



Fair Work
Commission

Statistical report— Annual Wage Review 2025

Version 5
15 May 2025



Statistical report— Annual Wage Review 2025

All Australian Bureau of Statistics (ABS) data in this report are seasonally adjusted, unless otherwise noted.

All data expressed in \$ units are in nominal terms, unless otherwise noted.

All gross domestic product (GDP) and gross value added (GVA) measures used in this Report are expressed in real terms from chain volume estimates, unless otherwise noted.

This report uses unit record data from the Household, Income and Labour Dynamics in Australia (HILDA) Survey conducted by the Melbourne Institute of Applied Economic and Social Research at the University of Melbourne on behalf of the Australian Government Department of Social Services (DSS), with data collection conducted by Roy Morgan Research. The findings and views reported in this paper, however, are those of the authors and should not be attributed to the Australian Government, DSS, or any of DSS' contractors or partners. [DOI: 10.26193/NBTNMV](https://doi.org/10.26193/NBTNMV).

This version is updated for:

ABS, *Australian National Accounts: National Income, Expenditure and Product*, December 2024

- Overview

ABS, *Selected Living Cost Indexes, Australia*, March 2025

- Overview
- Charts 4.1–4.2, 4.4
- Tables 4.1, 8.4, 8.8, 9.1

ABS, *Wage Price Index, Australia*, March 2025

- Overview
- Charts 5.1–5.3, 9.2–9.3
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ABS, *Labour Force, Australia*, April 2025

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List of abbreviations

Abbreviation	Description
ABS	Australian Bureau of Statistics
AAWI	Average annualised wage increase
AWE	Average Weekly Earnings
AWOTE	Average Weekly Ordinary Time Earnings
C4	Engineering Association Level I, <i>Metal, Engineering and Associated Industries Award 1998</i> ; from 1 January 2010 the <i>Manufacturing and Associated Industries and Occupations Award 2010</i> ; and from 29 May 2020 the <i>Manufacturing and Associated Industries and Occupations Award 2020</i>
C10	Engineering Tradesperson Level I, <i>Metal, Engineering and Associated Industries Award 1998</i> ; from 1 January 2010 the <i>Manufacturing and Associated Industries and Occupations Award 2010</i> ; and from 29 May 2020 the <i>Manufacturing and Associated Industries and Occupations Award 2020</i>
C14	Engineering/Production Employee Level 1, <i>Metal, Engineering and Associated Industries Award 1998</i> ; from 1 January 2010 the <i>Manufacturing and Associated Industries and Occupations Award 2010</i> ; and from 29 May 2020 the <i>Manufacturing and Associated Industries and Occupations Award 2020</i>
COE	Characteristics of Employment
CPI	Consumer Price Index
EEH	Employee Earnings and Hours
FOB	Free on board
FT	Full time
FWCFB	Fair Work Commission Full Bench
GDP	Gross domestic product
GVA	Gross value added
IMF	International Monetary Fund
JSP	JobSeeker Payment
LCI	Living Cost Index

Abbreviation	Description
n/a	Not available
NMW	National minimum wage
NSA	Newstart Allowance
OECD	Organisation for Economic Co-operation and Development
PT	Part time
PL	Poverty line
PPP	Purchasing Power Parity
ppt	Percentage point
pw	Per week
RBA	Reserve Bank of Australia
RNNDI	Real net national disposable income
WPI	Wage Price Index

Overview

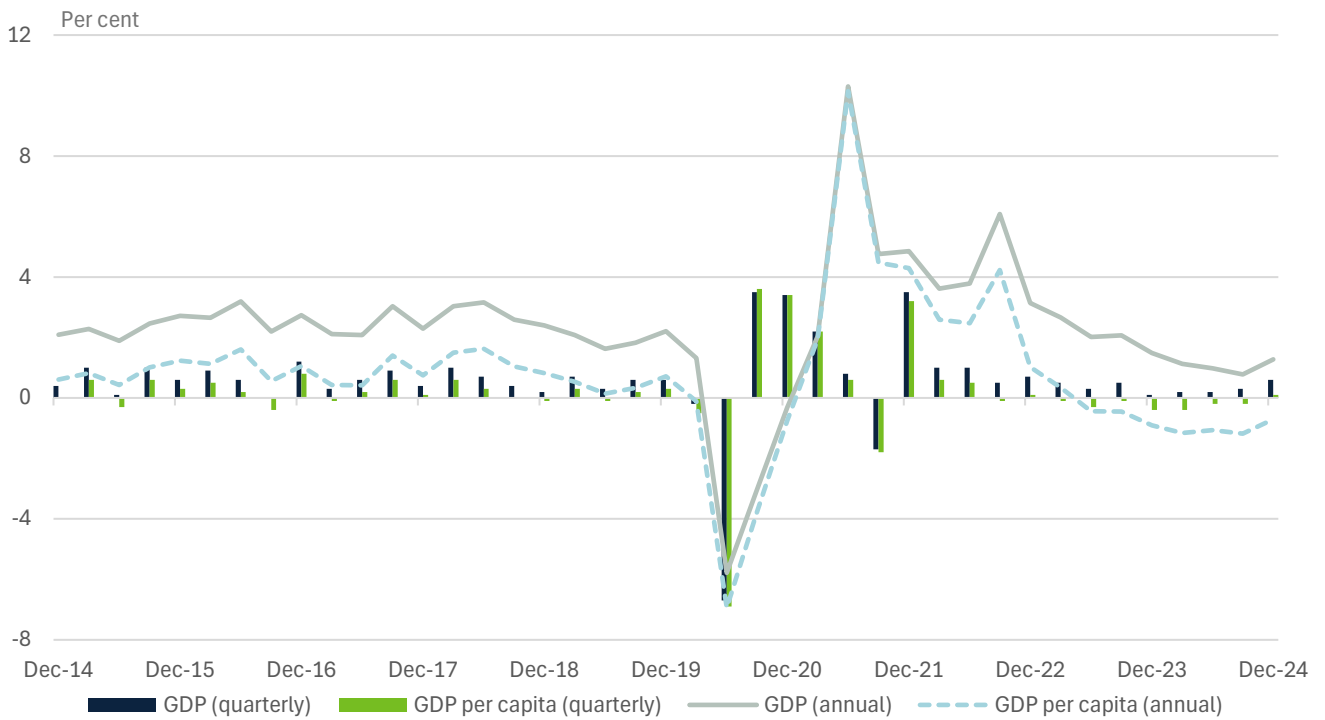
Indicator	Measure	Latest	5-year average
		December quarter 2024	
GDP	Annual % change	1.3	2.1
RNNDI	Annual % change	0.0	2.5
GDP per capita	Annual % change	-0.7	0.6
RNNDI per capita	Annual % change	-2.0	1.0
Non-mining private business investment [#]	Annual % change	1.8	4.8
Labour productivity	Annual % change	-1.2	-0.1
Labour productivity (market sector)	Annual % change	-0.5	0.5
Real unit labour costs	Annual % change	2.3	0.0
Household saving ratio	Proportion	3.8	9.0
Profits	Annual % change	-6.2	6.0
Household consumption	Annual % change	0.7	1.8
Real household disposable income	Annual % change	1.8	1.5
Non-mining profits	Annual % change	3.3	6.4
Profits share	%	27.7	29.8
Wages share	%	53.8	51.4
AAWI	%	4.8	3.2
AWOTE ^{^^}	Annual % change	4.6	3.6
		March quarter 2025	
WPI	Annual % change	3.4	3.0
LCI employee	Annual % change	3.4	4.6
CPI	Annual % change	2.4	3.8
Trimmed mean	Annual % change	2.9	3.7
Weighted median	Annual % change	3.0	3.5
		April 2025	
Employment	Annual % change	2.7	3.5
Full-time employment	Annual % change	2.6	3.2
Part-time employment	Annual % change	3.0	4.0
Hours worked	Annual % change	1.1	4.4
Unemployment rate	%	4.1	4.5
Underemployment rate	%	6.0	7.3
Participation rate	%	67.1	66.1
Employment to population ratio	%	64.4	63.2
Youth unemployment rate	%	8.8	10.1

Note: 5-year averages for percentage changes are annualised growth rates. ^^November 2024. #Calculated as percentage change in non-mining private gross fixed capital formation.

Source: ABS, [Australian National Accounts: National Income, Expenditure and Product](#), December 2024; ABS, [Average Weekly Earnings, Australia](#), November 2024; ABS, [Business Indicators, Australia](#), December 2024; ABS, [Consumer Price Index, Australia](#), March 2025; ABS, [Labour Force, Australia](#), March 2025; ABS, [Selected Living Cost Indexes, Australia](#), March 2025; ABS, [Wage Price Index, Australia](#), March 2025; Department of Employment and Workplace Relations, [Trends in Federal Enterprise Bargaining](#), December quarter 2024.

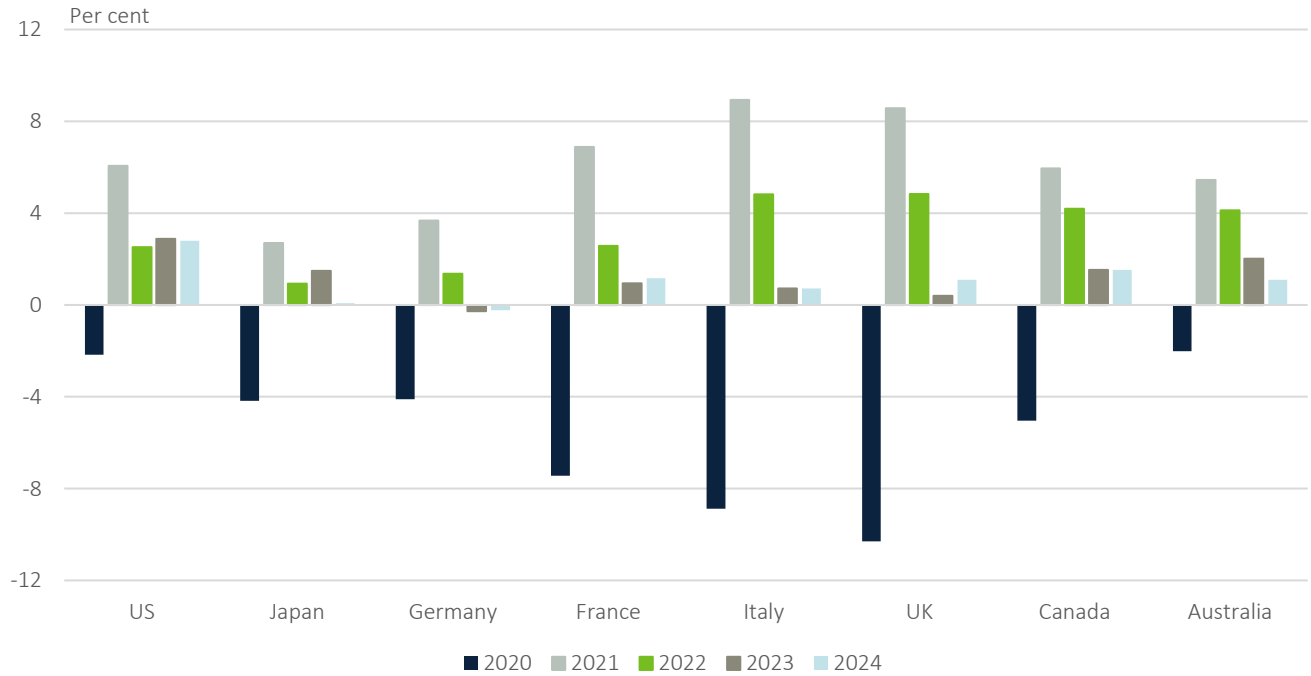
1. Economic growth

Chart 1.1: Economic growth, annual and quarterly growth rates



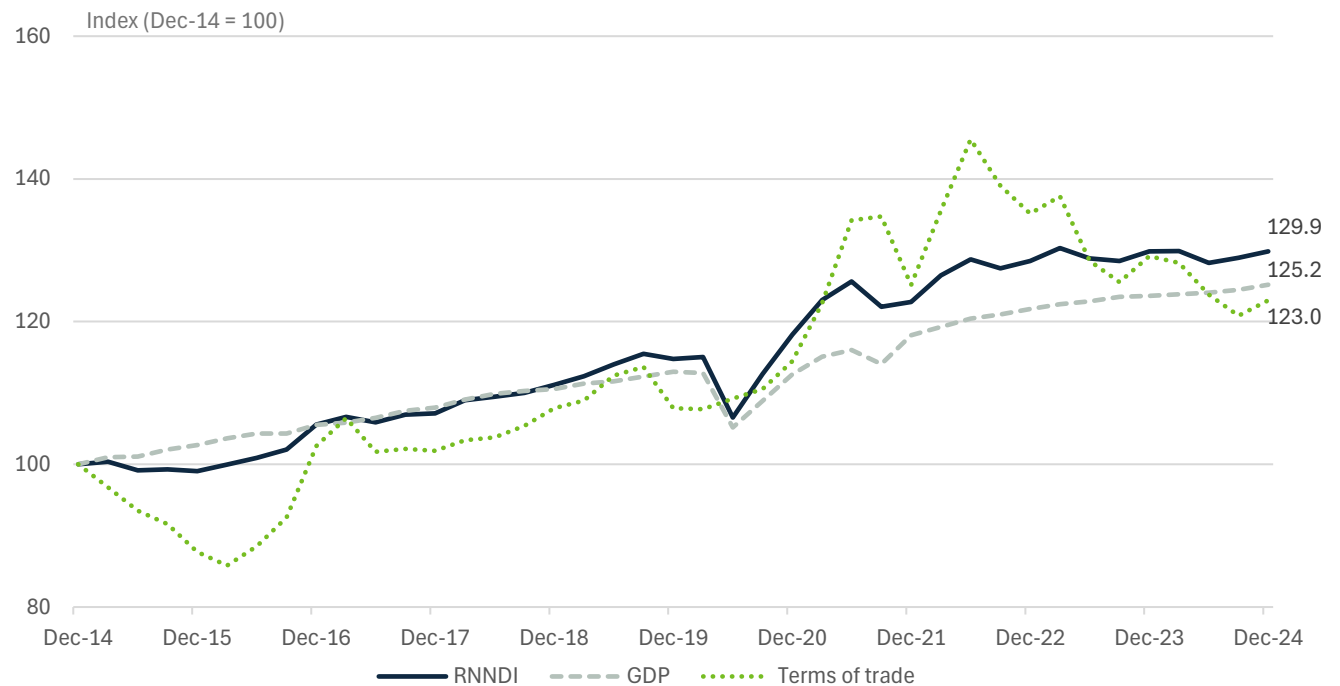
Source: ABS, *Australian National Accounts: National Income, Expenditure and Product*, December 2024.

Chart 1.2: International comparisons of annual GDP growth rates



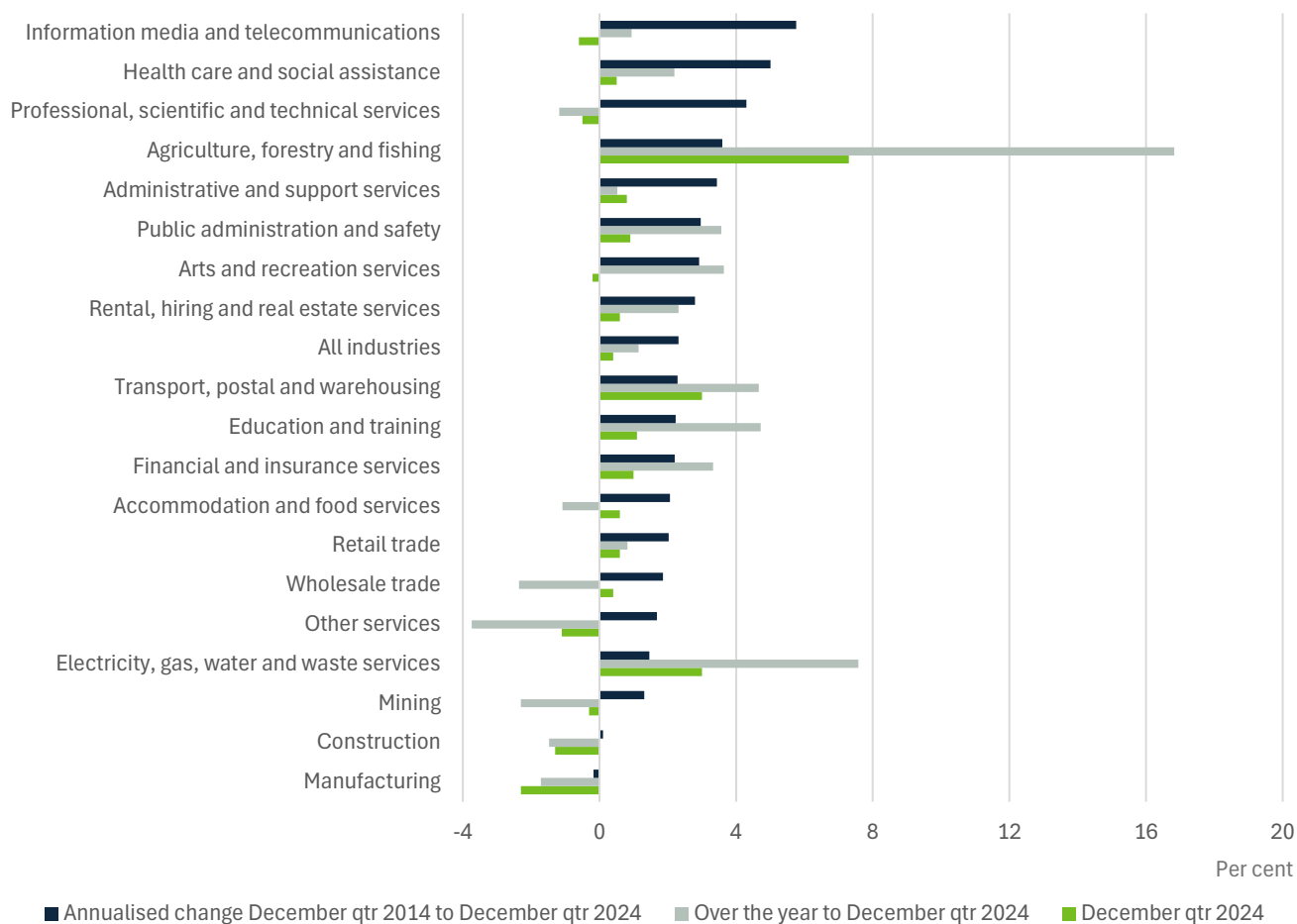
Source: OECD (2025), *Quarterly real GDP growth - OECD countries*, viewed 15 May 2025.

Chart 1.3: Real net national disposable income, real GDP and the terms of trade, index



Source: ABS, *Australian National Accounts: National Income, Expenditure and Product*, December 2024.

Chart 1.4: Change in gross value added by industry, December quarter 2024



Source: ABS, *Australian National Accounts: National Income, Expenditure and Product*, December 2024.

Table 1.1: Gross value added, by industry, December quarter 2024

Industry	(\$m)	(%)	Annual growth (%)
Agriculture, forestry and fishing	19 686	3.2	16.8
Mining	86 364	14.0	-2.3
Manufacturing	33 731	5.5	-1.7
Electricity, gas, water and waste services	12 909	2.1	7.6
Construction	43 675	7.1	-1.5
Wholesale trade	23 746	3.8	-2.4
Retail trade	26 878	4.3	0.8
Accommodation and food services	14 189	2.3	-1.1
Transport, postal and warehousing	29 965	4.8	4.7
Information media and telecommunications	13 588	2.2	0.9
Financial and insurance services	46 007	7.4	3.3
Rental, hiring and real estate services	17 051	2.8	2.3
Professional, scientific and technical services	45 960	7.4	-1.2
Administrative and support services	21 387	3.5	0.5
Public administration and safety	33 728	5.5	3.6
Education and training	30 223	4.9	4.7
Health care and social assistance	50 930	8.2	2.2
Arts and recreation services	4928	0.8	3.6
Other services	9872	1.6	-3.7
All industries	618 169	100.0	1.1

Source: ABS, *Australian National Accounts: National Income, Expenditure and Product*, December 2024.

Chart 1.5: Household saving ratio



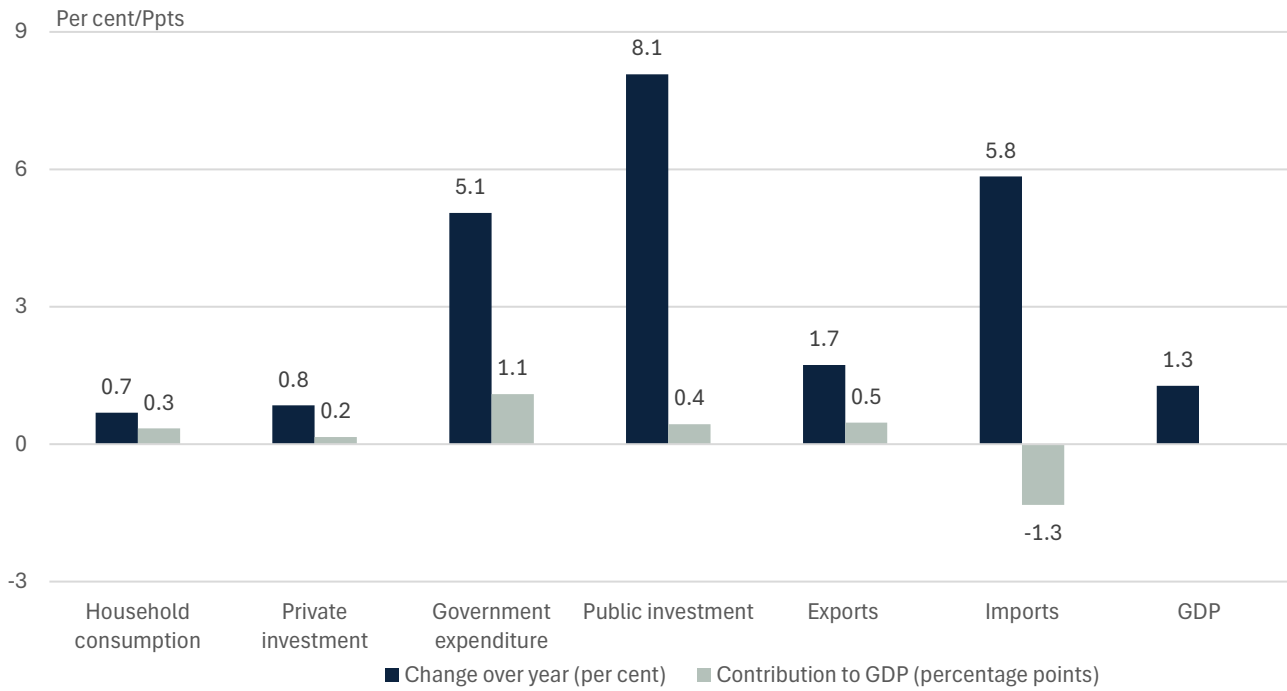
Source: ABS, *Australian National Accounts: National Income, Expenditure and Product*, December 2024.

Chart 1.6: Household spending, annual growth, current price, seasonally adjusted



Source: ABS, *Monthly household spending indicator*, March 2025.

Chart 1.7: Contributions to GDP growth

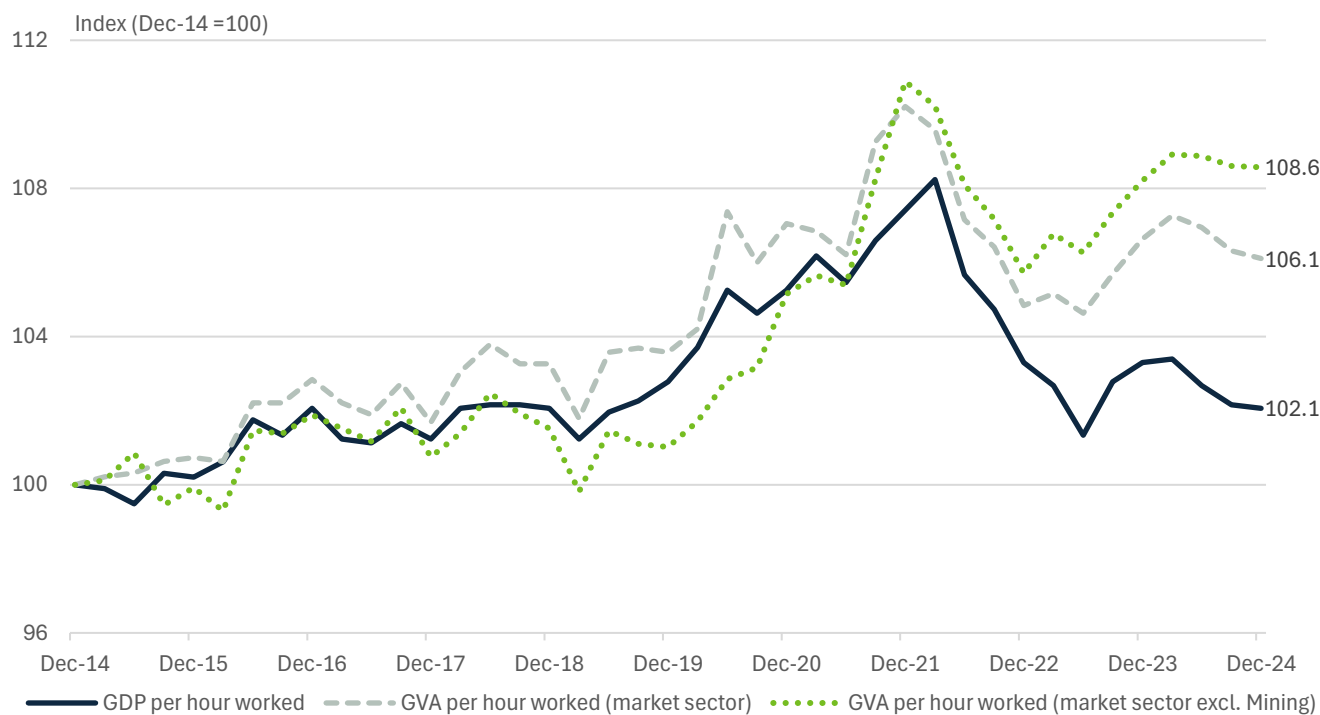


Note: Investment based on private and public gross fixed capital formation.

Source: ABS, *Australian National Accounts: National Income, Expenditure and Product*, December 2024.

2. Productivity

Chart 2.1: Measures of productivity, indexes—Dec-14 = 100



Note: Labour productivity is measured as real GDP per hour worked. Gross value added measures the value of output at basic prices minus the value of intermediate consumption at purchasers' prices. The market sector includes all industries except for Public administration and safety, Education and training, Health care and social assistance and Ownership of dwellings.

Source: ABS, *Australian National Accounts: National Income, Expenditure and Product*, December 2024; ABS, *Labour Account Australia*, December 2024.

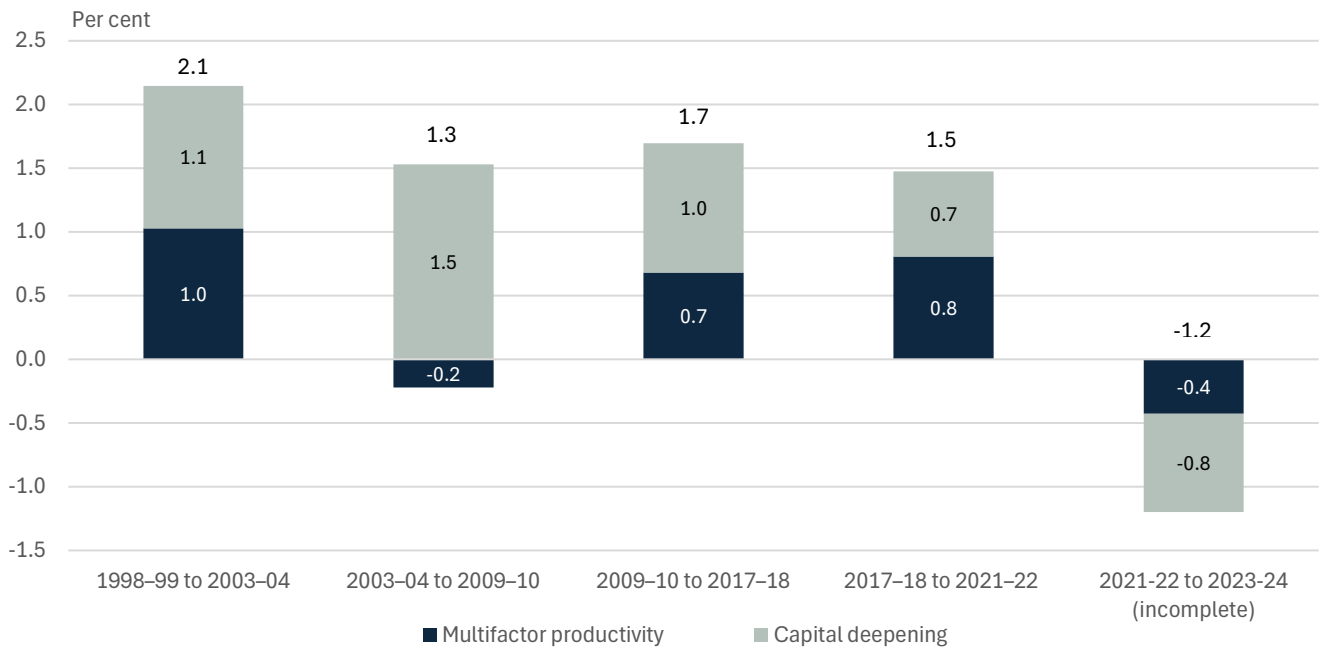
Table 2.1: Productivity growth and its components, growth rate over the year

Quarter	Total			Market Sector		
	GDP	Hours worked	GDP/hour worked	GVA	Hours worked	GVA/hour worked
	(% change)	(% change)	(% change)	(% change)	(% change)	(% change)
Dec-14	2.1	0.4	1.8	2.2	-0.3	2.5
Dec-15	2.7	2.5	0.2	2.6	2.1	0.7
Dec-16	2.7	0.9	1.8	2.1	-0.1	2.1
Dec-17	2.3	3.1	-0.8	2.4	3.6	-1.1
Dec-18	2.4	1.6	0.8	2.1	0.5	1.6
Dec-19	2.2	1.5	0.7	1.8	1.5	0.3
Dec-20	-0.3	-2.7	2.4	-1.4	-4.5	3.4
Dec-21	4.9	2.8	2.1	5.0	2.0	2.9
Dec-22	3.1	7.2	-3.8	3.3	8.6	-4.9
Dec-23	1.5	1.5	0.0	1.6	-0.1	1.7
Dec-24	1.3	2.5	-1.2	0.6	1.0	-0.5

Note: The percentage changes are calculated in relation to the corresponding quarter of the previous year.

Source: ABS, *Australian National Accounts: National Income, Expenditure and Product*, December 2024.

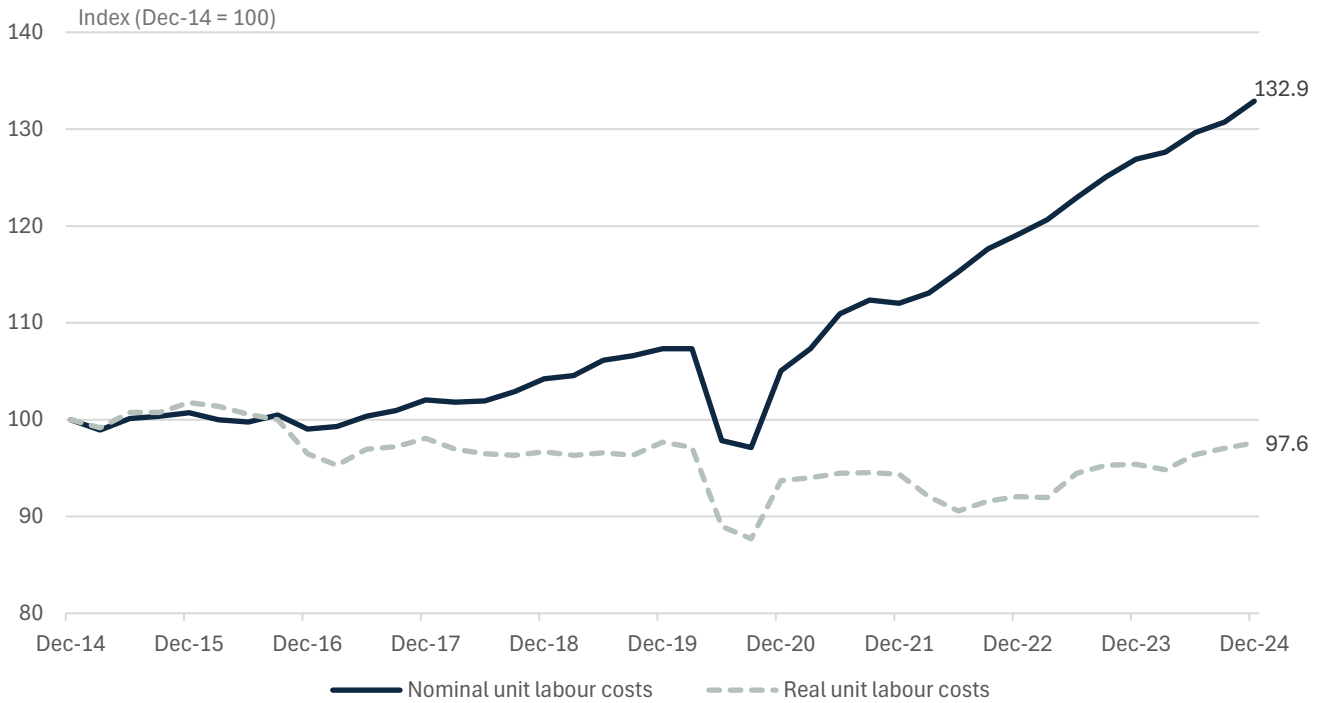
Chart 2.2: Productivity cycles, average annual growth in the market sector



Note: Multifactor productivity is measured as output per combined unit of labour and capital. Capital deepening is the component of labour productivity growth which is due to the increase in the amount of capital that each unit of labour has to work with. Labour productivity is represented by the numbers above the bars and is the sum of multifactor productivity and capital deepening. Due to rounding, the sum of multifactor productivity and capital deepening may not equal labour productivity. Productivity growth cycle analysis can minimise the effects of some temporary influences (such as variations in capital utilisation) by averaging productivity measures over a cycle. Growth cycles are chosen with reference to peak deviations from the long term trend. The current productivity cycle from 2021-22 is incomplete.

ABS, *Estimates of Industry Multifactor Productivity*, 2023-24 financial year.

Chart 2.3: Unit labour costs, index



Source: ABS, *Australian National Accounts: National Income, Expenditure and Product*, December 2024.

3. Business competitiveness and viability

Chart 3.1: Profits and wages shares of total factor income



Note: Profits share represents the returns to capital in the process of production and is expressed as total corporation gross operating surplus as a proportion of total factor income. Wages share represents the returns to labour in the process of production and is expressed as total compensation of employees as a proportion of total factor income. Does not include income from production by unincorporated enterprises.

Source: ABS, *Australian National Accounts: National Income, Expenditure and Product*, December 2024.

Table 3.1: Profits and wages shares of total factor income, year on year growth rates

Quarter	Wages share of total factor income	Total compensation of employees	Profits share of total factor income	Total corporation gross operating surplus	Gross mixed income	Gross mixed income
	(%)	(% change)	(%)	(% change)	(%)	(% change)
Dec-15	54.7	3.1	24.4	-3.1	9.4	-2.0
Dec-16	52.4	2.1	26.4	15.5	10.0	12.4
Dec-17	53.2	5.3	26.2	2.8	9.3	-3.4
Dec-18	52.5	4.9	27.4	11.3	8.8	0.3
Dec-19	52.9	5.3	27.7	5.8	8.1	-3.2
Dec-20	51.5	2.9	28.6	8.8	9.1	17.9
Dec-21	51.3	7.3	29.6	11.7	8.5	1.1
Dec-22	50.4	9.9	31.5	18.9	8.0	5.0
Dec-23	52.4	8.2	29.6	-2.3	7.0	-8.8
Dec-24	53.8	6.1	27.7	-3.3	6.8	0.9

Note: Wages share is the compensation of employees expressed as a proportion of total factor income. Compensation of employees is defined as the total remuneration, in cash or in kind, payable by an enterprise to an employee in return for work done by the employee. Compensation of employees is not payable in respect of unpaid work undertaken voluntarily, including the work done by members of a household within an unincorporated enterprise owned by the same household. Compensation of employees excludes any taxes payable by the employer on the wage and salary bill (e.g. payroll tax).

Profits share represents the returns to capital in the process of production and is expressed as total corporation gross operating surplus as a proportion of total factor income. Gross operating surplus is defined as the operating surplus accruing to all enterprises, except unincorporated enterprises, from their operations in Australia. It is the excess of gross output over the sum of intermediate consumption, compensation of employees, and taxes less subsidies on production and imports. It is calculated before deduction of consumption of fixed capital, dividends, interest, royalties and land rent, and direct taxes payable, but after deducting the inventory valuation adjustment. Gross operating surplus is also calculated for general government and is equal to general government's consumption of fixed capital.

Gross mixed income is defined as the surplus or deficit accruing from production by unincorporated enterprises. It includes elements of both compensation of employees (returns on labour inputs) and operating surplus (returns on capital inputs).

The percentage change is calculated in relation to the corresponding quarter in the previous year.

Source: ABS, *Australian National Accounts: National Income, Expenditure and Product*, December 2024.

Table 3.2: Wages share of total factor income, mining and non-mining industries

Year	Mining		Non-mining	
	(%)	(% change)	(%)	(% change)
Jun-14	23.1	-2.5	56.1	0.4
Jun-15	28.1	5.0	55.8	-0.3
Jun-16	29.6	1.6	56.4	0.6
Jun-17	19.7	-9.9	55.8	-0.6
Jun-18	18.2	-1.5	56.3	0.5
Jun-19	15.4	-2.8	57.0	0.7
Jun-20	15.5	0.1	56.6	-0.5
Jun-21	14.3	-1.2	55.7	-0.9
Jun-22	11.2	-3.1	57.3	1.6
Jun-23	11.3	0.1	57.6	0.3
Jun-24	14.4	3.2	57.9	0.4

Note: Wages share is the compensation of employees expressed as a proportion of total factor income.

