



Statistical report—Annual Wage Review 2017–18

25 May 2018

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 confidentialised data from the Fair Work Commission's Award Reliance Survey 2013. The data collection for the Award Reliance Survey was conducted by ORC International.

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List of abbreviations

ABS	Australian Bureau of Statistics
AAWI	Average annualised wage increase
ANZSCO	Australian and New Zealand Standard Classification of Occupations
AWE	Average Weekly Earnings
AWOTE	Average Weekly Ordinary Time Earnings
C1(b)	Professional Engineer, Professional Scientist Level 4, <i>Metal, Engineering and Associated Industries Award 1998</i>
C4	Engineering Association Level I, <i>Metal, Engineering and Associated Industries Award 1998</i> (and from 1 January 2010 the <i>Manufacturing and Associated Industries and Occupations Award 2010</i>)
C10	Engineering Tradesperson Level I, <i>Metal, Engineering and Associated Industries Award 1998</i> (and from 1 January 2010 the <i>Manufacturing and Associated Industries and Occupations Award 2010</i>)
C14	Engineering/Production Employee Level 1, <i>Metal, Engineering and Associated Industries Award 1998</i> (and from 1 January 2010 the <i>Manufacturing and Associated Industries and Occupations Award 2010</i>)
COE	Characteristics of Employment
CPI	Consumer Price Index
EEH	Employee Earnings and Hours
EHDI	Equivalised household disposable income
ETR	Education Tax Refund
FMW	Federal Minimum Wage
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
L4	Level 4 Professional, <i>Professional Employees Award 2010</i>
LCI	Living Cost Index
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
UK	United Kingdom
US	United States
WAD	Workplace Agreements Database
WPI	Wage Price Index

Overview

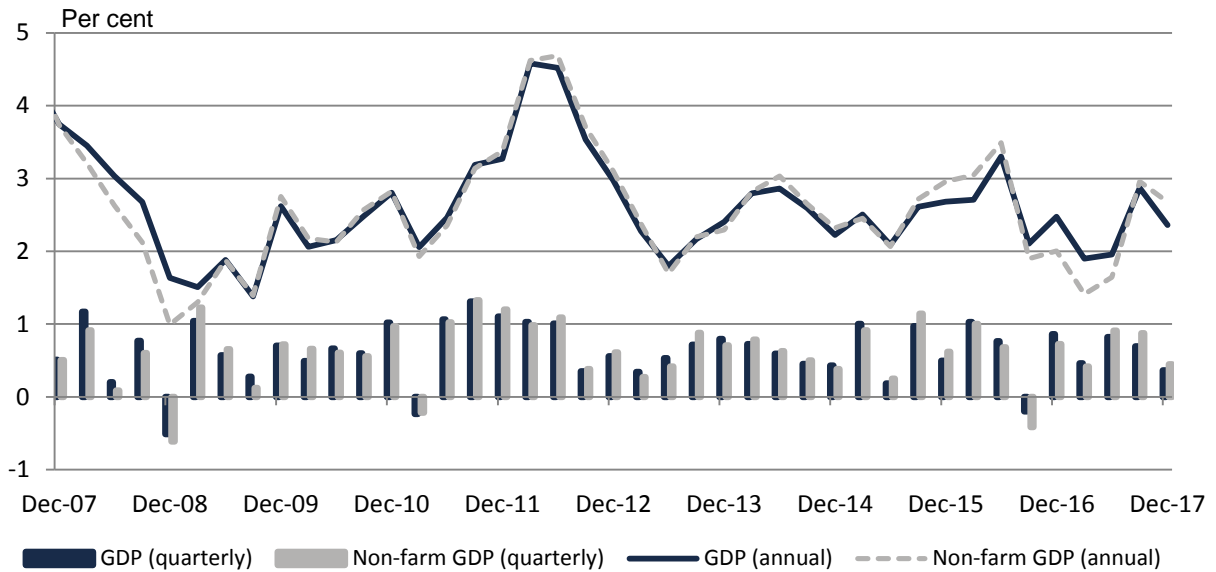
Indicator	Measure	Latest	5-year average
		Dec qtr 2017	Dec qtr 2017
GDP	Annual % change	2.4	2.4
RNNDI	Annual % change	1.5	1.7
Labour productivity	Annual % change	-1.0	0.8
Labour productivity (market sector)	Annual % change	-0.9	1.2
Real unit labour costs	Annual % change	1.4	-0.5
Household saving ratio	Proportion	2.7	5.9
Profits	Annual % change	4.3	5.7
Non-mining profits	Annual % change	5.8	4.0
Profits share	%	27.0	26.3
Wages share	%	52.9	53.5
AAWI	%	2.5	3.1
AWOTE	Annual % change	2.4	2.4
		2016–17	2016–17
Non-mining business investment [#]	Annual % change	5.4	4.6
		Mar qtr 2018	Mar qtr 2018
CPI	Annual % change	1.9	1.9
Underlying inflation	Annual % change	2.0	2.1
LCI employee	Annual % change	2.0	1.5
WPI	Annual % change	2.1	2.2
Underemployment rate	%	8.3	8.2
		Apr 2018	Apr 2018
Employment*	Annual % change	2.9	1.7
Full-time employment*	Annual % change	3.1	1.3
Part-time employment*	Annual % change	2.6	2.8
Hours worked*	Annual % change	3.3	1.6
Unemployment rate*	%	5.5	5.8
Participation rate (20–64 years)**	%	80.3	79.3
Employment to population ratio (20–64 years)**	%	76.4	75.2
Youth unemployment rate*	%	12.6	12.8

Note: [#]Calculated as percentage change in non-mining (market) gross fixed capital formation. *Data are in trend terms. **Data are in original terms.

Source: ABS, *Australian National Accounts: National Income, Expenditure and Product, Dec 2017*, Catalogue No. 5206.0; ABS, *Australian System of National Accounts, 2016–17*, Catalogue No. 5204.0; ABS, *Average Weekly Earnings, Australia, Nov 2017*, Catalogue No. 6302.0; ABS, *Business Indicators, Australia, Dec 2017*, Catalogue No. 5676.0; ABS, *Consumer Price Index, Australia, Mar 2018*, Catalogue No. 6401.0; ABS, *Labour Force, Australia, Apr 2018*, Catalogue No. 6202.0; ABS, *Labour Force, Australia, Detailed – Electronic Delivery, Apr 2018*, Catalogue No. 6291.0.55.001; ABS, *Selected Living Cost Indexes, Australia, Mar 2018*, Catalogue No. 6467.0; ABS, *Wage Price Index, Australia, Mar 2018*, Catalogue No. 6345.0; Department of Jobs and Small Business, *Trends in Federal Enterprise Bargaining*, December quarter 2017, <<http://employment.gov.au/trends-federal-enterprise-bargaining>>.

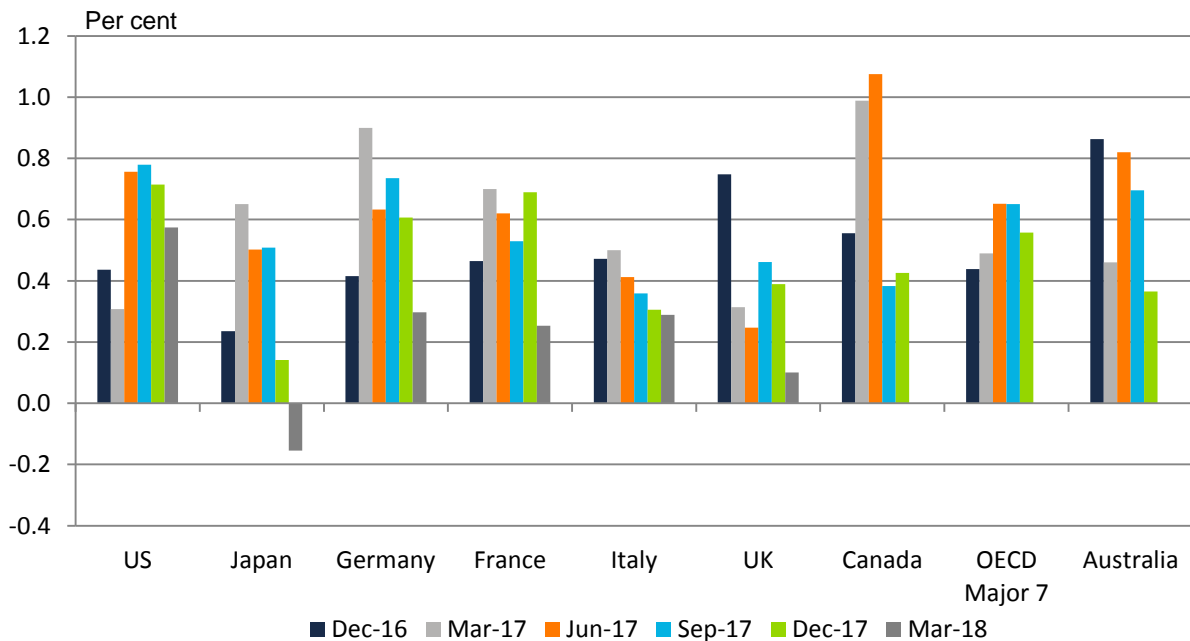
1 Economic growth

Chart 1.1: Economic growth, annual and quarterly growth rates



Source: ABS, *Australian National Accounts: National Income, Expenditure and Product, Dec 2017*, Catalogue No. 5206.0.

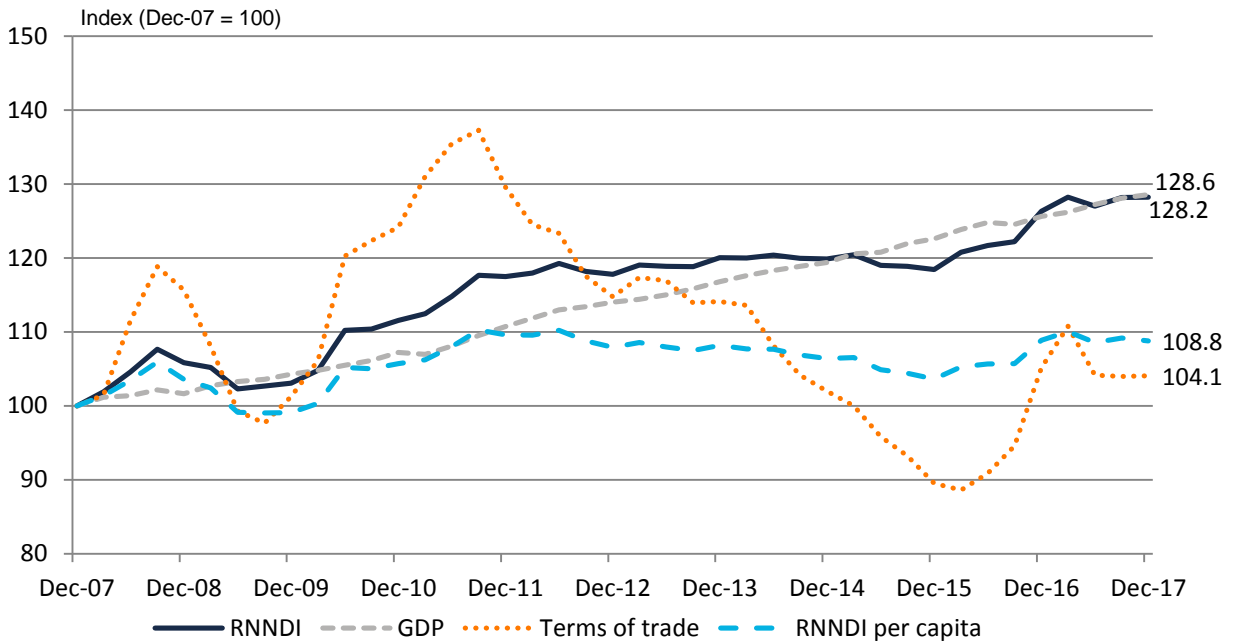
Chart 1.2: International comparisons of quarterly GDP growth rates



Note: March quarter 2018 data are not yet available for Canada and Australia.

Source: OECD (2018), *Quarterly GDP (indicator)*, <<http://data.oecd.org/gdp/quarterly-gdp.htm>>.

