University of Adelaide, Adelaide, 23 February 2000.
- Quiggin, J. (2000) Why Privatised?. Debate with Prof. Bob Officer, sponsored by the South Australian Branch of the Economic Society, Adelaide, 4 April 2000.
- Quiggin, J. (2000)Asian property — playful kittens or wounded tigers. Property Council of Australia Congress 2000, Darwin, 11 July 2000.
- Quiggin, J. (2001) Economic governance and microeconomic reform", 'Institutional Dynamics of Australian Economic Governance' Symposium, School of Political Science and International Studies, University of Queensland, Marriott Hotel, Brisbane, February 15–16, 2001.

- Quiggin, J. (2001) “Is the notion of community consultation genuine?”, Institute for International Research (IIR) Conference on ‘Community Engagement in the Public Sector’, Pavilion on Northbourne, Canberra, March 15–16, 2001.
- Quiggin, J. (2001) “How can employment assistance achieve positive outcomes for disadvantaged job-seekers during economic downturns”, ACOSS and CEDA invitation-only seminar on ‘Riding the Roller-Coaster: the Role of Fiscal Policy in Easing Economic Downturns’, Canberra, May 14, 2001.
- Quiggin, J. (2001) “National Competition Policy: the National Interest”, forum sponsored by the Economic Society (ACT Branch) and the National Institute for Governance, National Press Club, Canberra, May 15, 2001.
- Quiggin, J. (2001) “Background risk under constant risk aversion”, 10th International Conference on the Foundations and Applications of Utility, Risk and Decision Theory, Faculty of Economics, University of Turin, 30th May–2nd June, 2001.
- Quiggin, J. (2001) “Government-owned corporations in the marketplace: microeconomic issues”, One-Day Symposium sponsored by the Queensland Treasury and Griffith University on ‘Governing the Government-Owned Corporations’, Parliamentary Annex, Brisbane, 11th July, 2001
- Quiggin, J. (2001) “Identifying the trends in Australian policy development and government consultation to improve policy outcomes”, IIR Conference on ‘Designing, Implementing and Evaluating Successful Government Policy’, Duxton Hotel, Wellington, NZ, October 23–24, 2001.
- Quiggin, J. (2002), ‘Current trends in social democracy in europe’, Keynote speech given at the National Left Dinner of the National ALP Left/Trade Unions Conference on ‘Reinvigorating Labor’s Social Democratic Program’, Australian National University, Canberra, 11 May,
- Quiggin, J. (2003), ‘Private–Public partnerships’, ALP Left Worker’s Club, Brisbane, 17 February,

- Quiggin, J. (2003), 'Australian state government revenues, collection and the Australian experience with public-private partnerships', Queensland Council of Unions Government Revenues and Services Forum, Customs House, Brisbane, 2 April,
- Quiggin, J. (2003), 'Queensland's budget dilemma: The case for more tax revenue', The Brisbane Institute, Customs House, Brisbane, 17 June,
- Quiggin, J. (2003), 'Globalisation and neoliberalism', Workshop on the Benefits and Costs of Globalisation in the Asia-Pacific, Griffith Asia Pacific Research Institute, Griffith University, Brisbane, 14 February,
- Quiggin, J. (2004), 'The Australia-US free trade agreement', Presentation to a Forum on 'Evaluating free trade, and beyond: assessing trade prospects, impacts and practicalities in a time of free trade agreements' hosted by the School of International Business, Queensland University of Technology, Brisbane, 23 February,
- Quiggin, J. (2004), 'The electricity crisis: What can be done?', Presentation to a public forum held by the Don Dunstan Foundation, Adelaide, 20th April,
- Quiggin, J. (2004), 'The recent fair trade agreement between the US and Australia', Guest lecture presented to the Australian Institute of International Affairs, Brisbane, 28th April,
- Quiggin, J. (2004), 'Infrastructure bonds', Presentation to the Property Council, Brisbane, 4th August,
- Quiggin, J. (2004), 'Infrastructure financing: Options and reality', Presentation to the Property Council, Smart Transport and Property 2004: Leveraging Transport Infrastructure for Property and Land Use Development, hosted by the UQ Centre for Transport Strategy and Transport Roundtable Australasia Pty Ltd, Customs House, Brisbane,
- Quiggin, J. (2004), 'Risk, discounting and the evaluation of public investment projects', Bureau of Transport and Resource Economics,
- Quiggin, J. (2004), 'Research funding and commercialisation', Presentation to a public forum on 'The future of University Research in Australia', hosted by the UQ Research