Source: ABS, *Australian System of National Accounts*, 2023–24 financial year.

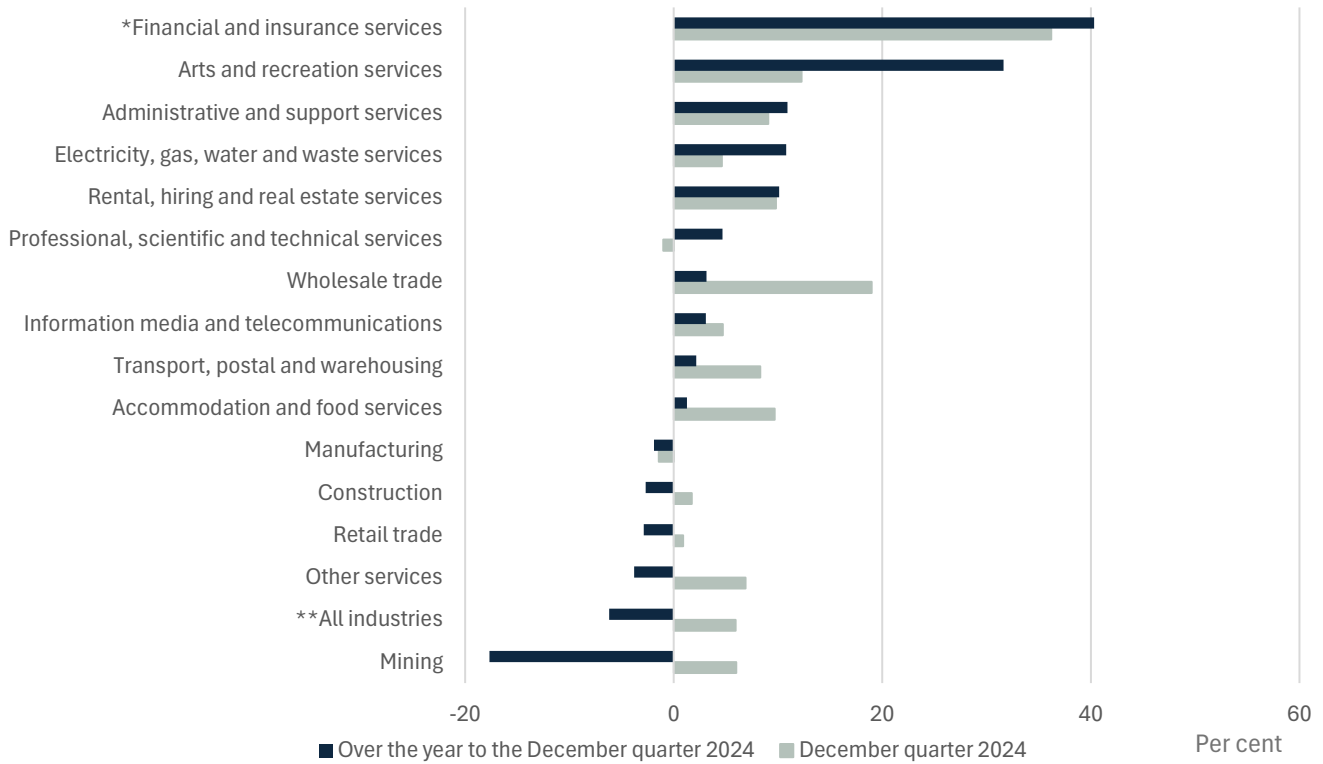
Table 3.3: Company gross operating profits, mining and non-mining industries, growth rates

Quarter	Mining	Non-mining	Total
	(%)	(%)	(%)
Dec-14	-20.5	1.3	-6.2
Dec-15	-16.1	2.4	-3.0
Dec-16	78.1	10.8	27.8
Dec-17	2.3	6.4	5.0
Dec-18	28.2	3.2	11.8
Dec-19	8.1	1.1	3.9
Dec-20	3.0	24.0	15.4
Dec-21	36.9	0.7	13.9
Dec-22	32.5	2.0	15.4
Dec-23	-15.3	3.9	-5.8
Dec-24	-17.7	3.3	-6.2
5 years to Dec-24*	5.5	6.4	6.0
10 years to Dec-24*	10.7	5.6	7.3

Note: *Annualised growth rates.

Source: ABS, *Business Indicators, Australia*, December 2024.

Chart 3.2: Growth in gross operating profits, current prices, by industry



Note: * Data for Financial and insurance services encompasses only the Auxiliary finance and insurance services subdivision. **All industries includes only the private sector (excluding Public administration and safety, Education and training and Health care and social assistance) and excludes Agriculture, forestry and fishing.

Source: ABS, *Business Indicators, Australia*, December 2024.

Table 3.4: Gross operating profits, current prices, by industry

	December quarter 2023	December quarter 2024	Annual growth
	(\$ million)	(\$ million)	(%)
Agriculture, forestry and fishing	n/a	n/a	n/a
Mining	62 889	51 785	-17.7
Manufacturing	11 732	11 512	-1.9
Electricity, gas, water and waste services	5 383	5 964	10.8
Construction	7 892	7 679	-2.7
Wholesale trade	9 681	9 984	3.1
Retail trade	6 995	6 793	-2.9
Accommodation and food services	1 567	1 587	1.3
Transport, total and warehousing	8 241	8 419	2.2
Information media and telecommunications	4 435	4 572	3.1
Financial and insurance services*	1 384	1 942	40.3
Rental, hiring and real estate services	6 137	6 758	10.1
Professional, scientific and technical services	7 245	7 585	4.7
Administrative and support services	2 006	2 225	10.9
Public administration and safety	n/a	n/a	n/a
Education and training	n/a	n/a	n/a
Health care and social assistance	n/a	n/a	n/a
Arts and recreation services	911	1 199	31.6
Other services	2 449	2 356	-3.8
All industries**	138 948	130 361	-6.2

Note: n/a = not available. *Data for Financial and insurance services encompasses only the Auxiliary finance and insurance services subdivision. ** All industries includes only the private sector (excluding Public administration and safety, Education and training and Health care and social assistance) and excludes Agriculture, forestry and fishing.

Source: ABS, *Business Indicators, Australia*, December 2024.

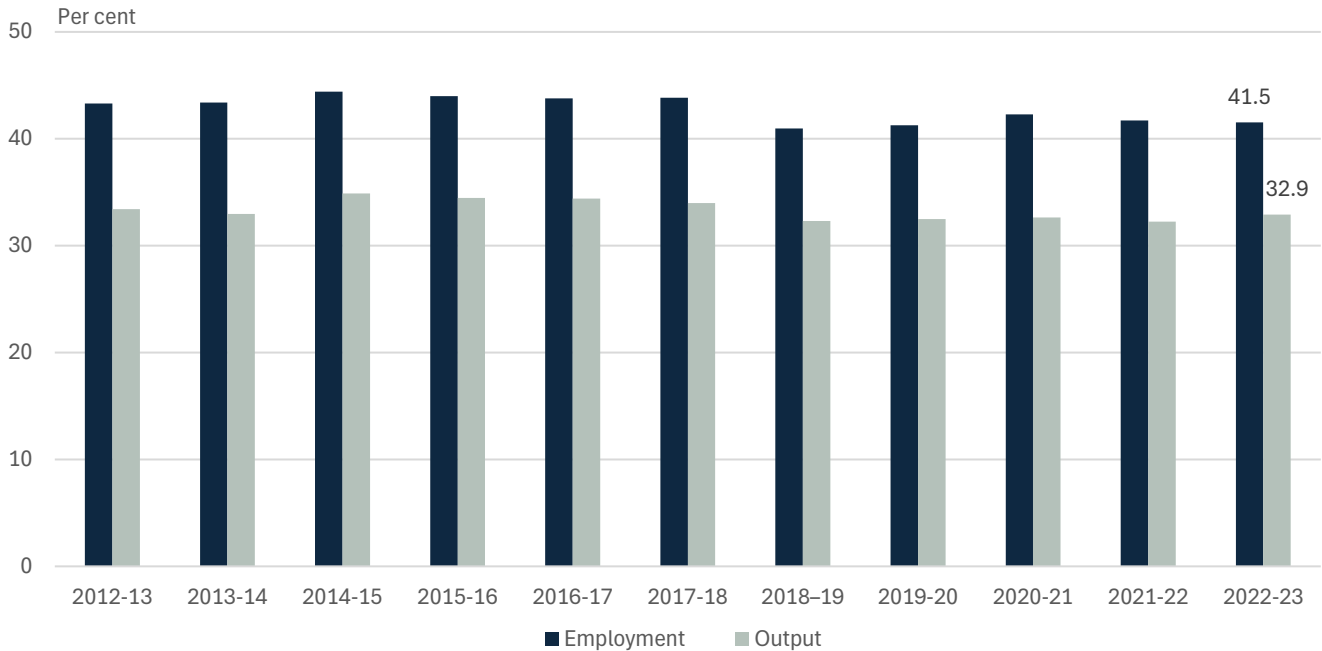
Table 3.5: Profit margins, small and all businesses

	5 years to 2022–23 (average annual)		2022–23	
	Small	All	Small	All
	(%)	(%)	(%)	(%)
Agriculture, forestry and fishing	17.9	15.9	20.7	17.5
Mining	30.6	36.3	47.2	46.1
Manufacturing	10.8	7.9	11.6	7.9
Electricity, gas, water and waste services	10.4	10.3	11.1	8.6
Construction	14.4	10.1	12.6	9.2
Wholesale trade	5.5	4.8	6.4	5.5
Retail trade	8.1	5.5	9.0	6.3
Accommodation and food services	7.8	8.1	8.0	8.9
Transport, postal and warehousing	16.1	7.0	16.4	8.1
Information media and telecommunications	16.2	3.7	14.6	4.0
Financial and insurance services	n/a	n/a	n/a	n/a
Rental, hiring and real estate services	53.2	44.8	38.8	32.7
Professional, scientific and technical services	21.0	27.0	19.0	20.3
Administrative and support services	19.7	8.7	21.9	9.4
Public administration and safety (private)	14.6	9.0	16.3	11.2
Education and training (private)	24.0	13.0	20.9	10.8
Health care and social assistance (private)	39.0	19.7	37.0	18.4
Arts and recreation services	28.6	13.4	28.7	11.6
Other services	17.6	13.8	15.7	13.2
Total selected industries	18.8	13.8	18.3	14.3

Note: Profit margins are operating profits before tax divided by sales and service income. Small businesses are those with less than 20 employees (including non-employing businesses). Total selected industries excludes Financial and insurance services. n/a = not available.

Source: ABS, *Australian Industry*, 2022–23 financial year.

Chart 3.3: Small business share of private sector output and employment



Note: Small businesses have less than 20 employees (including non-employed businesses). Excludes Financial and insurance services.

Source: ABS, *Australian Industry*, 2022-23 financial year.

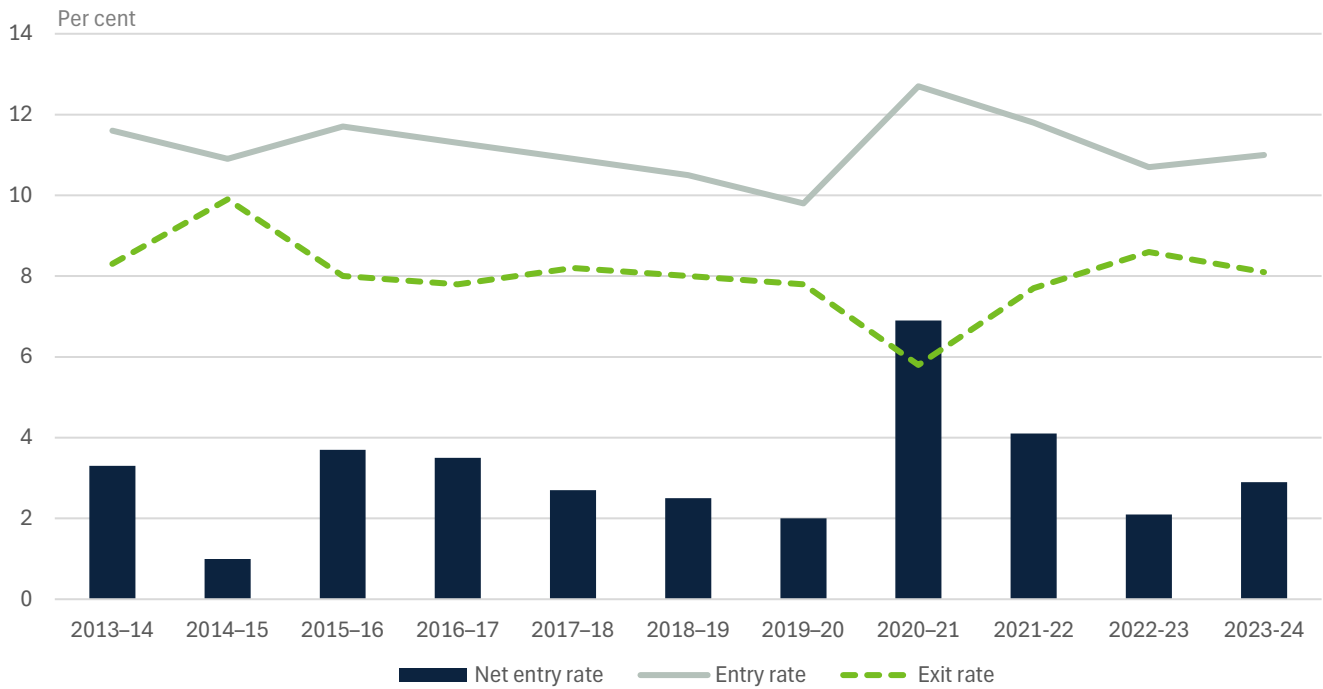
Chart 3.4: First time a company enters external administration or has a controller appointed, number of businesses



Note: Data are expressed in original terms. Data for March 2025 are provisional.

Source: Australian Securities & Investments Commission, *Australian insolvency statistics*, released 12 May 2025.

Chart 3.5: Business entry, exit and net entry rates, employing businesses



Note: Data refers to businesses with at least one employee. Net entry rate represents the net rate of change in the total number of employing businesses over the respective financial year. These include new businesses and existing businesses that have changed from a non-employing business to an employing business, as well as business exits and businesses that have changed from an employing to a non-employing business.

Source: ABS, *Counts of Australian Businesses, Including Entries and Exits*, various.

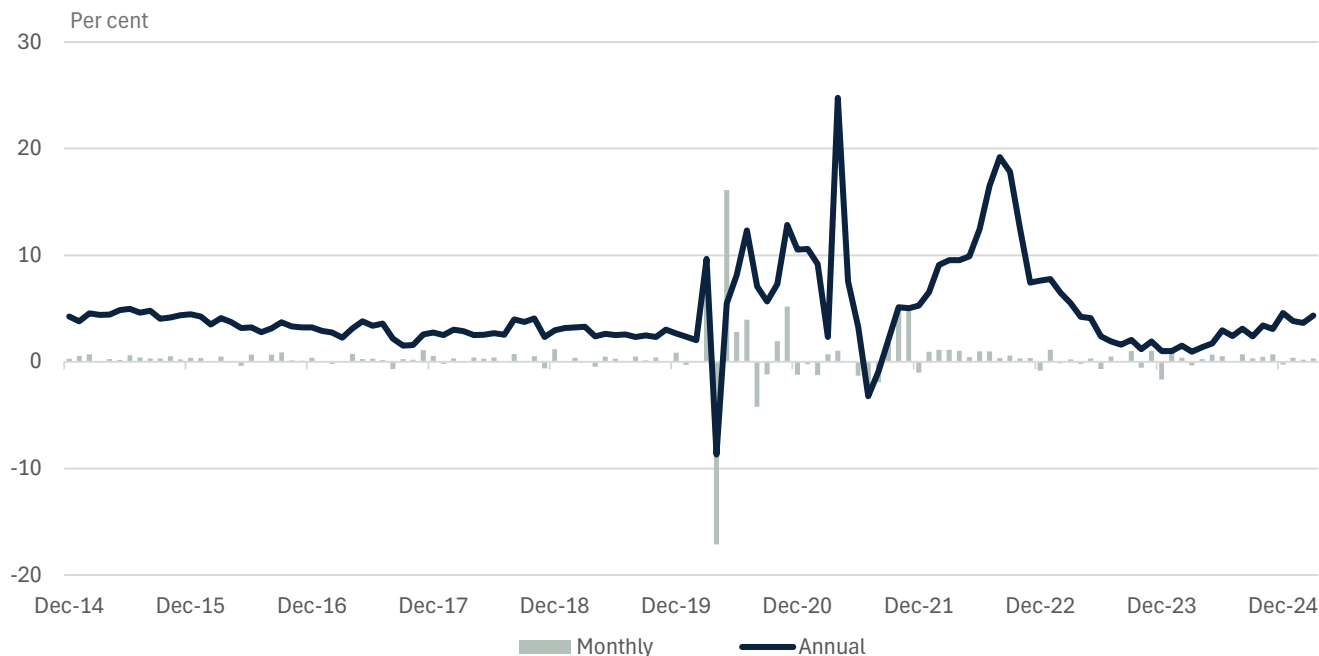
Table 3.6: Business entry and exit rates by industry, employing businesses, 2023–24

	Proportion of businesses (June 2024)	Entry rate	Exit rate
	(%)	(%)	(%)
Agriculture, forestry and fishing	4.5	5.3	4.3
Mining	0.4	8.9	5.2
Manufacturing	4.8	8.6	6.4
Electricity, gas, water and waste services	0.4	9.5	6.6
Construction	18.5	11.0	8.3
Wholesale trade	4.0	8.7	7.0
Retail trade	8.1	10.1	8.9
Accommodation and food services	7.9	14.7	13.1
Transport, postal and warehousing	4.3	12.1	10.0
Information media and telecommunications	0.9	10.9	7.9
Financial and insurance services	3.8	11.2	6.7
Rental, hiring and real estate services	4.0	9.8	6.8
Professional, scientific and technical services	15.1	10.7	7.1
Administrative and support services	4.9	13.9	10.0
Public administration and safety	0.4	12.8	9.9
Education and training	2.0	10.0	7.5
Health care and social assistance	8.0	13.0	6.4
Arts and recreation services	1.4	12.1	9.1
Other services	6.6	11.7	9.2
All industries	100.0	11.0	8.1

Note: Entry rates are employing business entries in the financial year as a proportion of total employing businesses operating at the start of the financial year. Exit rates are total employing business exits in the financial year as a proportion of total employing businesses operating at the start of the financial year. Data for those employing businesses that were not able to be classified to an industry are not presented but are included in the all industries total. Of all employing businesses that were actively trading as at June 2020 and June 2023, less than 0.2 per cent were not classified to an industry in both periods.

Source: ABS, *Counts of Australian Businesses, Including Entries and Exits*, July 2020 to June 2024.

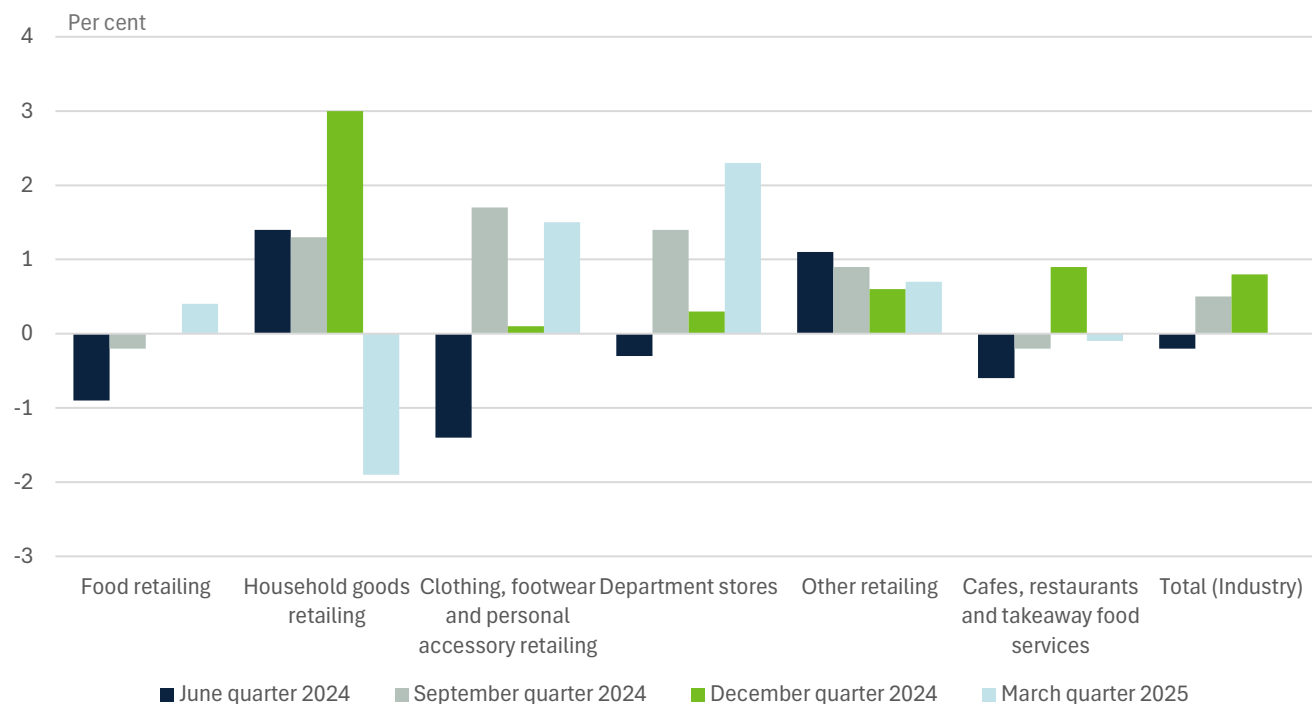
Chart 3.6: Monthly retail turnover growth, current prices



Note: Data series will cease in July 2025 and be replaced by the Monthly Business Turnover Indicator.

Source: ABS, *Retail Trade, Australia*, March 2025.

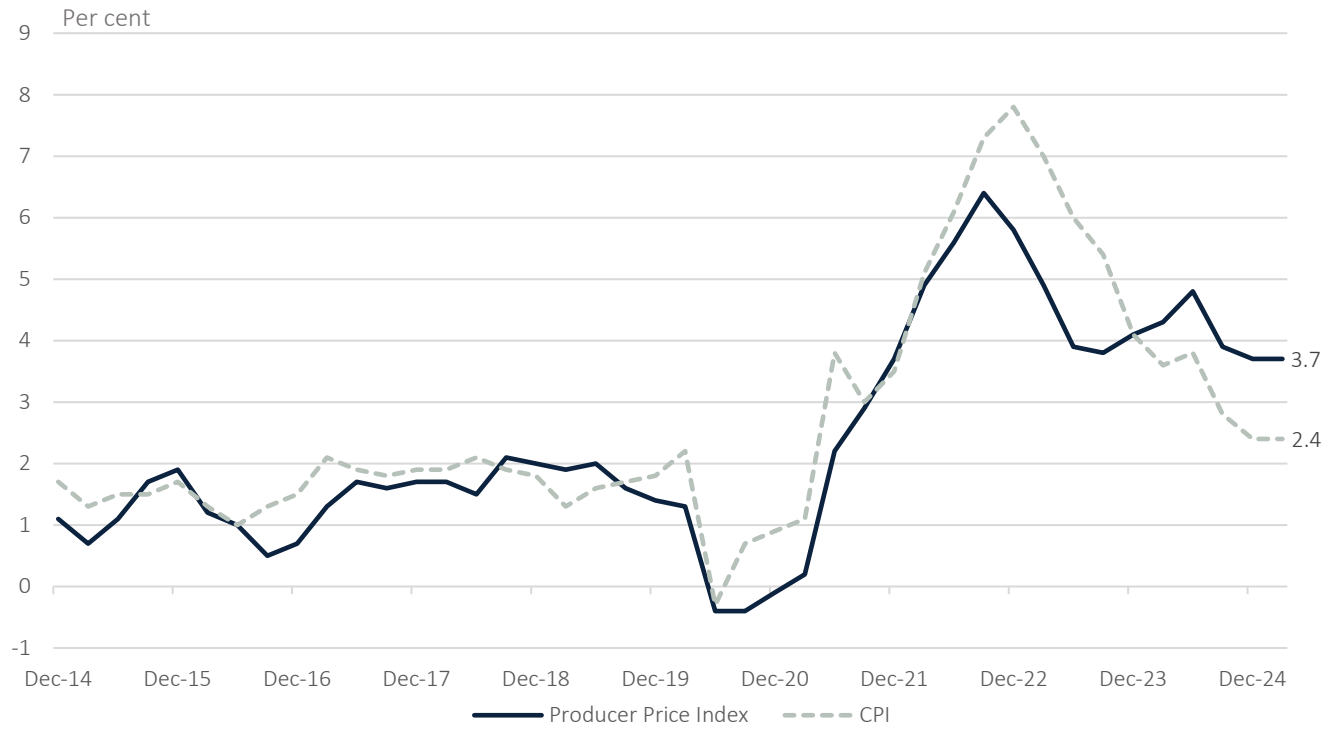
Chart 3.7: Change in quarterly retail turnover, by industry group



Note: Data are expressed in chain volume terms.

Source: ABS, *Retail Trade, Australia*, March 2025.

Chart 3.8: Producer Price Index (final demand) and Consumer Price Index, annual growth

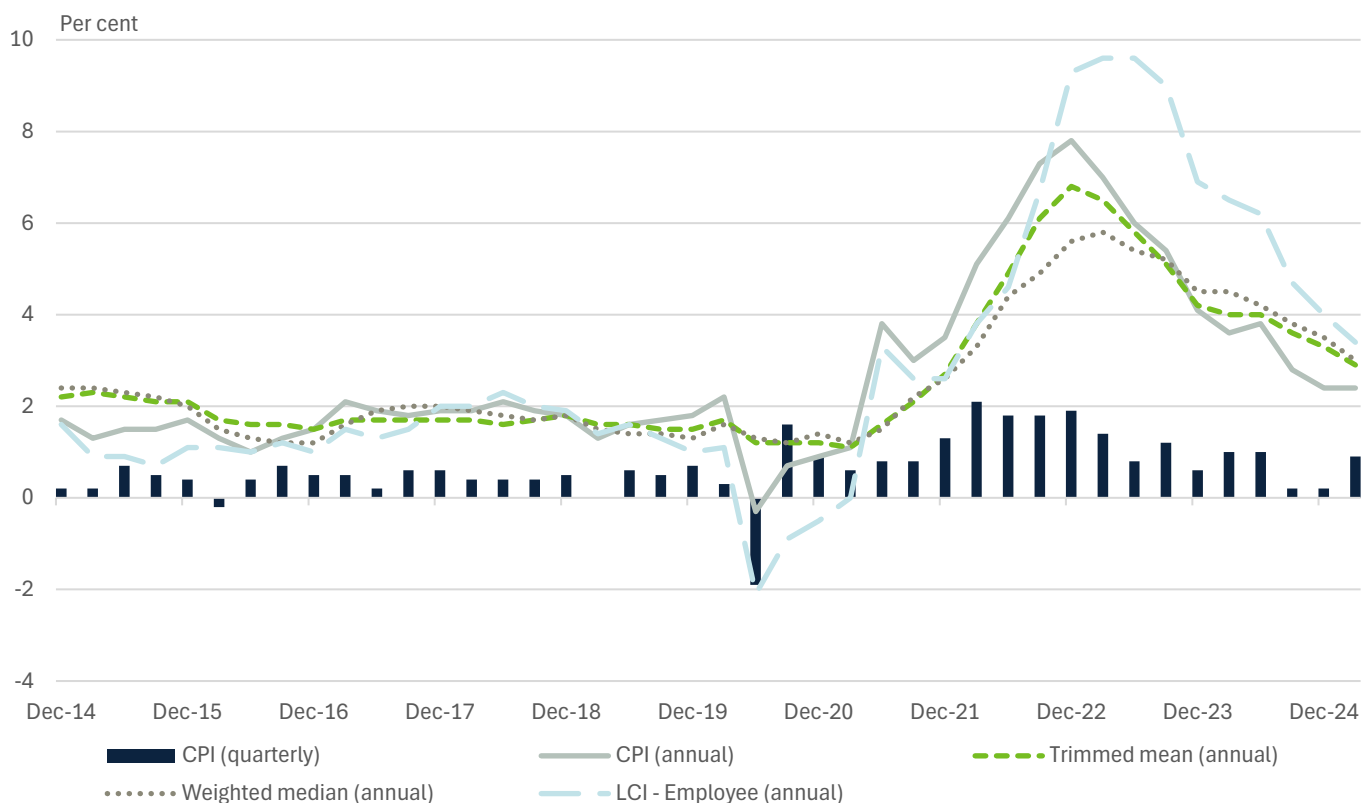


Note: Producer Price Indexes measure price change from the perspective of the industries that produce goods and services, whereas the CPI measures price change from the perspective of consumers. Final demand measures the price change of products (goods and services) consumed with no further processing.

Source: ABS, *Producer Price Indexes, Australia*, March 2025; ABS, *Consumer Price Index, Australia*, March 2025.

4. Inflation

Chart 4.1: Measures of inflation—Consumer Price Index, underlying inflation and Living Cost Index for employee households, growth rates



Note: The Consumer Price Index (CPI) measures quarterly changes in the price of a 'basket' of goods and services which account for a high proportion of expenditure by the CPI population group (i.e. metropolitan households). The trimmed mean is calculated by ordering the CPI expenditure class components by their price change in the quarter and taking the expenditure weighted average of the middle 70 per cent of these price changes. The weighted median is the price change of the component in the middle of this ordering. The Living Cost Index (LCI) for employee households measures the change in the price of a 'basket' of goods and services which is based on the expenditure of employee households whose principal source of income comes from wages and/or salaries. CPI and LCI data are expressed in original terms.

Source: ABS, *Consumer Price Index, Australia*, March 2025; ABS, *Selected Living Cost Indexes, Australia*, March 2025.

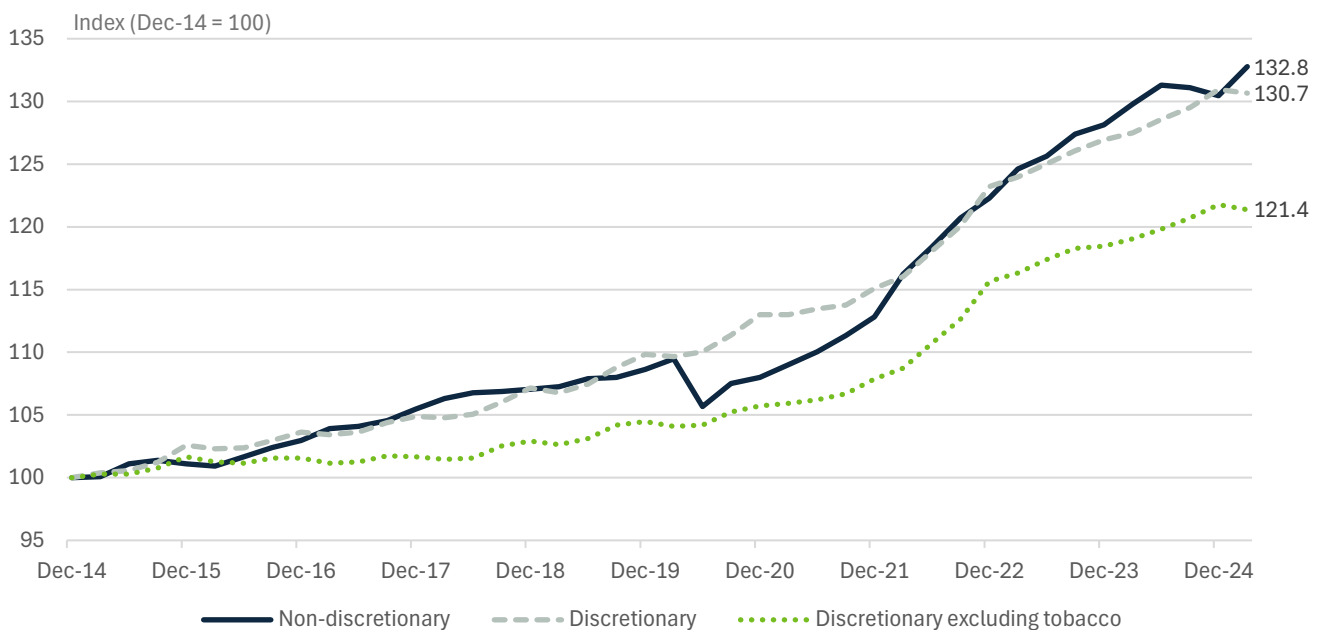
Table 4.1: Consumer Price Index, underlying inflation, Living Cost Index for employee households, index and growth rate over the year

Quarter	Consumer Price Index	Consumer Price Index	Trimmed mean	Trimmed mean	Weighted median	Weighted median	Employee LCI	Employee LCI
	(Index)	(% change)	(Index)	(% change)	(Index)	(% change)	(Index)	(% change)
Mar-15	100.0	1.3	100.0	2.3	100.0	2.4	100.0	0.9
Mar-16	101.3	1.3	101.7	1.7	101.5	1.5	101.1	1.1
Mar-17	103.5	2.1	103.5	1.7	103.1	1.6	102.6	1.5
Mar-18	105.4	1.9	105.2	1.7	105.1	1.9	104.6	2.0
Mar-19	106.8	1.3	106.9	1.6	106.7	1.5	106.1	1.4
Mar-20	109.2	2.2	108.7	1.7	108.3	1.6	107.2	1.1
Mar-21	110.4	1.1	109.9	1.1	109.6	1.2	107.2	0.0
Mar-22	116.0	5.1	114.1	3.8	113.3	3.3	111.3	3.8
Mar-23	124.2	7.0	121.5	6.5	119.8	5.8	122.0	9.6
Mar-24	128.7	3.6	126.4	4.0	125.1	4.5	129.9	6.5
Mar-25	131.7	2.4	130.1	2.9	128.9	3.0	134.3	3.4

Note: CPI and the LCI data are expressed in original terms. Percentage change is calculated in relation to the corresponding quarter in the previous year.

Source: ABS, *Consumer Price Index, Australia*, March 2025; ABS, *Selected Living Cost Indexes, Australia, Australia*, March 2025.

Chart 4.2: Non-discretionary and discretionary inflation, cumulative growth rates



Note: Non-discretionary expenditure refers to goods or services purchased because they meet a basic need (food, shelter, healthcare), are required to maintain current living standards, or are a legal obligation. Discretionary expenditure includes purchases that could be considered as 'optional'.

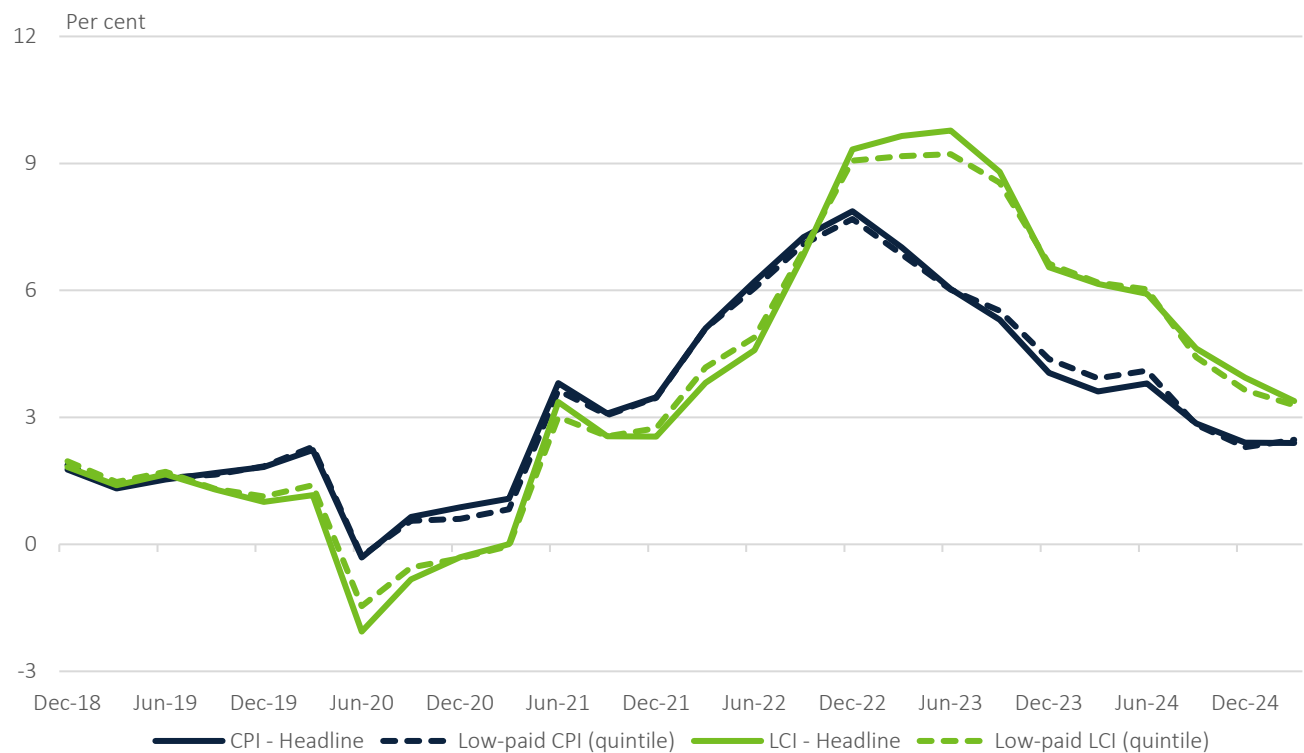
Source: ABS, *Consumer Price Index, Australia*, March 2025.

Chart 4.3: Non-discretionary and discretionary inflation, annual growth rates



Source: ABS, *Consumer Price Index, Australia*, March 2025.