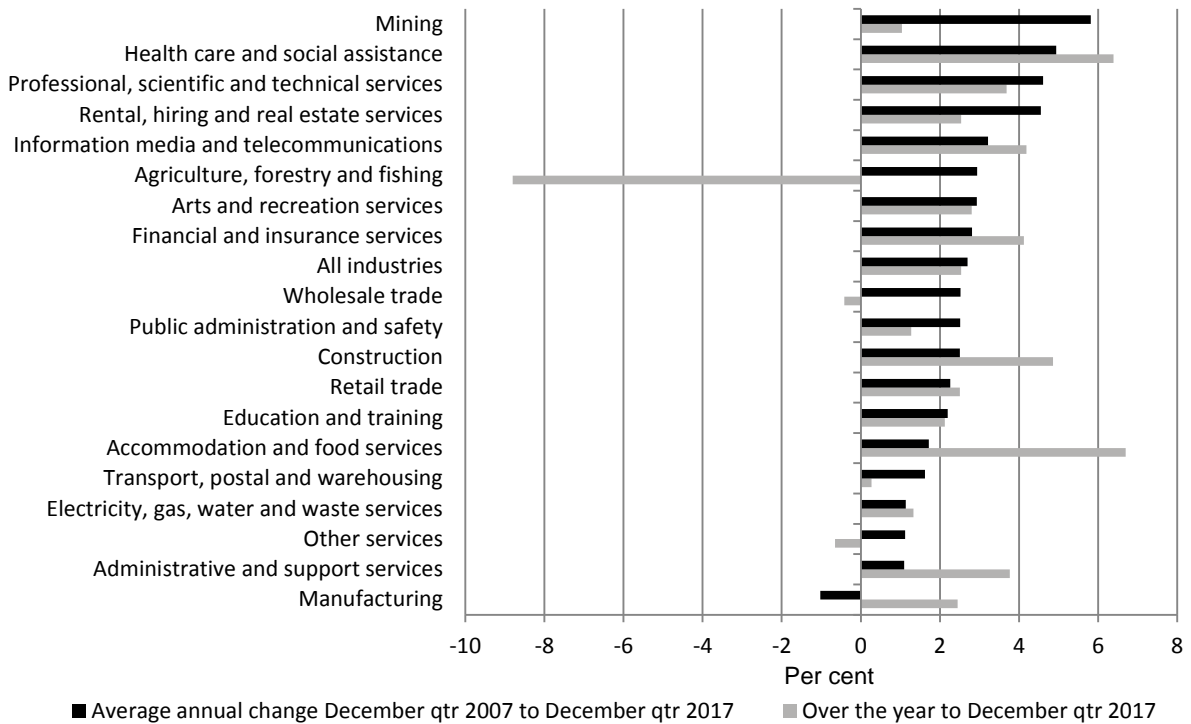
Chart 1.3: Real net national disposable income, real GDP and the terms of trade, indexes—Dec-07 = 100



Note: Real net national disposable income (RNNDI) takes into account the impact of changes in prices of exports relative to imports, the real impact of income flows between Australia and the rest of the world, and the consumption of fixed capital. Income flows between Australia and the rest of the world are fairly smooth over time and changes tend to have little impact on short-term movements in RNNDI. The consumption of fixed capital tends to stall growth in RNNDI but, for the most part, the impact on short-term movement is small. See ABS, *Real net national disposable income - a new national accounts measure*, Feature article in ABS, *Australian National Accounts: National Income, Expenditure and Product, Dec 2001*, Catalogue No. 5206.0.

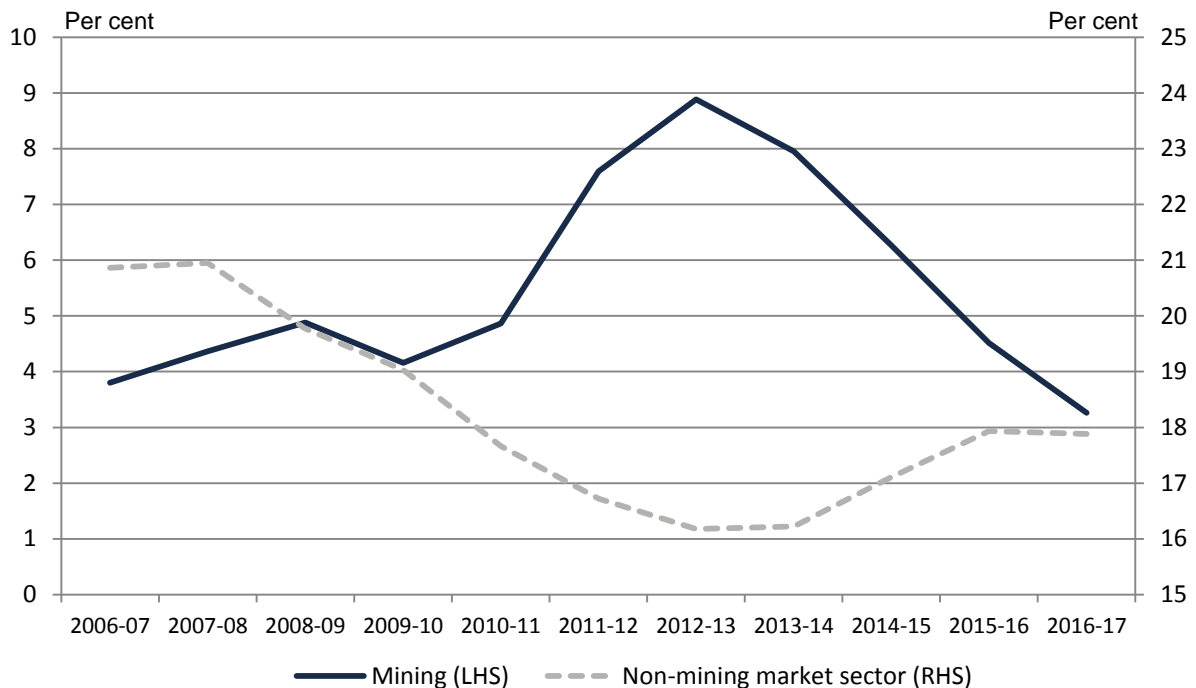
Source: ABS, *Australian National Accounts: National Income, Expenditure and Product, Dec 2017*, Catalogue No. 5206.0.

Chart 1.4: Gross value added by industry, average annual growth over decade and growth over year to December quarter 2017



Source: ABS, *Australian National Accounts: National Income, Expenditure and Product, Dec 2017*, Catalogue No. 5206.0.

Chart 1.5: Gross fixed capital formation share of GDP

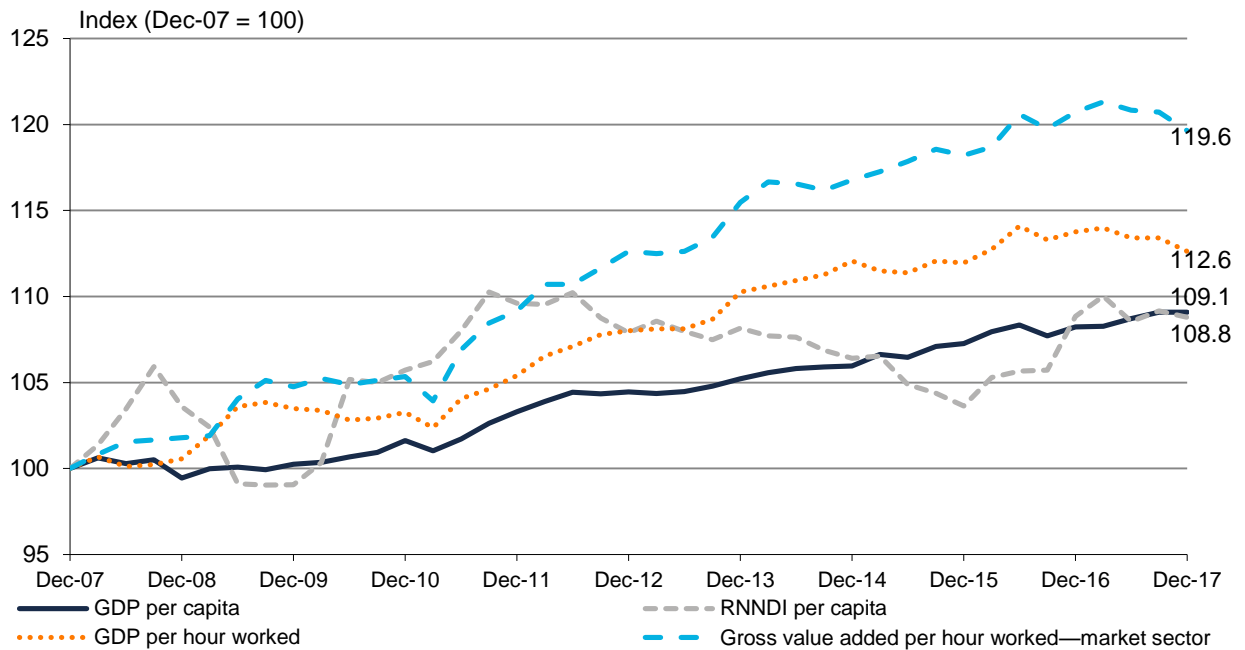


Note: All data are expressed in nominal and annual terms. Non-mining market sector excludes Education and training, Public administration and safety, Health care and social assistance and Mining, but includes ownership of dwellings.

Source: ABS, *Australian System of National Accounts, 2016–17*, Catalogue No. 5204.0.

2 Productivity

Chart 2.1: Measures of productivity, indexes—Dec-07 = 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 and Health care and social assistance.

Source: ABS, *Australian National Accounts: National Income, Expenditure and Product, Dec 2017*, Catalogue No. 5206.0.

Table 2.1: Measures of productivity, growth rate over the year

Quarter	GDP per capita (% change)	RNNDI per capita (% change)	GDP per hour worked (% change)	GVA per hour worked—market sector (% change)
Dec-07	1.8	2.7	0.6	0.2
Dec-08	-0.5	3.6	0.6	1.8
Dec-09	0.8	-4.4	2.9	2.9
Dec-10	1.4	6.7	-0.2	0.6
Dec-11	1.6	3.7	2.1	3.6
Dec-12	1.1	-1.6	2.5	3.2
Dec-13	0.7	0.2	2.1	2.5
Dec-14	0.7	-1.6	1.6	1.1
Dec-15	1.2	-2.6	-0.1	1.2
Dec-16	0.9	5.0	1.6	2.1
Dec-17	0.8	0.0	-1.0	-0.9

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

Source: ABS, *Australian National Accounts: National Income, Expenditure and Product, Dec 2017*, Catalogue No. 5206.0.