- Staff Committee of the National Tertiary Education Union, University of Queensland, Brisbane, 5 August,
- Quiggin, J. (2004), 'Innovative taxation arrangements', Presentation to the Financing Development Colloquium sponsored by the Foundation for Development Cooperation, Gold Coast, 14 August,
- Quiggin, J. (2004), 'The pros and cons of the 2004-05 Queensland state budget', Presentation to the Brisbane Institute, Brisbane, 31 August,
- Quiggin, J. (2004), 'How should we pay for pharmaceuticals?', Presentation to the ACT Branch of the Economics Society of Australia, Canberra, 2 September,
- Quiggin, J. (2004), 'Discount rates', Presentation to a symposium on Cost-Benefit Analysis sponsored jointly by the ACT Branch of the Economic Society of Australia and the Australian Public Service Commission (APSC), Canberra, 3 September,
- Quiggin, J. (2004), 'The equity premium: Explanations and implications', Presentation to the NSW Branch of the Economics Society of Australia, Sydney, 8 September,
- Quiggin, J. (2005), 'Government, market and citizen: From Adam Smith to Peter Beattie', Presentation to the Institute of Public Administration (Qld Division) 2005 IPAA Four Seasons Seminar Series, Brisbane, 9th March,
- Quiggin, J. (2005), 'Consumers attitude to risk', Presentation at the Australian Competition and Consumer Commission's Roundtable on Consumers and Competition, Melbourne, 18th March,
- Quiggin, John (2006), Presentation to the Australian Labor Party's Inquiry into the Financing and Provision of Australian Infrastructure, Brisbane, 17 March.
- Quiggin, John (2006), 'Consumption as a lifestyle choice', Presentation to the Ideas Festival, presented by the Queensland Government and sponsored by Griffith University and the Brisbane Airport Corporation, Brisbane, 30th March.
- Quiggin, John (2006), 'Who will serve?: who will be the worker of the future?', Presentation to the Ideas Festival, presented by the Queensland Government and sponsored by Griffith University and the Brisbane Airport Corporation, Brisbane, 1 April.

- Quiggin, John (2006), 'Gross National Happiness', Presentation to the Ideas Festival, presented by the Queensland Government and sponsored by Griffith University and the Brisbane Airport Corporation, Brisbane, 2 April.
- Quiggin, John (2006), 'The non-economics of information', Presentation to the CCI Researcher Symposium sponsored by the ARC Centre of Excellence for Creative Industries and Innovation, Queensland University of Technology, Brisbane, 18 May.
- Quiggin, John (2006), Presentation on 'The economics of climate change: What will be the economic effects of climate change, and how much will it cost to do something about it?', BEL Faculty Board Forum, University of Queensland, Brisbane, 7 June.
- Quiggin, John (2006), Presentation on 'Democratic media' to the Students of Sustainability Conference, University of Queensland, Brisbane, 11 July.
- Quiggin, John (2006), Presentation of opening welcome for a conference entitled 'Road to where? The politics and practice of implementing welfare-to-work', presented by the School of Social Work and Applied Human Sciences, University of Queensland, Brisbane, 17 July.
- Quiggin, John (2006), Presentation of keynote address on 'Economics and the environment' to the UQ Economics Schools Day, Brisbane, 20 July.
- Quiggin, John (2006), 'Can private–public partnerships be made to work?' Paper presented to the University of Queensland/Australian Property Institute Property Conference, Customs House, Brisbane, 21 July.
- Quiggin, John (2006), 'Economics: the hopeful science', Presentation to BrisScience (Brisbane's free monthly talks on science), Brisbane, 31 July.
- Quiggin, John (2006), 'Responding to climate change in the Murray Darling Basin', Presentation to the 9th International Riversymposium, Brisbane, 6 September.
- Quiggin, John (2006), Presentation of the 27th Annual Archbishop Sir James Duhig Memorial Lecture on 'The Cultural Development of Australian Society', St Leo's College Student Club, St Leo's College, University of Queensland, Brisbane, 7 September.