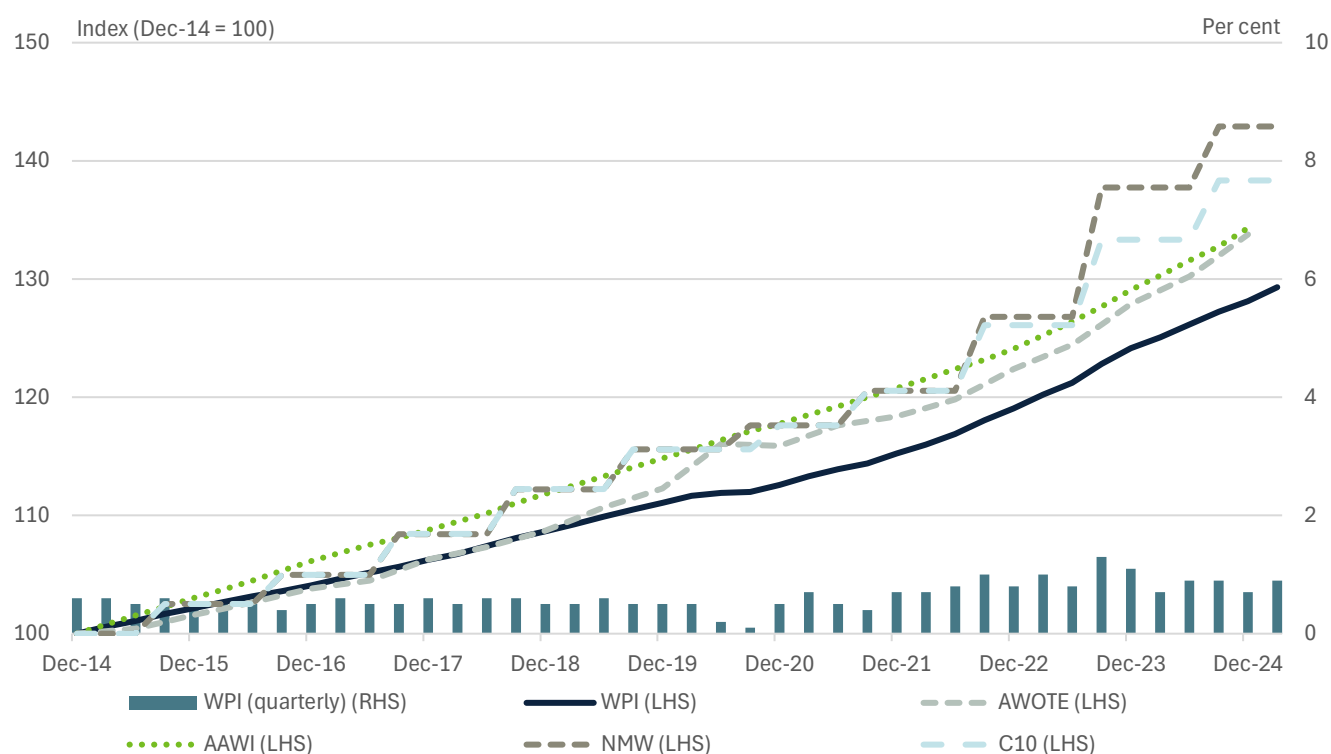
Chart 4.4: CPI and LCI for low-paid employee households, annual growth



Source: ABS, *Consumer Price Index, Australia*, March 2025; ABS, *Selected Living Cost Indexes, Australia*, March 2025; Yuen K & Rozenbes D (2022), *Experimental estimates of a Consumer Price Index for low-paid employee households*, Fair Work Commission Research Report 1/2022.

5. Wages

Chart 5.1: Measures of nominal wages growth, quarterly and cumulative growth rates, index



Note: The Wage Price Index (WPI) is an index for total hourly rates of pay excluding bonuses that is unaffected by changes in the quality or quantity of work performed. Average weekly ordinary time earnings (AWOTE) is calculated by dividing estimates of weekly ordinary time earnings by estimates of the number of employees. Ordinary time earnings refer to earnings attributable to award, standard or agreed hours of work. It is calculated before taxation and other deductions such as superannuation. It also excludes payments which are not related to the reference period such as overtime, leave loading and redundancy payments. AWOTE estimates refer to full-time adult employees, where an adult is defined as those who are 21 years or over as well as employees who, although under 21 years of age, are paid at the full adult rate for their occupation. AWOTE data are published half-yearly in May and November and a quarterly series has been derived. AWOTE data are expressed in original terms. Average annualised wage increase (AAWI) measures the average percentage increase in the base rates of pay across federal enterprise agreements approved in each quarter. It does not take into account payments such as allowances, bonuses and increases linked to productivity. The AAWI index is calculated by first deriving a quarterly rate. The C14 and the C10 are minimum award rates set under the *Manufacturing and Associated Industries and Occupations Award 2010* and the *Manufacturing and Associated Industries and Occupations Award 2020*. From 1 July 2023, the NMW was aligned with the C13 rate. Prior to this it was aligned with the C14 rate.

Source: ABS, *Average Weekly Earnings, Australia*, November 2024; ABS, *Wage Price Index, Australia*, March 2025; Department of Employment and Workplace Relations, *Trends in Federal Enterprise Bargaining*, December quarter 2024; *Manufacturing and Associated Industries and Occupations Award 2010*; *Manufacturing and Associated Industries and Occupations Award 2020*.

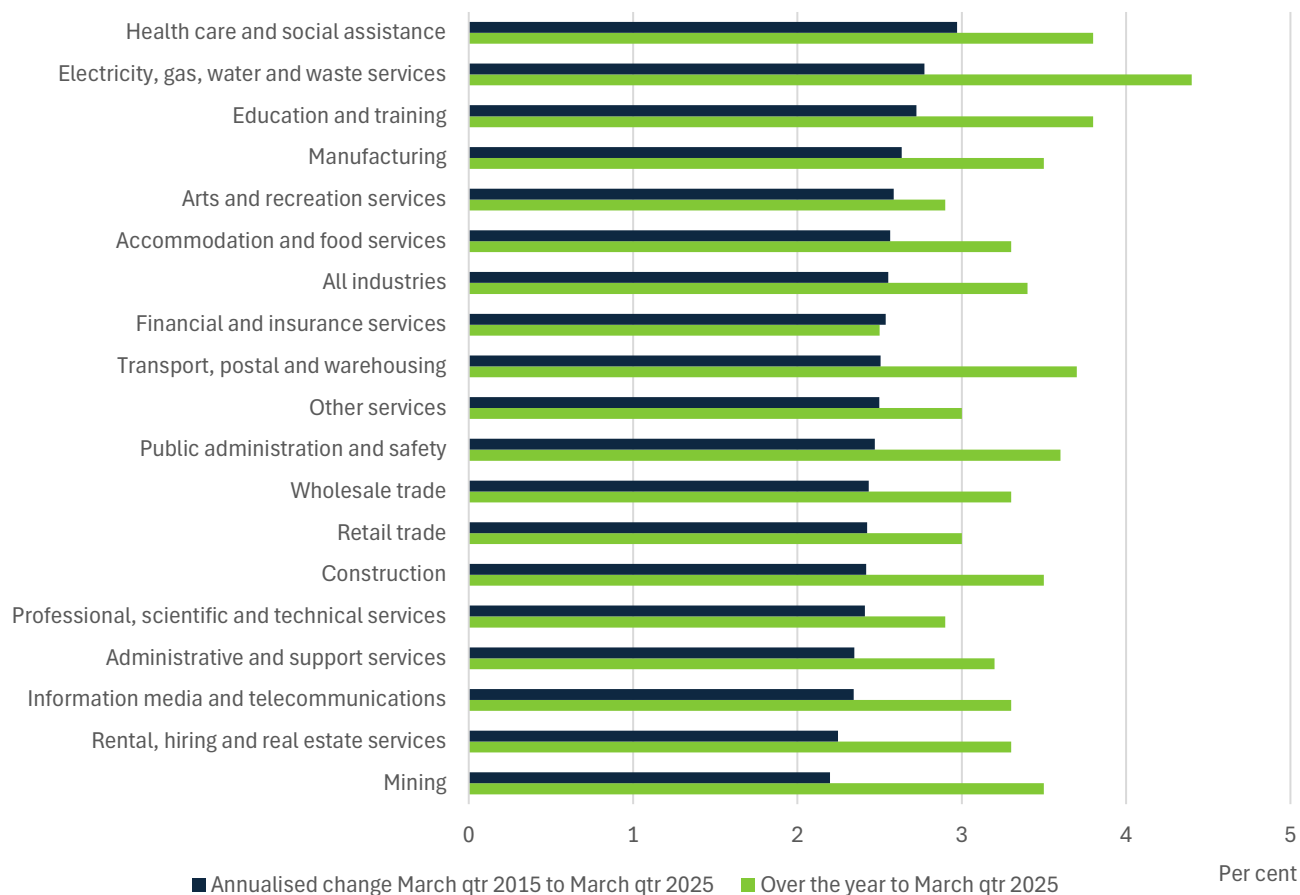
Table 5.1: Measures of nominal wages growth, growth rate over the year

Year ended (Quarter)	WPI	AWOTE [^]	NMW	C10	AAWI	AENA
	(% change)	(% change)	(% change)	(% change)	(% change)	(% change)
Dec-14	2.5	2.8	3.0	3.0	3.4	1.9
Dec-15	2.2	1.6	2.5	2.5	3.0	0.6
Dec-16	1.9	2.2	2.4	2.4	3.1	0.5
Dec-17	2.1	2.4	3.3	3.3	2.5	2.1
Dec-18	2.3	2.3	3.5	3.5	2.9	2.3
Dec-19	2.2	3.3	3.0	3.0	2.7	3.3
Dec-20	1.3	3.2	1.8*	1.8*	2.2	4.0
Dec-21	2.4	2.2	2.5	2.5	2.6	4.8
Dec-22	3.3	3.4	5.2	4.6	3.0	3.3
Dec-23	4.3	4.5	8.6	5.8**	4.4	4.9
Dec-24	3.2	4.6	3.8***	3.8***	4.8	3.2
Mar-25	3.4	n/a	3.8***	3.8***	n/a	n/a

Note: n/a = not available. AENA refers to average earnings in the National Accounts, represented by average compensation per employee. See Chart 5.1 for information on other measures of nominal wages growth. [^] Data are presented for November of each year. * Actual increase from the Annual Wage Review 2019–20 was 1.75 per cent. ** Actual increase from the Annual Wage Review 2022–23 was 5.75 per cent. Increase calculated from wage rates rounded to the nearest cent. *** Actual increase from the Annual Wage Review 2023–24 was 3.75 per cent

Source: ABS, *Average Weekly Earnings, Australia*, November 2024; ABS, *Wage Price Index, Australia*, March 2025; Department of Employment and Workplace Relations, *Trends in Federal Enterprise Bargaining*, December quarter 2024; *Manufacturing and Associated Industries and Occupations Award 2010*; *Manufacturing and Associated Industries and Occupations Award 2020*; ABS, *Australian National Accounts: National Income, Expenditure and Product*, December 2024.

Chart 5.2: Wage Price Index by industry, annualised growth over decade and growth over year to March quarter 2025



Note: Data are expressed in original terms.

Source: ABS, *Wage Price Index, Australia*, March 2025.

Table 5.2: Average hourly total cash earnings for full-time non-managerial employees paid at the adult rate, by industry and method of setting pay, May 2023

	Award only	Collective agreement	Individual arrangement	Ratio of average hourly earnings in Award only to Collective agreement	Ratio of average hourly earnings in Award only to Individual arrangement
	(\$)	(\$)	(\$)	(%)	(%)
Mining	36.3	64.9	72.6	0.56	0.50
Manufacturing	31.8	45.6	44.6	0.70	0.71
Electricity, gas, water and waste services	35.0	61.2	58.3	0.57	0.60
Construction	35.4	61.2	47.6	0.58	0.74
Wholesale trade	30.6	38.4	47.4	0.80	0.65
Retail trade	30.4	31.8	39.7	0.96	0.77
Accommodation and food services	31.3	33.6	37.5	0.93	0.83
Transport, postal and warehousing	35.3	48.2	45.7	0.73	0.77
Information media and telecommunications	37.0	54.9	64.0	0.67	0.58
Finance and insurance services	36.7	56.1	52.7	0.65	0.70
Rental, hiring and real estate services	30.3	50.4	44.9	0.60	0.67
Professional, scientific and technical services	36.1	51.8	57.3	0.70	0.63
Administrative and support services	33.4	43.8	49.9	0.76	0.67
Public administration and safety	50.9	52.2	51.4	0.98	0.99
Education and training	39.6	55.4	49.2	0.71	0.80
Health care and social assistance	46.7	52.8	44.2	0.88	1.06
Arts and recreation services	37.9	41.8	44.0	0.91	0.86
Other services	34.3	42.2	39.7	0.81	0.86
All industries	37.7	51.9	49.4	0.73	0.76

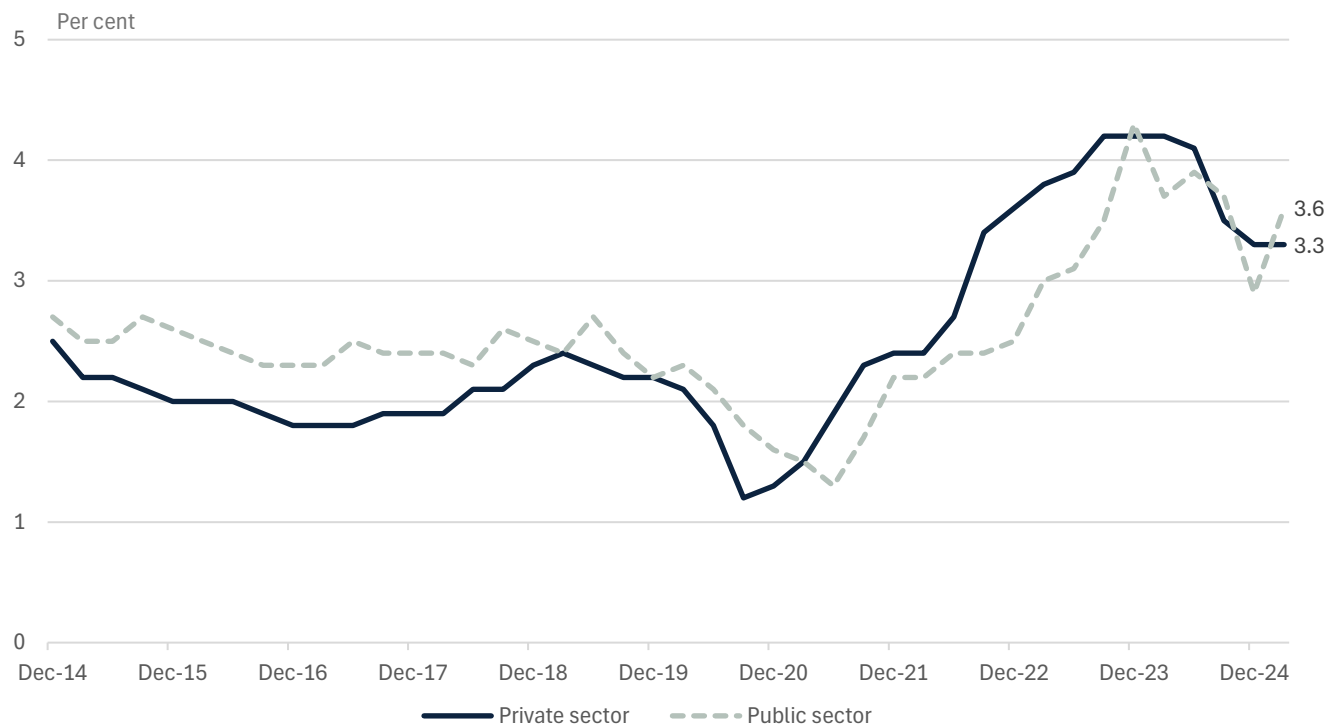
Source: ABS, *Employee Earnings and Hours, Australia*, May 2023.

Table 5.3: Contributions to the WPI, by method of setting pay

Quarter	Enterprise agreement	Individual arrangement	Award	Total increase (original)	Total increase (seasonally adjusted)
	(%)	(%)	(%)	(%)	(%)
Jun-24	0.23	0.32	0.01	0.6	0.9
Sep-24	0.46	0.59	0.36	1.4	0.9
Dec-24	0.26	0.33	0.02	0.6	0.7
Mar-25	0.41	0.28	0.07	0.8	0.9
Sum over year	1.36	1.52	0.46	3.3	3.4

Source: ABS, *Wage Price Index, Australia*, March 2025.

Chart 5.3: Wage Price Index, by sector, annual growth



Source: ABS, *Wage Price Index, Australia*, March 2025.

6. Labour market

Table 6.1: Employment, monthly hours worked and unemployment

Year ended	Employed persons	Monthly hours worked	Unemployed persons	Unemployment rate	Employed persons	Monthly hours worked	Unemployed persons	Unemployment rate
(Month)	('000s)	('000s)	('000s)	(%)	(% change)	(% change)	(% change)	(ppt change)
Dec-14	11 599.9	1 600 140.3	754.1	6.1	1.6	0.0	5.3	0.2
Dec-15	11 909.4	1 649 834.7	725.1	5.7	2.7	3.1	-3.8	-0.4
Dec-16	12 019.7	1 673 944.8	744.7	5.8	0.9	1.5	2.7	0.1
Dec-17	12 400.7	1 718 646.7	737.5	5.6	3.2	2.7	-1.0	-0.2
Dec-18	12 673.7	1 744 550.2	669.0	5.0	2.2	1.5	-9.3	-0.6
Dec-19	12 928.6	1 782 880.6	685.4	5.0	2.0	2.2	2.4	0.0
Dec-20	12 802.4	1 741 654.0	896.8	6.5	-1.0	-2.3	30.9	1.5
Dec-21	13 221.7	1 819 795.2	579.4	4.2	3.3	4.5	-35.4	-2.3
Dec-22	13 756.0	1 897 344.2	500.8	3.5	4.0	4.3	-13.6	-0.7
Dec-23	14 125.6	1 910 325.8	584.3	4.0	2.7	0.7	16.7	0.5
Dec-24	14 539.0	1 975 051.6	601.4	4.0	2.9	3.4	2.9	0.0
Apr-25	14 642.7	1 963 805.7	621.1	4.1	2.7	1.1	2.2	0.0

Note: The unemployment rate is the number of unemployed persons expressed as a percentage of the labour force. All measures are calculated for persons aged 15 years and over.

The percentage change and percentage point (ppt) change are calculated in relation to the corresponding month in the previous year.

Given large month-to-month changes during the COVID-19 pandemic period, resulting in multiple trend breaks, the ABS recommends caution when using trend estimates during this period. Therefore, seasonally adjusted data are presented in this chapter.

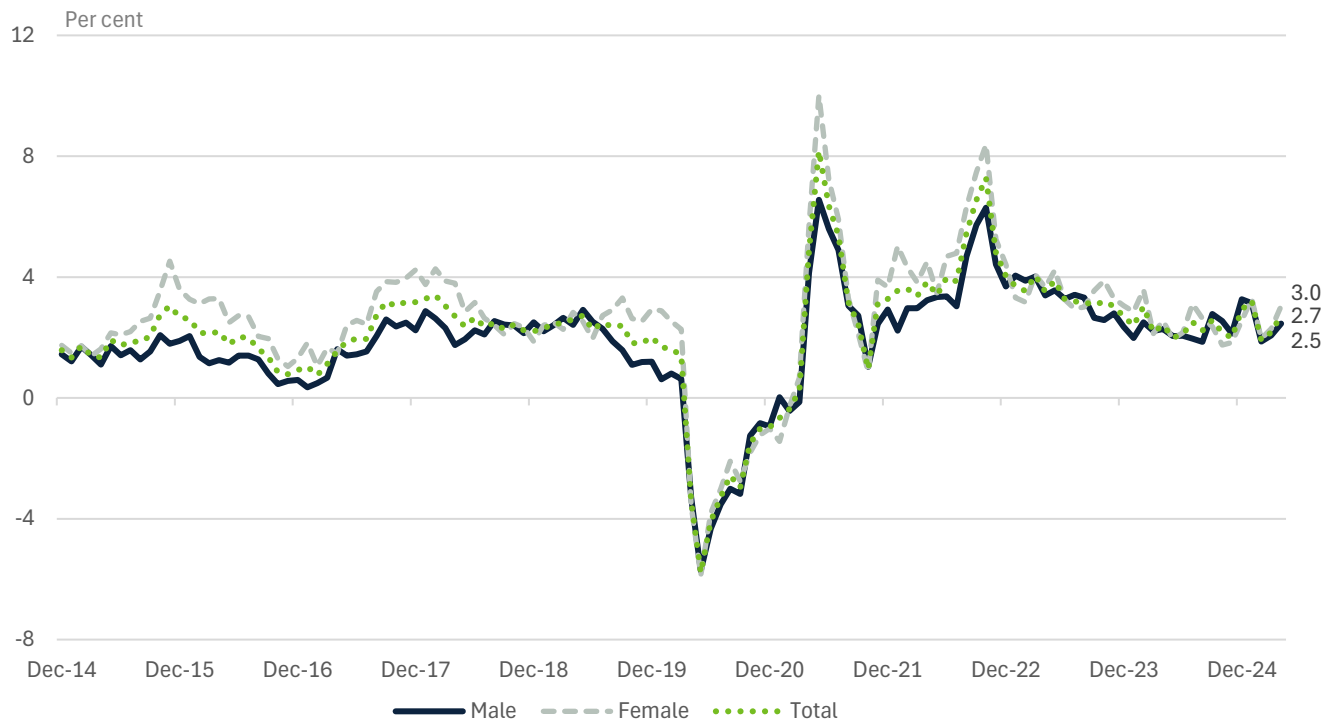
Source: ABS, *Labour Force, Australia*, April 2025.

Chart 6.1: Employed persons and monthly hours worked, growth rate over the year



Source: ABS, *Labour Force, Australia*, April 2025.

Chart 6.2: Employed persons by gender, growth rate over the year



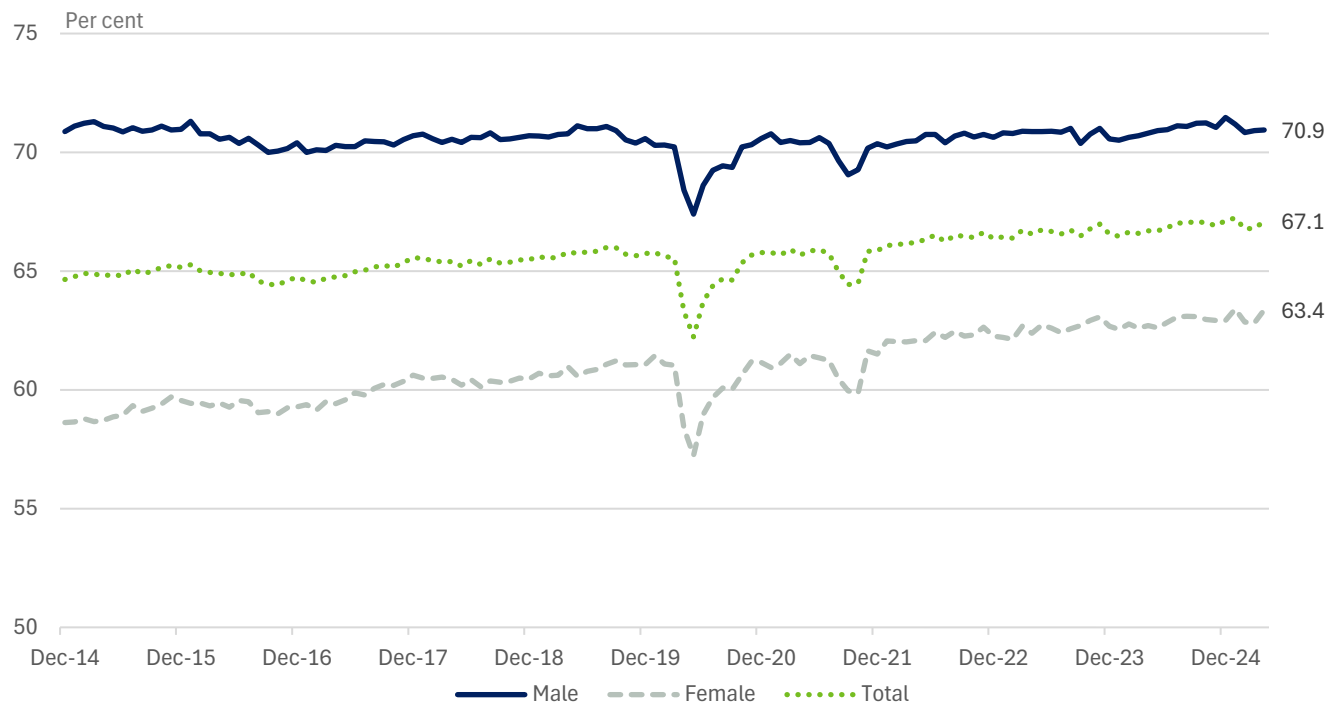
Source: ABS, *Labour Force, Australia*, April 2025.

Chart 6.3: Monthly hours worked by gender, growth rate over the year



Source: ABS, *Labour Force, Australia*, April 2025.

Chart 6.4: Participation rates by gender



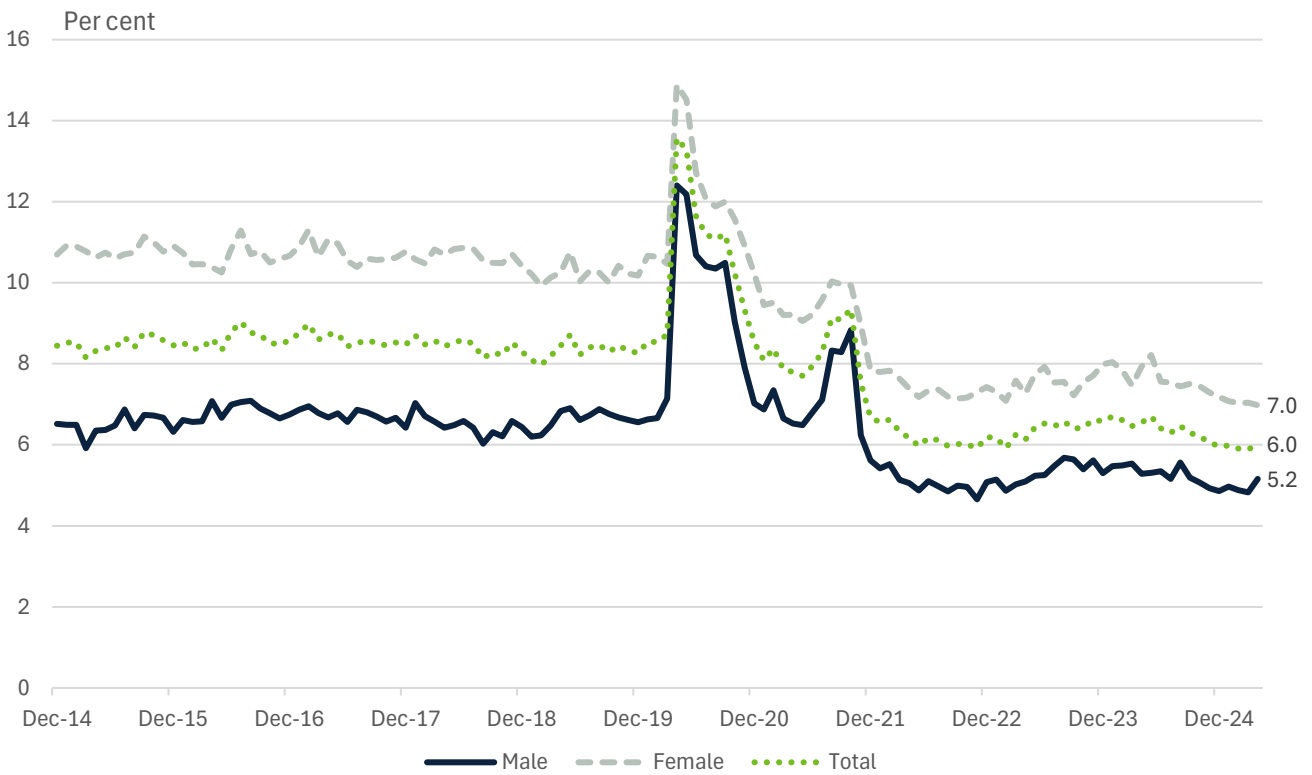
Source: ABS, *Labour Force, Australia*, April 2025.

Chart 6.5: Unemployment rates by gender



Source: ABS, *Labour Force, Australia*, April 2025.

Chart 6.6: Underemployment rates by gender



Source: ABS, *Labour Force, Australia*, April 2025.

Table 6.2: Total number of hours worked per month, full-time workers by gender

Month	Total		Males		Females	
	Hours ('000)	% Change	Hours ('000)	% Change	Hours ('000)	% Change
Dec-14	1343628.2	-0.5	899465.7	-0.0	444162.6	-1.3
Dec-15	1383127.8	2.9	912175.2	1.4	470952.5	6.0
Dec-16	1394439.8	0.8	920632.1	0.9	473807.8	0.6
Dec-17	1433067.8	2.8	938493.3	1.9	494574.6	4.4
Dec-18	1448362.7	1.1	941335.5	0.3	507027.2	2.5
Dec-19	1479800.4	2.2	951775.3	1.1	528025.0	4.1
Dec-20	1438385.1	-2.8	923462.2	-3.0	514923.0	-2.5
Dec-21	1504763.5	4.6	952576.1	3.2	552187.5	7.2
Dec-22	1587169.1	5.5	997724.7	4.7	589444.4	6.7
Dec-23	1580417.0	-0.4	992190.8	-0.6	588226.2	-0.2
Dec-24	1638764.4	3.7	1023190.7	3.1	615573.7	4.6
Apr-25	1624568.1	1.1	1010214.4	0.7	614353.7	1.8

Note: Percentage change is calculated in relation to the corresponding month in the previous year.

Source: ABS, *Labour Force, Australia*, April 2025.

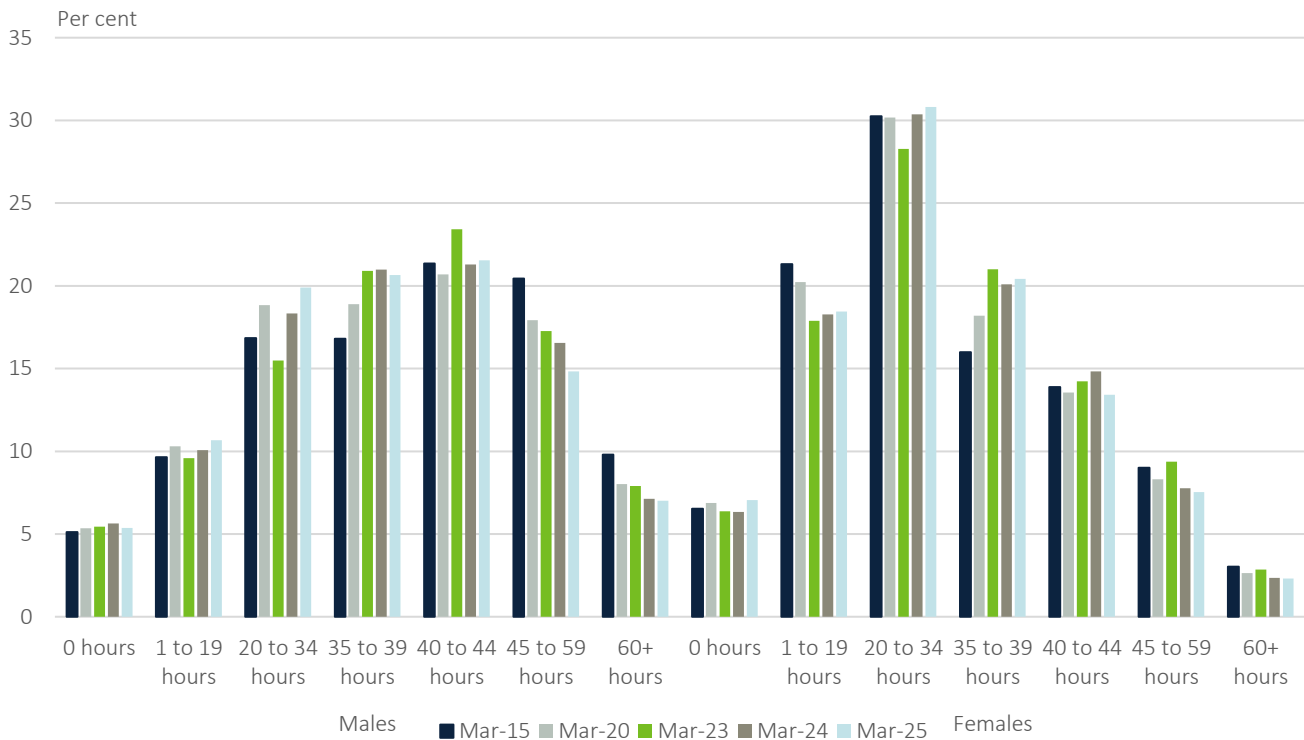
Table 6.3: Total number of hours worked per month, part-time workers by gender

Month	Total		Males		Females	
	Hours ('000)	% Change	Hours ('000)	% Change	Hours ('000)	% Change
Dec-14	256512.1	2.4	76411.3	0.5	180100.8	3.2
Dec-15	266706.9	4.0	80921.0	5.9	185785.9	3.2
Dec-16	279505.0	4.8	85126.6	5.2	194378.3	4.6
Dec-17	285578.9	2.2	85670.4	0.6	199908.5	2.8
Dec-18	296187.4	3.7	92057.9	7.5	204129.5	2.1
Dec-19	303080.2	2.3	95268.9	3.5	207811.4	1.8
Dec-20	303268.9	0.1	95641.9	0.4	207626.9	-0.1
Dec-21	315031.7	3.9	98142.2	2.6	216889.5	4.5
Dec-22	310175.0	-1.5	97535.4	-0.6	212639.7	-2.0
Dec-23	329908.8	6.4	104964.6	7.6	224944.2	5.8
Dec-24	336287.3	1.9	112467.7	7.1	223819.6	-0.5
Apr-25	339237.6	0.8	112357.0	3.1	226880.6	-0.3

Note: Percentage change is calculated in relation to the corresponding month in the previous year.

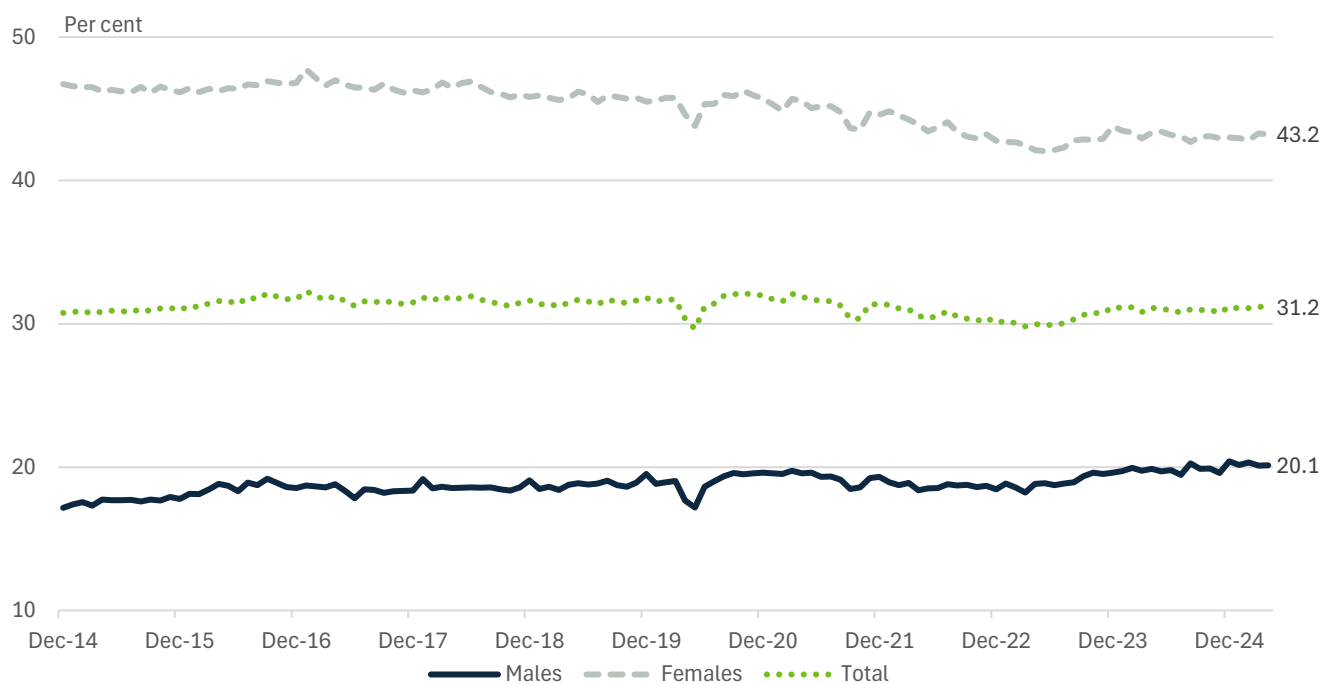
Source: ABS, *Labour Force, Australia*, April 2025.