Table 2.2: Productivity growth and its components, growth rate over the year

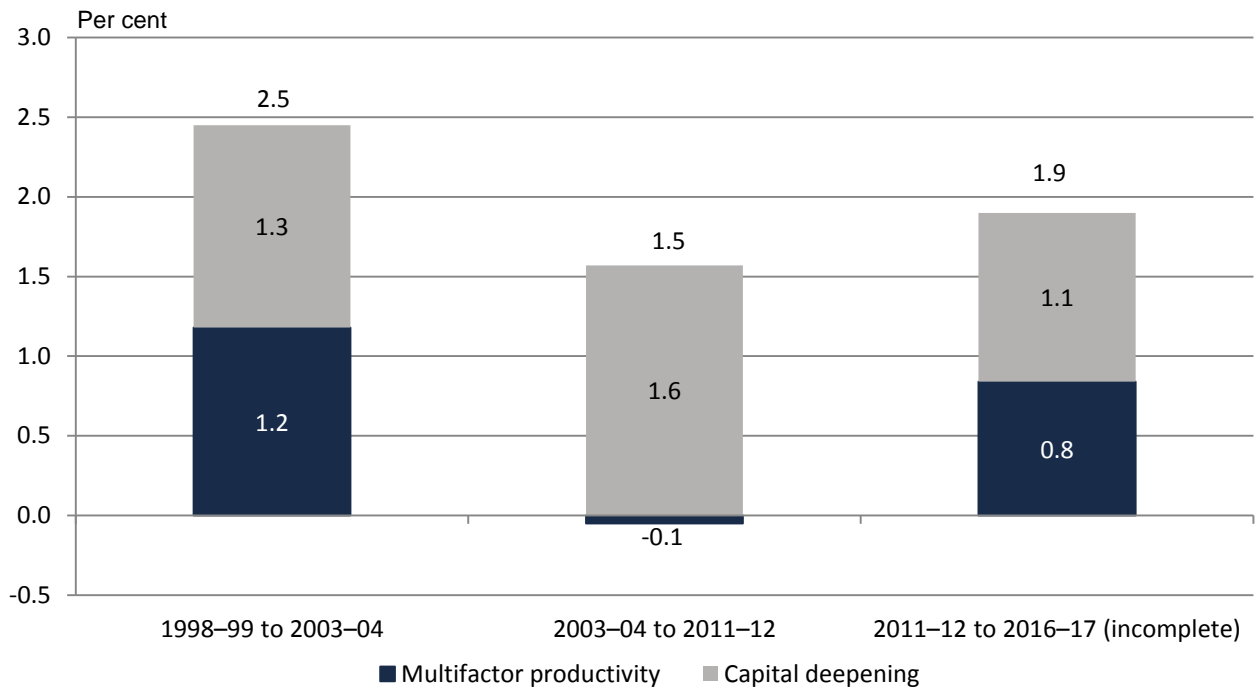
Quarter	National Accounts						Labour Force
	Total			Market Sector			Hours worked
	GDP (% change)	Hours worked (% change)	GDP/hour worked (% change)	GVA (% change)	Hours worked (% change)	GVA/hour worked (% change)	(% change)
Dec-07	3.7	3.3	0.6	3.6	3.3	0.2	3.4
Dec-08	1.6	1.1	0.6	2.7	0.9	1.8	1.1
Dec-09	2.6	-0.3	2.9	1.5	-1.4	2.9	-0.1
Dec-10	2.8	3.0	-0.2	2.8	2.2	0.6	3.3
Dec-11	3.3	1.2	2.1	3.9	0.4	3.6	0.6
Dec-12	3.0	0.5	2.5	3.8	0.5	3.2	0.8
Dec-13	2.4	0.3	2.1	2.3	-0.2	2.5	0.1
Dec-14	2.2	0.5	1.6	2.2	1.1	1.1	1.1
Dec-15	2.7	2.8	-0.1	2.7	1.4	1.2	2.5
Dec-16	2.5	0.8	1.6	2.2	0.2	2.1	0.8
Dec-17	2.4	3.5	-1.0	2.3	3.1	-0.9	3.1

Note: Data from the National Accounts are seasonally adjusted. The percentage changes are calculated in relation to the corresponding quarter of the previous year.

Hours worked data from the Labour Force are expressed in trend terms. The percentage changes are calculated in relation to the corresponding month of the previous year.

Source: ABS, *Australian National Accounts: National Income, Expenditure and Product, Dec 2017*, Catalogue No. 5206.0; ABS, *Labour Force, Australia, Apr 2018*, Catalogue No. 6202.0.

Chart 2.2: Productivity cycles, annualised growth



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.

As a result of ABS revisions to the National Accounts, the productivity growth cycle has changed. The 2007–08 peak previously identified in the last publication has been revised to 2011–12.

Source: ABS, *Australian System of National Accounts, 2016–17*, Catalogue No. 5204.0.

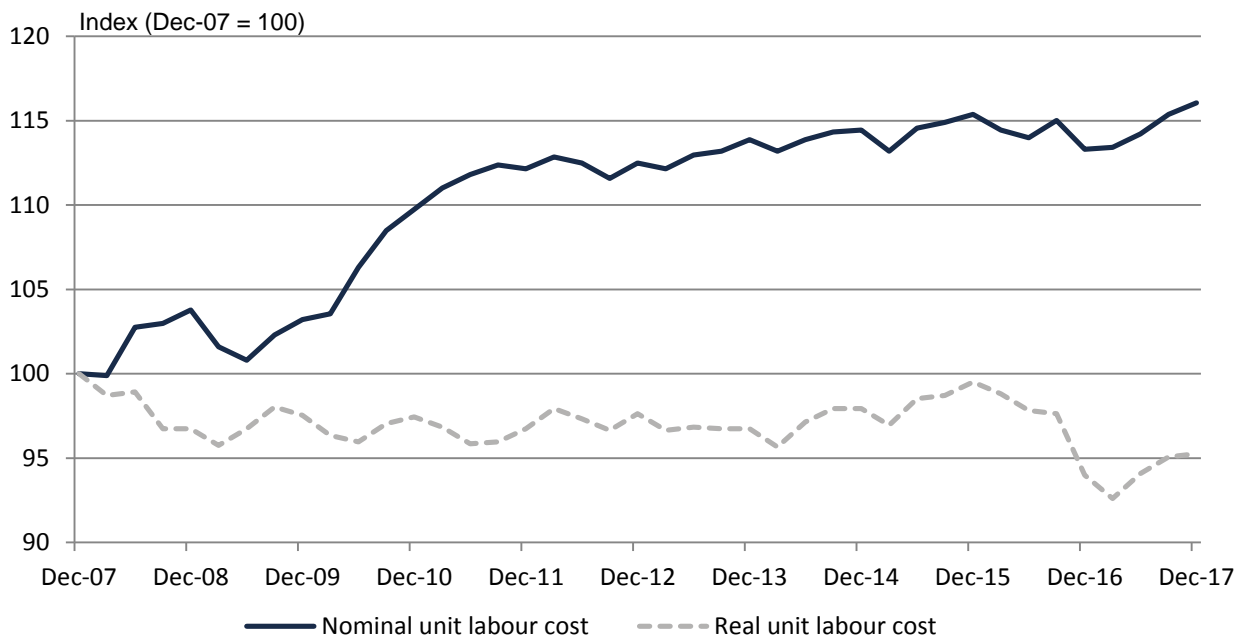
Table 2.3: Average annual change in labour productivity and multifactor productivity by industry

	2006–07 to 2016–17		2011–12 to 2016–17	
	Labour productivity (% change)	Multifactor productivity (% change)	Labour productivity (% change)	Multifactor productivity (% change)
Agriculture, forestry and fishing	5.5	3.9	3.6	2.5
Mining	1.1	-2.3	10.1	1.5
Manufacturing	0.2	-0.3	-1.2	-1.1
Electricity, gas, water and waste services	-1.4	-2.1	2.7	-0.1
Construction	1.1	0.0	-1.6	-2.1
Wholesale trade	3.8	2.7	4.9	3.7
Retail trade	2.8	1.7	2.4	1.6
Accommodation and food services	-0.5	-0.3	0.1	0.4
Transport, postal and warehousing	0.6	-0.3	0.2	-0.4
Information, media and telecommunications	5.0	2.2	4.9	2.7
Financial and insurance services	1.9	1.7	2.6	2.4
Rental, hiring and real estate services	3.4	1.5	5.6	4.6
Professional, scientific and technical services	1.3	1.0	0.4	0.2
Administrative and support services	-0.5	-0.7	0.5	0.4
Arts and recreation services	0.9	0.0	1.2	0.4
Other services	-0.1	-1.1	-1.2	-2.0
Market sector industries	1.9	0.5	1.9	0.8

Note: Data are expressed in original terms. The market sector includes all industries except for Public administration and safety, Education and training and Health care and social assistance.

Source: ABS, *Estimates of Industry Multifactor Productivity, 2016–17*, Catalogue No. 5260.0.55.002.

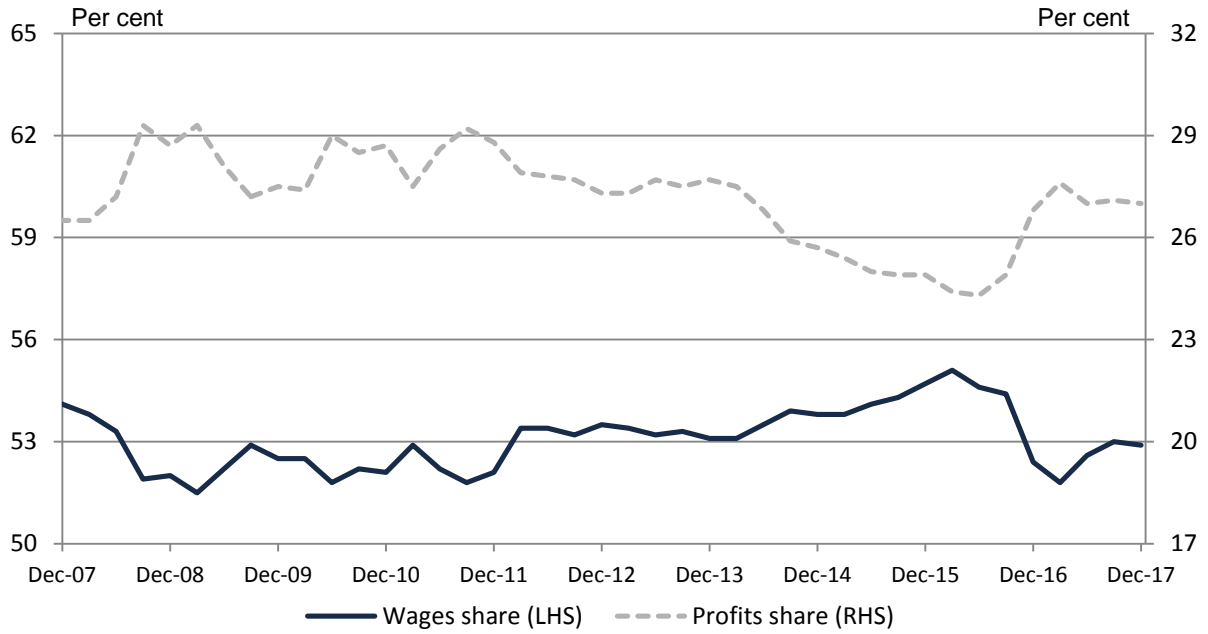
Chart 2.3: Unit labour costs, indexes—Dec-07 = 100



Source: ABS, *Australian National Accounts: National Income, Expenditure and Product, Dec 2017*, Catalogue No. 5206.0.

3 Business competitiveness and viability

Chart 3.1: Profits and wages shares of total factor income



Source: ABS, *Australian National Accounts: National Income, Expenditure and Product, Dec 2017*, Catalogue No. 5206.0.

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 (% change)	Profits share of total factor income (%)	Total corporation gross operating surplus (% change)	Gross mixed income (%)	Gross mixed income (% change)
Dec-07	54.1	8.6	26.5	2.8	9.2	17.6
Dec-08	52.0	5.7	28.7	19.3	9.2	9.8
Dec-09	52.5	2.3	27.5	-2.7	9.3	3.2
Dec-10	52.1	9.4	28.7	14.7	9.1	7.0
Dec-11	52.1	6.7	28.8	6.9	8.8	3.8
Dec-12	53.5	4.3	27.3	-3.6	8.5	-1.8
Dec-13	53.1	3.4	27.7	5.8	8.6	4.7
Dec-14	53.8	2.8	25.7	-5.8	9.6	13.6
Dec-15	54.7	3.2	24.9	-1.7	9.4	-0.6
Dec-16	52.4	1.6	26.8	14.3	10.0	12.9
Dec-17	52.9	4.8	27.0	4.1	9.3	-3.7

Note: 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 during the accounting period. 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).

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 it equals 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, Dec 2017*, Catalogue No. 5206.0.

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

	Mining		Non-mining	
	(%)	(% change)	(%)	(% change)
Jun-07	17.4	0.0	56.9	0.3
Jun-08	18.5	1.2	57.0	0.1
Jun-09	16.2	-2.3	55.8	-1.1
Jun-10	20.4	4.2	55.3	-0.6
Jun-11	17.3	-3.1	56.3	1.1
Jun-12	21.0	3.8	56.1	-0.3
Jun-13	25.7	4.7	55.9	-0.2
Jun-14	23.2	-2.5	56.3	0.4
Jun-15	28.0	4.8	55.9	-0.3
Jun-16	29.2	1.3	56.4	0.5
Jun-17	20.6	-8.6	55.6	-0.8

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

Source: ABS, *Australian System of National Accounts, 2016–17*, Catalogue No. 5204.0.

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

	Mining (%)	Non-mining (%)	Total (%)
Dec-07	-7.9	18.4	10.9
Dec-08	95.4	-5.0	18.8
Dec-09	-42.6	10.5	-10.1
Dec-10	62.5	1.2	16.4
Dec-11	4.3	1.1	2.2
Dec-12	-27.3	3.3	-7.6
Dec-13	36.3	1.1	10.9
Dec-14	-21.3	0.9	-6.7
Dec-15	-17.1	1.8	-3.6
Dec-16	75.8	10.6	26.8
Dec-17	1.4	5.8	4.3
5 years to Dec-17*	9.7	4.0	5.7
10 years to Dec-17*	8.2	3.0	4.5

Note: *Annualised growth rates.