- Quiggin, John (2006), 'Complexity, climate change and the precautionary principle', ARC Centre for Complex Systems Research Week Lecture, Brisbane, 18 September.
- Quiggin, John (2006), Presentation on 'How can the Greens economic policy mirror its social and environmental imperatives?' at the Annual State Conference of the Greens (Qld), Brisbane, 30 September.
- Quiggin, John (2006), 'The National Water Crisis', Presentation to the Forum for Economic Realism, Brisbane, 30 November.
- Quiggin, John (2006), 'Megaprojects and risk: the Australian context', Symposium on 'Megaprojects and risk: achieving sustainable public and private outcomes', hosted by Griffith University's Urban Research Program, Brisbane, 1 December.
- Quiggin, John (2006), 'A state-contingent model of the Murrat–Darling Basin', Presentation to a meeting of the Australian Agricultural and Resource Economics Society, Canberra, 4 December.
- Quiggin, John (2006), 'A state-contingent model of the Murrat–Darling Basin', Presentation to a meeting of the CSIRO, Canberra, 5 December.
- Quiggin, John (2006), 'The economics of addressing chronic poverty in the community', Panel discussion at the Development Colloquium on 'Addressing Poverty: Pro-poor Growth and Financial Inclusion in Asia Pacific', Canberra, 5 December.
- Quiggin, John (2006), 'Marking up the Infrastructure Scorecard: Smart State's development under the Office of Urban Management', Phillips Fox Seminar Series Breakfast on '*Infrastructure Spending Scorecard*', hosted by the Property Council of Australia (Queensland Division), Brisbane, 10 October.
- Quiggin, John (2006), 'Behavioral economics and modern decision theory', Presentation paper to a Round Table Discussion on Challenges and Criteria for Behavioral Economists at the 12th International Conference on the Foundations and Applications of Utility, Risk and Decision Theory (FUR XII 2006), Rome, 25 June.
- Adamson, David, Mallawaarachchi, Thilak and Quiggin, John (2006), 'Climate change, water availability and adaption in the Murray-Darling Basin', Presentation to the

Pre-conference Policy Workshop On 'Water Resources Policy' at the 26th Conference of the International Association of Agricultural Economists, Gold Coast, 12 August.

Quiggin, John (2006), 'The uncertain future of water policy in Australia', Presentation to a meeting of the Productivity Commission, Canberra, 6 December.

Quiggin, John (2006), 'Preparedness and overpreparedness', Presentation to a mini-conference on Responsive Government: A Discussion of Contemporary Issues in Emergency Management, sponsored by the Queensland Department of Emergency Services, Brisbane, 11 December.

Quiggin, John (2007), 'Prevention, early intervention and the Smart State', Presentation to the Queensland Council of Social Service (QCOSS) Conference on 'Poverty, prosperity and progress: ensuring the inclusion of all Queenslanders', Brisbane, 26 March.

Quiggin, John (2007), 'Can the family farm survive?' Presentation to the SA Agribusiness Conference, Adelaide, 26 July.

Quiggin, John (2007), 'Thinking about climate change', Presentation to the Australian Mensa Conference, Brisbane, 27 October.

Quiggin, John (2007), 'Urban water: markets and planning', conference dinner presentation at the Australian Academy of Science's 2007 Fenner Conference on the Environment on 'Water, population and Australia's urban future', Canberra, 15 March.