Chart 6.7: Actual hours worked per week, proportion of employed persons by gender



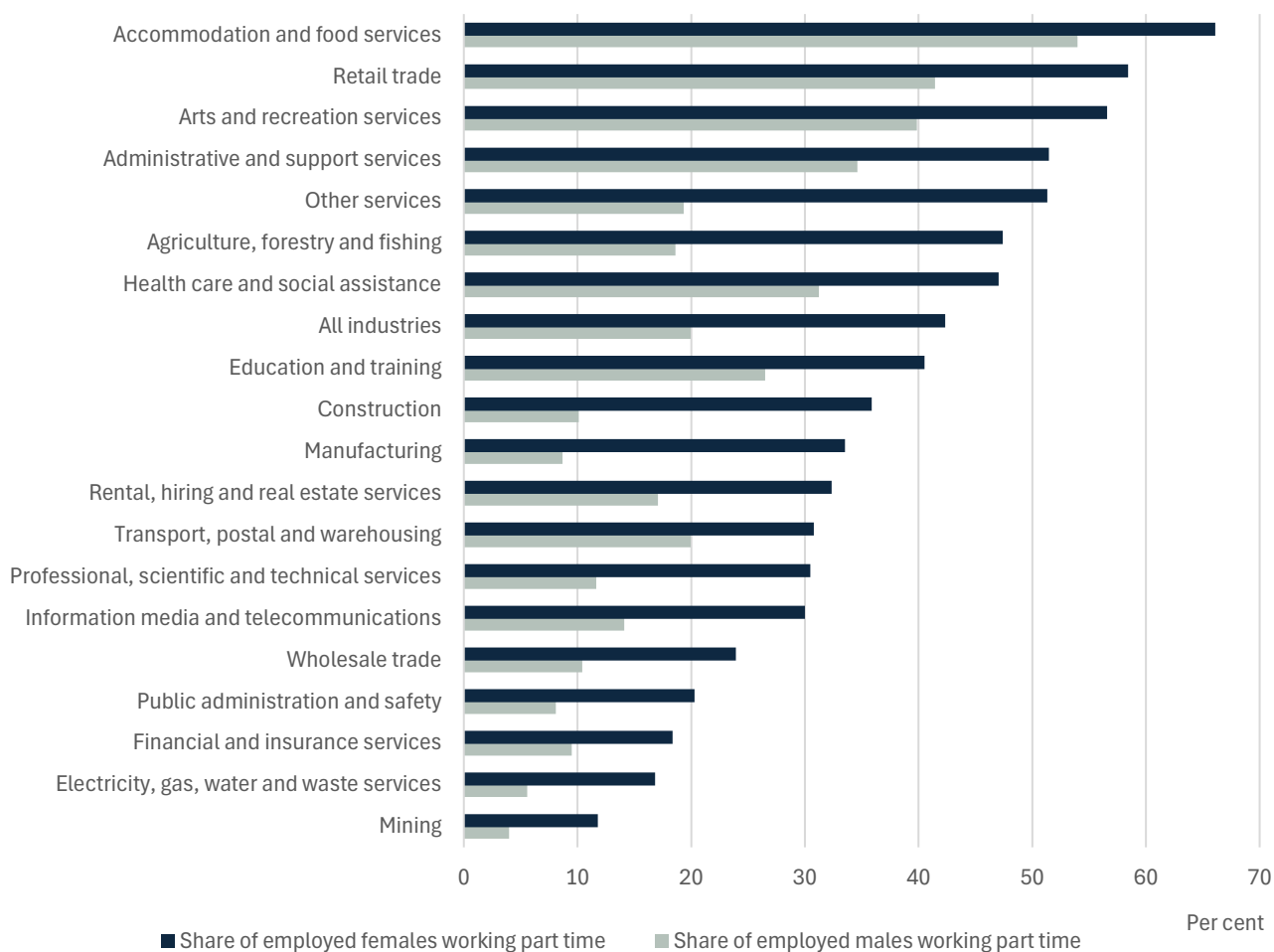
Source: ABS, *Labour Force, Australia, Detailed*, March 2025.

Chart 6.8: Proportion working part-time hours, all employed persons and by gender, December 2014 to April 2025



Source: ABS, *Labour Force, Australia*, April 2025.

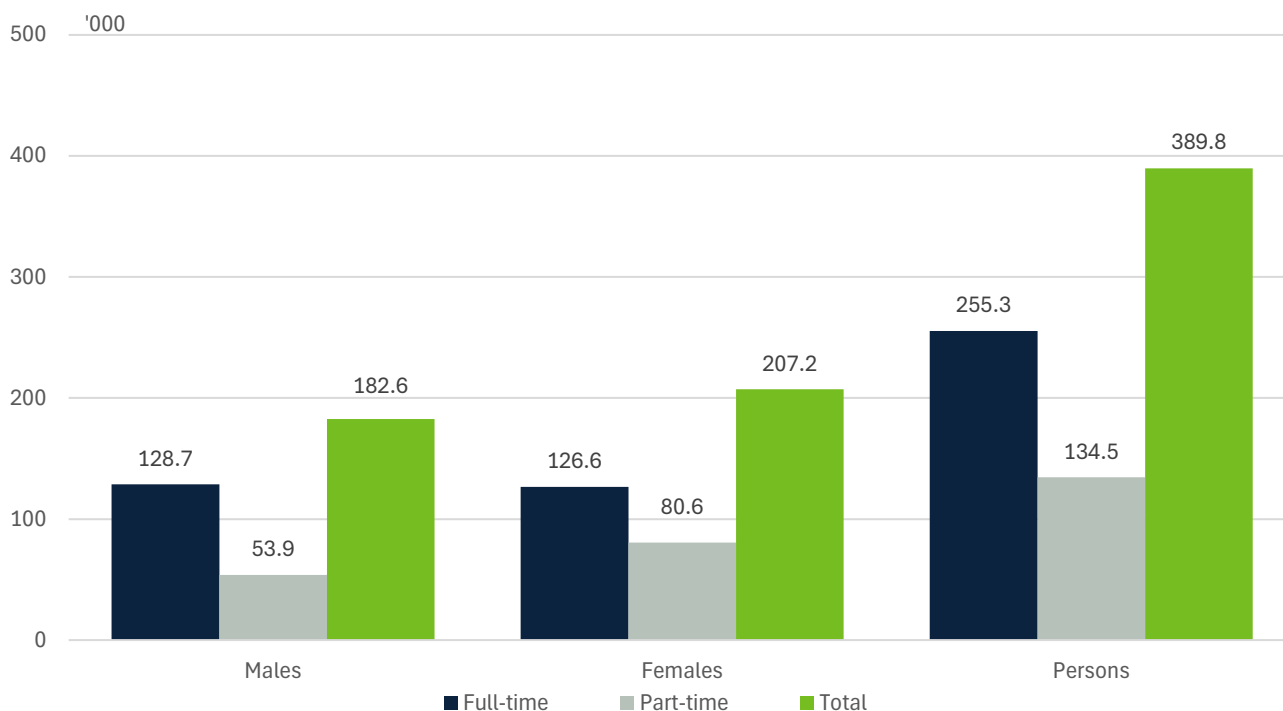
Chart 6.9: Proportion employed part time, within industry by gender, February 2025



Note: Data are in original terms.

Source: ABS, *Labour Force, Australia, Detailed*, February 2025.

Chart 6.10: Change in full-time, part-time and total employment by gender, April 2024 to April 2025



Source: ABS, *Labour Force, Australia*, April 2025.

Table 6.4: Employment to population ratio, total and by full-time/part-time status, persons 20–64 years

Month	Full-time	Change over year	Part-time	Change over year	Total	Change over year
		(ppts)		(ppts)		(ppts)
Dec-14	55.2		20.0		75.2	
Dec-15	55.7	0.5	20.3	0.3	76.0	0.8
Dec-16	54.9	-0.7	20.9	0.5	75.8	-0.2
Dec-17	55.8	0.8	21.1	0.2	76.9	1.0
Dec-18	56.0	0.2	21.2	0.1	77.2	0.3
Dec-19	56.3	0.3	21.4	0.2	77.7	0.5
Dec-20	55.5	-0.8	21.3	-0.1	76.8	-0.9
Dec-21	57.9	2.4	21.1	-0.1	79.0	2.2
Dec-22	60.1	2.2	20.0	-1.2	80.1	1.0
Dec-23	58.9	-1.2	21.2	1.3	80.2	0.1
Dec-24	59.5	0.5	21.3	0.1	80.8	0.6
Mar-25	58.3	-0.1	21.6	0.2	79.9	0.1

Note: The employment to population ratio is the number of employed persons expressed as a percentage of the civilian population. Change over year calculates the percentage point change from the corresponding month in the previous year. All data are expressed in original terms.

Source: ABS, *Labour Force, Australia, Detailed*, March 2025.

Table 6.5: Employment to population ratio for males, total and by full-time/part-time status, 20–64 years

Month	Full-time	Change over year	Part-time	Change over year	Total	Change over year
		(ppts)		(ppts)		(ppts)
Dec-14	71.2		10.4		81.6	
Dec-15	71.3	0.0	10.9	0.5	82.2	0.5
Dec-16	70.2	-1.1	11.4	0.5	81.6	-0.6
Dec-17	70.5	0.3	11.5	0.1	82.0	0.4
Dec-18	70.4	-0.1	11.9	0.3	82.3	0.3
Dec-19	70.1	-0.3	12.2	0.4	82.4	0.1
Dec-20	69.1	-1.0	12.2	-0.0	81.3	-1.1
Dec-21	71.4	2.3	11.8	-0.4	83.2	1.9
Dec-22	73.1	1.7	11.1	-0.7	84.1	0.9
Dec-23	71.5	-1.5	12.3	1.3	83.8	-0.3
Dec-24	71.7	0.1	12.9	0.6	84.6	0.8
Mar-25	70.6	0.1	13.1	0.3	83.8	0.4

Note: The employment to population ratio is the number of employed persons expressed as a percentage of the civilian population. Change over year (ppts) calculates the percentage point change from the corresponding month in the previous year. All data are expressed in original terms.

Source: ABS, *Labour Force, Australia, Detailed*, March 2025.

Table 6.6: Employment to population ratio for females, total and by full-time/part-time status, 20–64 years

Month	Full-time	Change over year	Part-time	Change over year	Total	Change over year
		(ppts)		(ppts)		(ppts)
Dec-14	39.4		29.5		68.8	
Dec-15	40.3	1.0	29.6	0.2	69.9	1.1
Dec-16	40.0	-0.3	30.2	0.6	70.2	0.2
Dec-17	41.3	1.3	30.5	0.3	71.8	1.6
Dec-18	41.9	0.5	30.4	-0.1	72.2	0.4
Dec-19	42.8	0.9	30.4	0.0	73.2	1.0
Dec-20	42.2	-0.6	30.2	-0.2	72.4	-0.8
Dec-21	44.6	2.4	30.3	0.1	74.9	2.6
Dec-22	47.3	2.7	28.7	-1.6	76.1	1.1
Dec-23	46.5	-0.8	30.0	1.3	76.6	0.5
Dec-24	47.4	0.9	29.6	-0.4	77.0	0.5
Mar-25	46.1	-0.2	29.9	0.2	76.0	-0.1

Note: The employment to population ratio is the number of employed persons expressed as a percentage of the civilian population. Change over year (ppts) calculates the percentage point change from the corresponding month in the previous year. All data are expressed in original terms.

Source: ABS, *Labour Force, Australia, Detailed*, March 2025.

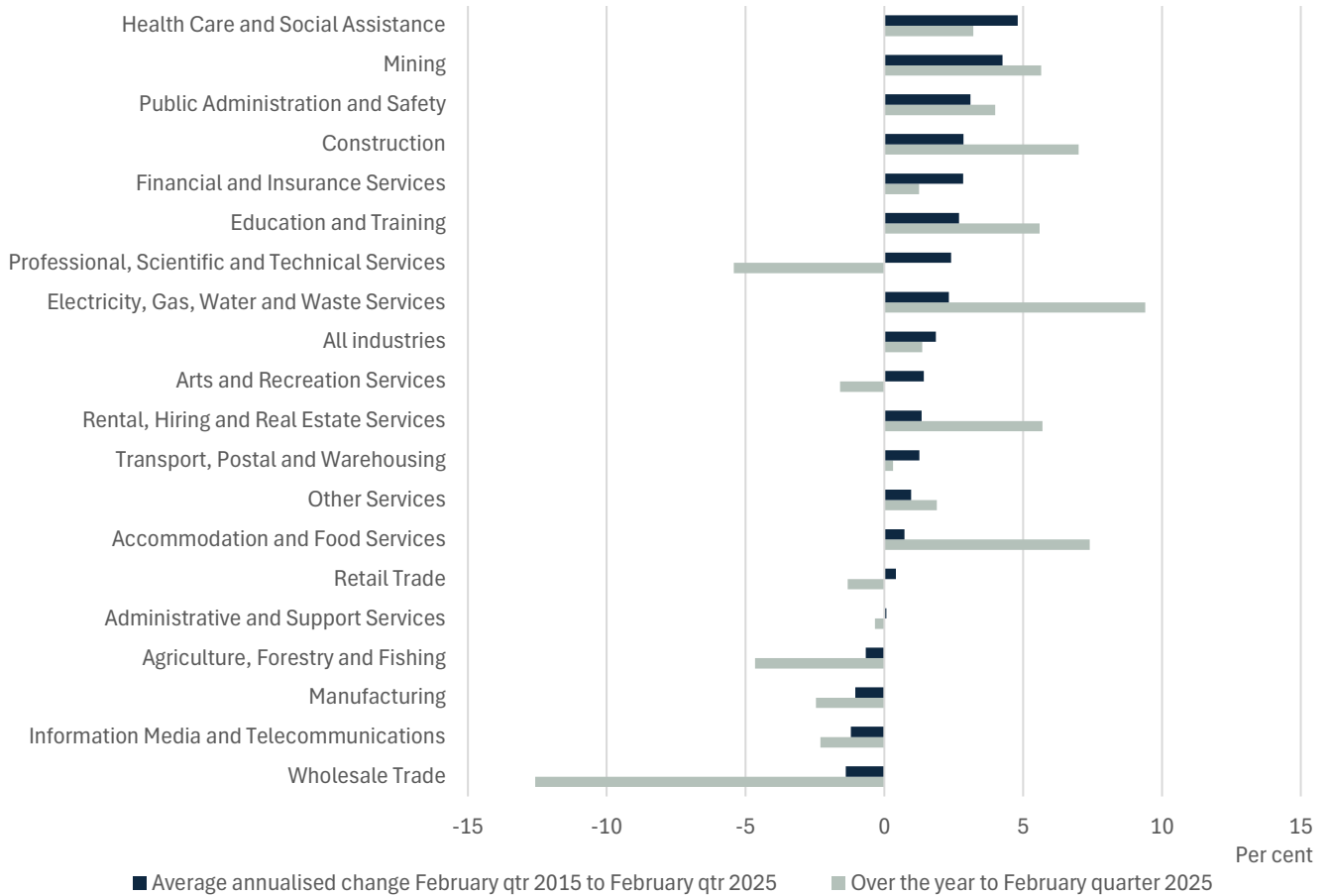
Table 6.7: Participation rate by gender, 20–64 years

Month	Participation rate - male	Participation rate - male	Participation rate - female	Participation rate - female	Participation rate - total	Participation rate - total
		(ppt change)		(ppt change)		(ppt change)
Dec-14	85.8		72.5		79.1	
Dec-15	86.2	0.4	73.6	1.1	79.8	0.7
Dec-16	85.8	-0.4	73.8	0.2	79.7	-0.1
Dec-17	86.0	0.2	75.2	1.5	80.6	0.9
Dec-18	85.9	-0.2	75.3	0.0	80.5	-0.1
Dec-19	86.0	0.2	76.1	0.9	81.0	0.5
Dec-20	86.2	0.2	76.5	0.4	81.3	0.3
Dec-21	86.2	-0.0	77.5	1.0	81.8	0.5
Dec-22	86.6	0.5	78.3	0.8	82.4	0.6
Dec-23	86.6	-0.1	79.0	0.7	82.7	0.3
Dec-24	87.4	0.9	79.5	0.6	83.5	0.7
Mar-25	86.9	0.6	79.1	0.2	82.9	0.4

Note: The participation rate is the number of persons in the labour force expressed as a percentage of the civilian population. The percentage point change is calculated in relation to the corresponding month in the previous year. All data are expressed in original terms.

Source: ABS, *Labour Force, Australia, Detailed*, March 2025.

Chart 6.11: Hours actually worked, by industry, annualised growth over decade and growth over year to February quarter 2025



Note: All data are expressed in original terms.

Source: ABS, *Labour Force, Australia, Detailed*, February 2025.

Table 6.8: Employed persons by industry for selected periods

Industry	Employed persons					Annualised growth rates	Annual growth rates			Filled jobs
	('000s)					(%)	(%)			('000)
	Feb-15	Feb-22	Feb-23	Feb-24	Feb-25	Feb-15 to Feb-25	Feb-23	Feb-24	Feb-25	Dec-24
Agriculture, forestry and fishing	315.0	304.9	300.9	318.9	290.7	-0.8	-1.3	6.0	-8.8	473.2
Mining	218.3	308.8	301.5	306.0	331.7	4.3	-2.4	1.5	8.4	231.6
Manufacturing	917.9	853.4	869.1	913.1	887.4	-0.3	1.8	5.1	-2.8	928.6
Electricity, gas, water and waste services	141.6	167.1	164.1	165.7	182.2	2.6	-1.8	0.9	10.0	140.5
Construction	1017.3	1164.6	1314.3	1313.0	1389.1	3.2	12.9	-0.1	5.8	1239.9
Wholesale trade	377.2	327.4	355.0	407.2	349.8	-0.8	8.4	14.7	-14.1	555.5
Retail trade	1216.0	1269.0	1347.6	1340.7	1332.0	0.9	6.2	-0.5	-0.7	1537.3
Accommodation and food services	842.3	889.5	941.4	910.0	967.1	1.4	5.8	-3.3	6.3	1155.1
Transport, postal and warehousing	591.4	676.2	690.4	730.9	729.0	2.1	2.1	5.9	-0.3	718.3
Information media and telecommunications	216.5	202.3	198.4	191.6	193.7	-1.1	-1.9	-3.5	1.1	202.7
Financial and insurance services	410.2	549.6	538.3	540.8	564.4	3.2	-2.1	0.5	4.4	520.9
Rental, hiring and real estate services	206.1	234.8	218.4	228.5	247.0	1.8	-7.0	4.6	8.1	296.7
Professional, scientific and technical services	982.6	1241.2	1270.9	1329.6	1267.1	2.6	2.4	4.6	-4.7	1301.7
Administrative and support services	392.9	414.4	420.4	422.3	434.1	1.0	1.5	0.4	2.8	1063.4
Public administration and safety	735.8	901.2	895.7	932.4	988.1	3.0	-0.6	4.1	6.0	885.9
Education and training	929.7	1145.1	1164.7	1225.2	1260.6	3.1	1.7	5.2	2.9	1278.0
Health care and social assistance	1451.9	2007.2	2115.4	2222.6	2301.1	4.7	5.4	5.1	3.5	2651.7
Arts and recreation services	237.4	226.0	247.1	273.7	277.7	1.6	9.3	10.8	1.5	262.8
Other services	483.3	508.8	517.3	520.9	539.7	1.1	1.7	0.7	3.6	583.8
All industries	11 693.9	13 400.8	13 875.6	14 293.3	14 527.5	2.2	3.5	3.0	1.6	16 027.4

Note: Filled jobs refer to all positions of employment that are currently filled (including self-employment).

Source: ABS, *Labour Force, Australia, Detailed*, February 2025; ABS, *Labour Account Australia*, December 2024.

Table 6.9: Employed persons by industry for selected periods, '000s, by gender

Industry	Feb-15		Feb-22		Feb-23		Feb-24		Feb-25	
	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males
Agriculture, forestry and fishing	106.5	217.2	101.5	212.1	105.5	203.5	105.3	222.1	97.2	200.8
Mining	34.7	179.0	60.9	241.8	58.5	237.3	61.5	238.8	72.6	253.1
Manufacturing	248.9	670.6	243.5	604.7	228.8	635.3	278.0	629.5	262.4	619.0
Electricity, gas, water and waste services	31.1	116.0	44.9	128.4	41.3	128.9	45.0	126.0	51.1	136.3
Construction	116.6	898.5	151.6	1009.3	176.8	1134.4	182.4	1128.3	175.6	1211.6
Wholesale trade	126.3	251.0	106.1	215.5	111.1	236.5	132.4	265.7	115.5	226.0
Retail trade	670.1	560.3	699.4	593.8	763.2	612.0	758.4	610.6	763.9	597.0
Accommodation and food services	464.4	377.8	510.0	384.3	511.5	433.1	473.8	436.5	493.4	471.7
Transport, postal and warehousing	138.9	463.0	166.4	518.0	167.8	529.1	164.1	571.9	169.8	563.1
Information media and telecommunications	91.2	123.4	85.8	119.0	81.8	119.4	83.2	111.3	73.9	122.6
Financial and insurance services	192.5	218.8	267.6	280.1	261.6	275.0	260.9	278.9	284.5	279.7
Rental, hiring and real estate services	98.3	104.8	106.4	125.6	103.5	112.3	109.0	117.0	116.0	128.4
Professional, scientific and technical services	422.6	564.4	563.2	695.6	565.3	720.4	573.1	768.1	564.6	711.7
Administrative and support services	200.6	205.1	209.3	212.3	219.3	207.4	231.6	196.0	230.8	208.0
Public administration and safety	351.2	385.4	424.6	475.4	439.2	453.2	452.2	477.1	486.7	497.5
Education and training	628.2	280.7	807.8	312.1	829.1	313.5	857.7	345.0	889.1	349.3
Health care and social assistance	1140.8	318.1	1540.3	478.4	1618.2	509.5	1723.9	511.6	1756.3	558.4
Arts and recreation services	114.2	126.3	109.7	118.9	118.8	131.1	137.1	139.2	141.2	138.8
Other services	213.1	273.7	223.4	290.7	227.9	294.8	234.2	292.3	225.9	319.6
All industries	5390.0	6334.1	6422.6	7015.9	6629.1	7286.7	6863.7	7465.6	6970.6	7592.4

Note: All data are expressed in original terms.

Source: ABS, *Labour Force, Australia, Detailed*, February 2025.

Table 6.10: Growth in employed persons by industry for selected periods, by gender

Industry	Annualised growth rates		Annual growth rates					
	(%)		(%)					
	Feb-15 to Feb-25		Feb-23		Feb-24		Feb-25	
	Females	Males	Females	Males	Females	Males	Females	Males
Agriculture, forestry and fishing	-0.9	-0.8	3.9	-4.1	-0.2	9.1	-7.7	-9.6
Mining	7.7	3.5	-4.1	-1.9	5.2	0.6	18.0	6.0
Manufacturing	0.5	-0.8	-6.0	5.1	21.5	-0.9	-5.6	-1.7
Electricity, gas, water and waste services	5.1	1.6	-8.1	0.3	8.9	-2.2	13.7	8.2
Construction	4.2	3.0	16.6	12.4	3.2	-0.5	-3.7	7.4
Wholesale trade	-0.9	-1.0	4.7	9.8	19.2	12.3	-12.8	-14.9
Retail trade	1.3	0.6	9.1	3.1	-0.6	-0.2	0.7	-2.2
Accommodation and food services	0.6	2.2	0.3	12.7	-7.4	0.8	4.1	8.1
Transport, postal and warehousing	2.0	2.0	0.8	2.1	-2.2	8.1	3.5	-1.5
Information media and telecommunications	-2.1	-0.1	-4.7	0.3	1.7	-6.8	-11.1	10.2
Financial and insurance services	4.0	2.5	-2.3	-1.8	-0.3	1.4	9.1	0.3
Rental, hiring and real estate services	1.7	2.0	-2.7	-10.6	5.3	4.2	6.4	9.7
Professional, scientific and technical services	2.9	2.3	0.4	3.6	1.4	6.6	-1.5	-7.3
Administrative and support services	1.4	0.1	4.8	-2.3	5.6	-5.5	-0.3	6.2
Public administration and safety	3.3	2.6	3.4	-4.7	3.0	5.3	7.6	4.3
Education and training	3.5	2.2	2.6	0.5	3.5	10.1	3.7	1.2
Health care and social assistance	4.4	5.8	5.1	6.5	6.5	0.4	1.9	9.1
Arts and recreation services	2.1	0.9	8.3	10.2	15.5	6.2	3.0	-0.3
Other services	0.6	1.6	2.0	1.4	2.8	-0.9	-3.5	9.3
All industries	2.6	1.8	3.2	3.9	3.5	2.5	1.6	1.7

Note: All data are expressed in original terms.

Source: ABS, *Labour Force, Australia, Detailed*, February 2025.

Table 6.11: Employed persons by occupation for selected periods

Occupation	Employed persons					Annualised growth rates	Annual growth rates		
	('000s)					(%)	(%)		
	Feb-15	Feb-22	Feb-23	Feb-24	Feb-25	Feb-15 to Feb-25	Feb-23	Feb-24	Feb-25
Managers	1552.8	1778.8	1855.2	1847.1	1868.3	1.9	4.3	-0.4	1.1
Professionals	2655.7	3517.8	3638.1	3808.1	3846.7	3.8	3.4	4.7	1.0
Technicians and trades workers	1707.6	1807.6	1887.5	1911.8	1994.4	1.6	4.4	1.3	4.3
Community and personal service workers	1200.4	1440.2	1552.7	1653.0	1739.2	3.8	7.8	6.5	5.2
Clerical and administrative workers	1657.7	1770.5	1766.2	1869.4	1824.0	1.0	-0.2	5.8	-2.4
Sales workers	1078.4	1106.2	1084.2	1102.1	1149.8	0.6	-2.0	1.6	4.3
Machinery operators and drivers	742.5	850.7	877.5	911.9	886.0	1.8	3.1	3.9	-2.8
Labourers	1129.1	1166.7	1254.5	1225.9	1254.5	1.1	7.5	-2.3	2.3

Note: All data are expressed in original terms.

Source: ABS, *Labour Force, Australia, Detailed*, February 2025.

Table 6.12: Employed persons by occupation and gender

Occupation	Feb-15		Feb-22		Feb-23		Feb-24		Feb-25	
	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males
Managers	561.5	991.3	680.1	1098.7	762.4	1092.8	732.6	1114.5	775.7	1092.6
Professionals	1419.1	1236.6	1933.1	1584.8	1998.9	1639.2	2079.2	1728.9	2130.9	1715.8
Technicians and trades workers	246.1	1461.5	310.4	1497.1	317.0	1570.5	322.6	1589.3	326.7	1667.8
Community and personal service workers	818.3	382.0	993.4	446.8	1077.4	475.3	1150.6	502.5	1172.2	567.0
Clerical and administrative workers	1233.6	424.1	1313.4	457.1	1297.6	468.6	1353.4	515.9	1320.8	503.1
Sales workers	651.4	427.0	661.9	444.3	631.2	453.0	658.4	443.7	692.2	457.7
Machinery operators and drivers	73.0	669.5	113.4	737.4	110.8	766.6	119.7	792.2	126.0	760.0
Labourers	387.0	742.1	416.8	749.8	433.8	820.8	447.2	778.7	426.1	828.4

Note: All data are expressed in original terms.

Source: ABS, *Labour Force, Australia, Detailed*, February 2025.

Table 6.13: Growth in employed persons by occupations for selected periods, by gender

Occupation	Annualised growth rates		Annual growth rates					
	(%)		(%)					
	Feb-15 to Feb-25		Feb-23		Feb-24		Feb-25	
	Females	Males	Females	Males	Females	Males	Females	Males
Managers	3.3	1.0	12.1	-0.5	-3.9	2.0	5.9	-2.0
Professionals	4.1	3.3	3.4	3.4	4.0	5.5	2.5	-0.8
Technicians and trades workers	2.9	1.3	2.1	4.9	1.8	1.2	1.3	4.9
Community and personal service workers	3.7	4.0	8.5	6.4	6.8	5.7	1.9	12.8
Clerical and administrative workers	0.7	1.7	-1.2	2.5	4.3	10.1	-2.4	-2.5
Sales workers	0.6	0.7	-4.6	2.0	4.3	-2.1	5.1	3.1
Machinery operators and drivers	5.6	1.3	-2.2	4.0	8.0	3.3	5.3	-4.1
Labourers	1.0	1.1	4.1	9.5	3.1	-5.1	-4.7	6.4

Note: The annual percentage change is calculated in relation to the corresponding quarter of the previous year. All data are expressed in original terms.

Source: ABS, *Labour Force, Australia, Detailed*, February 2025.

Table 6.14: Long-term unemployment

Month	Long-term unemployed	Change over year	Long-term unemployment ratio
	('000s)	(%)	(%)
Dec-14	175.1	13.8	23.2
Dec-15	158.1	-9.7	21.8
Dec-16	174.7	10.5	23.5
Dec-17	173.7	-0.6	23.5
Dec-18	149.8	-13.8	22.4
Dec-19	166.1	10.9	24.2
Dec-20	198.2	19.3	22.1
Dec-21	147.0	-25.8	25.4
Dec-22	110.9	-24.6	22.1
Dec-23	106.5	-3.9	18.2
Dec-24	134.6	26.3	22.4
Mar-25	127.4	13.9	20.8

Note: The long-term unemployed refers to the number of persons unemployed for 52 weeks or more. The long-term unemployment ratio refers to the number of long-term unemployed persons expressed as a percentage of the total unemployed population. The percentage change is calculated in relation to the corresponding month in the previous year.

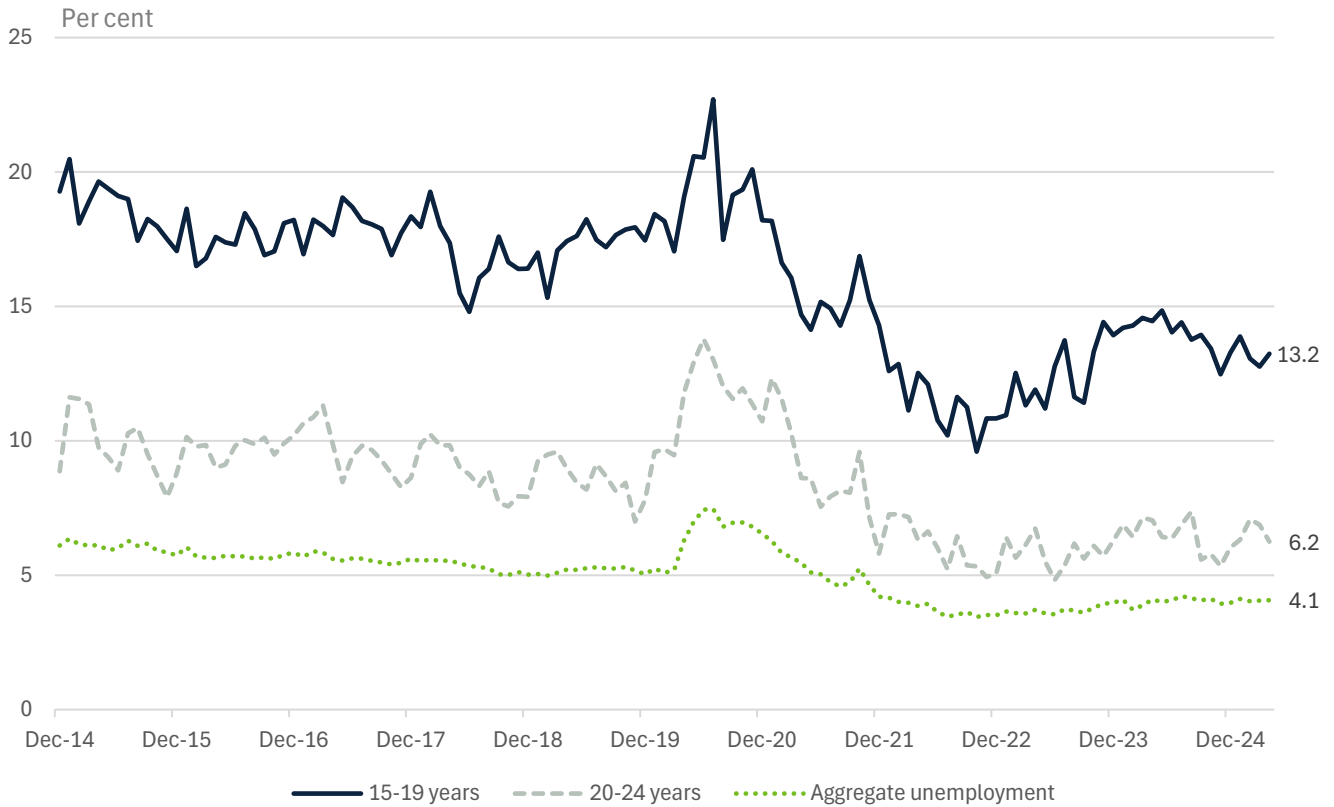
Source: ABS, *Labour Force, Australia, Detailed*, March 2025.

Table 6.15: Long-term unemployment, by gender

Month	Males			Females		
	Long-term unemployment	Change over year	Long-term unemployment ratio	Long-term unemployment	Change over year	Long-term unemployment ratio
	('000s)	(%)	(%)	('000s)	(%)	(%)
Dec-14	97.7	1.9	24.5	77.4	33.4	21.8
Dec-15	89.3	-8.6	23.5	68.8	-11.1	19.9
Dec-16	100.2	12.2	25.2	74.6	8.4	21.5
Dec-17	95.2	-5.0	24.1	78.5	5.3	23.0
Dec-18	86.6	-9.0	24.6	63.2	-19.5	19.9
Dec-19	90.3	4.3	24.1	75.8	20.0	24.4
Dec-20	103.4	14.5	21.7	94.8	25.1	22.6
Dec-21	79.0	-23.6	25.6	68.0	-28.3	25.1
Dec-22	66.6	-15.7	25.4	44.2	-34.9	18.5
Dec-23	59.1	-11.3	19.2	47.4	7.2	17.2
Dec-24	79.8	35.0	24.6	54.7	15.4	19.8
Mar-25	71.8	14.3	21.7	55.6	13.4	19.6

Source: ABS, *Labour Force, Australia, Detailed*, March 2025.

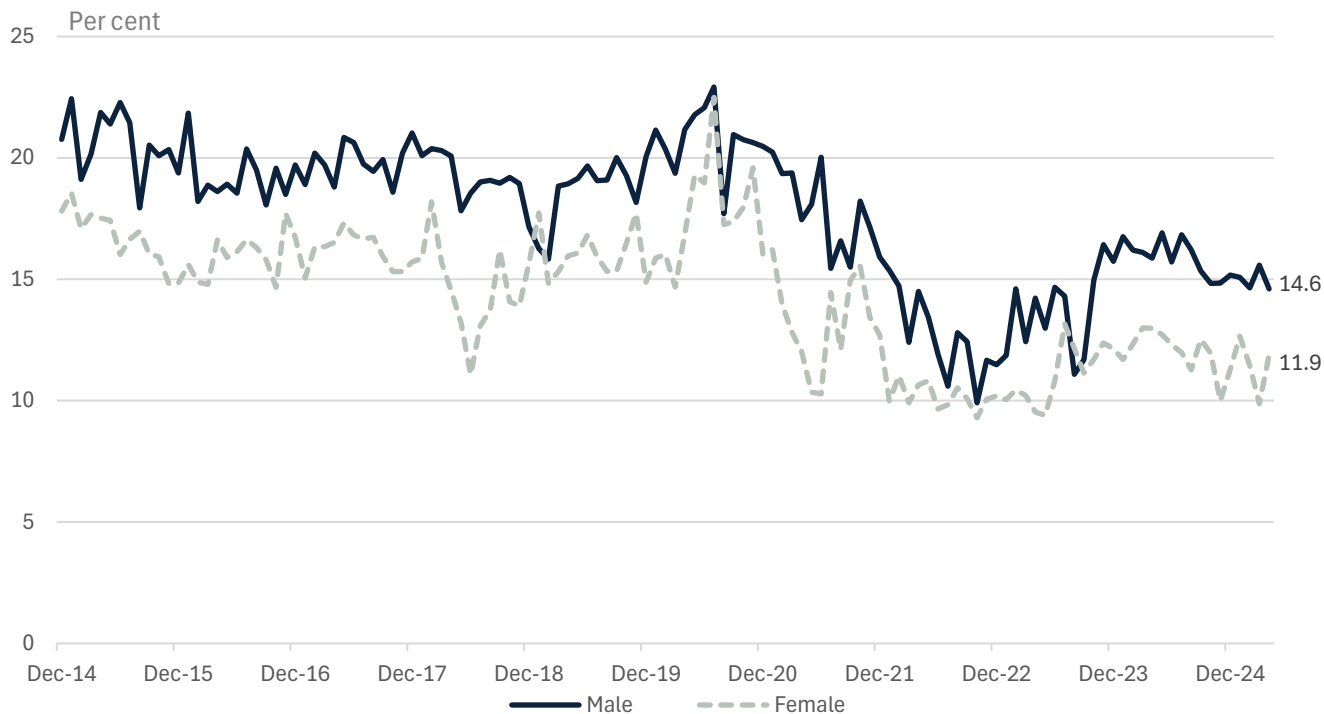
Chart 6.12: Unemployment rates for 15–19 year olds and 20–24 year olds



Note: Aggregate unemployment and the unemployment rate for 15–19 year olds are expressed in seasonally adjusted terms. The unemployment rate for 20–24 year olds is expressed in original terms.

Source: ABS, *Labour Force, Australia*, April 2025.

Chart 6.13: Unemployment rates 15–19 year olds, by gender



Note: The unemployment rate for 15–19 year olds is expressed in seasonally adjusted terms.

Source: ABS, *Labour Force, Australia*, April 2025.