Source: ABS, *Business Indicators, Australia, Dec 2017*, Catalogue No. 5676.0.

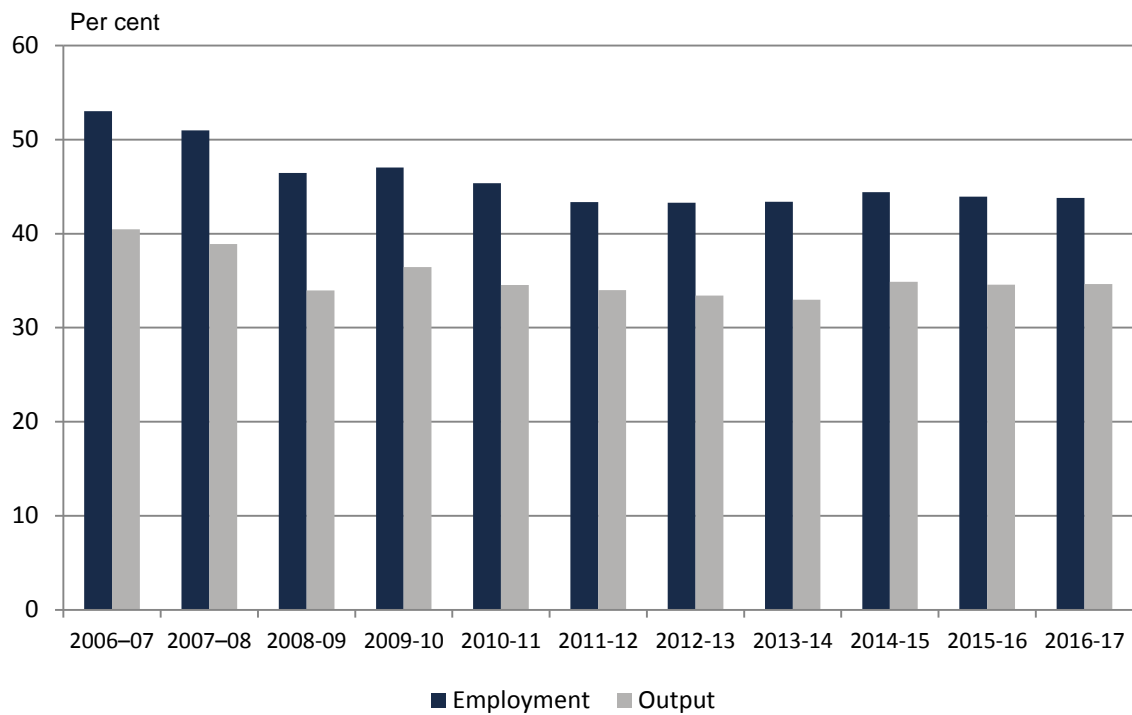
Table 3.4: Profit margins, small and all businesses

	5 years to 2016–17		2016–17	
	Small (%)	All (%)	Small (%)	All (%)
Agriculture, forestry and fishing	21.0	17.9	23.5	19.9
Mining	–8.5	15.4	–25.4	15.7
Manufacturing	9.8	5.6	10.4	6.8
Electricity, gas, water and waste services	12.8	12.2	15.0	12.1
Construction	12.5	9.3	12.2	9.7
Wholesale trade	4.2	3.3	2.8	3.4
Retail trade	5.8	4.7	6.4	4.6
Accommodation and food services	8.9	8.0	5.5	6.9
Transport, postal and warehousing	17.7	10.4	14.5	9.2
Information media and telecommunications	13.7	11.0	13.4	9.2
Rental, hiring and real estate services	52.0	46.0	59.5	55.0
Professional, scientific and technical services	21.9	22.5	20.3	21.6
Administrative and support services	17.6	8.6	15.9	7.7
Public administration and safety (private)	13.5	8.1	13.0	6.9
Education and training (private)	23.4	17.1	18.6	14.6
Health care and social assistance (private)	37.3	26.5	36.8	25.3
Arts and recreation services	20.1	13.4	16.8	12.8
Other services	17.9	14.2	18.3	13.8
Total selected industries	16.7	11.1	16.9	11.6

Note: Profit margins are operating profits before tax divided by sales and service income. Small businesses employ less than 20 people (including non-employing businesses). Total selected industries excludes Financial and insurance services.

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

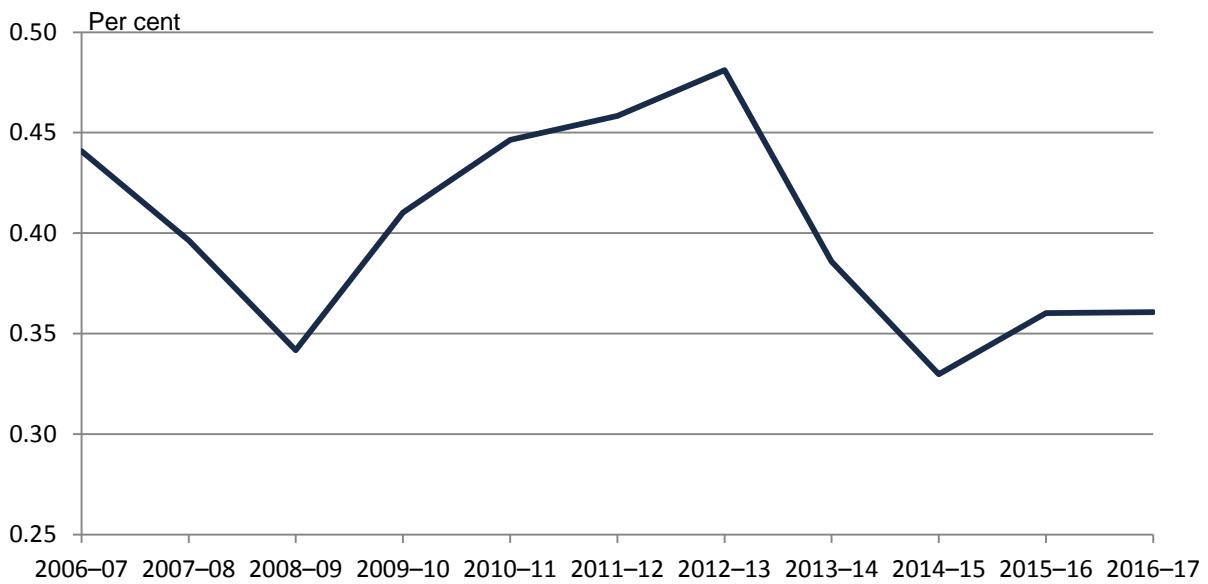
Chart 3.2: Small business share of private sector output and employment



Note: Small businesses are those that employ less than 20 employees (including non-employing businesses).

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

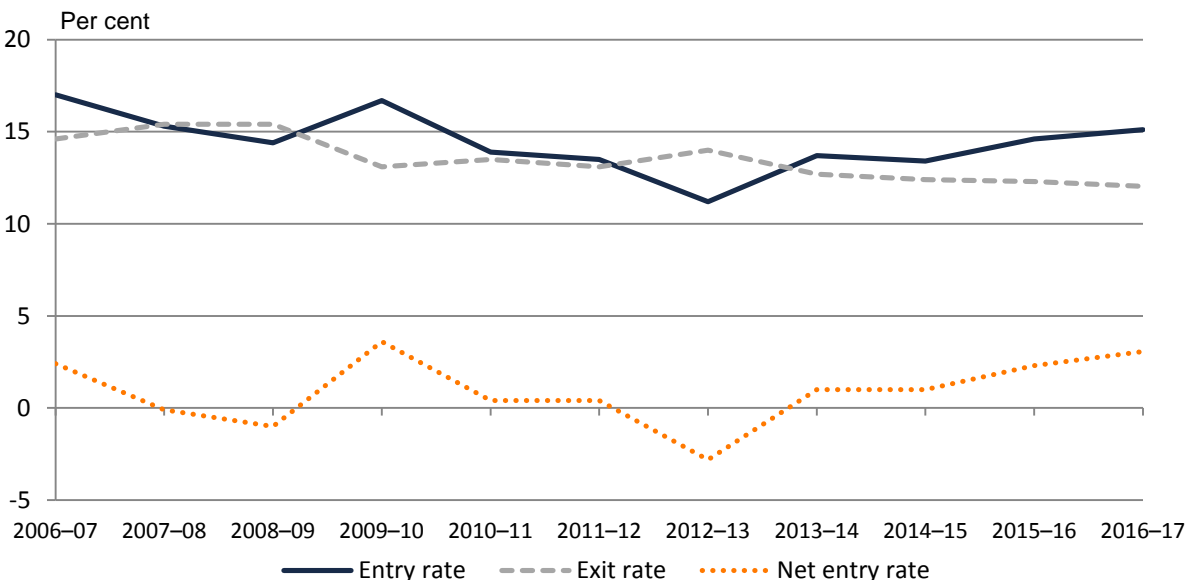
Chart 3.3: Business bankruptcy rates



Note: The bankruptcy rate is defined as the number of business-related bankruptcies divided by the number of owner managers of an unincorporated enterprise in the economy. The business bankruptcy rate is adopted from Bickerdyke I, Lattimore R, and Madge A (2000), *Business Failure and Change: An Australian Perspective*, Productivity Commission Staff Research Paper, Ausinfo, Canberra. Data are expressed in original terms.

Source: ABS, *Labour Force, Australia, Detailed – Electronic Delivery*, Apr 2018, Catalogue No. 6291.0.55.001; Australian Financial Security Authority, *Provisional business and non-business personal insolvency time series*, Bankrupts entering a business related bankruptcy (under Parts IV and XI of the *Bankruptcy Act 1966*), December quarter 2017, <<https://www.afsa.gov.au/statistics/time-series-0>>.

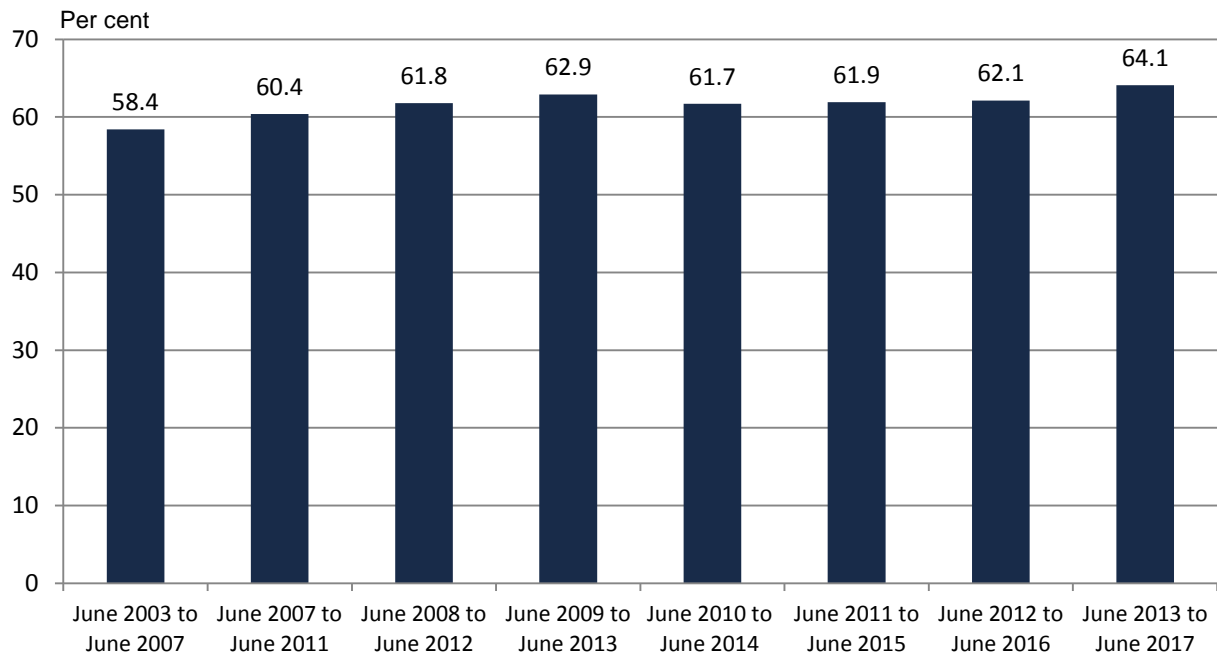
Chart 3.4: Business entry, exit and net entry rates



Note: 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. Net entry rates are the difference between the entry and exit rates, and represent the percentage growth in the number of businesses over the respective financial year.