Quiggin, John (2007), 'Anderson's idea of The Long Tail', presentation to a joint research symposium on 'Digital Literacy and Creative Innovation in a Knowledge Economy', sponsored by the ARC Centre of Excellence for Creative Industries and Innovation (CCi), and the Cultural Research Network (CRN), Queensland University of Technology, Brisbane, 30 March.

Quiggin, John (2007), 'The future of Federalism', presentation (sponsored by the Evatt Foundation) to the Fringe Program at the ALP's 2007 National Conference, Sydney, 28 April.

- Quiggin, John (2007), 'What would life be like with an Australian emissions trading regime?', presentation to the Committee for the Economic Development of Australia (CEDA) Queensland luncheon program, Brisbane, 9 May.
- Quiggin, John (2007), 'Reason, interests and ideology in the climate change debate', presentation to the Rationalist Society of Australia, Brisbane Chapter, Brisbane, 11 July.
- Quiggin, John (2007), 'Climate change and the role of economists in developing appropriate policy responses', presentation to the Economics Alumni's Annual General Meeting, University of Queensland, Brisbane, 24 July.
- Quiggin, John (2007), 'Global warming: consequences for small to medium businesses', presentation to the CEO Institute, Brisbane, 1 August.
- Quiggin, John (2007), 'An energy exporter confronts climate change', presentation to the Russia–Australia Business Forum co-hosted by the Honourable Peter Beattie MP, Queensland Premier and Minister for Trade, Queensland Parliament House, Brisbane, 5 September.
- Quiggin, John (2007), 'Research with impact', presentation to the BEL Faculty's Research Colloquium, University of Queensland, Brisbane, 17 September.
- Quiggin, John (2007), 'Emissions trading', presentation to CS Energy, Brisbane, 28 September.
- Quiggin, John (2007), 'Blogging and self-branding', Presentation to Monthly MACS, ARC Cultural Research Network, Centre for Critical and Cultural Studies, University of Queensland, Brisbane, 12 October.
- Quiggin, John (2007), 'Coral reefs and the nascent economics of resilience', Presentation to a National Forum on Coral Reef Futures sponsored by the ARC Centre of Excellence for Coral Reef Studies, Canberra, 18 October.
- Quiggin, John (2007), 'Tackling climate change: a trade-off between living standards and the environment?', Don Dunstan Foundation project on Creating the Climate for Change, Adelaide, 26 July.

- Quiggin, J. (2008), 'The costs of climate change', Presentation to the Academy of Arts and Science, Brisbane, 6 March.
- Quiggin, J. (2008), 'What is to be done? An exploration of the current political economy of Australia', Presentation to the National Tertiary Education Union (NTEU) (Qld branch)/Worklife Forum, Brisbane, 13 March.
- Adamson, D., Schrobback, P. and Quiggin, J. (2008), 'Options for managing salinity in the Murray–Darling Basin under reduced rainfall', Presentation to the 2nd International Salinity Forum on 'Salinity, Water and Society: Global Issues, Local Action', Adelaide, 1 April.
- Quiggin, J. (2008), 'Adaptation and mitigation: the economics of climate change', Videopresentation to the Australian Agricultural and Resource Economics Society National Symposium on 'Climate, Water and Adaptive Responses', Adelaide, 23 May.
- Quiggin, J. (2008), 'Biodiversity–Economic Trade-offs: the case of the Murray–Darling Basin', Presentation to The Ecology Centre, School of Integrative Biology, Australian Centre of Excellence for Risk Analysis, University of Queensland, Brisbane, 27 June.
- Adamson, David (2008), 'Climate change implications for irrigation in Renmark', Renmark Irrigation Trust, Renmark, 2 September.
- Quiggin, J. (2008) Presentation to CS Energy on 'Climate change: Australia and the rest of the world in the year 2020', Brisbane, 15 September.
- Quiggin, J. (2008) Presentation on 'Climate change and the Murray–Darling Basin' for the Research Week Federation Fellow's Public Lecture, University of Queensland, Brisbane, 24 September.
- Quiggin, J. (2008) Presentation on 'The current financial crisis in the United States: What impact will a damaged US economy have on sustainable development?' to a sustainability discussion group in the Advanced Water Management Centre, University of Queensland, Brisbane, 18 November.
- Quiggin, J. (2009), 'Will the Carbon Pollution Reduction Scheme drive a clean energy revolution?', iGrid Intelligent Grid Forum on 'Distributed Energy: Reducing