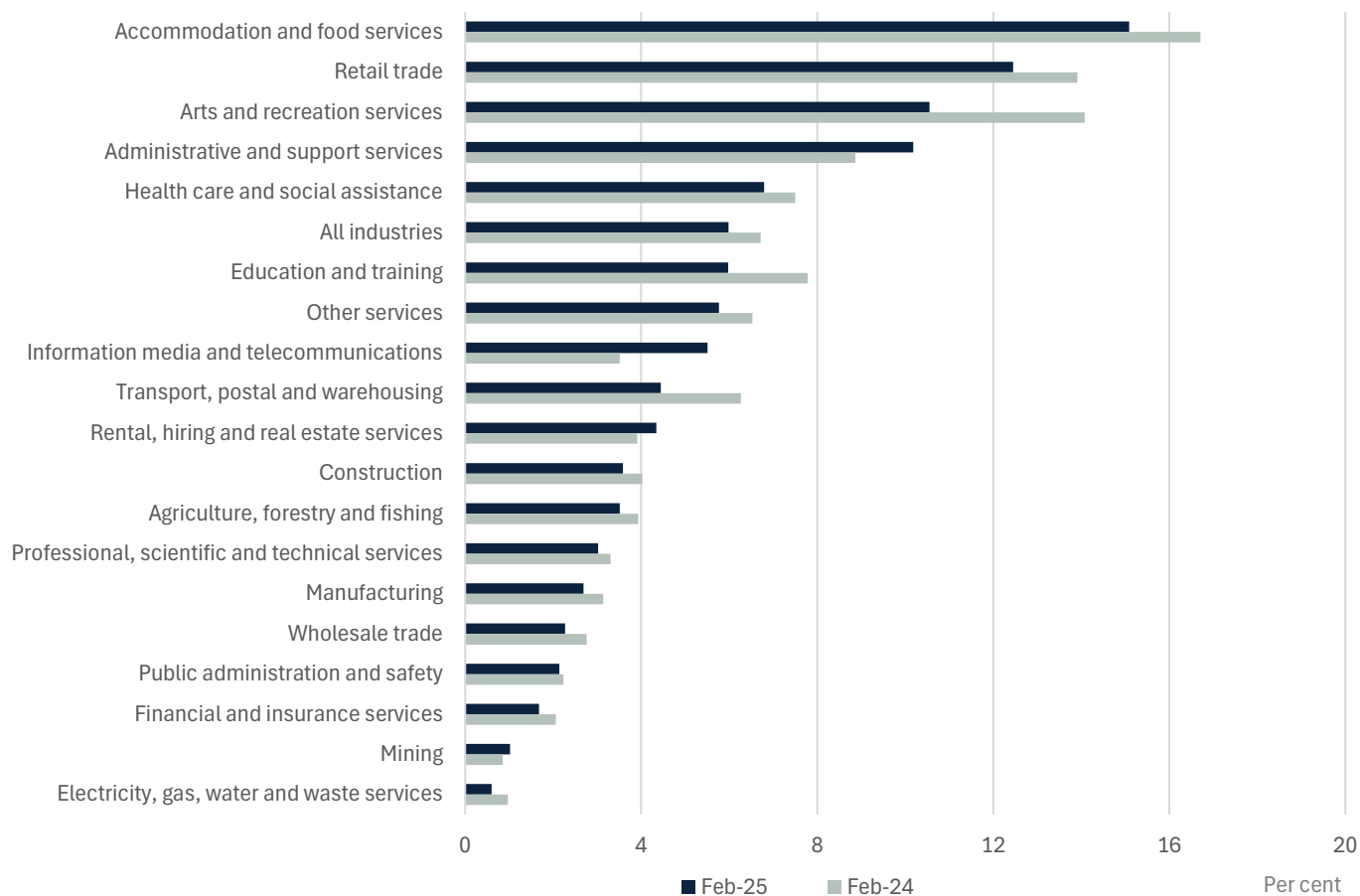
Chart 6.14: Unemployment rates 20–24 year olds, by gender



Note: The unemployment rate for 20–24 year olds is expressed in original terms.

Source: ABS, *Labour Force, Australia*, April 2025.

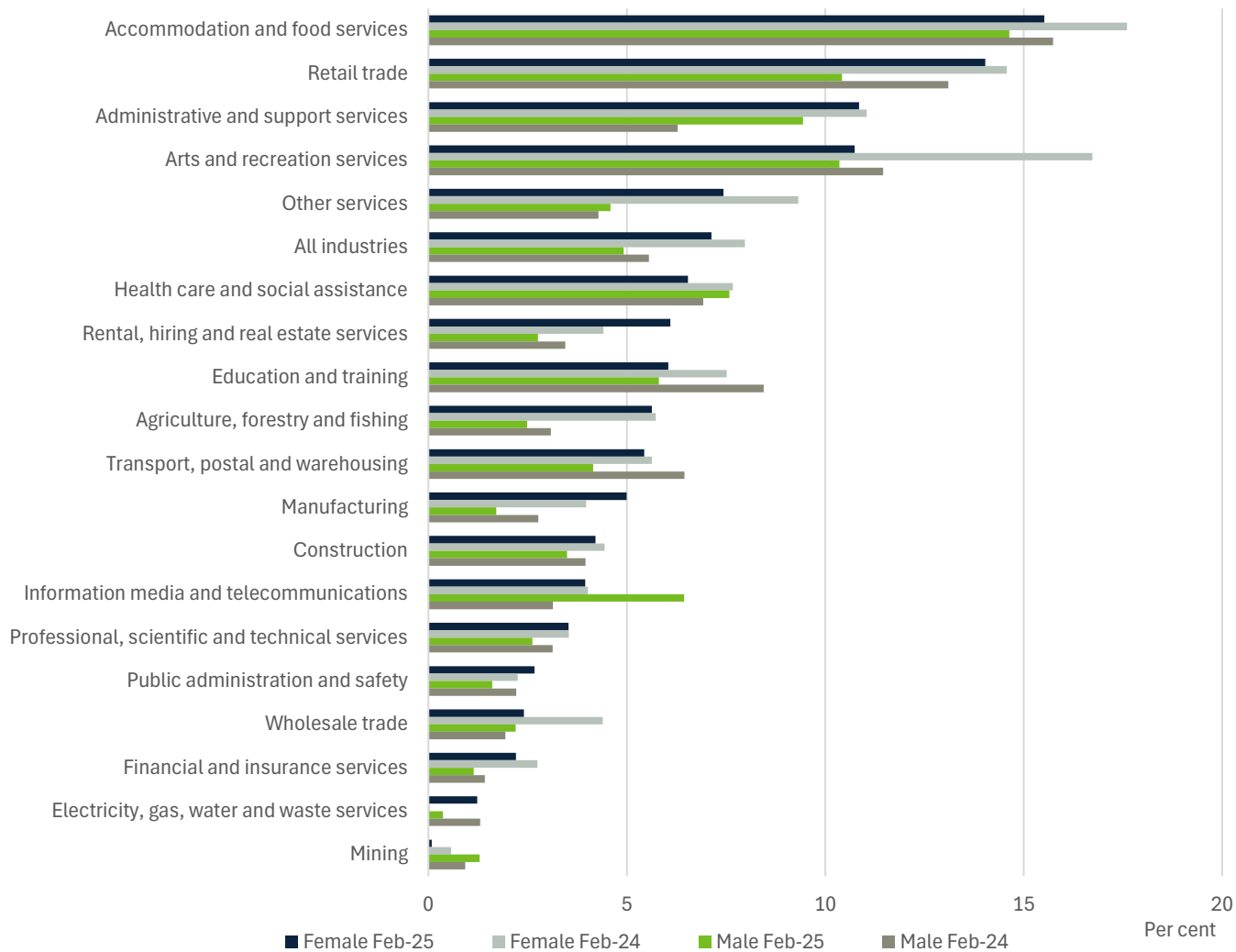
Chart 6.15: Underemployment ratio, by industry, February 2024 and 2025



Note: Data are in original terms.

Source: ABS, *Labour Force, Australia, Detailed*, February 2025.

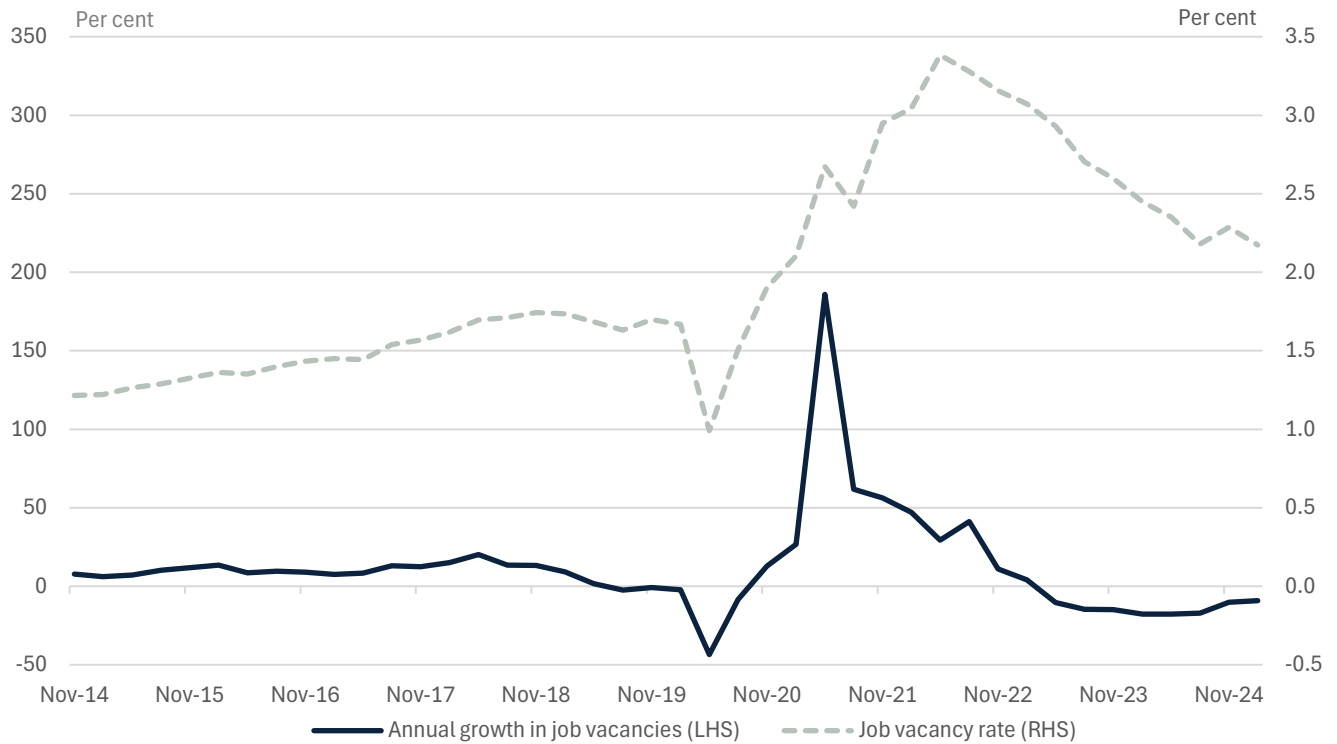
Chart 6.16: Underemployment ratio, by industry and gender, February 2024 and 2025



Note: Data are in original terms.

Source: ABS, *Labour Force, Australia, Detailed*, February 2025.

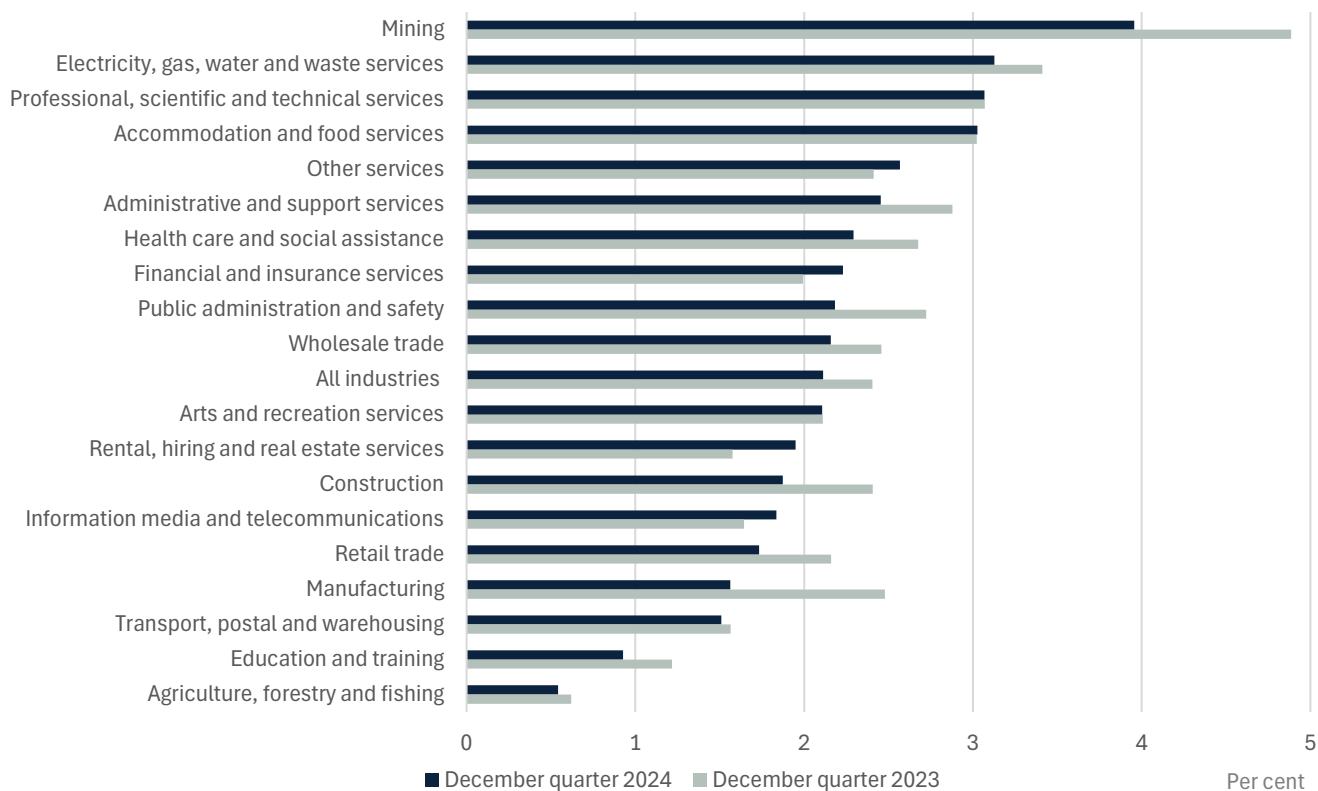
Chart 6.17: Job vacancies, annual growth and job vacancy rate



Note: The ABS define the job vacancy rate as job vacancies as a proportion of the labour force.

Source: ABS, *Job Vacancies, Australia*, February 2025; ABS, *Labour Force, Australia*, April 2025.

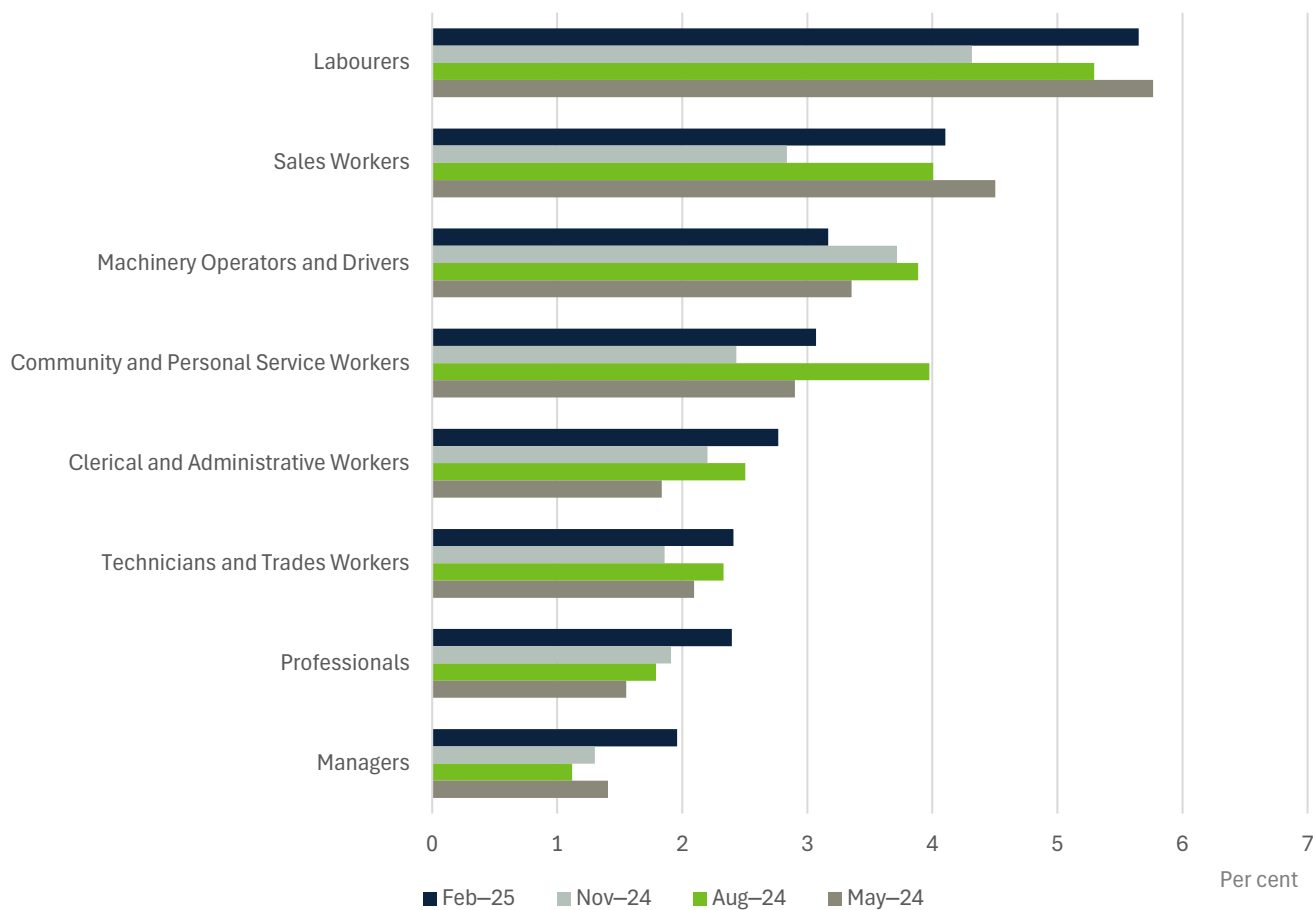
Chart 6.18: Proportion of vacant jobs (job vacancy rate), by industry, December quarters 2023 and 2024



Note: The proportion of vacant jobs is defined as the number of 'unfilled jobs' as a proportion of the number of 'total jobs'.

Source: ABS, *Labour Account Australia*, December 2024.

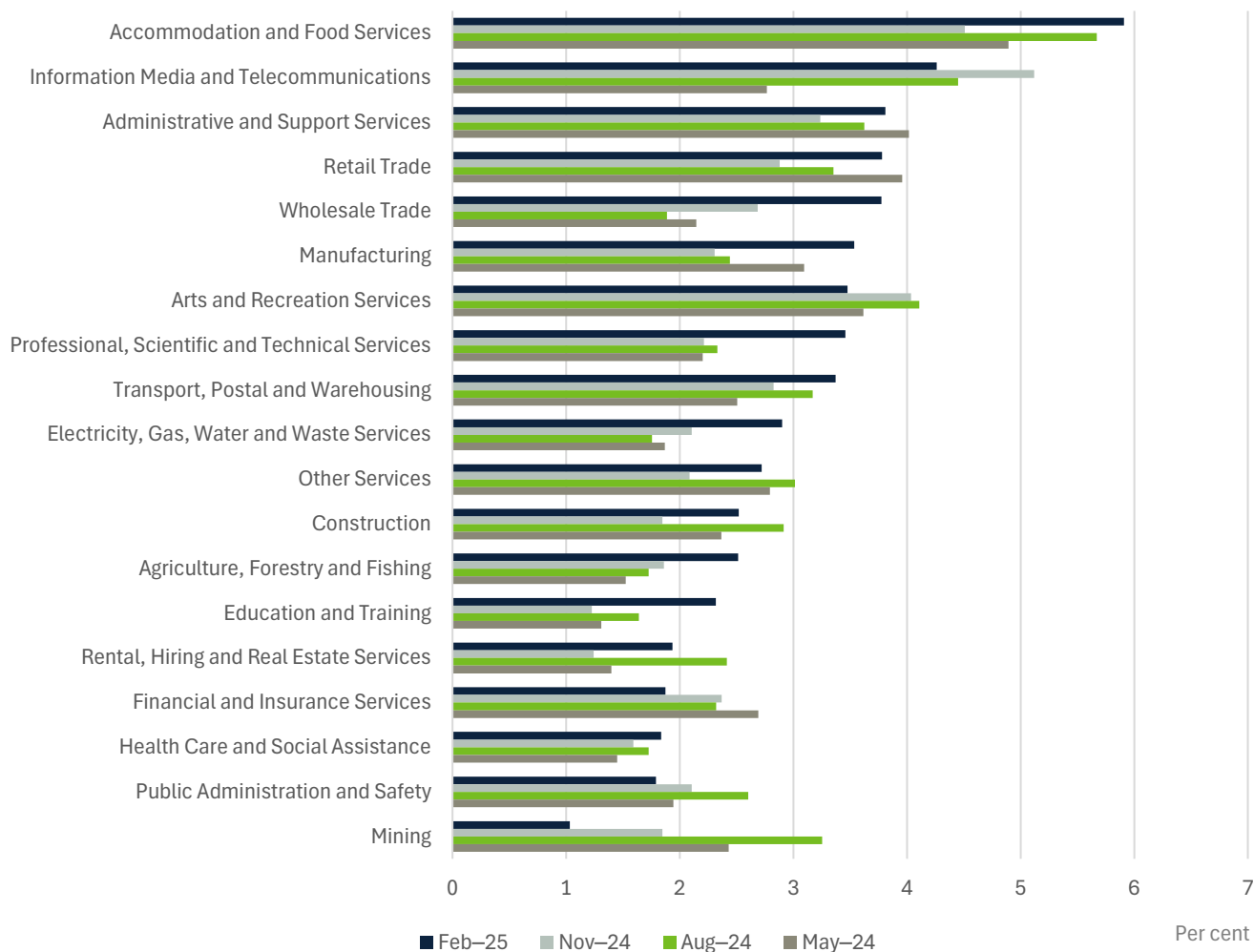
Chart 6.19: Occupation unemployment rate, based on occupation of last job held



Note: Labour force total by occupation calculated as unemployed with last job held in given occupation plus total currently employed in occupation. Occupation of last job held is not recorded for people who 'last worked 2 years or more ago' or 'never worked for 2 weeks or more before'. As a result, the chart does not account for all unemployed people. Data are in original terms.

Source: ABS, *Labour Force, Australia, Detailed*, February 2025.

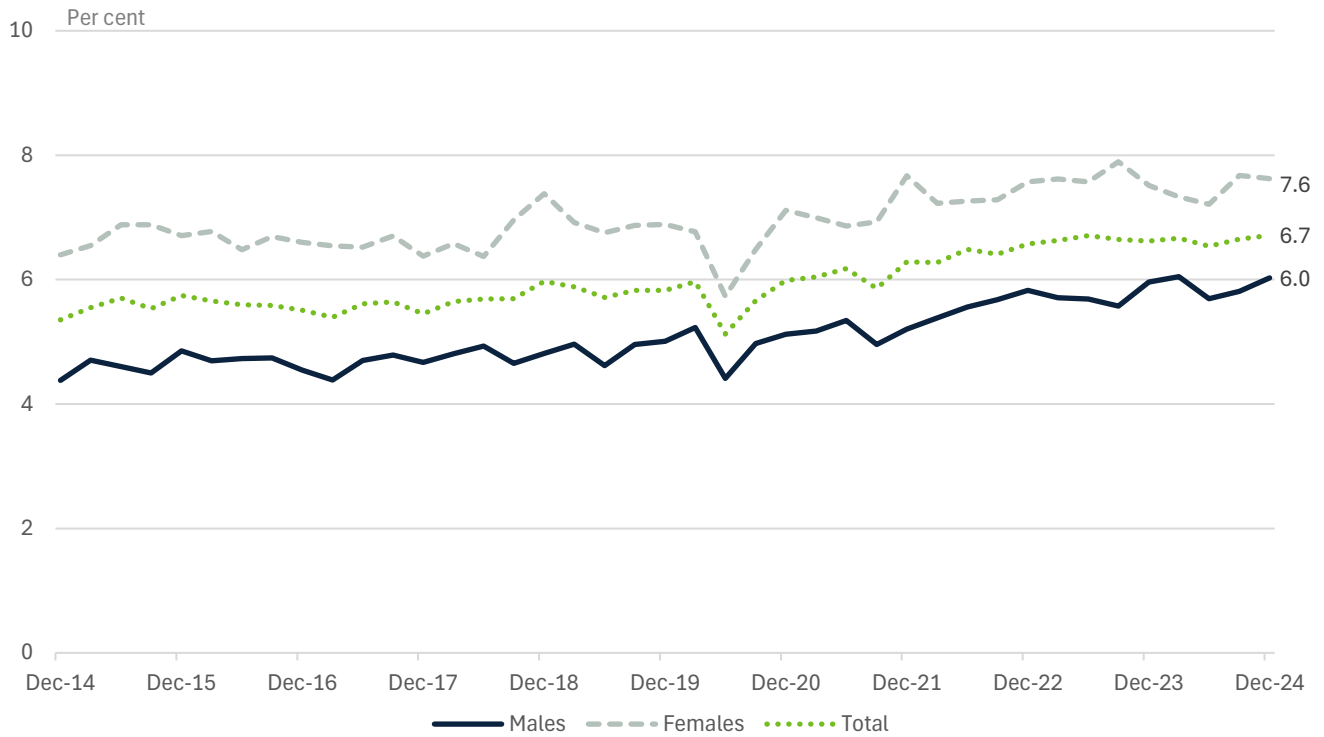
Chart 6.20: Industry unemployment rate, based on industry of last job held



Note: Labour force total by industry calculated as unemployed with last job held in given industry plus total currently employed in industry. Industry of last job held is not recorded for people who 'last worked 2 years or more ago' or 'never worked for 2 weeks or more before'. As a result, the chart does not account for all unemployed people. Data are in original terms.

Source: ABS, *Labour Force, Australia, Detailed*, February 2025.

Chart 6.21: Rate of multiple job holding as proportion of employed persons, by gender



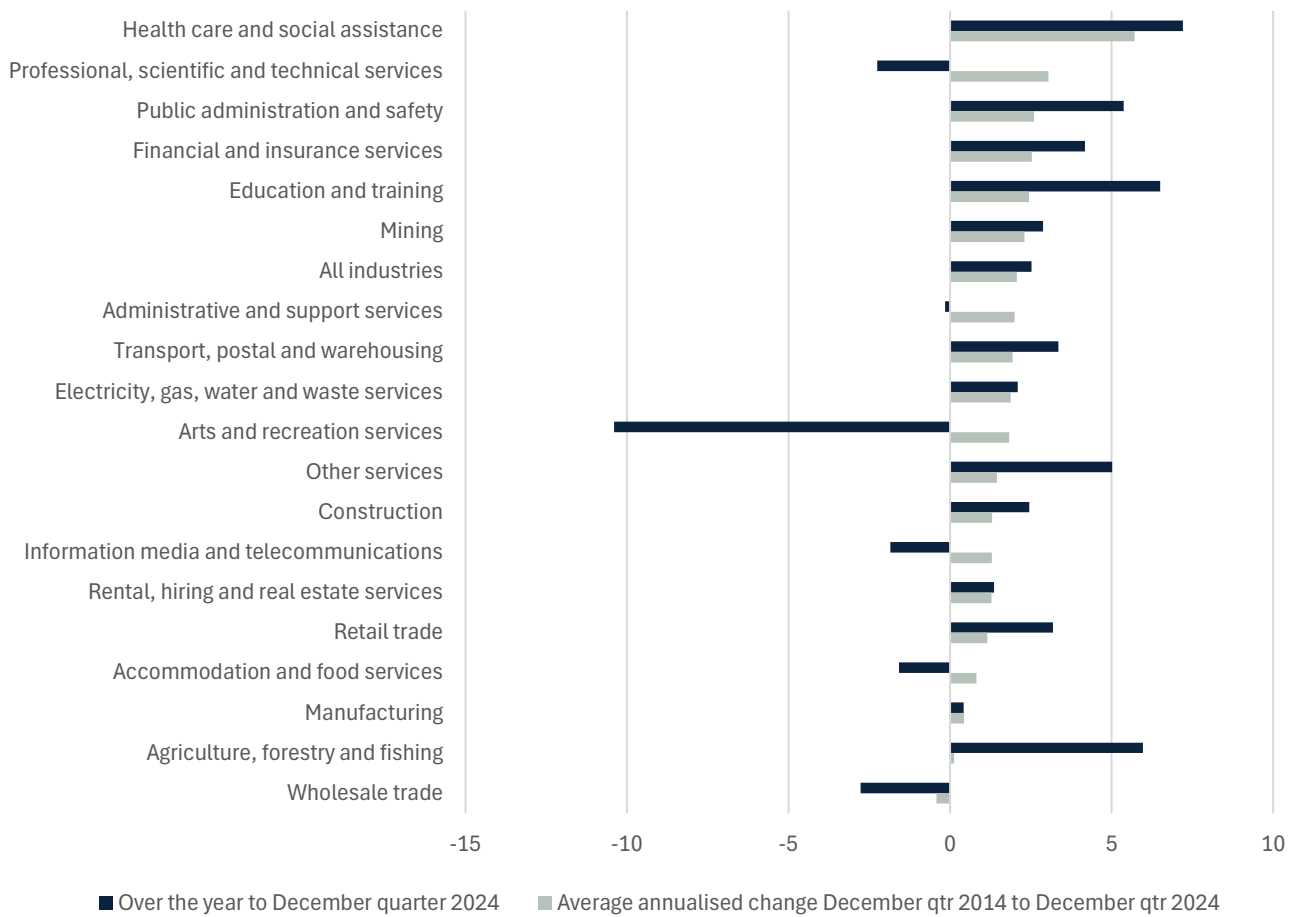
Source: ABS, *Multiple job-holders*, December 2024.

Table 6.16: Filled jobs by industry for selected periods

Industry	Filled jobs persons					Annualised growth rates	Annual growth rates		
	('000s)					(%)	(%)		
	Dec-14	Dec-21	Dec-22	Dec-23	Dec-24	Dec-14 to Dec-24	Dec-22	Dec-23	Dec-24
Agriculture, forestry and fishing	484.9	466.5	455.0	449.2	473.2	-0.2	-2.5	-1.3	5.4
Mining	181.8	205.5	204.6	222.9	231.6	2.4	-0.5	8.9	3.9
Manufacturing	857.8	914.8	919.4	915.1	928.6	0.8	0.5	-0.5	1.5
Electricity, gas, water and waste services	116.1	118.9	130.5	137.5	140.5	1.9	9.7	5.3	2.2
Construction	1093.1	1193.1	1228.8	1233.3	1239.9	1.3	3.0	0.4	0.5
Wholesale trade	556.9	551.4	630.6	577.4	555.5	0.0	14.4	-8.4	-3.8
Retail trade	1327.0	1460.2	1496.6	1495.3	1537.3	1.5	2.5	-0.1	2.8
Accommodation and food services	976.2	1058.0	1178.3	1176.9	1155.1	1.7	11.4	-0.1	-1.9
Transport, postal and warehousing	564.6	643.2	695.6	704.6	718.3	2.4	8.1	1.3	1.9
Information media and telecommunications	170.6	192.3	211.0	204.0	202.7	1.7	9.7	-3.3	-0.7
Financial and insurance services	406.8	492.1	517.1	507.6	520.9	2.5	5.1	-1.8	2.6
Rental, hiring and real estate services	266.9	289.5	289.9	286.4	296.7	1.1	0.1	-1.2	3.6
Professional, scientific and technical services	929.2	1165.9	1245.9	1311.2	1301.7	3.4	6.9	5.2	-0.7
Administrative and support services	803.8	976.1	1011.2	1034.2	1063.4	2.8	3.6	2.3	2.8
Public administration and safety	700.6	809.0	803.3	818.5	885.9	2.4	-0.7	1.9	8.2
Education and training	962.7	1097.3	1143.0	1206.3	1278.0	2.9	4.2	5.5	5.9
Health care and social assistance	1477.7	2031.8	2191.2	2417.7	2651.7	6.0	7.8	10.3	9.7
Arts and recreation services	227.0	211.2	236.1	284.5	262.8	1.5	11.7	20.5	-7.6
Other services	499.1	571.5	536.3	557.9	583.8	1.6	-6.2	4.0	4.6
All industries	12602.8	14448.5	15124.3	15540.4	16027.4	2.4	4.7	2.8	3.1

Source: ABS, *Labour Account Australia*, December 2024.

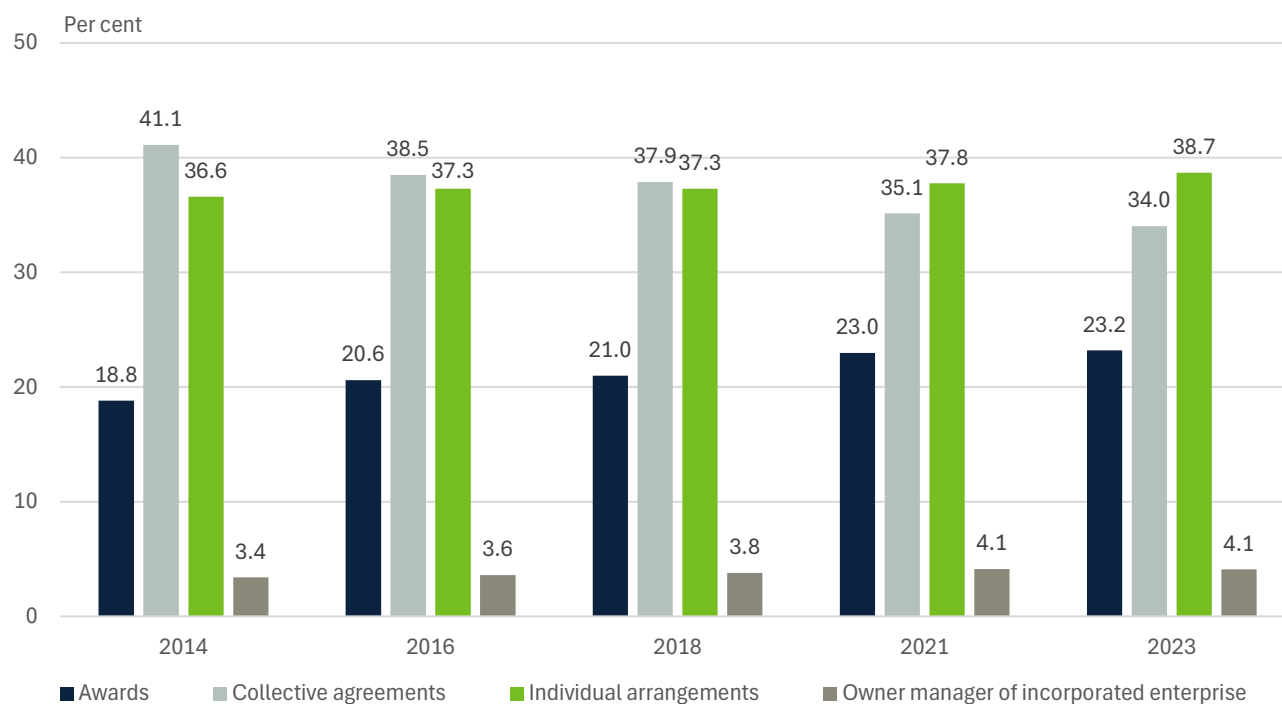
Chart 6.22: Labour Account hours actually worked in all jobs, by industry, annualised growth over decade and growth over year to December quarter 2024



Source: ABS, *Labour Account Australia*, December 2024.

7. Award reliance

Chart 7.1: Method of setting pay



Note: Awards refers to the proportion of employees in an industry that are paid the award rate and are not paid more than that rate of pay. Estimates of the proportion of employees on awards and collective agreements in 2016 have been revised on the basis of the 2018 conceptual treatment of these methods of payment.

Source: ABS, 'A Guide to Understanding Employee Earnings and Hours Statistics', Feature Article, in *Employee Earnings and Hours, Australia*, May 2018; ABS, *Employee Earnings and Hours, Australia*, various.

Table 7.1: Award reliance by industry

	2014	2016*	2018	2021	2023
	(%)	(%)	(%)	(%)	(%)
All industries	18.8	22.4	21.0	23.0	23.2
Mining	0.8	0.1	0.9	1.1	2.4
Manufacturing	15.7	17.7	19.4	19.1	17.3
Electricity, gas, water and waste services	6.9	6.5	3.9	5.8	4.6
Construction	13.7	19.7	13.9	13.4	14.0
Wholesale trade	11.9	16.8	14.5	10.0	12.6
Retail trade	28.5	34.5	29.2	29.6	33.9
Accommodation and food services	42.8	42.7	43.2	60.4	60.4
Transport, postal and warehousing	10.9	11.9	11.3	12.6	12.9
Information media and telecommunications	5.2	5.5	6.4	7.3	8.7
Financial and insurance services	5.0	3.6	4.7	5.1	3.2
Rental, hiring and real estate services	22.1	27.2	26.3	22.1	17.0
Professional, scientific and technical services	9.9	9.3	6.8	5.7	8.5
Administrative and support services	37.3	42.0	39.5	42.4	38.2
Public administration and safety	12.8	15.2	10.6	13.0	14.3
Education and training	5.1	8.5	9.5	7.8	7.1
Health care and social assistance	22.3	27.8	30.9	33.3	33.6
Arts and recreation services	22.0	26.2	20.9	26.6	31.8
Other services	25.1	34.3	33.9	38.1	27.5

Note: Award reliance refers to the proportion of employees in an industry that are paid the award rate and are not paid more than that rate of pay. *Only presented for non-managerial employees as data for all employees by method of setting pay and industry are not available.

Estimates of the proportion of employees on awards and collective agreements in 2016 have been revised on the basis of the 2018 conceptual treatment of these methods of payment.

Source: ABS, 'A Guide to Understanding Employee Earnings and Hours Statistics', Feature Article, in *Employee Earnings and Hours, Australia*, May 2018; ABS, *Employee Earnings and Hours, Australia*, various. ABS, *Microdata and TableBuilder: Employee Earnings and Hours, Australia*, May 2018.

Table 7.2: Economic indicators by award-reliant industries

	Accommodation and food services	Administrative and support services	Arts and recreation services	Health care and social assistance	Retail trade	All industries
Percentage of employees reliant on award wages, May 2023 ^a	60.4	38.2	31.8	33.6	33.9	23.2
Gross value added: percentage growth over the year to December quarter 2024	-1.1	0.5	3.6	2.2	0.8	1.1
Company gross operating profits: percentage growth over the year to December quarter 2024 ^b	1.3	10.9	31.6	n/a	-2.9	-6.2
Business entry rate, over year to June 2024	17.7	21.4	17.7	18.3	15.6	16.8
Business exit rate, over year to June 2024	16.5	18.8	15.6	10.6	15.8	14.0
Wage Price Index: percentage growth over the year to March quarter 2025	3.3	3.2	2.9	3.8	3.0	3.4
Percentage annual wage growth under new collective agreements December quarter 2024	3.2	6.4	3.2	5.6	3.6	4.8
Employment: percentage increase over the year to February quarter 2025	6.3	2.8	1.5	3.5	-0.7	1.6
Hours worked: percentage increase over the year to February quarter 2025	7.4	-0.3	-1.6	3.2	-1.3	1.4

Note: (a) All industries excludes Agriculture, forestry and fishing; (b) All industries excludes Education and training, Health care and social assistance and some subdivisions of Finance and insurance services. n/a = not available.