Source: ABS, *Counts of Australian Businesses, Including Entries and Exits*, various, Catalogue No. 8165.0.

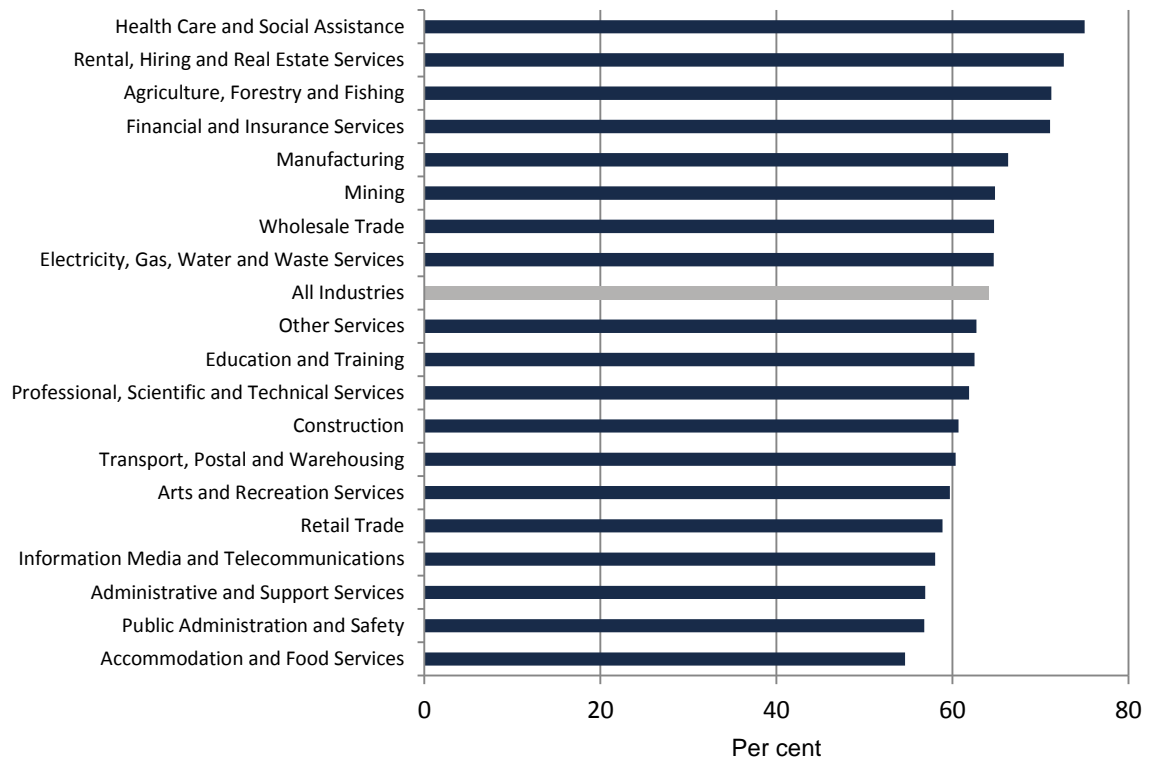
Chart 3.5: Business survival rates



Note: A surviving business is defined as a business which was actively trading in the first period and continued to be trading in the second period.

Source: ABS, *Counts of Australian Businesses, Including Entries and Exits*, various, Catalogue No. 8165.0.

Chart 3.6: Business survival rates by industry, June 2013 to June 2017



Note: A surviving business is defined as a business which was actively trading in June 2013 and continued to be trading in June 2017.

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

Table 3.5: Business entry and exit rates by industry

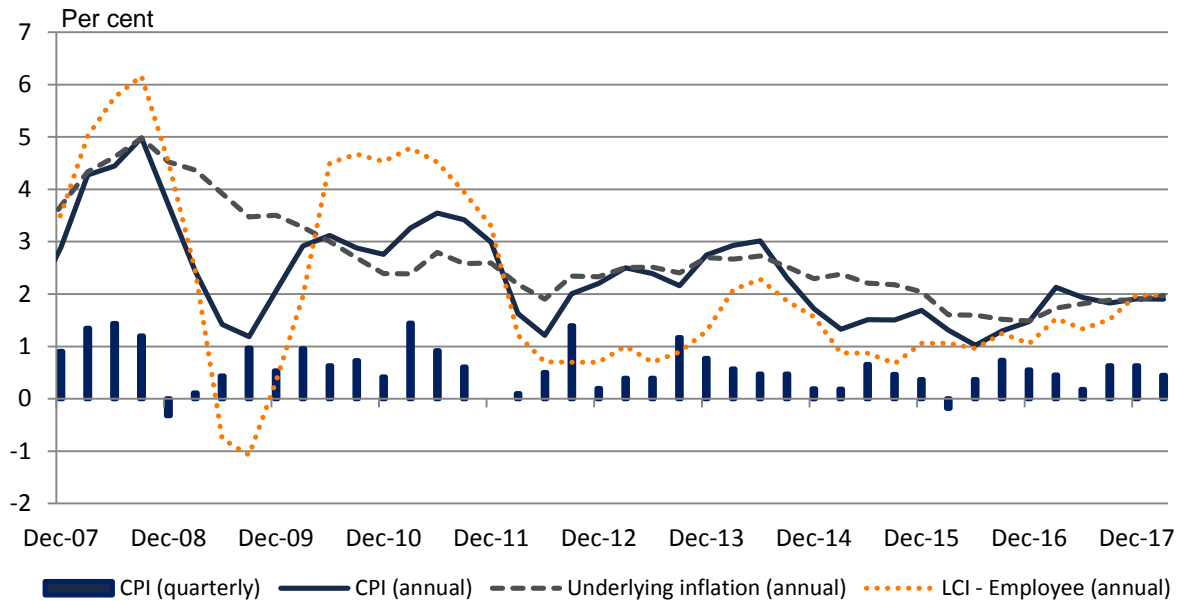
	2013–14			2016–17		
	Proportion of businesses at June 2014 (%)	Entry rate (%)	Exit rate (%)	Proportion of businesses at June 2017 (%)	Entry rate (%)	Exit rate (%)
Agriculture, forestry and fishing	8.9	8.5	10.4	8.0	7.3	8.0
Mining	0.4	11.0	10.7	0.4	10.8	12.0
Manufacturing	4.1	10.4	11.3	3.8	11.2	11.1
Electricity, gas, water and waste services	0.3	16.0	12.4	0.3	16.1	12.0
Construction	16.4	15.5	14.3	16.8	17.3	13.7
Wholesale trade	3.7	12.4	11.9	3.6	13.5	12.4
Retail trade	6.5	13.4	13.9	5.9	13.2	13.8
Accommodation and food services	4.1	19.5	15.0	4.2	18.7	15.9
Transport, postal and warehousing	6.2	14.5	13.7	6.8	26.8	14.6
Information media and telecommunications	0.9	18.1	14.7	1.0	18.7	14.2
Financial and insurance services	8.5	13.6	9.7	9.1	13.4	9.1
Rental, hiring and real estate services	11.2	10.6	8.5	11.2	11.5	9.3
Professional, scientific and technical services	12.2	14.7	13.0	12.2	16.1	13.1
Administrative and support services	3.8	16.8	15.8	3.9	19.3	15.2
Public administration and safety	0.4	16.2	16.0	0.3	18.1	15.9
Education and training	1.3	15.7	12.7	1.3	17.3	13.0
Health care and social assistance	5.5	13.1	7.7	5.8	12.4	8.4
Arts and recreation services	1.3	14.4	13.9	1.2	16.4	13.2
Other services	4.3	14.0	12.8	4.3	15.4	12.6
All industries	100.0	13.7	12.7	100.0	15.1	12.0

Note: 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. Only data for those businesses that were able to be classified to an industry division are presented. Of all businesses that were actively trading as at June 2014 and June 2017, 1.5 per cent and 1.2 per cent, respectively, were not classified to an industry.

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

4 Inflation

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



Note: 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 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.

Underlying inflation is calculated as the average of the trimmed mean and weighted median. These measures are calculated by the ABS following the methodology adopted by the Reserve Bank of Australia (RBA). 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.

Source: ABS, *Consumer Price Index, Australia, Mar 2018*, Catalogue No. 6401.0; ABS, *Selected Living Cost Indexes, Australia, Mar 2018*, Catalogue No. 6467.0.

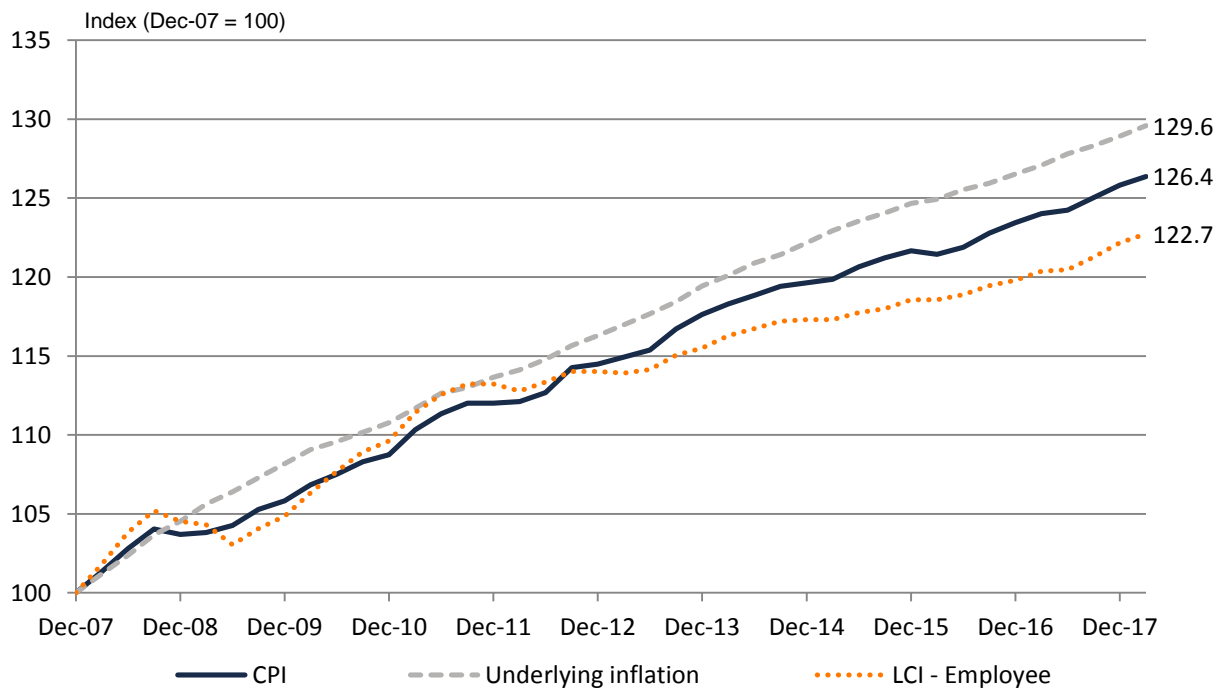
Table 4.1: Consumer Price Index, underlying inflation, Living Cost Index for employee households, index and growth rate over the year

Quarter	Consumer Price Index (Index)	Consumer Price Index (% change)	Underlying inflation (Index)	Underlying inflation (% change)	Employee LCI (Index)	Employee LCI (% change)
Dec-07	100.0		100.0		100.0	
Dec-08	103.7	3.7	104.5	4.5	104.5	4.5
Dec-09	105.8	2.1	108.2	3.5	104.9	0.3
Dec-10	108.8	2.8	110.8	2.4	109.6	4.5
Dec-11	112.0	3.0	113.6	2.6	113.2	3.3
Dec-12	114.5	2.2	116.3	2.3	114.0	0.7
Dec-13	117.6	2.7	119.4	2.7	115.5	1.3
Dec-14	119.6	1.7	122.2	2.3	117.3	1.6
Dec-15	121.7	1.7	124.7	2.0	118.6	1.1
Dec-16	123.5	1.5	126.5	1.5	119.8	1.0
Dec-17	125.8	1.9	128.9	1.9	122.2	2.0
Mar-18	126.4	1.9	129.6	2.0	122.7	2.0

Note: CPI and the LCI data are expressed in original terms. The percentage change is calculated in relation to the corresponding quarter in the previous year. Underlying inflation is the average of the trimmed mean and weighted median.