- Greenhouse Emissions Now', sponsored by Ergon Energy and Energex, Brisbane, 7 April.
- Quiggin, J. (2009), 'Climate change, the new driver of innovation, technology, markets and economic growth: market and policy responses', function jointly sponsored by the Economic Society of Australia and Economic Development Australia as part of Brisbane City Council's CitySmart Innovation Festival, 3 June.
- Quiggin, J. (2009), 'Climate change and the global financial crisis', (by video conference), Victorian Branch of the Australian Agricultural and Resource Economics Society, Melbourne, 23 June.
- Quiggin, J. (2009), 'Unemployment: the coming crisis', by videoconference to the panel 'Global Financial Crisis: employment and recovery for working Australians' at the ACTU Jobs Summit on 'Pathways to Recovery', Sydney, 20 July.
- Quiggin, J. (2009), 'Climate change and the Global Financial Crisis', 2009 Annual Economic and Social Policy Public Lecture, University of Wollongong, Wollongong, 23 July.
- Quiggin, J. (2009), 'New times, new approaches: exploring Australia's economic options', Session 3 of 'Getting to Grips with the Economy', a public information series presented by the Whitlam Institute and the School of Economics and Finance, University of Western Sydney, Sydney, 23 July.
- Quiggin, J. (2009), 'Climate change and coral reefs: adaptation, offsets and resilience', session on 'People and economies' at the Brisbane Symposium on 'Securing Coral Reef Futures: linking ecosystems, societies and economies', sponsored by the ARC Centre of Excellence, Coral Reef Studies, Brisbane, 7 August.
- Quiggin, J. (2009), 'The interaction between urban and rural water use', CEDA (Committee for the Economic Development of Australia) Trustee Discussion Forum on 'A Water Strategy for Australia', Brisbane, 10 September.
- Quiggin, J. (2009), 'Beyond the economic crisis: alternatives to market liberalism', Public Lecture, Don Dunstan Foundation, Adelaide, 29 September.

- Quiggin, J. (2009), 'Will the current proposed ETS (Emissions Trading Scheme) be effective?', Emissions Trading Forum hosted by the UQ Greens, University of Queensland, Brisbane, 13 October.
- Quiggin, J. (2009), 'The United Nations Framework Convention on Climate Change', UQ Young Scholars Program, Office of Prospective Students and Scholarships, University of Queensland, Brisbane, 2 December.
- Quiggin, J. (2009), Presentation on 'Energy water and sustainable cities' to the 2nd U21 International Multidisciplinary Conference for Graduate Research Students, Sustainable Cities for the Future, Brisbane, 4 December.
- Quiggin, J. (2010), 'Sovereign risk and global regulation' to the Centre for Investor Education Major Market Players Meeting on Australia's Pivotal Positioning, Coolum, Sunshine Coast, 30 August.
- Quiggin, J. (2010), 'Zombie Economics: How dead ideas still walk among us', Presentation of a Suntory and Toyota International Centres for Economics and Related Disciplines (STICERD) Public Lecture, London School of Economics, London, 25 November.
- Quiggin, J. (2010), '*Zombie Economics* (Dangerous Ideas)' at the Festival of Dangerous Ideas, Sydney, 2 October.
- Quiggin, J. (2010), 'Where is South-east Queensland going? Implications for water supply' to SEQWater, Brisbane, 19 October.
- Quiggin, J. (2010), '*Zombie Economics: How Dead Ideas Still Walk Among Us*, Presentation of the Suntory and Toyota International Centres for Economics and Related Disciplines (STICERD) Public Lecture, London School of Economics, London, 25 November.