The award-reliant industries selected are the five industries with the highest proportion of employees reliant on award rates of pay according to the Employee Earnings and Hours 2023 survey. The WPI and actual hours worked data are expressed in original terms. Due to a temporary suspension in the trend series, employment data are expressed in seasonally adjusted terms.

Entry rates are business entries in the financial year as a proportion of total businesses operating at the start of the financial year. Exit rates are total business exits in the financial year as a proportion of total businesses operating at the start of the financial year.

Source: ABS, *Australian National Accounts: National Income, Expenditure and Product*, December 2024; ABS, *Business Indicators, Australia*, December 2024; ABS, *Counts of Australian Businesses, Including Entries and Exits*, July 2020 to June 2024; ABS, *Employee Earnings and Hours, Australia*, May 2023; ABS, *Labour Force, Australia, Detailed*, February 2025; ABS, *Wage Price Index, Australia*, March 2025; Department of Employment and Workplace Relations, *Trends in Federal Enterprise Bargaining*, December quarter 2024.

Table 7.3: Award reliance by occupation

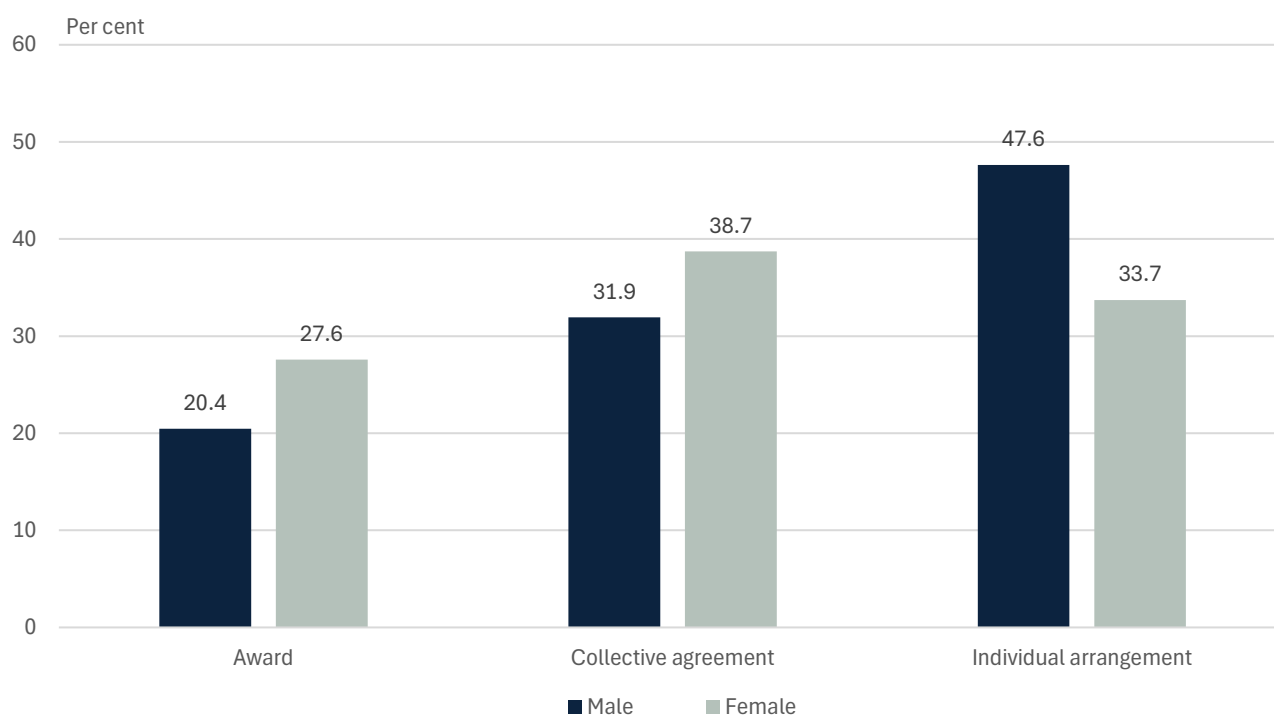
	2014	2016*	2018	2021	2023
	(%)	(%)	(%)	(%)	(%)
All occupations	18.8	24.5	21.0	23.0	23.2
Managers	7.1	9.8	3.9	4.9	4.0
Professionals	6.9	15.8	9.5	8.7	9.5
Technicians and trades workers	21.8	23.4	20.8	23.3	19.6
Community and personal service workers	34.2	39.2	38.4	44.4	45.7
Clerical and administrative workers	12.3	17.0	15.9	16.2	16.7
Sales workers	29.7	31.0	30.0	33.8	37.3
Machinery operators and drivers	16.4	20.2	19.8	19.7	18.7
Labourers	31.4	37.0	34.1	41.6	41.7

Note: Award reliance refers to the proportion of employees in an occupation that are paid the award rate and are not paid more than that rate of pay.

* Only presented for non-managerial employees in 2016 as data for all employees by method of setting pay and occupation are not available.

Source: ABS, *Employee Earnings and Hours, Australia*, various.

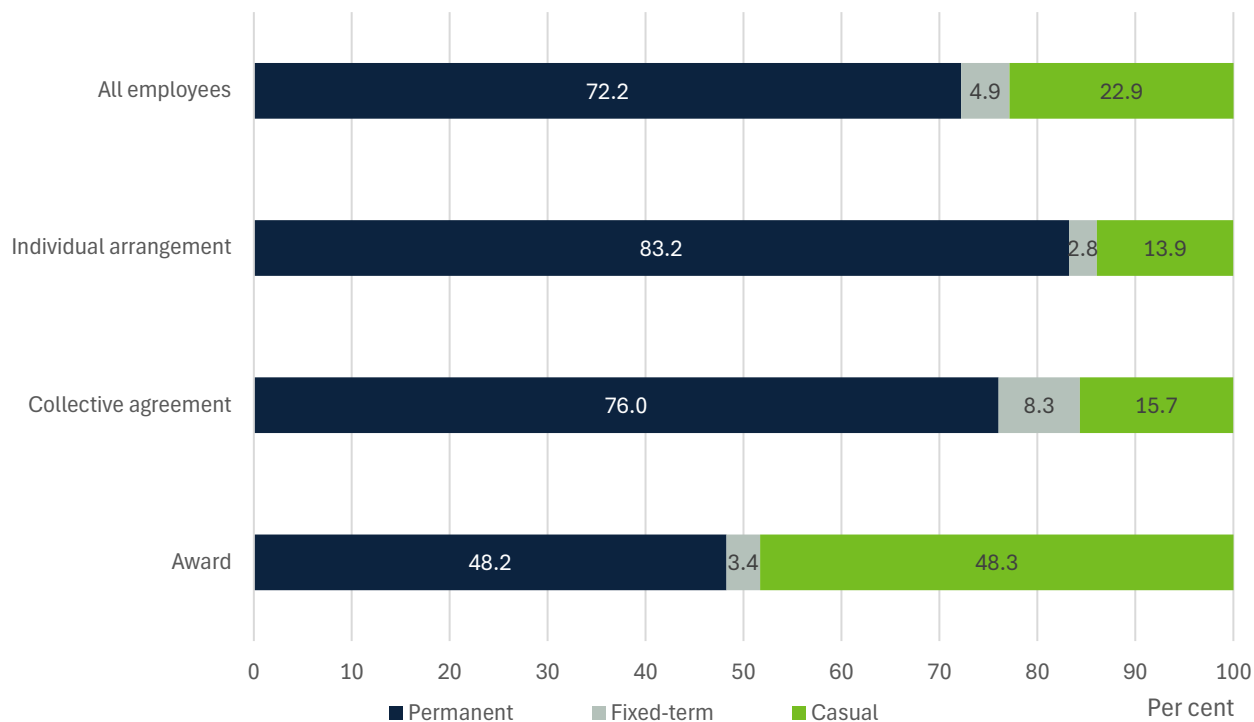
Chart 7.2: Gender by method of setting pay, 2023



Note: Sum of each method of setting pay equals to 100 for each gender.

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

Chart 7.3: Proportion of employees by method of setting pay and employment type, 2023



Note: Owner managers of incorporated enterprises have been excluded.

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

Table 7.4: Characteristics of award-reliant employees, numbers and proportions, 2014 to 2023

	2014	2016*	2018	2021	2023
	(000s)	(000s)	(000s)	(000s)	(000s)
Full time	758.9	941.5	847.8	994.0	971.7
Part time	1101.9	1334.6	1387.7	1665.4	1948.0
Permanent or fixed term	1031.0	1252.6	1173.3	1449.3	1509.3
Casual	829.7	1023.5	1062.6	1210.2	1410.5
Total	1860.7	2276.1	2234.4	2659.4	2919.8
	(%)	(%)	(%)	(%)	(%)
Full time	40.8	41.4	37.9	37.4	33.3
Part time	59.2	58.6	62.1	62.6	66.7
Permanent or fixed term	55.4	55.0	52.5	54.5	51.7
Casual	44.6	45.0	47.5	45.5	48.3
Total	100.0	100.0	100.0	100.0	100.0

Note: Data for 2018 from Tablebuilder may not sum to total. * Data for 2016 available for non-managerial employees only.

Source: ABS, *Employee Earnings and Hours, Australia, various*; ABS, *TableBuilder: Employee Earnings and Hours, Australia, May 2018*.

Table 7.5: Award-dependent wages in the total economy, modern award-reliant employees, 2023

	Number	Share total	Share GDP
		(%)	(%)
Workers covered by modern awards (millions, 2023)	2.61	20.7	-
Average wage (\$), modern award-reliant employees	751.6	50.4	-
Wage bill covered by modern award-reliant employees (\$billion per year, 2023)	102.1	10.5	-
Total compensation covered by modern award-reliant employees (\$billion per year)	126.8	-	4.9

Note: Total compensation of employees and GDP is based on the June quarter 2023.

Source: ABS, *Microdata: Employee Earnings and Hours*, Australia, May 2023; ABS, *Australian National Accounts: National Income, Expenditure and Product*, December 2024; Strong J, Rozenbes D & Tomlinson J (2025), *A profile of employee characteristics of modern awards – 2023*, Fair Work Commission Research Report 1/2025, February; Fair Work Commission, (2024), *Information note—Award-dependent wages in the economy*, 16 April.

Table 7.6: Characteristics of modern award-reliant employees, May 2023

	Proportion of employees that are modern award-reliant	Modern award-reliant employees	Other employees	All employees
	(%)	(%)	(%)	(%)
Sex				
Male	17.7	41.4	50.5	48.6
Female	23.6	58.6	49.5	51.4
Total	20.7	100	100	100
Age				
≤24 years	46.5	37.3	11.2	16.7
25-34 years	20.7	22.8	22.8	22.8
35-44 years	12.6	13.9	25.2	22.9
45-54 years	13.1	12.2	21.3	19.4
55-64 years	15.0	10.2	15.1	14.1
65+ years	17.5	3.5	4.3	4.2
Total	20.7	100	100	100
Average age	33.9	33.9	41.5	39.9
Full-time/part-time status				
Full-time	10.7	30.4	66.3	58.8
Part-time	35.1	69.6	33.7	41.2
Total	20.7	100	100	100
Employment type				
Permanent/fixed term	13.2	47.2	85.4	77.1
Casual	50.0	52.8	14.6	22.9
Total	20.7	100	100	100
Rate of pay				
Adult	18.1	81.6	96.9	93.7
Junior	61.5	12.5	2.0	4.2
Other	59.6	5.9	1.0	2.1
Total	20.7	100	100	100
Business size of employer				
Small	27.9	33.6	22.7	25.0
Medium	29.6	39.3	24.5	27.6
Large	11.9	27.1	52.8	47.4
Total	20.7	100	100	100
Low-paid status*				
Low-paid	56.9	35.6	6.0	11.3
Not low-paid	13.2	64.4	94.0	88.7
Total	18.1	100	100	100

Note: *Low-paid status is based on adult employees only.

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

8. Relative living standards

Table 8.1: NMW relative to median weekly earnings of full-time employees

Period	NMW	Median earnings of full-time employees in main job	Ratio of NMW to median earnings in main job
	(\$)	(\$)	(%)
Aug-14	640.9	1208.0	53.1
Aug-15	656.9	1230.0	53.4
Aug-16	672.7	1250.0	53.8
Aug-17	694.9	1284.0	54.1
Aug-18	719.2	1342.0	53.6
Aug-19	740.8	1380.0	53.7
Aug-20	753.8	1431.0	52.7
Aug-21	772.6	1495.0	51.7
Aug-22	812.6	1518.0	53.5
Aug-23	882.8	1600.0	55.2
Aug-24	915.9	1709.5	53.6

Note: Employees include owner managers of incorporated enterprises. Median earnings refer to the level of earnings that divides the distribution into two groups of equal size, one having earnings above and the other below that amount. The median is less affected by outliers and skewed data than the mean. The median earnings data reflects revised estimates as a result of a rebenchmarking of estimates. Median earnings are presented to the nearest dollar.

Source: ABS, *Working Arrangements*, August 2024; Fair Work Commission annual wage review decisions.

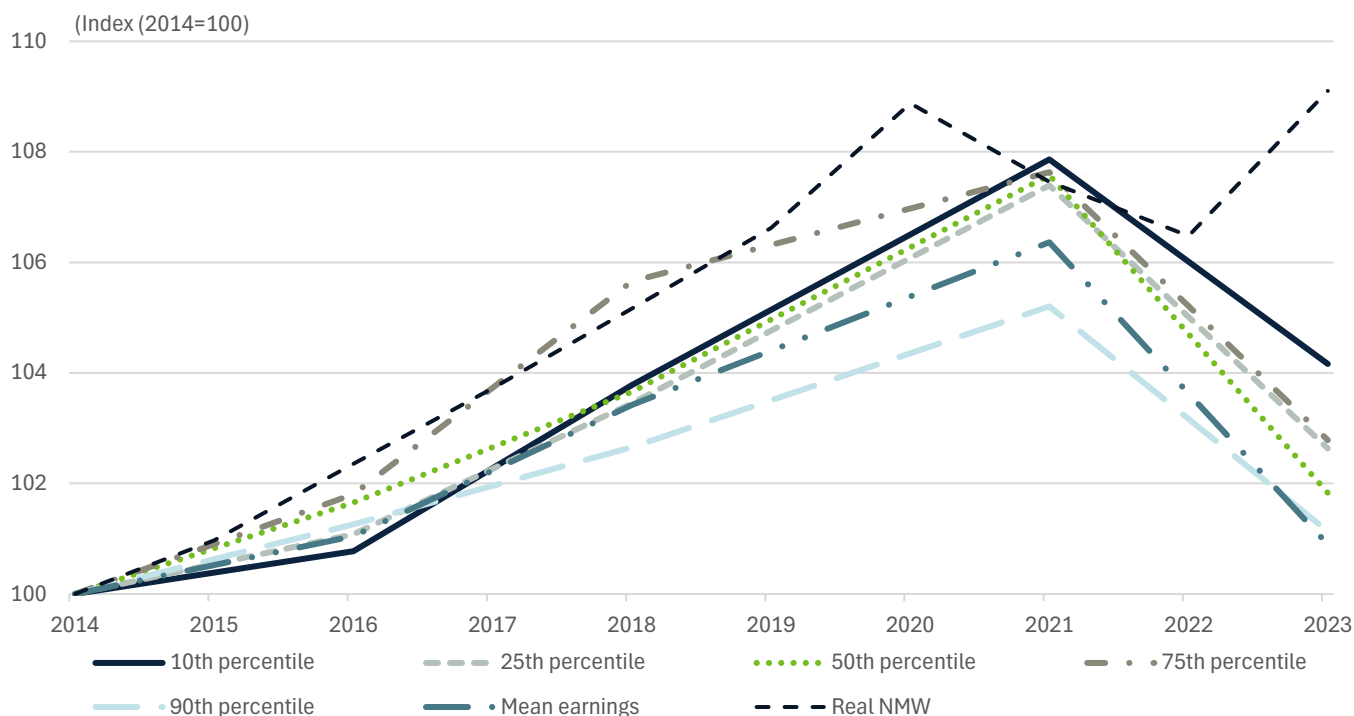
Table 8.2: Two-thirds of median weekly earnings

Year	Survey	
	COE	EEH
2014	805.33	879.33
2015	820.00	n/a
2016	833.33	917.33
2017	856.00	n/a
2018	894.67	973.33
2019	920.00	n/a
2020	954.00	n/a
2021	996.67	1062
2022	1012.00	n/a
2023	1066.67	1131.33
2024	1139.65	n/a

Note: Employees include owner managers of incorporated enterprises. Data for both measures of median weekly earnings include amounts salary sacrificed. Weekly earnings from the COE are earnings in the main job for full-time employees and are for August of each year. Weekly earnings from the EEH are weekly total cash earnings for full-time non-managerial adult employees for May of each year. n/a = not available.

Source: ABS, *Characteristics of Employment, Australia*, various; ABS, *Employee Earnings and Hours, Australia*, various.

Chart 8.1: Real weekly total earnings (full-time adult non-managerial employees) by percentile and the real NMW, index



Note: EEH earnings data for 2014, 2016, 2018, 2021 and 2023 at May of each year. Real earnings based on CPI at June of each year. NMW aligned to C13 rate during this period.

Source: ABS, *Consumer Price Index, Australia*, March 2025; ABS, *Employee Earnings and Hours, Australia*, various; *Manufacturing and Associated Industries and Occupations Award 2010*; *Manufacturing and Associated Industries and Occupations Award 2020*.

Table 8.3: Ratio of selected percentiles to the mean and median of weekly total earnings (full-time adult non-managerial employees paid at the adult rate)

	2014	2016	2018	2021	2023
Ratio of selected percentiles to mean earnings					
10 th percentile	0.56	0.55	0.56	0.56	0.57
25 th percentile	0.67	0.67	0.67	0.68	0.68
50 th percentile	0.87	0.88	0.88	0.88	0.88
75 th percentile	1.18	1.18	1.20	1.19	1.20
90 th percentile	1.57	1.57	1.56	1.55	1.57
Ratio of selected percentiles to median earnings					
10 th percentile	0.63	0.63	0.64	0.64	0.65
25 th percentile	0.77	0.76	0.76	0.76	0.77

Note: Median earnings refer to the level of earnings that divides the distribution into two groups of equal size, one having earnings above and the other below that amount. The median is less affected by outliers and skewed data than the mean.

Source: ABS, *Employee Earnings and Hours, Australia*, various.

Chart 8.2: NMW rate relative to median earnings of employees in main job



Note: The NMW was aligned with the C13 rate from 1 July 2023. Median earnings are measured in August of each year, with median hourly earnings of adult employees sourced from unpublished COE data. Earnings are for employees including owner managers of incorporated enterprises.

Source: ABS, *Characteristics of Employment, Australia*, various; ABS, *Employee Earnings, Benefits and Trade Union Membership, Australia*, various; ABS, *Weekly Earnings of Employees (Distribution), Australia*, various; *Metal, Engineering and Associated Industries Award 1998*; *Manufacturing and Associated Industries and Occupations Award 2010*; *Manufacturing and Associated Industries and Occupations Award 2020*.

Table 8.4: Nominal disposable income of selected NMW-reliant households

Household type	Disposable income	Change		
	July 2024	July 2023 to July 2024		July 2019 to July 2024
	(\$pw)	(\$pw)	(%)	(%)
Single adult	805.46	37.91	4.9	21.5
Single parent working FT, 1 child	1137.45	67.00	6.3	22.5
Single parent working PT, 1 child	767.81	42.75	5.9	23.6
Single parent working FT, 2 children	1266.04	69.72	5.8	22.2
Single parent working PT, 2 children	896.40	47.79	5.6	23.0
Single-earner couple (with NSA/JSP)	1101.12	99.80	10.0	31.3
Single-earner couple	820.47	44.81	5.8	21.1
Single-earner couple, 1 child (with NSA/JSP)	1318.59	107.00	8.8	27.9
Single-earner couple, 1 child	1137.45	67.00	6.3	22.5
Single-earner couple, 2 children (with NSA/JSP)	1455.28	112.91	8.4	27.6
Single-earner couple, 2 children	1266.04	69.72	5.8	22.2
Dual-earner couple	1259.60	54.55	4.5	21.9
Dual-earner couple, 1 child	1483.99	78.38	5.6	21.6
Dual-earner couple, 2 children	1612.58	83.42	5.5	21.4
CPI			3.8	20.9

Note: The percentage change in the CPI over July 2023 to July 2024 and the July 2019 to July 2024 were calculated with reference to the June quarter. The CPI is expressed in original terms.

Assumptions: Single-earner households earn 100 per cent of the weekly NMW. Single parents working part time (PT) earn 50 per cent of the weekly NMW, those working full time (FT) earn 100 per cent. Dual-earner households comprise one partner earning 100 per cent of the NMW, the other earns 50 per cent. Applicable NMW rates per week are: \$740.80 in July 2019; \$882.80 in July 2023 and \$915.90 in July 2023.

Tax/transfer parameters as at July each year. Disposable income includes all available income transfers, unless otherwise specified. Children are aged 8–12 years and attending primary school. Households paying sufficient rent to receive maximum Rent Assistance where applicable. From 20 March 2020 the Newstart Allowance (NSA) was replaced by the JobSeeker Payment (JSP). Single-earner couples are modelled in two scenarios: 1) the non-earning partner is in the labour force and receiving proportional rates of NSA or JSP and 2) the non-earning partner is not in the labour force and therefore not in receipt of NSA or JSP. Single-parent households and secondary earners in dual-earner households are not seeking further work and not in receipt of income support.

Source: ABS, *Consumer Price Index, Australia*, March 2025; Fair Work Commission modelling.

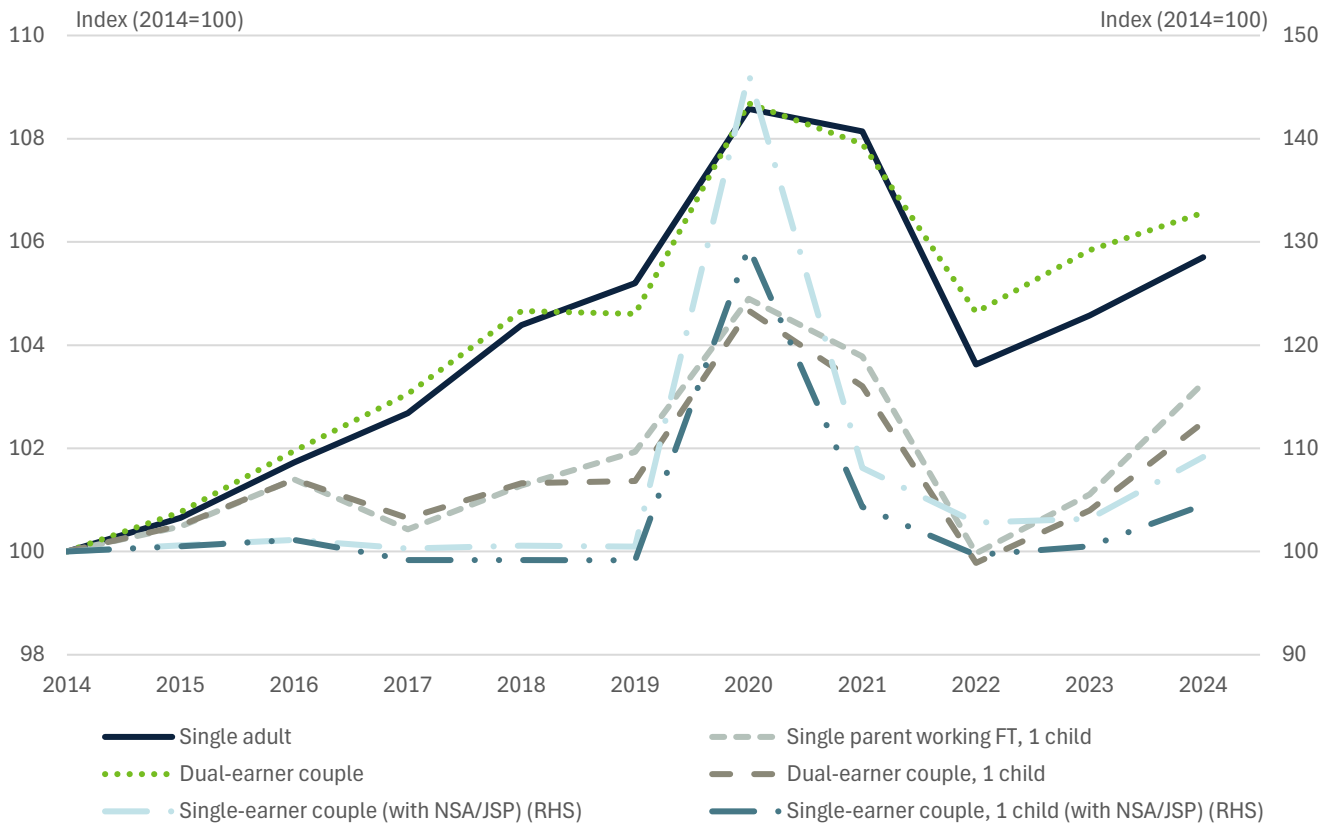
Table 8.5: Modelling the 2024 NMW increase, wage increase retained and components of change in disposable income of selected NMW-reliant households, July 2024

Household type	Change in disposable income	Components of change			NMW increase retained
		Wage increase	Taxes	Transfers	
	(\$pw)	(\$)	(\$)	(\$)	(%)
Single adult	22.01	33.10	-11.09	0.00	66.5
Single parent working FT, 1 child	22.68	33.10	-10.43	0.00	68.5
Single parent working PT, 1 child	13.90	16.55	-2.65	0.00	84.0
Single parent working FT, 2 children	22.68	33.10	-10.43	0.00	68.5
Single parent working PT, 2 children	13.90	16.55	-2.65	0.00	84.0
Single-earner couple (with NSA/JSP)	2.15	33.10	-11.09	-19.86	6.5
Single-earner couple	19.37	33.10	-13.74	0.00	58.5
Single-earner couple, 1 child (with NSA/JSP)	5.05	33.10	-12.15	-15.90	15.3
Single-earner couple, 1 child	22.68	33.10	-10.43	0.00	68.5
Single-earner couple, 2 children (with NSA/JSP)	5.05	33.10	-12.15	-15.90	15.3
Single-earner couple, 2 children	22.68	33.10	-10.43	0.00	68.5
Dual-earner couple	35.92	49.65	-13.74	0.00	72.3
Dual-earner couple, 1 child	22.71	49.65	-13.74	-13.20	45.7
Dual-earner couple, 2 children	22.71	49.65	-13.74	-13.20	45.7

Note: Tax/transfer parameters as at July 2024. The NMW increase retained is calculated as the change in disposable income as a proportion of the wage increase. Other assumptions as per Table 8.4.

Source: Fair Work Commission modelling.

Chart 8.3: Growth in real weekly household disposable income for selected NMW-reliant households, index




Note: Tax/transfer parameters and NMW rate as at July of each year. Other assumptions as per Table 8.4. Real weekly household disposable income is adjusted with reference to the June quarter CPI.

Source: ABS, *Consumer Price Index, Australia*, March 2025; Fair Work Commission modelling.

Table 8.6: Ratio of disposable income of selected households earning various wage rates to a poverty line

Household type	December 2019					December 2023					December 2024				
	60% median income PL	Disposable income as a ratio of 60% median income PL				60% median income PL	Disposable income as a ratio of 60% median income PL				60% median income PL	Disposable income as a ratio of 60% median income PL			
	(\$ pw)	NMW	C10	C4	AWOTE	(\$ pw)	NMW	C10	C4	AWOTE	(\$ pw)	NMW	C10	C4	AWOTE
Single adult	575.40	1.15	1.30	1.50	2.21	644.77	1.19	1.30	1.50	2.17	682.03	1.18	1.29	1.50	2.20
Single parent working FT, 1 child	748.02	1.24	1.35	1.49	1.85	838.20	1.30	1.37	1.52	1.87	886.64	1.30	1.38	1.52	1.90
Single parent working PT, 1 child	748.02	0.83	0.91	1.00	1.33	838.20	0.88	0.94	1.04	1.34	886.64	0.88	0.94	1.03	1.35
Single parent working FT, 2 children	920.64	1.13	1.22	1.34	1.61	1031.62	1.18	1.24	1.35	1.63	1091.25	1.17	1.25	1.36	1.65
Single parent working PT, 2 children	920.64	0.79	0.86	0.93	1.20	1031.62	0.84	0.88	0.96	1.21	1091.25	0.83	0.88	0.96	1.22
Single-earner couple (with NSA/JSP)	863.10	0.97	0.99	1.00	1.47	967.15	1.11	1.11	1.12	1.47	1023.04	1.10	1.11	1.12	1.49
Single-earner couple	863.10	0.79	0.87	1.00	1.47	967.15	0.80	0.87	1.00	1.47	1023.04	0.80	0.87	1.00	1.49
Single-earner couple, 1 child (with NSA/JSP)	1035.72	1.00	1.01	1.08	1.34	1160.58	1.09	1.11	1.12	1.35	1227.65	1.09	1.11	1.12	1.37
Single-earner couple, 1 child	1035.72	0.90	0.98	1.08	1.34	1160.58	0.94	0.99	1.10	1.35	1227.65	0.94	1.00	1.10	1.37
Single-earner couple, 2 children (with NSA/JSP)	1208.34	0.95	0.96	1.02	1.22	1354.01	1.03	1.04	1.05	1.24	1432.26	1.03	1.04	1.05	1.25
Single-earner couple, 2 children	1208.34	0.86	0.93	1.02	1.22	1354.01	0.90	0.95	1.03	1.24	1432.26	0.89	0.95	1.03	1.25
Dual-earner couple	863.10	1.20	1.37	1.57	2.31	967.15	1.25	1.36	1.57	2.30	1023.04	1.23	1.35	1.57	2.32
Dual-earner couple, 1 child	1035.72	1.18	1.27	1.38	1.93	1160.58	1.23	1.29	1.39	1.92	1227.65	1.22	1.27	1.40	1.93
Dual-earner couple, 2 children	1208.34	1.10	1.18	1.26	1.65	1354.01	1.14	1.19	1.27	1.65	1432.26	1.14	1.17	1.28	1.66



Note: Poverty lines are based on estimates of median equivalised household disposable income in 2017–18 for December 2018 and 2019–20 for December 2022 and December 2023, adjusted for movements in household disposable income per head as calculated by the Melbourne Institute of Applied Economic and Social Research and for household composition using the modified OECD equivalence scale. C10 and C4 are minimum award rates set under the *Manufacturing and Associated Industries and Occupations Award 2020*. AWOTE data are expressed in original terms.

Assumptions: Tax-transfer parameters as at September 2019, September 2023 and September 2024. Wage rates for 2019: NMW = \$740.80 pw, C10 = \$862.50 pw, C4 = \$1036.10 and AWOTE of full-time adult employees = \$1658.40 pw. Wage rates for 2023: NMW = \$882.80 pw, C10 = \$995.00 pw, C4 = \$1195.30 pw and AWOTE of full-time adult employees = \$1888.80. Wage rates for 2024: NMW = \$915.90 pw, C10 = \$1032.30 pw, C4 = \$1240.10 pw and AWOTE of full-time adult employees = \$1975.80. Other assumptions as per Table 8.4.

Source: ABS, [Average Weekly Earnings, Australia](#), November 2024; ABS, [Household Income and Wealth, Australia](#), 2019–20 financial year; Fair Work Commission modelling; *Manufacturing and Associated Industries and Occupations Award 2020*; Melbourne Institute of Applied Economic and Social Research, [Poverty Lines: Australia](#), December quarter 2024.

Table 8.7: Characteristics of low-paid adult employees, 2023

	Low-paid adult employees	Other adult employees
	(%)	(%)
Personal characteristics		
Gender		
Male	44.4	51.3
Female	55.6	48.7
Age Group		
21-24	22.1	7.2
25-29	17.5	13.0
30-49	33.9	51.5
50-64	21.0	24.9
65 and over	5.5	3.4
Region		
Metropolitan	60.7	71.9
Regional	39.3	28.1
Highest level of education achieved		
Year 12 and below	41.7	21.4
Advanced diploma or Certificate III/IV	35.7	30.0
Bachelor degree or above	22.6	48.7
Currently studying		
Studying full-time or part-time	18.4	9.9
Not studying	81.6	90.1
Country of birth		
Australia	75.6	68.9
Main English Speaking	7.8	10.1
Other	16.7	21.1
Marital status		
Married	31.2	50.4
De facto	19.9	19.9
Separated/Divorced/Widowed	9.2	8.8
Never married and not de facto	39.6	20.9
Aboriginal or Torres Strait Islander origin		
Yes	5.0	2.7
No	95.0	97.3
Has long-term health condition, disability or impairment		
Yes	22.9	16.4
No	77.1	83.6

	Low-paid adult employees	Other adult employees
	(%)	(%)
Employment characteristics		
Full-time/Part-time status		
Full-time	53.4	77.8
Part-time	46.6	22.2
Employment type		
Casual	48.1	10.4
Permanent	51.9	89.6
Method of setting pay		
Award only	41.6	14.6
Collective agreement	23.5	36.6
Individual arrangement	34.9	48.8
Union membership		
Yes	10.9	20.3
No	89.1	79.7
Number of jobs		
One	87.9	92.1
More than one	12.1	7.9
Work schedule		
Regular daytime schedule	77.4	83.2
Regular evening or night shift	8.1	3.2
Rotating shift, split shift, on call, irregular schedules	14.5	13.5
Independent contractor		
Yes	4.4	2.4
No	95.6	97.6
Underemployed		
Yes	15.4	4.4
No	84.6	95.6
Business characteristics		
Sector		
Private	87.6	72.1
Public	12.4	27.9

Note: Low-paid adult employees were defined as those paid below two-thirds of median hourly earnings in the HILDA data. Adult employees earning less than \$26.35 per hour are considered low paid (16.5 per cent of adult employees). Proportions for each characteristic sum to 100. Individuals that reported both collective agreement and individual arrangement as their method of setting pay were reclassified to individual arrangement.

Source: *Household, Income and Labour Dynamics in Australia Survey, Wave 23.*

Table 8.8: Updated budget standards estimates, single person working full time (per week)

	Budget standards		Budget update		
	(September quarter 2022)		(March quarter 2025)		
	(\$)	Index	(\$)	Index	% change
Food	82	124.5	90	136.7	9.8
Clothing and footwear	13	96.5	13	98.4	2.0
Household goods and services	104	119.6	106	122.1	2.1
Transport	111	123.8	116	129.9	4.9
Health	11	150.6	12	169.9	13.4
Personal care*	19	128.4	21	140.7	9.6
Recreation	37	114.4	40	123.2	7.7
Education	0	146.0	0	171.2	17.3
Budget standards	377		399		5.9
Discretionary*	89	128.4	98	140.7	9.6
Housing	426	136.4	473	151.5	11.1
Total	891	-	970		8.8

Note: CPI index data in original terms. *Group comprises several categories, therefore the 'All groups' CPI is used.

Source: Bedford M, Bradbury B & Naidoo Y (2023), *Budget Standards for Low-Paid Families*, Social Policy Research Centre, University of New South Wales, report prepared for the Fair Work Commission, March, p. 50; ABS, *Consumer Price Index, Australia*, March 2025.

9. Real wages and the cost of living

Chart 9.1: Real value of the NMW and selected award rates of pay, index



Note: The L4 rate is from the *Professional Employees Award 2020*. From 1 July 2023, the NMW was aligned with the C13 rate. Prior to this, it was aligned with the C14 rate. Increases to the NMW, C10, C4 and L4 rates that applied from 1 July are deflated using the June quarter CPI.
Source: ABS, *Consumer Price Index, Australia*, March 2025; Fair Work Commission decisions.

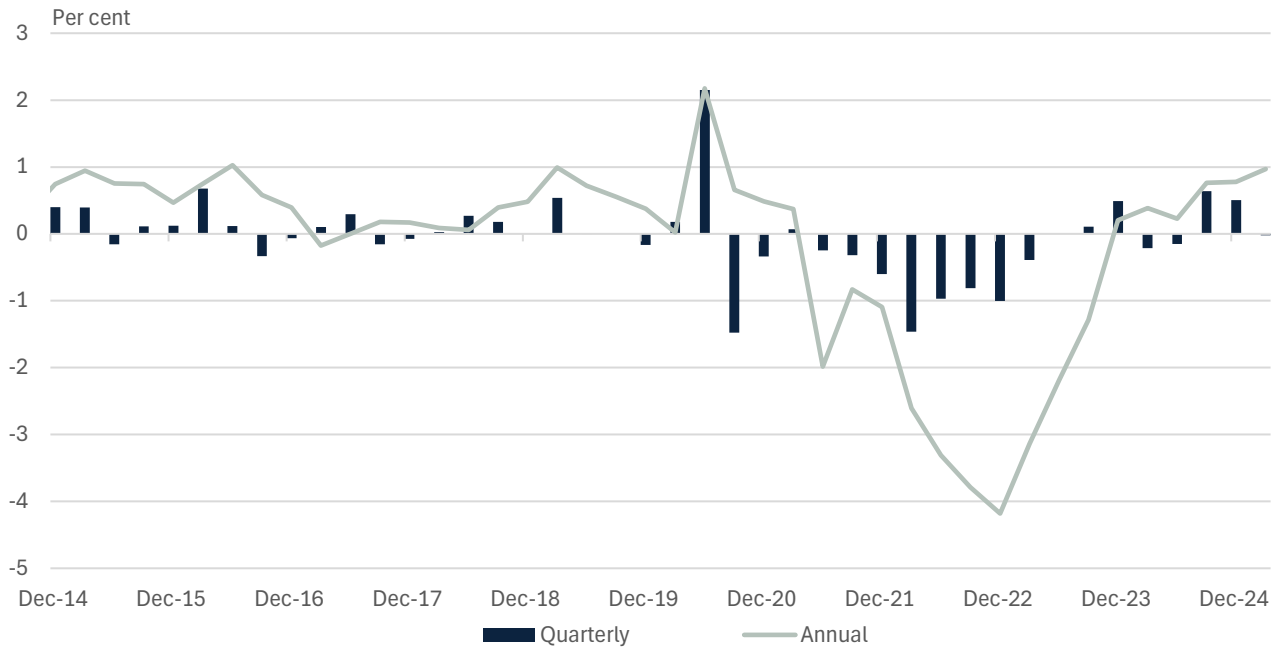
Table 9.1: Real national minimum wage and percentage change, December quarter 2024 dollars

Quarter	Real national minimum wage	Change from previous December quarter
	(\$)	(%)
Dec-14	838.10	1.3
Dec-15	844.76	0.8
Dec-16	852.49	0.9
Dec-17	864.13	1.4
Dec-18	878.67	1.7
Dec-19	888.70	1.1
Dec-20	896.58	0.9
Dec-21	887.88	-1.0
Dec-22	866.03	-2.5
Dec-23	904.21	4.4
Dec-24	915.90	1.3
Change over decade	77.80	9.3

Note: Real minimum wage calculated from NMW and CPI (original data) for the December quarter of each year.