Source: ABS, *Consumer Price Index, Australia, Mar 2018*, Catalogue No. 6401.0; ABS, *Selected Living Cost Indexes, Australia, Mar 2018*, Catalogue No. 6467.0.

Chart 4.2: Consumer Price Index, underlying inflation and Living Cost Index for employee households, indexes—Dec-07 = 100

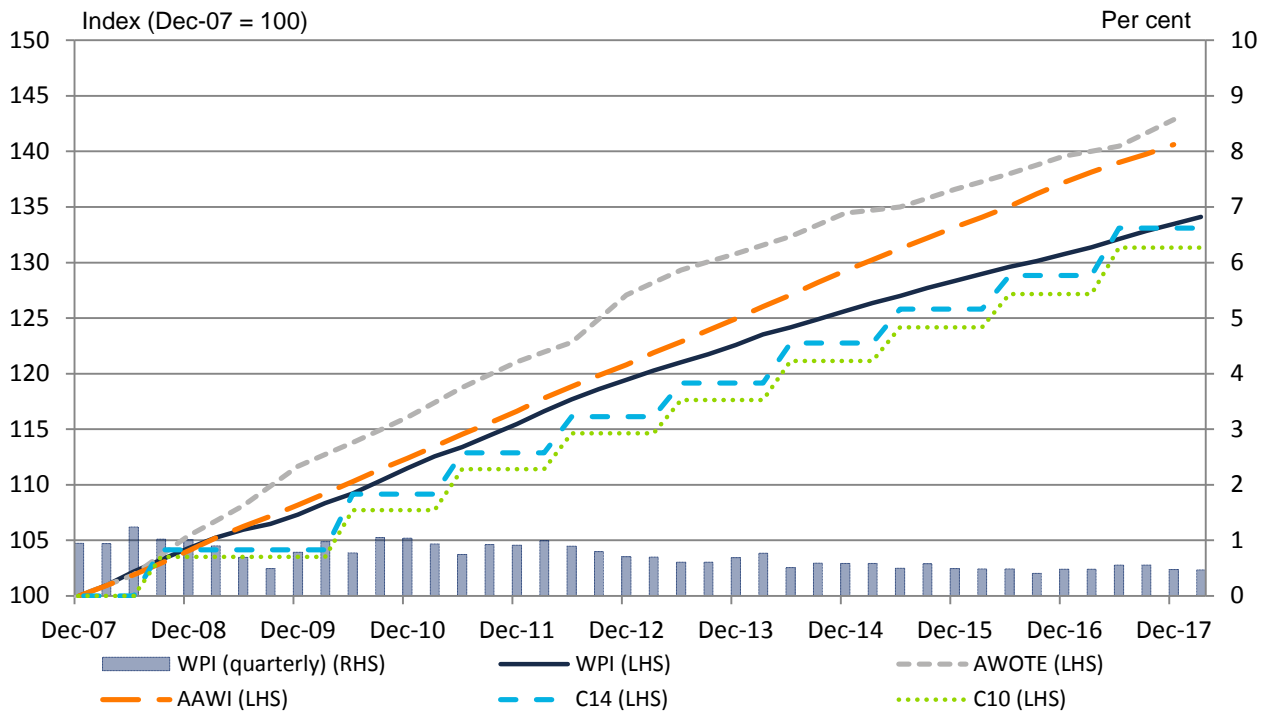


Note: CPI and the LCI data are expressed in original terms. Underlying inflation is the average of the trimmed mean and weighted median.

Source: ABS, *Consumer Price Index, Australia, Mar 2018*, Catalogue No. 6401.0; ABS, *Selected Living Cost Indexes, Australia, Mar 2018*, Catalogue No. 6467.0.

5 Wages

Chart 5.1: Measures of nominal wages growth, quarterly and cumulative growth rates, indexes—Dec-07 = 100



Note: The Wage Price Index (WPI) is an index for total hourly rates of pay excluding bonuses in both private and public sectors. It 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 refers 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. Average annualised wage increase (AAWI) measures the average percentage increase in the base rates of pay across registered agreements for the year. 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 from the AAWI per employee for agreements approved in the quarter for all sectors. The C14 and the C10 are minimum award rates set under the *Manufacturing and Associated Industries and Occupations Award 2010* and the former *Metal, Engineering and Associated Industries Award 1998*.

AWOTE data are published half-yearly for May and November, hence, a quarterly series has been derived. AWOTE data are expressed in original terms.

Source: ABS, *Average Weekly Earnings, Australia, Nov 2017*, Catalogue No. 6302.0; ABS, *Wage Price Index, Australia, Mar 2018*, Catalogue No. 6345.0; Department of Job and Small Business, *Trends in Federal Enterprise Bargaining*, December quarter 2017, <<http://employment.gov.au/trends-federal-enterprise-bargaining>>; *Metal, Engineering and Associated Industries Award 1998*; *Manufacturing and Associated Industries and Occupations Award 2010*.

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

Year ended (Quarter)	WPI (% change)	AWOTE (% change)	C14 (% change)	C10 (% change)	AAWI (% change)
Dec-07	4.0	5.2	2.0	1.7	3.8
Dec-08	4.3	5.4	4.1	3.5	4.4
Dec-09	2.9	5.9	0.0	0.0	3.8
Dec-10	3.9	3.9	4.8	4.1	3.6
Dec-11	3.6	4.3	3.4	3.4	3.7
Dec-12	3.4	5.0	2.9	2.9	3.2
Dec-13	2.6	2.9	2.6	2.6	3.4
Dec-14	2.5	2.8	3.0	3.0	3.4
Dec-15	2.2	1.6	2.5	2.5	3.0
Dec-16	1.9	2.2	2.4	2.4	3.1
Dec-17	2.1	2.4	3.3	3.3	2.5
Mar-18	2.1	n/a	3.3	3.3	n/a

Note: The WPI is an index for total hourly rates of pay excluding bonuses in both private and public sectors. It is unaffected by changes in the quality or quantity of work performed. AWOTE is calculated by dividing estimates of weekly ordinary time earnings by estimates of the number of employees. Ordinary time earnings refers 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. The figures for AWOTE are original. AAWI measures the average percentage increase in the base rates of pay across registered agreements for the year. It does not take into account payments such as allowances, bonuses and increases linked to productivity. The figures for AAWI are agreements approved in the quarter. The C14 and the C10 are minimum award rates set under the *Manufacturing and Associated Industries and Occupations Award 2010* and the former *Metal, Engineering and Associated Industries Award 1998*. n/a = not available.

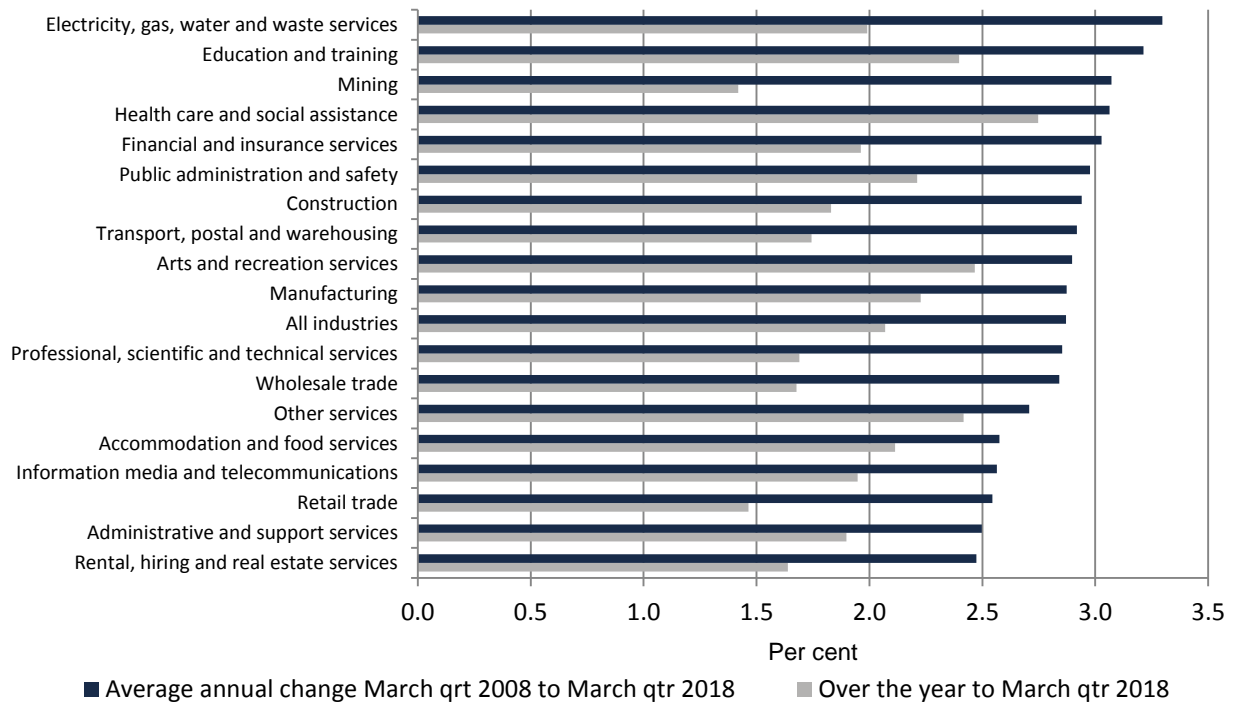
Source: ABS, *Average Weekly Earnings, Australia, Nov 2017*, Catalogue No. 6302.0; ABS, *Wage Price Index, Australia, Mar 2018*, Catalogue No. 6345.0; Department of Jobs and Small Business, *Trends in Federal Enterprise Bargaining*, December quarter 2017, <<http://employment.gov.au/trends-federal-enterprise-bargaining>>; *Metal, Engineering and Associated Industries Award 1998*; *Manufacturing and Associated Industries and Occupations Award 2010*.

Table 5.2: Measures of real wages growth, adjusted by CPI and GDP deflator, growth rate over the year

Year ended (Quarter)	WPI (% change)	CPI		GDP deflator		
		C14 (% change)	C10 (% change)	WPI (% change)	C14 (% change)	C10 (% change)
Dec-07	1.1	-0.9	-1.2	0.0	-1.9	-2.2
Dec-08	0.6	0.4	-0.2	-2.7	-2.8	-3.4
Dec-09	0.8	-2.0	-2.0	4.3	1.3	1.3
Dec-10	1.1	2.0	1.3	-2.4	-1.6	-2.3
Dec-11	0.6	0.4	0.4	0.8	0.6	0.6
Dec-12	1.2	0.7	0.7	4.0	3.4	3.4
Dec-13	-0.1	-0.1	-0.1	0.4	0.4	0.4
Dec-14	0.7	1.3	1.3	3.3	3.8	3.8
Dec-15	0.5	0.8	0.8	2.9	3.2	3.2
Dec-16	0.4	0.9	0.9	-2.0	-1.4	-1.4
Dec-17	0.2	1.4	1.4	1.0	2.2	2.2
Mar-18	0.2	1.4	1.4	n/a	n/a	n/a

Note: The CPI measures price changes in goods and services purchased by households. The GDP deflator measures price changes in goods and services purchased by consumers, businesses, governments and foreigners. n/a = not available.

Source: ABS, *Australian National Accounts: National Income, Expenditure and Product, Dec 2017*, Catalogue No. 5206.0; ABS, *Consumer Price Index, Australia, Mar 2018*, Catalogue No. 6401.0; ABS, *Wage Price Index, Australia, Mar 2018*, Catalogue No. 6345.0.

Chart 5.2: Wage Price Index by industry, average annual growth over decade and growth over year to March quarter 2018


Note: Data are expressed in original terms.

Source: ABS, *Wage Price Index, Australia, Mar 2018*, Catalogue No. 6345.0.

Table 5.3: Average hourly total cash earnings for full-time non-managerial employees paid at the adult rate, by industry and method of setting pay, May 2016

	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	n/a	n/a	58.80	n/a	n/a
Manufacturing	24.60	35.70	37.10	0.69	0.66
Electricity, gas, water and waste services	28.30	49.40	47.90	0.57	0.59
Construction	30.60	49.90	40.90	0.61	0.75
Wholesale trade	n/a	n/a	35.90	n/a	n/a
Retail trade	24.20	26.50	30.60	0.91	0.79
Accommodation and food services	n/a	n/a	28.90	n/a	n/a
Transport, postal and warehousing	30.30	40.20	34.50	0.75	0.88
Information media and telecommunications	28.30	46.00	48.60	0.62	0.58
Finance and insurance services	22.80	44.60	45.80	0.51	0.50
Rental, hiring and real estate services	24.80	32.00	36.40	0.78	0.68
Professional, scientific and technical services	29.70	49.20	45.30	0.60	0.66
Administrative and support services	27.80	36.20	39.00	0.77	0.71
Public administration and safety	44.20	42.90	36.50	1.03	1.21
Education and training	44.40	46.80	44.50	0.95	1.00
Health care and social assistance	40.90	44.80	37.70	0.91	1.08
Arts and recreation services	26.30	33.60	39.10	0.78	0.67
Other services	26.50	35.90	34.20	0.74	0.77
All industries	33.10	42.70	39.70	0.78	0.83

Note: n/a = data not available.

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

6 Labour market

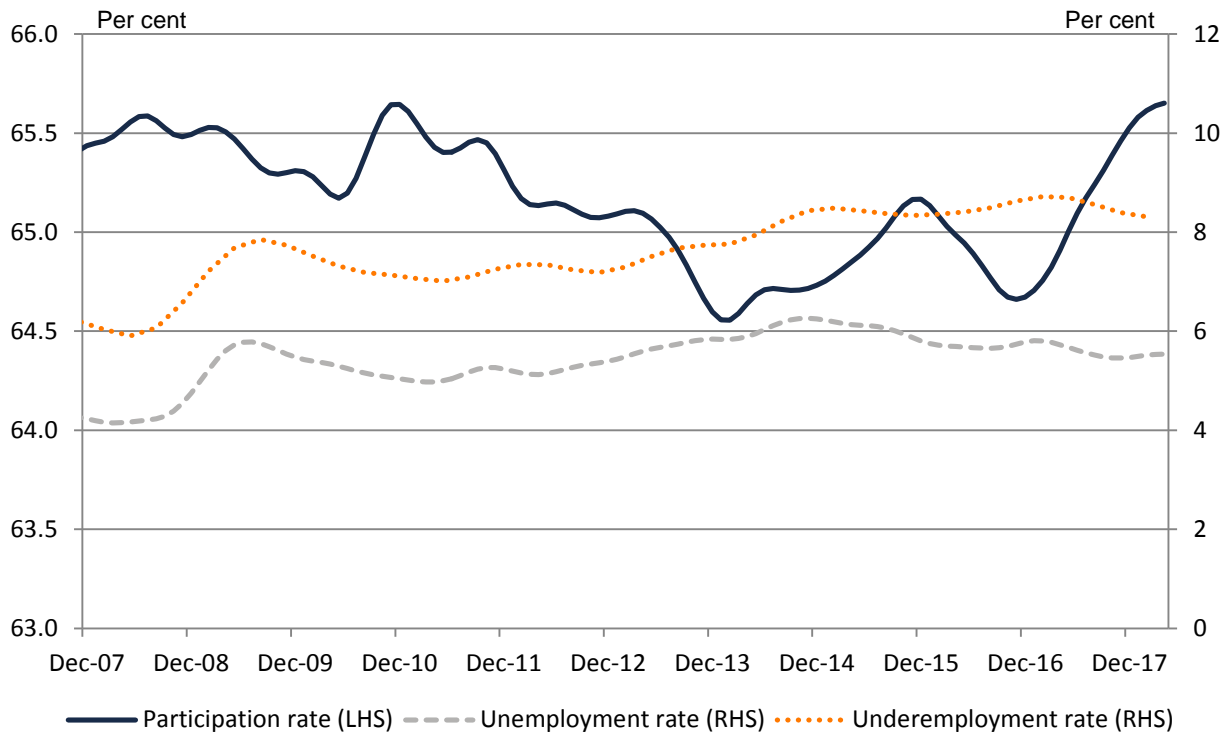
Table 6.1: Employment, monthly hours worked and unemployment

Year ended (Month)	Employed persons ('000s)	Monthly hours worked ('000s)	Unemployed persons ('000s)	Unemployment rate (%)	Employed persons (% change)	Monthly hours worked (% change)	Unemployed persons (% change)	Unemployment rate (ppt change)
Dec-07	10 589.3	1 520 580.2	466.9	4.2				
Dec-08	10 787.9	1 537 803.6	539.2	4.7	1.9	1.1	15.5	0.5
Dec-09	10 884.5	1 536 501.3	632.2	5.5	0.9	-0.1	17.3	0.7
Dec-10	11 160.0	1 586 535.4	592.0	5.0	2.5	3.3	-6.4	-0.4
Dec-11	11 267.4	1 595 759.6	621.1	5.2	1.0	0.6	4.9	0.2
Dec-12	11 417.2	1 608 714.0	650.0	5.4	1.3	0.8	4.6	0.2
Dec-13	11 469.4	1 611 095.5	712.4	5.8	0.5	0.1	9.6	0.4
Dec-14	11 618.5	1 628 212.5	774.6	6.2	1.3	1.1	8.7	0.4
Dec-15	11 926.8	1 669 117.7	734.4	5.8	2.7	2.5	-5.2	-0.4
Dec-16	12 025.4	1 682 417.7	737.4	5.8	0.8	0.8	0.4	0.0
Dec-17	12 432.4	1 734 358.3	718.7	5.5	3.4	3.1	-2.5	-0.3
Apr-18	12 505.2	1 749 412.7	733.3	5.5	2.9	3.3	-0.7	-0.2

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. All data are expressed in trend terms.

Source: ABS, *Labour Force, Australia, Apr 2018*, Catalogue No. 6202.0.

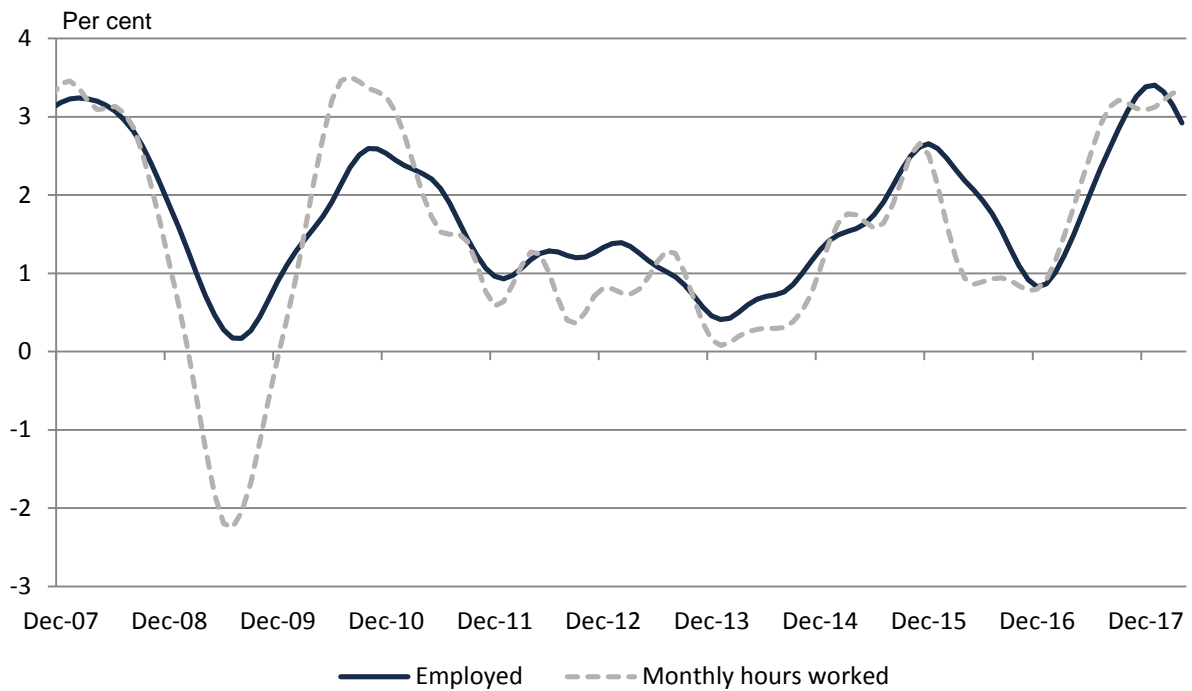
Chart 6.1: Unemployment, underemployment and participation rates



Note: The unemployment rate and the underemployment rate are the number of unemployed and underemployed persons, respectively, expressed as a percentage of the labour force. The participation rate is the labour force expressed as a percentage of the civilian population. All measures are calculated for persons aged 15 years and over. A person is underemployed if they want, and are available, to work more hours than they currently have. Underemployment is only considered for people employed part-time and for full-time persons who, for economic reasons, worked part time hours during the reference week.

All data are expressed in trend terms. The unemployment and participation rates are monthly, while the underemployment rate is quarterly.

Source: ABS, *Labour Force, Australia, Apr 2018*, Catalogue No. 6202.0.

Chart 6.2: Employed persons and monthly hours worked, growth rate over the year


Note: Data are expressed in trend terms.

Source: ABS, *Labour Force, Australia, Apr 2018*, Catalogue No. 6202.0.

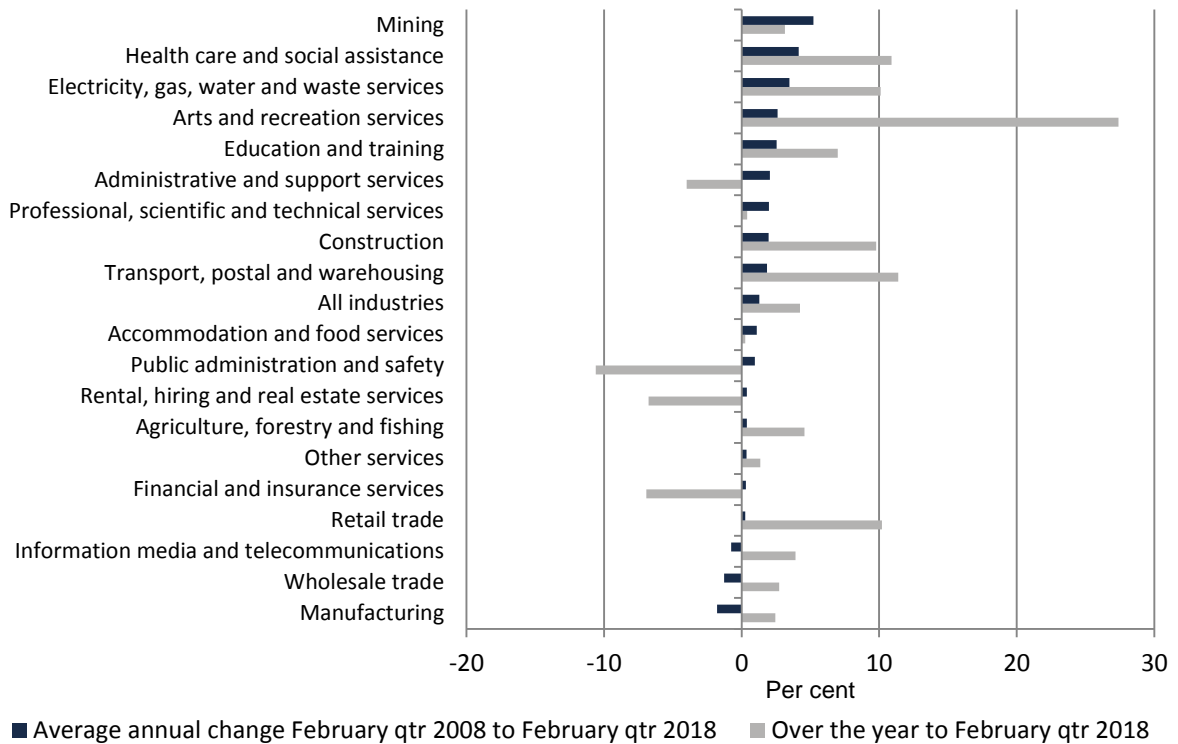
Table 6.2: Average monthly hours worked, by full-time/part-time status, change over the year

Month	Average monthly hours worked (full-time)	Change in average monthly hours worked (full-time)	Average monthly hours worked (part-time)	Change in average monthly hours worked (part-time)
Apr-17	170.0	0.7	73.6	1.1
May-17	169.9	0.6	73.6	1.0
Jun-17	170.0	0.5	73.5	0.9
Jul-17	170.2	0.4	73.5	0.8
Aug-17	170.4	0.3	73.6	0.6
Sep-17	170.4	0.0	73.6	0.3
Oct-17	170.2	-0.4	73.7	0.1
Nov-17	169.9	-0.9	73.7	0.0
Dec-17	169.7	-1.1	73.8	0.0
Jan-18	169.6	-1.0	73.9	0.1
Feb-18	169.8	-0.6	74.0	0.2
Mar-18	170.0	-0.1	74.1	0.4
Apr-18	170.4	0.4	74.2	0.6

Note: The change in average hours is calculated in relation to the corresponding month in the previous year. All data are expressed in trend terms.