Source: ABS, *Consumer Price Index, Australia*, March 2025; Fair Work Commission decisions.

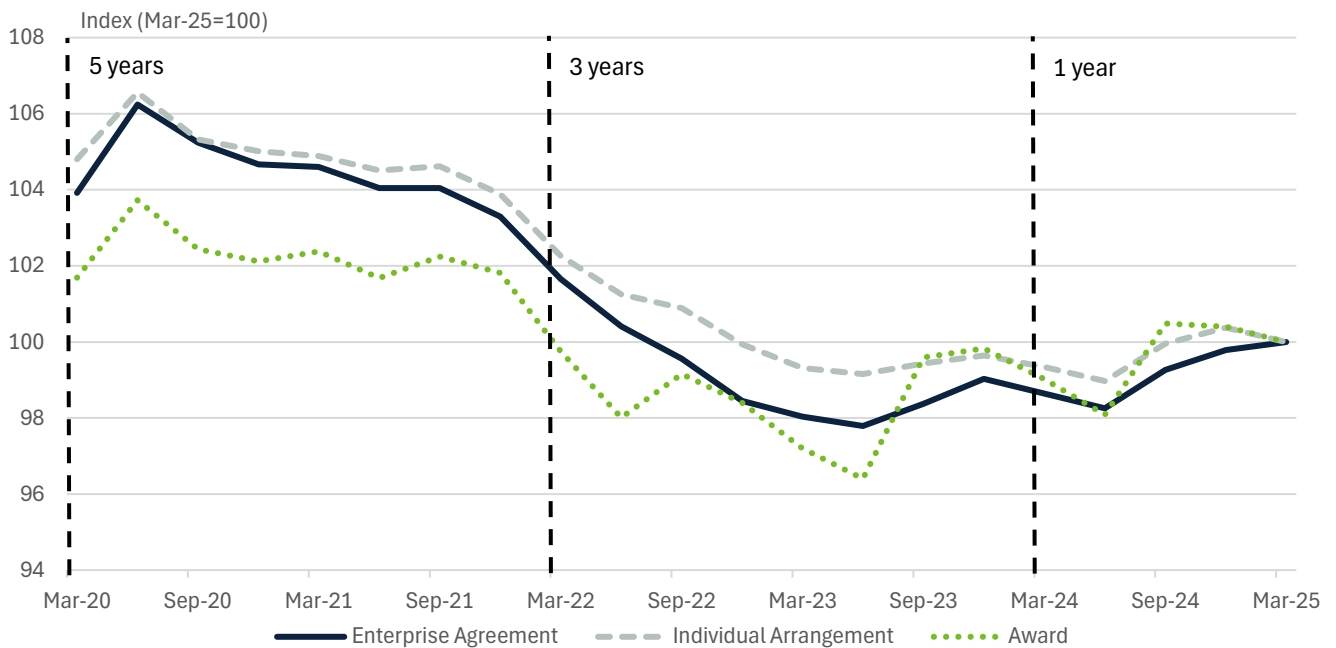
Chart 9.2: Real WPI growth



Note: Real WPI calculated from seasonally adjusted nominal WPI and original CPI.

Source: ABS, *Wage Price Index, Australia*, March 2025; ABS, *Consumer Price Index, Australia*, March 2025.

Chart 9.3: Real WPI growth by method of setting pay—1, 3 and 5 years

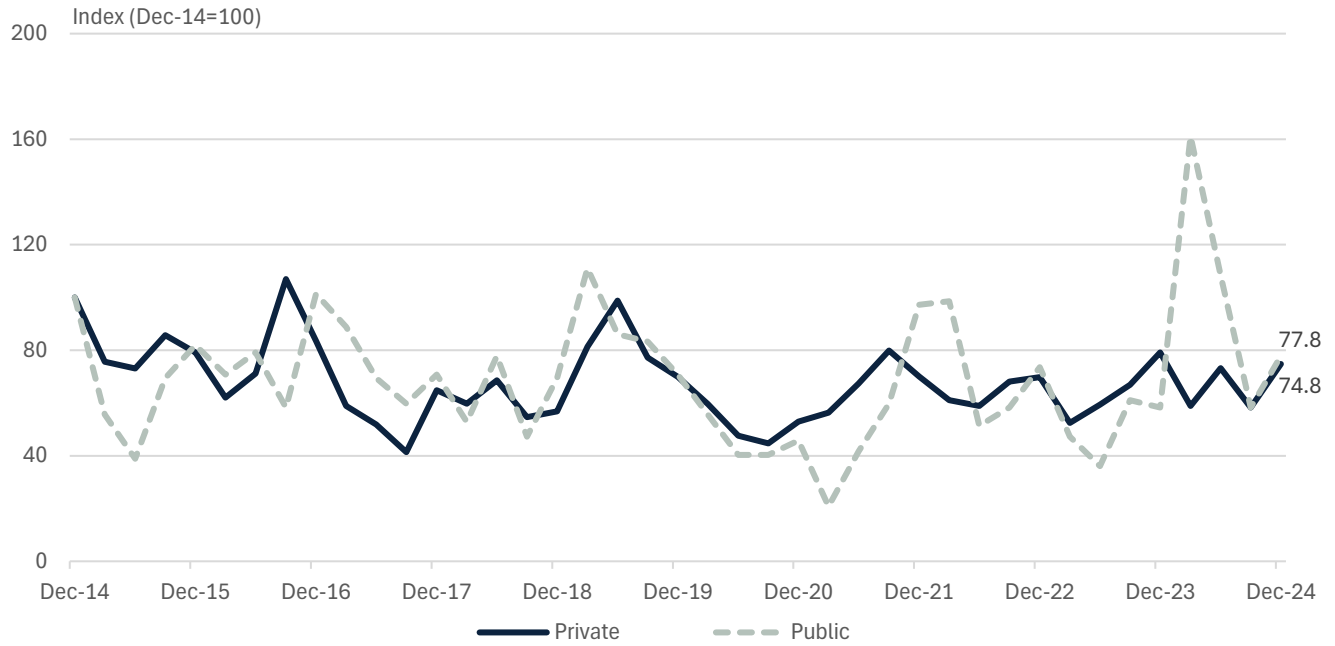


Note: Data are in original terms.

Source: Fair Work Commission; ABS, *Wage Price Index, Australia*, March 2025; March 2025; ABS, *Consumer Price Index, Australia*, March 2025.

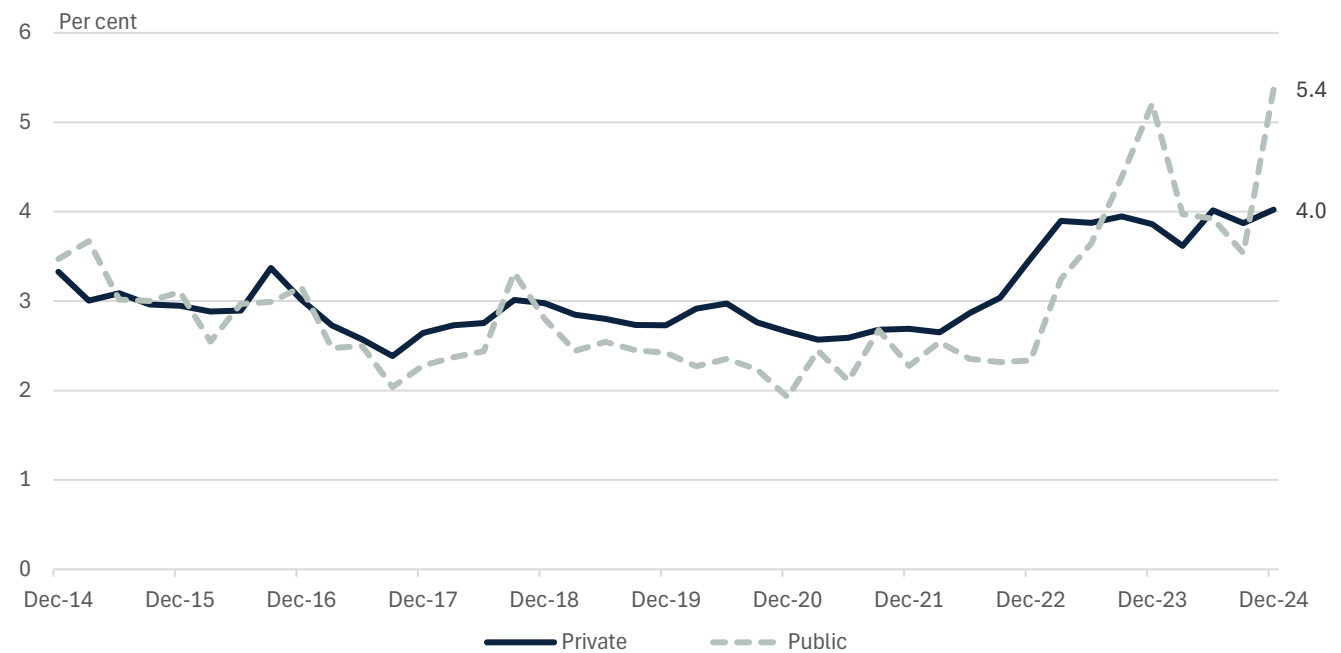
10. Enterprise bargaining

Chart 10.1: Number of agreements approved in the quarter by sector, index



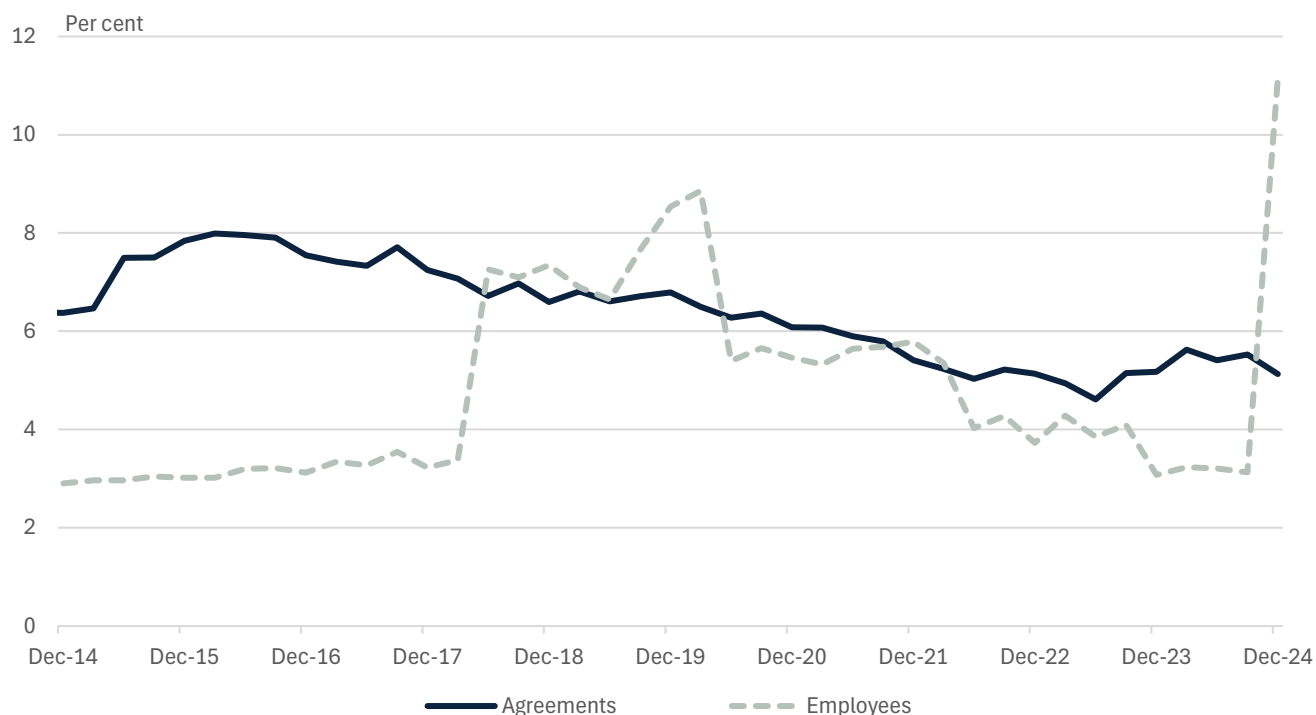
Source: Department of Employment and Workplace Relations, *Trends in Federal Enterprise Bargaining*, December quarter 2024.

Chart 10.2: AAWI for agreements approved in the quarter by sector



Source: Department of Employment and Workplace Relations, *Trends in Federal Enterprise Bargaining*, December quarter 2024.

Chart 10.3: Proportion of employees covered by current agreements which are directly linked to the Annual Wage Review decision



Source: Department of Employment and Workplace Relations, *Workplace Agreements Database*, December quarter 2024.

Table 10.1: Number of enterprise agreements approved and employees covered, 2014 to 2024

	Number of enterprise agreements approved	Employees covered ('000s)
2014	5671	803.2
2015	4998	643.8
2016	5196	663.1
2017	3542	652.2
2018	3864	669.0
2019	5283	933.3
2020	3281	521.6
2021	4363	546.5
2022	4166	837.7
2023	4111	843.3
2024	4370	1357.8

Source: Department of Employment and Workplace Relations, *Workplace Agreements Database*, December quarter 2024.

11. Gender equality

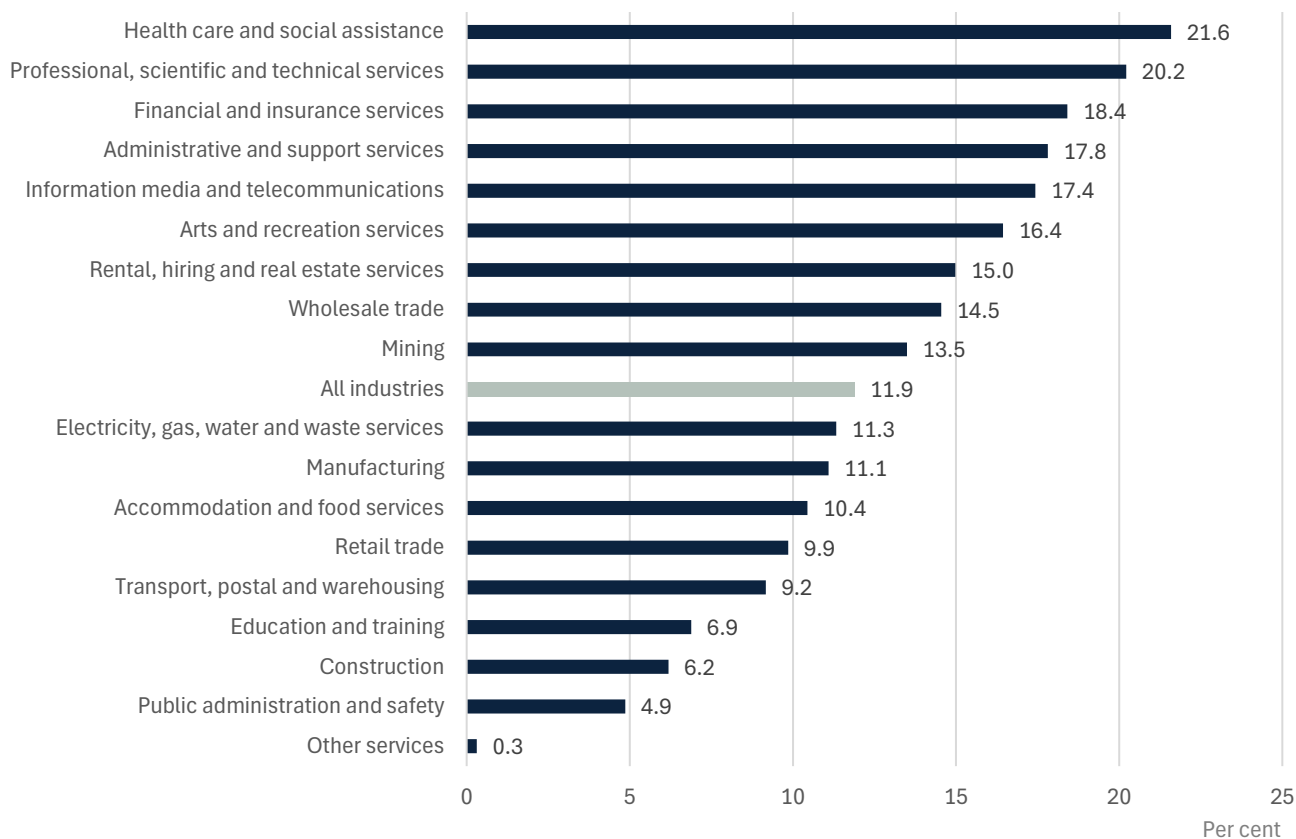
Table 11.1: Estimates of the gender pay gap

Measure	Male earnings	Female earnings	Gender pay gap
	(\$)	(\$)	(%)
<i>Weekly</i>			
AWOTE (November 2024)	2072.70	1826.40	11.9
EEH adult ordinary time cash earnings, non-managerial full-time (May 2023)	1911.80	1725.60	9.7
<i>Hourly</i>			
EEH adult* ordinary time cash earnings, excluding casual loading (May 2023)	48.77	42.87	12.1
EEH adult* ordinary time cash earnings, excluding casual loading, for modern award-reliant employees (May 2023)	29.64	29.42	0.7

Note: AWOTE refers to average weekly ordinary times earnings of full-time adult employees. The gender pay gap is calculated as the difference between female's and male's earnings, expressed as a percentage of male's earnings. * Adult refers to employees paid an adult rate.

Source: ABS, [Average Weekly Earnings, Australia](#), November 2024; ABS, [Employee Earnings and Hours, Australia](#), May 2023; ABS, [Microdata: Employee Earnings and Hours, Australia](#), May 2023..

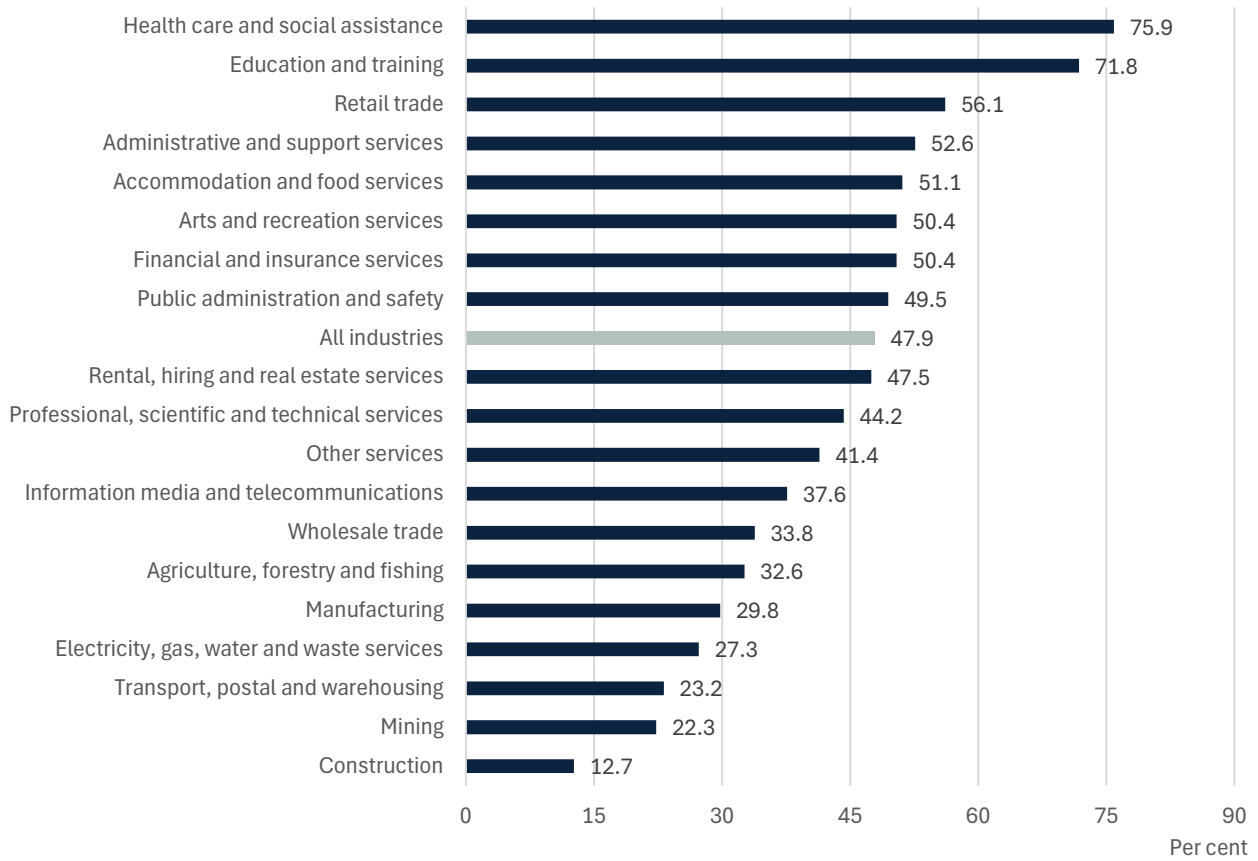
Chart 11.1: Gender pay gap by industry, AWOTE, November 2024



Note: AWOTE refer to full-time adult employees. The gender pay gap is calculated as the difference between average male and average female earnings, as a share of average male earnings.

Source: ABS, *Average Weekly Earnings, Australia*, November 2024.

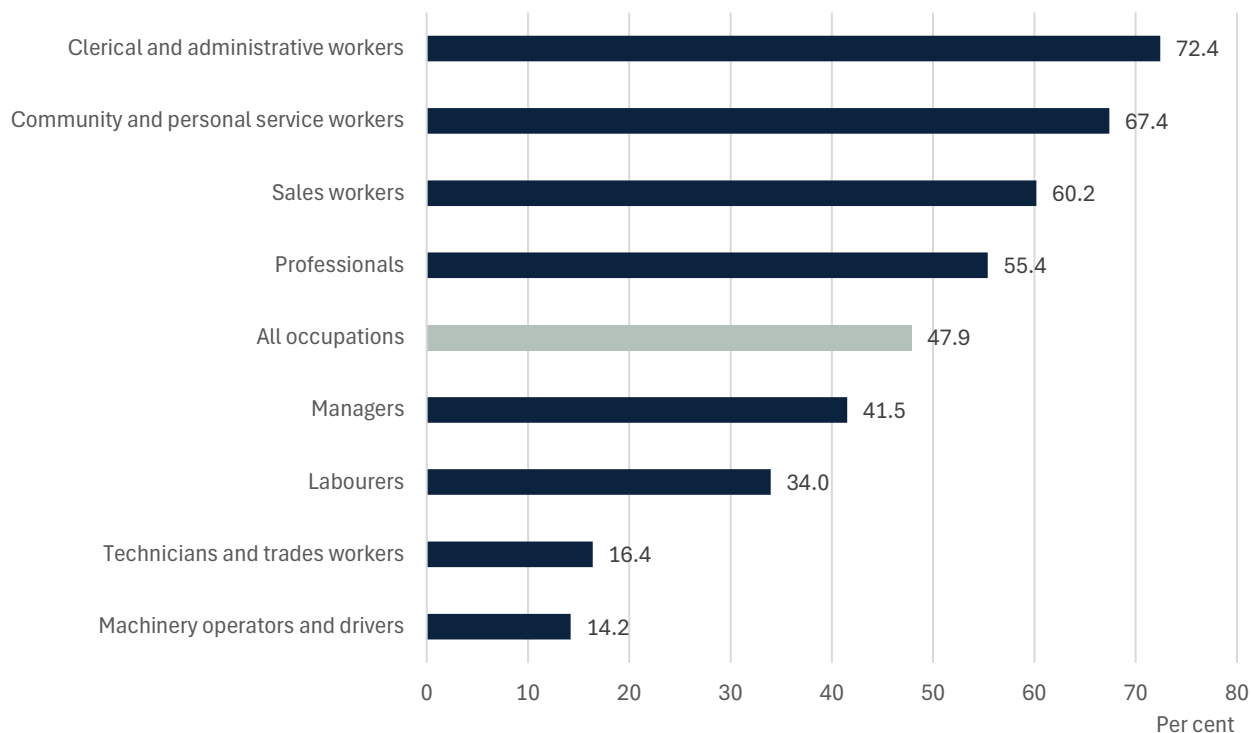
Chart 11.2: Female composition of total employment, by industry, February 2025



Note: Data are in original terms.

Source: ABS, *Labour Force, Australia, Detailed*, February 2025.

Chart 11.3: Female composition of total employment, by occupation, February 2025



Note: Data are in original terms

Source: ABS, *Labour Force, Australia, Detailed*, February 2025.

Table 11.2: Women and men modern award-reliant employees, by age group

Age group (years)	Share of age group			Share of gender		Share of age group and gender	
	Women	Men	Total	Women	Men	Women	Men
	(%)	(%)	(%)	(%)	(%)	(%)	(%)
14–20	56.1	43.9	100	20.5	22.7	58.5	53.5
21–24	53.0	47.0	100	14.4	18.1	38.4	37.2
25–34	58.0	42.0	100	22.6	23.1	23.4	18.0
35–44	63.0	37.0	100	15.0	12.4	15.8	9.4
45–54	65.0	35.0	100	13.6	10.3	16.2	9.6
55–64	61.6	38.4	100	10.7	9.5	18.2	11.7
65+	53.6	46.4	100	3.2	3.9	19.8	15.5
Total	58.6	41.4	100	100	100	23.6	17.7

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

Table 11.3: Work characteristics of women and men modern award-reliant employees

	Share of characteristic			Share of gender		Share of characteristic and gender	
	Women	Men	Total	Women	Men	Women	Men
	(%)	(%)	(%)	(%)	(%)	(%)	(%)
Employment status [^]							
Full-time	41.0	59.0	100	21.3	43.3	11.3	10.3
Part-time	66.2	33.8	100	78.7	56.7	33.6	38.5
Total	58.6	41.4	100	100.0	100.0	23.6	17.7
Total hours paid for [#]							
Up to 5 hours	63.4	36.6	100	8.1	6.6	42.6	34.6
Greater than 5 and up to 10 hours	64.9	35.1	100	13.7	10.4	43.9	43.6
Greater than 10 and up to 20 hours	66.8	33.2	100	25.9	18.2	37.6	42.7
Greater than 20 and up to 30 hours	67.8	32.2	100	21.2	14.2	28.1	32.4
Greater than 30 to less than 35 hours	66.1	33.9	100	7.3	5.3	21.8	26.5
35 and up to 40 hours	47.5	52.5	100	20.0	31.2	11.5	10.2
Greater than 40 and up to 45 hours	34.8	65.2	100	2.8	7.5	18.3	13.1
Greater than 45 hours	17.8	82.2	100	1.0	6.7	17.1	12.6
Total	58.6	41.4	100	100.0	100.0	23.6	17.7
Employment type							
Permanent	56.2	43.8	100	42.7	46.9	15.0	11.6
Fixed term	50.0	50.0	100	2.4	3.4	9.7	16.7
Casual	61.0	39.0	100	55.0	49.7	52.7	46.2
Total	58.6	41.4	100	100.0	100.0	23.6	17.7
Rate of pay							
Adult rate	60.6	39.4	100	84.5	77.5	21.2	14.7
Apprentice/trainee rate	20.9	79.1	100	2.0	10.7	60.4	60.0
Disability rate	12.8*	87.2	100	0.1*	0.7*	42.7*	53.3*
Junior rate	62.9	37.1	100	13.4	11.2	65.1	56.2
Total	58.6	41.4	100	100	100	23.6	17.7
Low-paid status**							
Low paid	61.2	38.8	100	36.0	35.2	-	-
Higher paid	60.3	39.7	100	64.0	64.8	-	-
Total	-	-	100	100	100	-	-

Note: [^] Full-time usually work the hours agreed to as being full-time under the relevant award or agreement. If there are no award or agreed hours, employees should be regarded as full-time if usual hours of work per week are 35 or more (including casual employees). [#] Total hours paid for relates to the last pay period (19 May 2023). * Estimate has a relative standard error of between 25 per cent and 50 per cent and should be used with caution. ** Low-paid employees are those on an adult rate of pay who earn less than two-thirds of median hourly earnings which are calculated excluding casual loading.

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

Table 11.4: Modern award-reliant employees, by gender and business size

	Share of business size			Share of gender		Share of firm size and gender	
	Women	Men	Total	Women	Men	Women	Men
	(%)	(%)	(%)	(%)	(%)	(%)	(%)
Micro (1–4 employees)	53.1	46.9	100	7.7	9.6	25.5	16.6
Small (5–19)	61.2	38.8	100	26.2	23.5	40.4	24.0
Medium (20–199)	56.5	43.5	100	37.9	41.2	35.1	24.5
Large (200+)	60.7	39.3	100	28.1	25.7	12.8	10.6
Total	58.6	41.4	100	100	100	23.6	17.7

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

Table 11.5: Modern award-reliant employees, by gender and industry

	Within industry			Within gender		Share of industry and gender	
	Women	Men	Total	Women	Men	Women	Men
	(%)	(%)	(%)	(%)	(%)	(%)	(%)
Health care and social assistance	79.1	20.9	100	24.1	22.6	24.8	9.2
Accommodation and food services	61.5	38.5	100	65.3	52.1	22.8	20.2
Retail trade	62.3	37.7	100	36.9	29.9	17.9	15.3
Administrative and support services	53.5	46.5	100	42.9	33.7	9.9	12.2
Other services	66.1	33.9	100	34.1	18.0	5.0	3.6
Professional, scientific and technical services	63.4	36.6	100	10.8	5.7	3.7	3.0
Education and training	70.6	29.4	100	6.4	6.5	3.5	2.0
Manufacturing	33.0	67.0	100	20.4	15.9	2.9	8.3
Arts and recreation services	58.8	41.2	100	34.9	23.0	2.2	2.2
Wholesale trade	39.7	60.3	100	14.0	11.8	1.6	3.5
Rental, hiring and real estate services	59.9	40.1	100	22.1	12.6	1.6	1.5
Construction	13.8	86.2	100	10.9	14.4	1.2	10.3
Transport, postal and warehousing	24.7	75.3	100	11.8	13.1	1.0	4.3
Public administration and safety	34.5	65.5	100	3.4	6.7	0.9	2.3
Information media and telecommunications	52.9	47.1	100	11.5	6.8	0.5	0.7
Finance and insurance services	51.9	48.1	100	2.4	2.8	0.4	0.5
Electricity, gas, water and waste services	np	np	100	np	np	np	np
Mining	np	np	100	np	np	np	np
Total	58.6	41.4	100	23.6	17.7	100	100

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

Table 11.6: Modern award-reliant employees, by gender and occupation

	Within occupation			Within gender		Share of occupation and gender	
	Women	Men	Total	Women	Men	Women	Men
	(%)	(%)	(%)	(%)	(%)	(%)	(%)
Community and personal services workers	71.2	28.8	100	35.0	20.0	43.7	40.3
Sales workers	66.7	33.3	100	22.5	15.9	41.1	31.1
Labourers	45.7	54.3	100	15.4	25.8	54.4	33.5
Clerical and administrative workers	78.0	22.0	100	13.0	5.2	13.8	12.1
Professionals	69.7	30.3	100	6.1	3.8	5.3	3.2
Technicians and trades workers	25.8	74.2	100	4.6	18.8	28.8	16.9
Managers	78.2	21.9	100	1.8	0.7	6.1	1.2
Machinery operators and drivers	18.6	81.4	100	1.6	9.9	27.1	16.9
Total	58.6	41.4	100	100	100	23.6	17.7

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

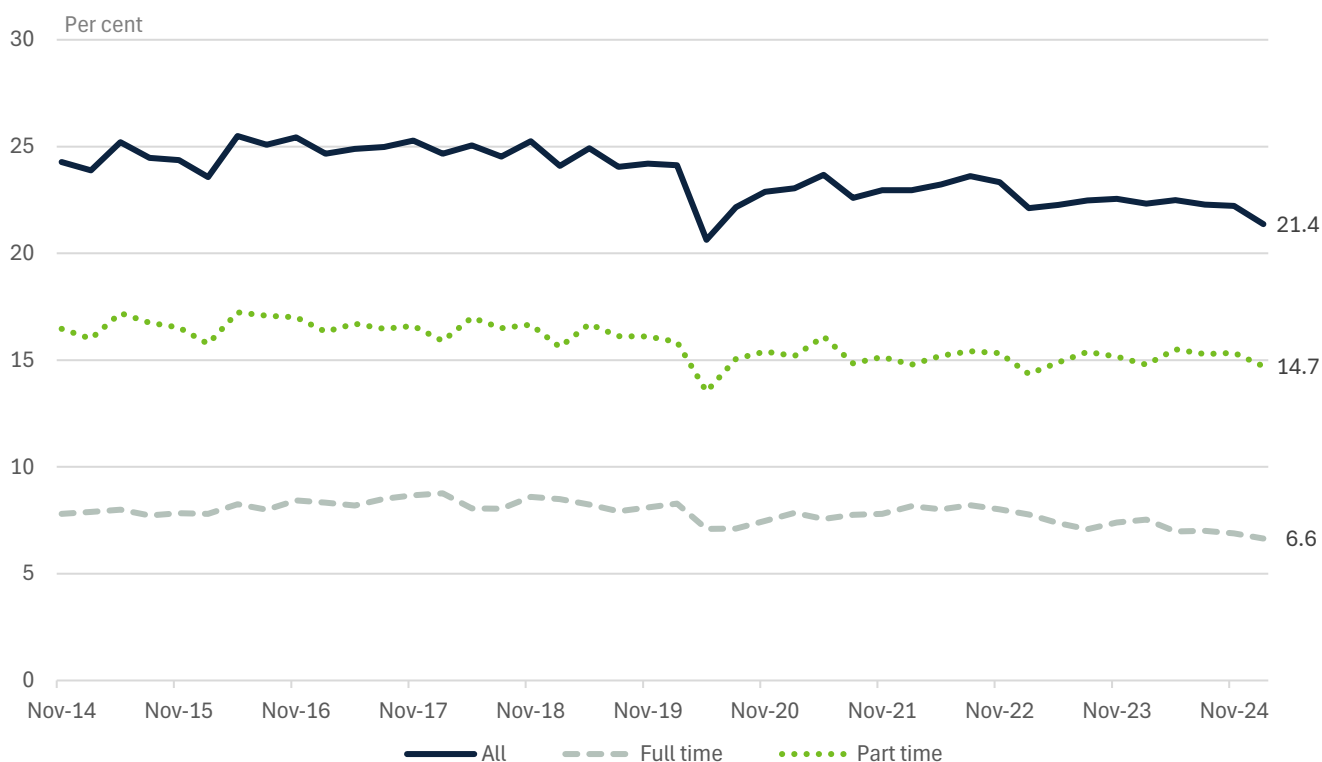
Table 11.7: Work characteristics of women and men modern award-reliant employees, 2021

	Share of characteristic			Share of gender		Share of characteristic and gender	
	Women	Men	Total	Women	Men	Women	Men
	(%)	(%)	(%)	(%)	(%)	(%)	(%)
Employment status [^]							
Full-time	40.6	59.4	100	24.3	49.3	12.7	11.5
Part-time	67.4	32.6	100	75.7	50.7	32.6	34.5
Total	58.1	41.9	100	100	100	23.6	17.3
Employment type							
Permanent	53.5	46.5	100	43.6	52.5	15.1	12.7
Fixed term	52.7	47.3	100	2.7	3.4	11.1	14.6
Casual	62.8	37.2	100	53.7	44.1	52.8	42.2
Total	58.1	41.9	100	100	100	23.6	17.3

Source: ABS, *Microdata: Employee Earnings and Hours*, Australia, May 2021; Yuen K & Tomlinson J (2023), *A profile of employee characteristics across modern awards*, Fair Work Commission Research Report 1/2023, March, Table B1.

12. Indicators of secure work

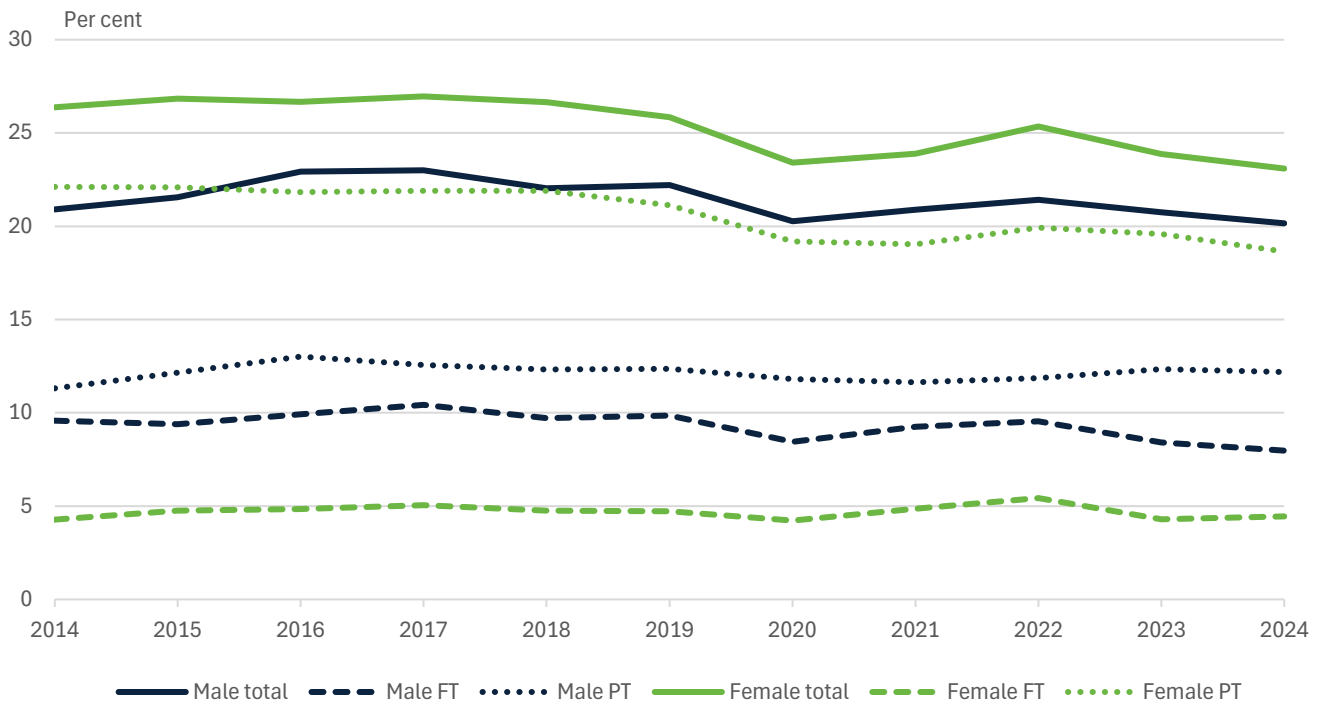
Chart 12.1: Proportion of employees without paid leave entitlements, 2014 to 2025



Note: Data are quarterly.

Source: ABS, *Labour Force, Australia, Detailed*, February 2025.

Chart 12.2: Proportion of employees without paid leave entitlements, by gender 2014 to 2024

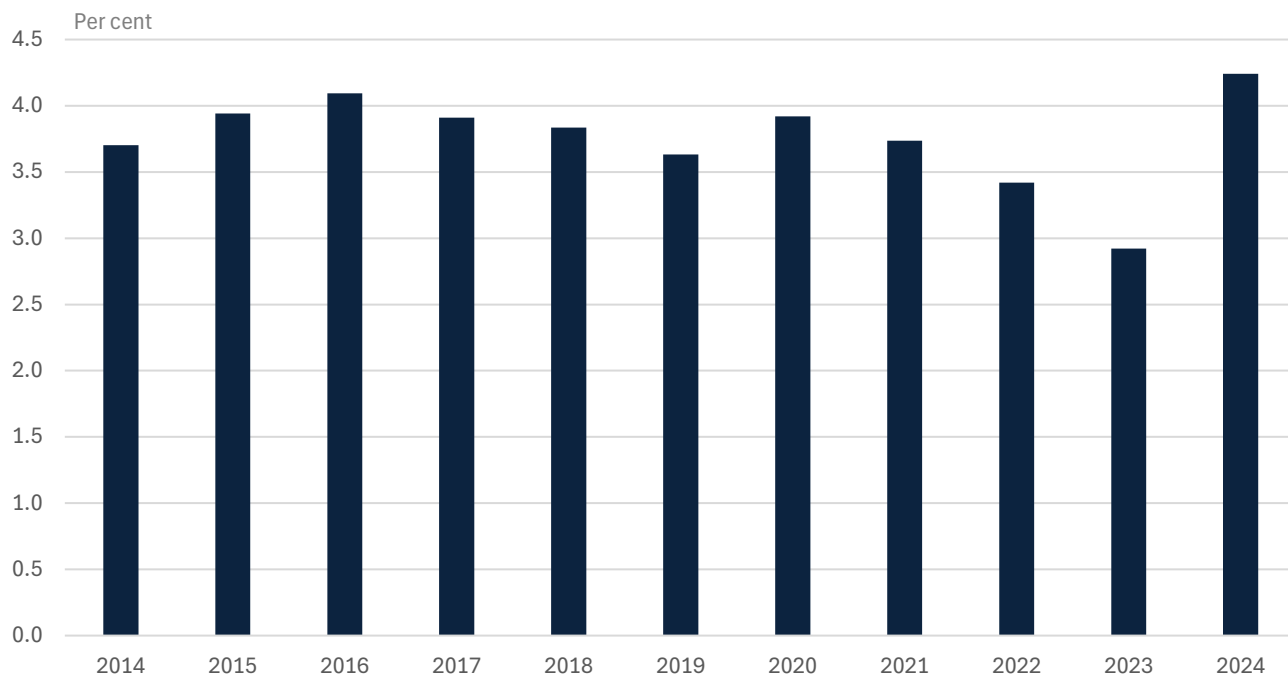


Note: Data are at August of each year.

Source: ABS, *TableBuilder: Characteristics of Employment*, August 2024.



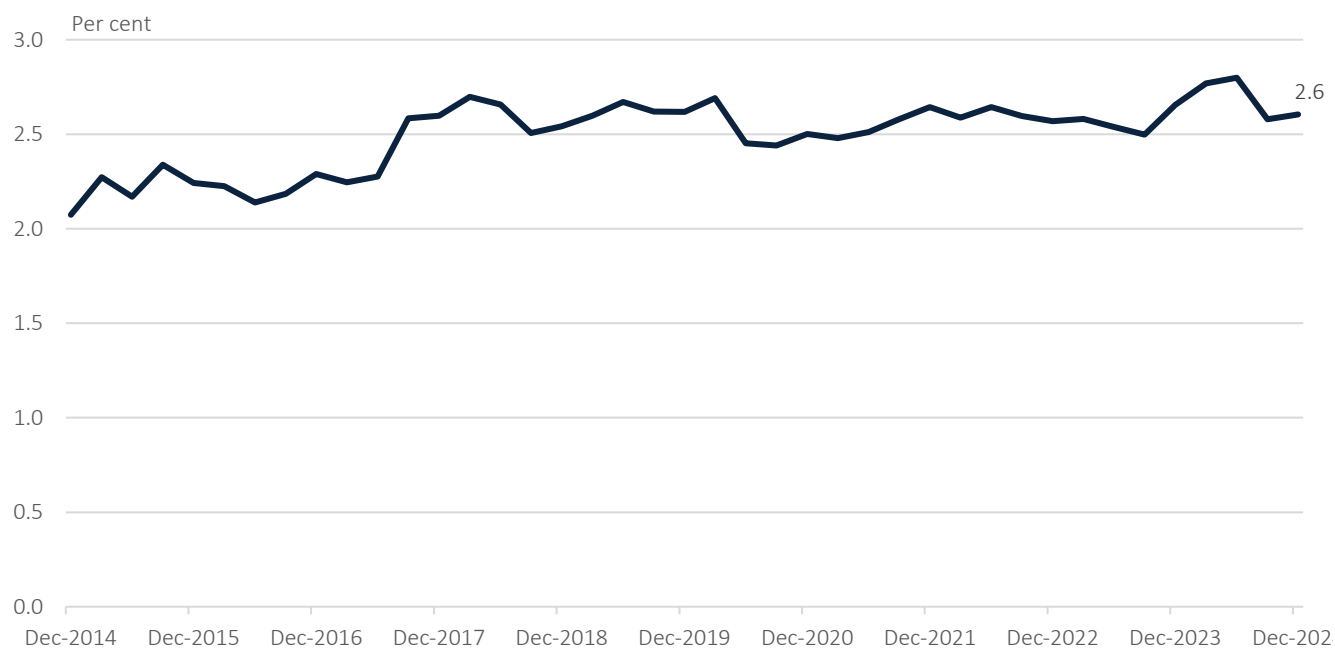
Chart 12.3: Proportion of employees that are fixed-term employees, 2014–2024



Note: At August of each year. Fixed-term employees are employed for a specified period of employment and may be entitled to paid leave.

Source: ABS, *Working Arrangements*, August 2024.

Chart 12.4: Share of employed persons working in Labour supply services, 2014–2024

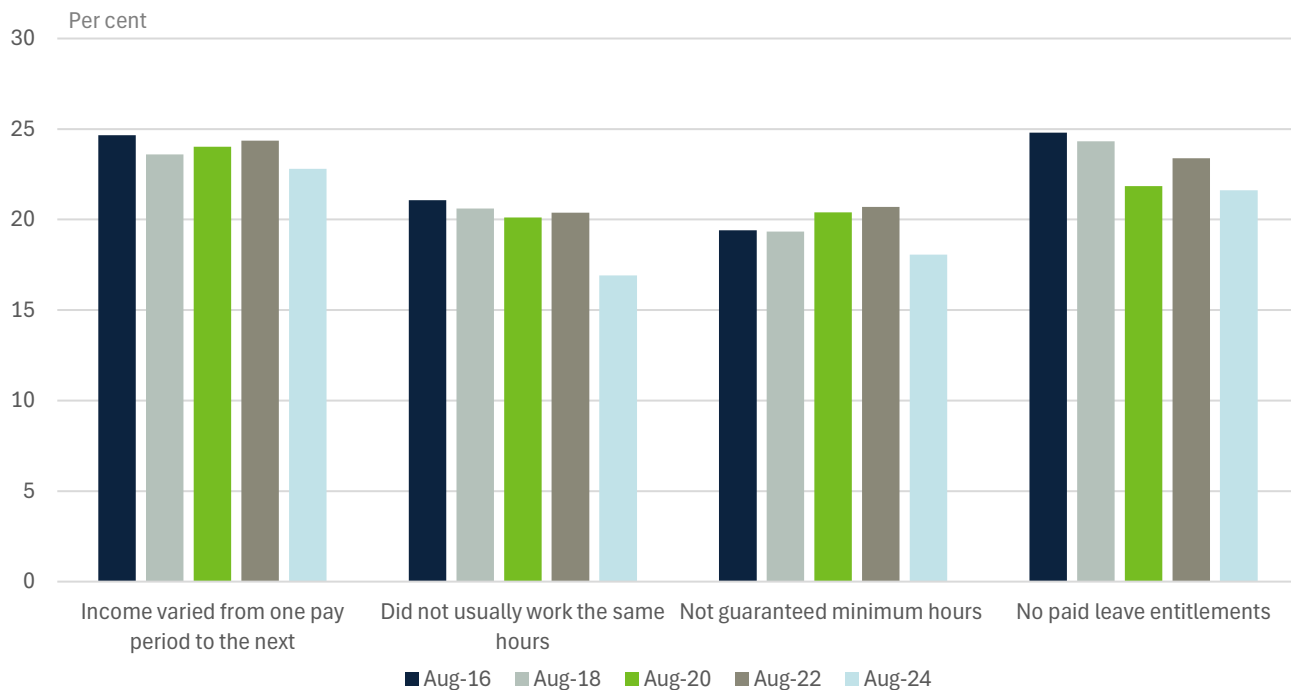


Note: Businesses that provide labour hire services, and their employees, are classified to the industry class *Labour supply services*.

Source: ABS, *Labour hire workers*, December 2024.

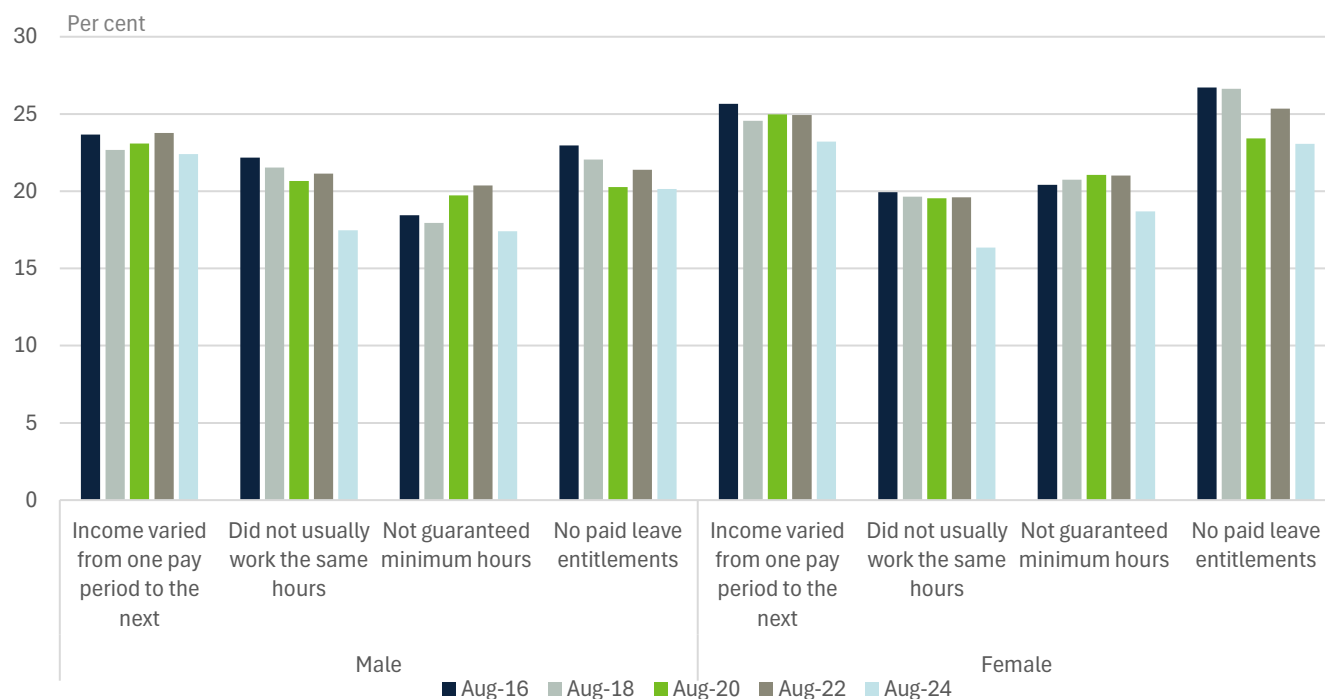


Chart 12.5: Variation in hours and pay, proportion of employees, 2016 to 2024



Source: ABS, *Working Arrangements*, August 2024.

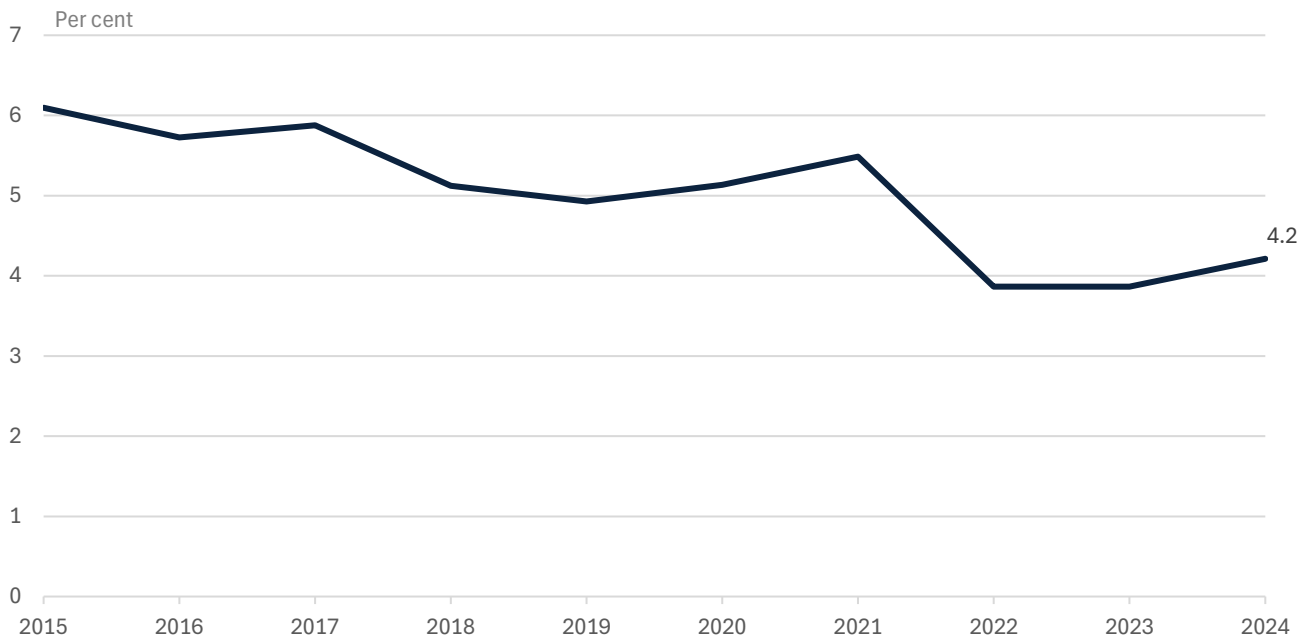
Chart 12.6: Variation in hours and pay, by gender, proportion of employees, 2016 to 2024



Source: ABS, *Working Arrangements*, August 2024.



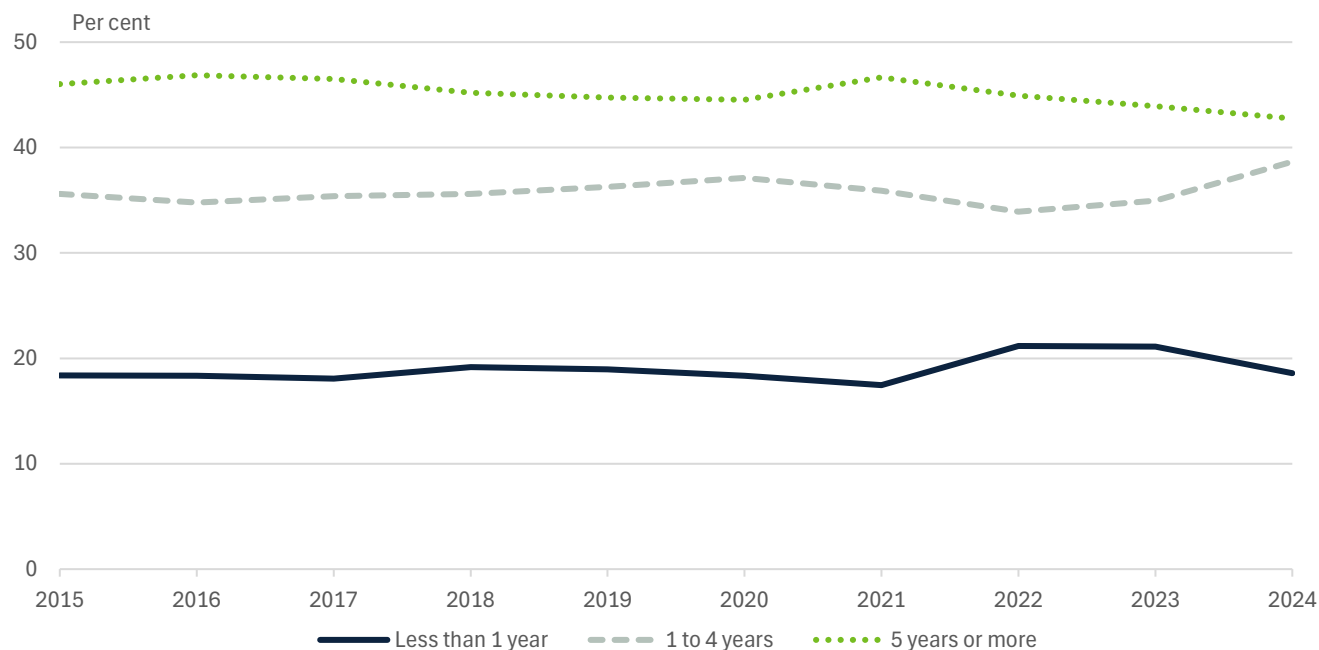
Chart 12.7: Rate of involuntary job separations, 2015–2024



Notes: Rate of involuntary job separation includes retrenched, dismissed, job ended was temporary or seasonal and losing a job due ill health or injury. Data are at February of each year.

Source: ABS, *Job mobility*, February 2024.

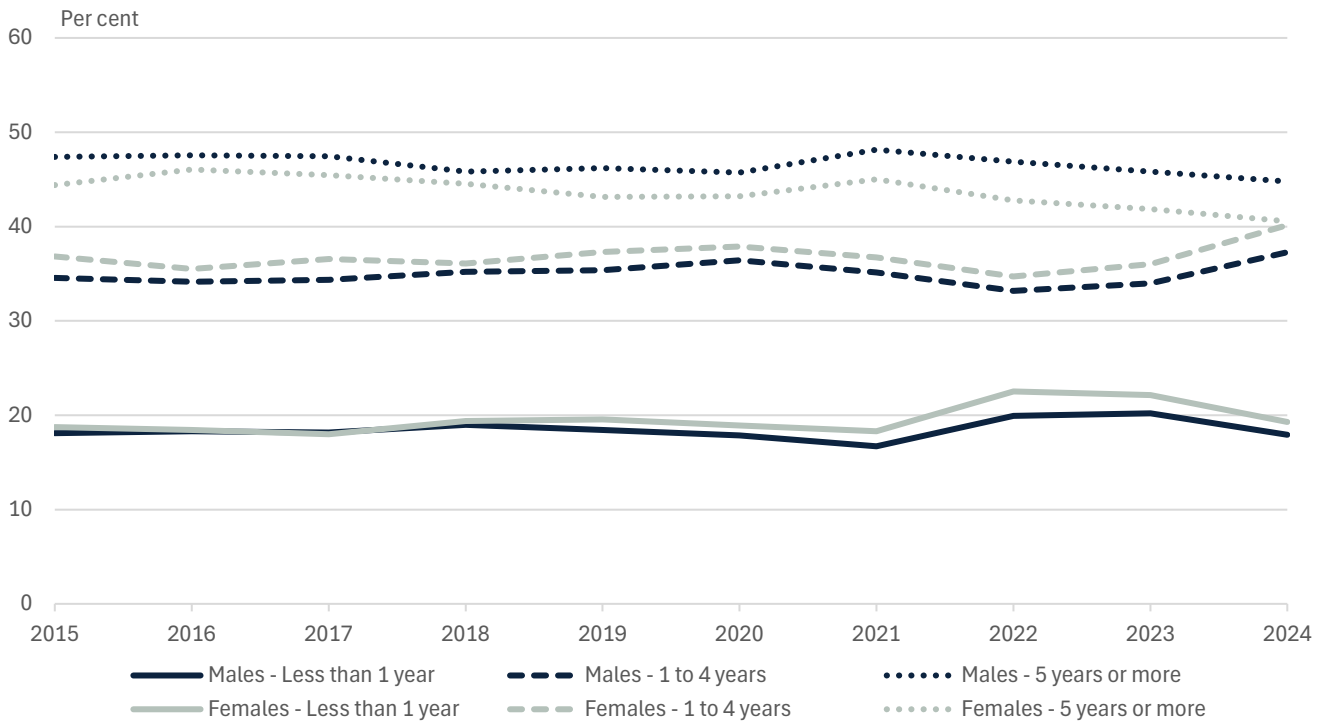
Chart 12.8: Duration of employment in current main job, all employees, 2015–2024



Note: Data are at February of each year.

Source: ABS, *Job mobility*, February 2024.

Chart 12.9: Duration of employment in current main job, all employees, by gender, 2015–2024



Note: Data are at February of each year.

Source: ABS, *Job mobility*, February 2024.

Table 12.1: Proportion of employees that are casual, by industry and gender, 2023

Industry	Modern award-reliant employees		All employees	
	Females	Males	Females	Males
	(%)	(%)	(%)	(%)
Arts and recreation services	80.9	75.7	46.4	39.7
Accommodation and food services	73.1	68.4	61.8	48.6
Public administration and safety	68.5	61.0	8.2	10.0
Wholesale trade	63.7	53.3	14.3	11.4
Professional, scientific and technical services	58.9	37.7*	13.9	8.7
Retail trade	57.2	51.8	39.9	33.5
Administrative and support services	52.6	57.5	41.7	45.0
Education and training	48.0	52.0	17.1	17.8
Transport, postal and warehousing	46.6	57.6	14.6	16.8
Other services	45.5	35.6	28.2	17.6
Health care and social assistance	42.4	52.7	20.4	20.1
Rental, hiring and real estate services	41.0	41.5	15.7	13.4
Manufacturing	39.2	21.9	16.8	7.7
Information media and telecommunications	24.5*	27.9	9.8	7.2
Construction	24.3*	18.8*	10.9	11.8
Electricity, gas, water and waste services	np	46.6	2.0*	6.1
Finance and insurance services	np	np	7.4*	4.2*
Mining	np	71.6*	6.6*	7.6*
All industries	55.0	49.7	24.7	19.0

Note: Table ranked by percentage of casual employees for female modern award-reliant employees. Modern award-reliant employees are paid a minimum rate in a modern award. * Estimate is likely to have a relative standard error of 25 per cent or greater and should be interpreted with caution.

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

Table 12.2: Proportion of employees that are casual, by industry, 2023

Industry	Modern award-reliant employees	All employees
	(%)	(%)
Arts and recreation services	78.7	42.9
Accommodation and food services	71.3	56.0
Public administration and safety	63.6	9.1
Mining	63.4	7.4*
Wholesale trade	57.4	12.5
Retail trade	55.2	37.2
Administrative and support services	54.9	43.4
Transport, postal and warehousing	54.9	16.2
Professional, scientific and technical services	51.1	11.2
Education and training	49.1	17.3
Electricity, gas, water and waste services	45.5	4.9
Health care and social assistance	44.5	20.4
Other services	42.2	22.9
Rental, hiring and real estate services	41.2	14.5
Manufacturing	27.6	10.2
Finance and insurance services	26.6*	6.0
Information media and telecommunications	26.1	8.3
Construction	19.5*	11.7
All industries	52.8	21.9

Note: Table ranked by percentage of casual employees for modern award-reliant employees. *Estimate is likely to have a relative standard error of 25 per cent or greater and should be interpreted with caution. Casual employees are defined as those not entitled to paid sick or annual leave. Modern award-reliant employees are paid a minimum rate in a modern award.

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

13. Indicators of financial stress

Table 13.1: Financial stress experienced by all employee households

Financial stress indicators	2019	2020	2021	2022	2023
	(%)	(%)	(%)	(%)	(%)
Unable to raise \$3000/\$4000* in a week for something important	4.8	4.6	3.8	4.6	4.9
Could not pay electricity, gas or telephone bills on time	7.4	4.9	5.2	5.0	6.8
Could not pay the mortgage or rent on time	4.0	3.2	3.1	3.3	3.8
Pawned or sold something	2.8	1.9	1.6	2.4	3.1
Went without meals	2.3	1.4	1.7	1.8	2.7
Could not afford to heat home	1.8	1.0	1.1	1.3	2.1
Sought assistance from welfare/community organisation	1.1	1.3	1.0	1.3	1.7
Sought financial help from friends or family	7.3	3.9	4.6	5.4	7.0
Any stress	15.2	12.1	11.1	12.7	15.0
Low stress (1-2)	10.7	9.6	8.2	9.5	10.2
Moderate stress (3-4)	3.5	1.8	2.2	2.2	3.4
High stress (5 or more)	1.0	0.7	0.7	1.0	1.4
Observations	5117	4970	4883	4812	4793

Note: Employee households are those households whose main source of income is from wages or salary. Both partners in a couple family household, the lone parent in a lone parent household and the lone person of a lone person household must report financial stress for that particular household to be considered as such. Observations from multi-family households, other related family households and group households are excluded. *Amount is \$3000 for Wave 19, and \$4000 for Waves 20 to 23.

Source: *Household, Income and Labour Dynamics in Australia Survey, Waves 19-23.*

Table 13.2: Financial stress experienced by low-paid employee households

Financial stress indicators	2019	2020	2021	2022	2023
	(%)	(%)	(%)	(%)	(%)
Unable to raise \$3000/\$4000* in a week for something important	12.2	9.6	8.3	10.6	12.6
Could not pay electricity, gas or telephone bills on time	16.4	10.0	10.7	11.6	13.8
Could not pay the mortgage or rent on time	9.6	6.1	6.2	6.1	8.0
Pawned or sold something	6.4	4.8	3.2	5.3	7.3
Went without meals	5.5	3.1	3.4	3.8	6.3
Could not afford to heat home	3.9	2.2	2.0	3.0	5.0
Sought assistance from welfare/community organisation	2.6	3.8	2.9	4.9	4.8
Sought financial help from friends or family	14.2	9.0	8.2	12.3	14.5
Any stress	31.6	24.0	20.3	26.9	30.6
Low stress (1–2)	20.3	18.3	14.1	19.2	18.9
Moderate stress (3–4)	9.1	3.6	4.5	5.0	7.9
High stress (5 or more)	2.2	2.1	1.7	2.7	3.8
Observations	1022	1011	987	1039	1013

Note: Employee households are those households whose main source of income is from wages or salary. Both partners in a couple family household, the lone parent in a lone parent household and the lone person of a lone person household must report financial stress for that particular household to be considered as such. Observations from multi-family households, other related family households and group households are excluded. Low-paid employee households are defined as those households in the bottom quintile of equivalised disposable household income for employee households. Disposable household income is equivalised using the 'modified OECD' method where each person in the household is given a score (1 for the first adult, 0.5 for subsequent adults and 0.3 for each child under the age of 15) and the income is divided by the sum of these scores. *Amount is \$3000 for Wave 19, and \$4000 for Waves 20 to 23.

Source: *Household, Income and Labour Dynamics in Australia Survey, Waves 19–23.*

14. Forecasts

Table 14.1: 2025–26 Budget, international GDP growth forecasts

	2024 (outcomes)	2025 (forecasts)	2026 (forecasts)	2027 (forecasts)
World	3.3	3¼	3¼	3¼
Major trading partners	3.3	3½	3¼	3¼

Note: World and other East Asia growth rates are calculated using GDP weights based on purchasing power parity (PPP), while growth rates for major trading partners are calculated using Australian goods and services export trade weights.

Source: Australian Government (2025), *Budget 2025–26, Budget Paper No. 1*, March, p. 37.

Table 14.2: IMF real GDP growth projections

	2024 (outcomes)	2025 (projections)	2026 (projections)
Australia	1.0	1.6	2.1
Advanced economies	1.8	1.4	1.5
World	3.3	2.8	3.0

Note: Year-on-year percentage changes shown. World and advanced economies growth rates are calculated using GDP weights based on PPP.

Source: IMF (2025), *World Economic Outlook*, April.

Table 14.3: 2025–26 Budget, domestic economy forecasts^(a)

	Outcomes	Forecasts		
	2023–24	2024–25	2025–26	2026–27
Real gross domestic product	1.4	1 ½	2 ¼	2 ½
Household consumption	1	¾	2 ¼	2 ¼
Dwelling investment	-1.4	1 ½	5 ½	7 ½
Total business investment ^(b)	6	1	1 ½	1 ½
Mining investment	7.8	-3 ½	2 ½	3
Non-mining investment	5.5	2 ½	1	1
Private final demand ^(b)	1.7	1	2 ½	2 ¾
Public final demand ^(b)	4.2	5	3	2
Change in inventories ^(c)	-0.5	0	0	0
Gross national expenditure	1.8	2	2 ½	2 ½
Exports of goods and services	3.8	1	2 ½	2 ½
Imports of goods and services	6.3	2 ½	4	2 ½
Net exports ^(c)	-0.4	- ½	- ¼	0
Nominal gross domestic product	4.1	4 ¼	3 ¼	4
Prices and wages				
Consumer price index ^(d)	3.8	2 ½	3	2 ½
Wage price index ^(d)	4.1	3	3 ¼	3 ¼
GDP deflator	2.7	2 ¾	1	1 ½
Labour market				
Participation rate ^(e)	66.8	67 ¼	67	66 ¾
Employment ^(d)	2.2	2 ¾	1	1 ¼
Unemployment rate ^(e)	4	4 ¼	4 ¼	4 ¼
Balance of payments				
Terms of trade ^(f)	-6.3	-2 ½	-6	-3
Current account balance (per cent of GDP)	-1.3	-1 ¾	-3 ¾	-4 ¼
Net overseas migration ^(g)	435 000	335 000	260 000	225 000

Note: The exchange rate is assumed to remain around its recent average level—a trade-weighted index of around 60 and a \$US exchange rate of around 62 US cents. Interest rates are informed by the Bloomberg survey of market economists. World oil prices (Malaysian Tapis) are assumed to remain around US\$81/barrel.

(a) Percentage change on preceding year unless otherwise indicated.

(b) Excluding second-hand asset sales from the public sector to the private sector.

(c) Percentage point contribution to growth in GDP.

(d) Through-the-year growth rate to the June quarter.

(e) Seasonally adjusted rate for the June quarter.

(f) Some commodity prices are assumed to decline from elevated levels over four quarters to the end of the March quarter of 2026: the iron ore spot price is assumed to decline to US\$60/tonne; the metallurgical coal spot price declines to US\$140/tonne; the thermal coal spot price declines to US\$70/tonne; and the LNG spot price converges to US\$10/mmBtu. All bulk prices are in free on board (FOB) terms.

(g) Net overseas migration is forecast to be 225,000 in 2027–28 and 2028–29. The migration forecast does not incorporate the ABS National, state and territory population released on 20 March 2025.

Source: Australian Government (2025), *Budget 2025–26, Budget Paper No. 1*, March, p. 43.

Table 14.4: RBA economy forecasts, growth rates

	Dec-24	Jun-25	Dec-25	Jun-26	Dec-26	Jun-27
Gross domestic product	1.1	2.0	2.4	2.3	2.3	2.2
Household consumption	0.7	1.8	2.6	2.4	2.3	2.3
Dwelling investment	2.8	0.9	-0.4	0.3	1.3	2.5
Business investment	0.0	0.0	1.4	2.7	3.2	3.5
Public demand	4.9	5.3	4.3	4.3	4.0	3.0
Gross national expenditure	1.9	2.0	2.8	2.9	2.9	2.7
Major trading partner (export-weighted) GDP	3.5	3.5	3.3	3.3	3.4	3.3
Imports	6.2	1.7	3.0	4.0	4.0	3.3
Exports	1.6	1.8	1.7	1.8	1.7	1.5
Terms of trade	-4.5	0.6	0.9	-0.7	-1.4	-1.2
Employment	2.7	2.8	2.0	1.6	1.4	1.4
Unemployment rate*	4.0	4.2	4.2	4.2	4.2	4.2
Hours-based underutilisation rate*	5.0	5.2	5.2	5.2	5.2	5.2
Wage price index	3.2	3.4	3.4	3.2	3.1	3.1
Nominal average earnings per hour (non-farm)	2.2	3.1	4.2	3.9	3.5	3.5
Real household disposable income	2.2	3.1	2.5	2.4	2.2	2.3
Consumer Price Index	2.4	2.4	3.7	3.2	2.8	2.7
Trimmed mean inflation	3.2	2.7	2.7	2.7	2.7	2.7
Labour productivity**	-1.9	-0.7	0.7	0.9	1.0	1.0
Household savings rate^	3.9	3.9	4.1	4.1	4.1	4.1
Real Wage Price Index#	0.8	1.0	-0.3	0.0	0.4	0.4
Real average earnings per hour (non-farm)#	-0.3	0.7	0.6	0.8	0.8	0.8

Note: Percentage changes over the year to the quarter, unless specified. Shading indicates historical data. Forecasts finalised on 12 February 2025. The cash rate is assumed to move in line with expectations derived from financial market pricing. Prior to the May 2024 *Statement*, the cash rate assumption also reflected information derived from surveys of professional economists. The daily exchange rate (TWI) is assumed to be unchanged at its current level going forward. Oil prices are assumed to remain constant at the current price over the current quarter. For the rest of the forecast period oil prices are expected to remain around the price implied by the six-month-forward rate. The population assumption draws on a range of sources, including partial indicators from the Australian Bureau of Statistics, migration policies, and estimates made by the Australian Government. Forecasts are rounded to the first decimal point.

*Average rate in the quarter. **GDP per hour worked (non-farm). ^Household savings rate refers to the ratio of household saving (disposable income minus consumption) to household disposable income, net of depreciation. #Real Wage Price Index and non-farm average earnings per hour worked are both deflated by Consumer Price Index.

Source: RBA (2025), *Statement on Monetary Policy*, February, Table 3.1, p. 61.

15. Costs of child care services

In its statement of 1 November 2013 in relation to the research program for the Annual Wage Review 2013–14, the Expert Panel noted that:

The Statistical Report will also refer to data on costs of child care services by providing a link to the relevant chapter in the 'Report on Government Services' produced by the Productivity Commission. [2013 FWCFB 8514, Attachment A, p. 3]

A link to Part B, *Child care, education and training*, from the latest Report on Government Services 2025 is provided here:

[B Child care, education and training - Report on Government Services 2025 - Productivity Commission](#)

16. Reserve Bank of Australia

Minutes of Monetary Policy Meetings of the Reserve Bank Board:

- [18 June 2024 | Minutes of the Monetary Policy Meeting of the Board | RBA](#)
- [6 August 2024 | Minutes of the Monetary Policy Meeting of the Board | RBA](#)
- [24 September 2024 | Minutes of the Monetary Policy Meeting of the Board | RBA](#)
- [5 November 2024 | Minutes of the Monetary Policy Meeting of the Board | RBA](#)
- [10 December 2024 | Minutes of the Monetary Policy Meeting of the Board | RBA](#)
- [18 February 2025 | Minutes of the Monetary Policy Meeting of the Board | RBA](#)
- [1 April 2025 | Minutes of the Monetary Policy Board Meeting | RBA](#)

Statements on Monetary Policy:

- [Statement on Monetary Policy - August 2024](#)
- [Statement on Monetary Policy - November 2024](#)
- [Statement on Monetary Policy - February 2025](#)

Financial Stability Reviews:

- [Financial Stability Review - September 2024](#)
- [Financial Stability Review - April 2025](#)

17. Business surveys

In the Annual Wage Review 2015–16 Decision, the Expert Panel noted that:

Official statistics on the situation of small business come with a substantial time lag. We accept that in these circumstances, the information provided by business surveys is useful. In particular, we note the assessment by the Australian Government and the RBA that information from the main business surveys (by ACCI, NAB and Sensis) have proved to be quite reliable predictors of output and employment growth. [2016 FWCFB 3500 at [298]

A link to each business survey referenced above is provided below:

- [NAB Quarterly Business Survey - March 2025](#)
- [NAB Quarterly Business Survey–December 2024](#)
- [NAB Quarterly Business Survey–September 2024](#)
- [NAB Quarterly Business Survey–June 2024](#)

- [Australian Chamber-Westpac Survey of Industrial Trends–March 2025](#)
- [Australian Chamber-Westpac Survey of Industrial Trends–December 2024](#)
- [Australian Chamber-Westpac Survey of Industrial Trends–September 2024](#)

18. Bibliography

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