Source: ABS, *Labour Force, Australia, Apr 2018*, Catalogue No. 6202.0.

Chart 6.3: Change in hours worked by industry, average annual growth over decade and growth over year to February quarter 2018



Note: All data are expressed in original terms.

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

Table 6.3: Employment by industry for selected periods

	Employed persons ('000s)					Average annual growth rates (%)	Annual percentage changes (%)		
	Feb-08	Feb-15	Feb-16	Feb-17	Feb-18	Feb-08 to Feb-18	Feb-16	Feb-17	Feb-18
Agriculture, forestry and fishing	336.7	309.0	321.5	298.8	325.8	-0.3	4.0	-7.1	9.0
Mining	146.9	221.2	217.7	222.8	226.5	4.4	-1.6	2.4	1.6
Manufacturing	1059.6	912.4	874.6	915.9	894.1	-1.7	-4.1	4.7	-2.4
Electricity, gas, water and waste services	113.9	139.3	137.6	134.4	148.7	2.7	-1.2	-2.3	10.6
Construction	965.1	1032.3	1059.7	1099.1	1198.1	2.2	2.7	3.7	9.0
Wholesale trade	391.7	387.1	371.1	363.1	370.0	-0.6	-4.1	-2.1	1.9
Retail trade	1229.4	1228.9	1281.5	1242.9	1311.0	0.6	4.3	-3.0	5.5
Accommodation and food services	701.1	833.2	836.3	867.9	881.5	2.3	0.4	3.8	1.6
Transport, postal and warehousing	546.8	605.3	629.3	617.9	653.9	1.8	4.0	-1.8	5.8
Information media and telecommunications	226.8	212.6	210.4	218.8	214.1	-0.6	-1.0	4.0	-2.2
Financial and insurance services	404.2	403.4	439.9	437.8	423.6	0.5	9.1	-0.5	-3.2
Rental, hiring and real estate services	198.2	213.7	220.1	213.7	220.5	1.1	3.0	-2.9	3.2
Professional, scientific and technical services	787.4	982.7	1009.1	1012.5	1025.2	2.7	2.7	0.3	1.3
Administrative and support services	339.8	390.4	419.6	417.4	406.6	1.8	7.5	-0.5	-2.6
Public administration and safety	630.9	735.7	748.2	788.2	707.0	1.1	1.7	5.3	-10.3
Education and training	798.5	922.3	934.3	983.1	1038.6	2.7	1.3	5.2	5.6
Health care and social assistance	1092.8	1446.1	1547.2	1570.4	1698.0	4.5	7.0	1.5	8.1
Arts and recreation services	191.6	235.2	234.3	215.7	253.7	2.8	-0.4	-7.9	17.6
Other services	463.2	479.4	474.1	486.4	509.5	1.0	-1.1	2.6	4.8
All industries	10617.5	11676.3	11953.3	12094.6	12494.1	1.6	2.4	1.2	3.3

Note: All data are expressed in trend terms.

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

Table 6.4: Employment by occupation, '000s

	Feb-08	Feb-09	Feb-10	Feb-11	Feb-12	Feb-13	Feb-14	Feb-15	Feb-16	Feb-17	Feb-18
Managers	1349.9	1374.7	1440.2	1401.5	1449.4	1423.1	1484.7	1554.9	1560.0	1568.9	1531.1
Professionals	2221.3	2236.3	2381.5	2436.6	2472.6	2506.1	2568.9	2660.8	2744.7	2887.8	2995.8
Technicians and trades workers	1648.0	1666.1	1597.7	1675.3	1671.2	1667.4	1683.7	1710.2	1729.6	1672.7	1806.6
Community and personal service workers	897.8	962.4	976.9	1020.0	1062.1	1144.4	1142.7	1202.9	1232.9	1244.1	1323.1
Clerical and administrative workers	1643.5	1669.7	1620.1	1628.4	1675.2	1692.2	1625.4	1660.9	1711.5	1672.3	1634.0
Sales workers	1002.9	1005.0	1018.1	1088.0	1042.8	1061.7	1087.9	1080.6	1137.4	1087.1	1155.6
Machinery operators and drivers	698.5	710.8	692.3	713.6	740.5	789.5	749.6	743.4	715.8	743.9	833.0
Labourers	1161.0	1151.6	1162.4	1182.8	1127.6	1150.3	1137.6	1130.9	1163.9	1228.1	1248.1

Note: All data are expressed in original terms.

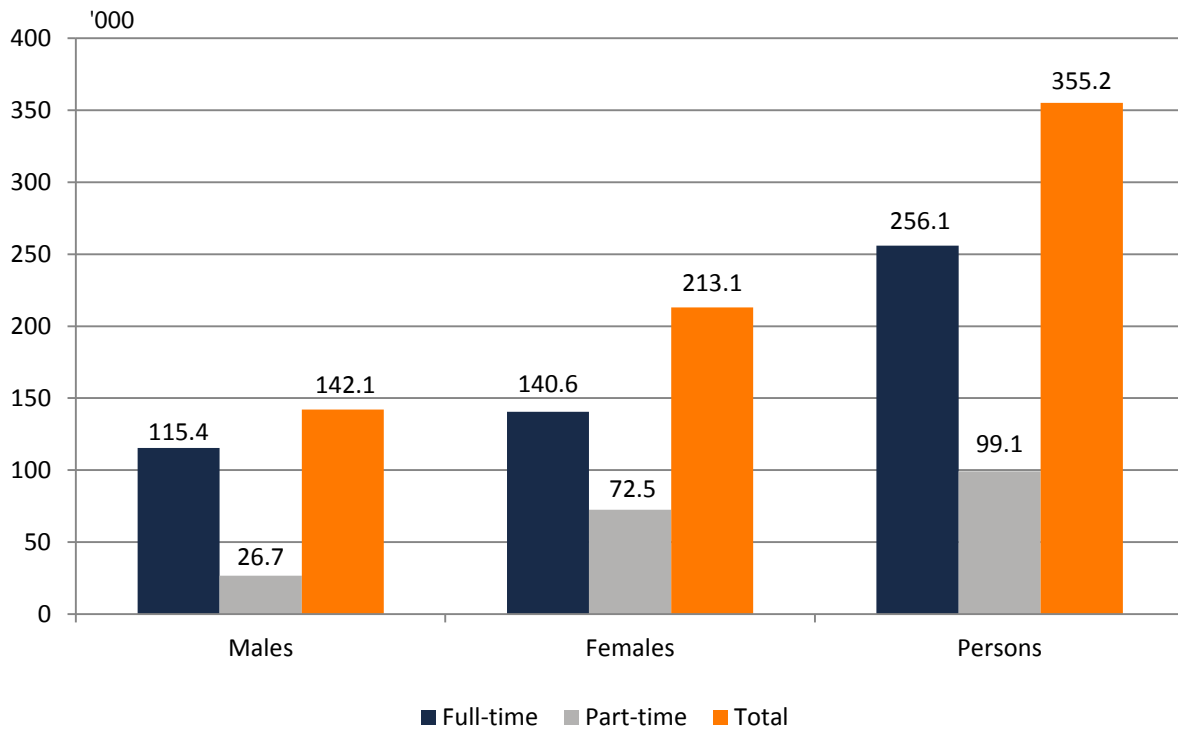
Source: ABS, *Labour Force, Detailed, Quarterly, Feb 2018*, Catalogue No. 6291.0.55.003.

Table 6.5: Employment by occupation, annual percentage changes

	Feb-09	Feb-10	Feb-11	Feb-12	Feb-13	Feb-14	Feb-15	Feb-16	Feb-17	Feb-18
Managers	1.8	4.8	-2.7	3.4	-1.8	4.3	4.7	0.3	0.6	-2.4
Professionals	0.7	6.5	2.3	1.5	1.4	2.5	3.6	3.2	5.2	3.7
Technicians and trades workers	1.1	-4.1	4.9	-0.2	-0.2	1.0	1.6	1.1	-3.3	8.0
Community and personal service workers	7.2	1.5	4.4	4.1	7.7	-0.2	5.3	2.5	0.9	6.4
Clerical and administrative workers	1.6	-3.0	0.5	2.9	1.0	-3.9	2.2	3.0	-2.3	-2.3
Sales workers	0.2	1.3	6.9	-4.1	1.8	2.5	-0.7	5.3	-4.4	6.3
Machinery operators and drivers	1.8	-2.6	3.1	3.8	6.6	-5.1	-0.8	-3.7	3.9	12.0
Labourers	-0.8	0.9	1.8	-4.7	2.0	-1.1	-0.6	2.9	5.5	1.6

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

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

Chart 6.4: Change in full-time, part-time and total employment by gender, April 2017 to April 2018


Note: All data are expressed in trend terms.

Source: ABS, *Labour Force, Australia, Apr 2018*, Catalogue No. 6202.0.

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

Month	Full-time	Change over year (ppts)	Part-time	Change over year (ppts)	Total	Change over year (ppts)
Dec-07	57.6		18.7		76.2	
Dec-08	57.0	-0.6	19.0	0.4	76.0	-0.2
Dec-09	55.6	-1.4	19.7	0.7	75.3	-0.7
Dec-10	56.6	1.0	19.8	0.1	76.4	1.1
Dec-11	56.4	-0.2	19.3	-0.5	75.7	-0.7
Dec-12	56.1	-0.3	19.5	0.2	75.6	0.0
Dec-13	54.9	-1.2	20.0	0.4	74.8	-0.8
Dec-14	55.2	0.3	20.0	0.0	75.2	0.3
Dec-15	55.6	0.5	20.3	0.3	76.0	0.8
Dec-16	55.0	-0.6	20.9	0.6	75.9	-0.1
Dec-17	56.0	1.0	21.2	0.2	77.2	1.3
Apr-18	54.8	0.8	21.5	-0.2	76.4	0.6

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—Electronic Delivery, Apr 2018*, Catalogue No. 6291.0.55.001.

Table 6.7: Employment to population ratio for males, total and by full-time/part-time status, 20–64 years

Month	Full-time	Change over year (ppts)	Part-time	Change over year (ppts)	Total	Change over year (ppts)
Dec-07	74.3		9.4		83.7	
Dec-08	74.0	-0.4	9.2	-0.2	83.1	-0.6
Dec-09	71.9	-2.1	10.4	1.3	82.3	-0.8
Dec-10	73.3	1.4	10.5	0.1	83.8	1.5
Dec-11	72.7	-0.6	9.9	-0.6	82.6	-1.2
Dec-12	72.5	-0.2	10.1	0.2	82.6	0.0
Dec-13	70.8	-1.7	10.5	0.4	81.3	-1.3
Dec-14	71.2	0.4	10.4	-0.1	81.6	0.3
Dec-15	71.3	0.0	10.9	0.5	82.2	0.5
Dec-16	70.4	-0.9	11.5	0.6	81.8	-0.3
Dec-17	71.0	0.7	11.6	0.1	82.6	0.8
Apr-18	69.7	0.2	12.1	-0.4	81.8	-0.2

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—Electronic Delivery, Apr 2018*, Catalogue No. 6291.0.55.001.

Table 6.8: Employment to population ratio for females, total and by full-time/part-time status, 20–64 years

Month	Full-time	Change over year (ppts)	Part-time	Change over year (ppts)	Total	Change over year (ppts)
Dec-07	40.9		27.9		68.8	
Dec-08	40.1	-0.8	28.9	1.0	69.0	0.2
Dec-09	39.3	-0.7	29.0	0.1	68.3	-0.6
Dec-10	40.0	0.7	29.0	0.0	69.0	0.7
Dec-11	40.1	0.1	28.6	-0.3	68.8	-0.2
Dec-12	39.9	-0.3	28.9	0.2	68.7	-0.1
Dec-13	39.2	-0.7	29.3	0.4	68.5	-0.2
Dec-14	39.4	0.2	29.5	0.2	68.8	0.4
Dec-15	40.3	1.0	29.6	0.1	70.0	1.1
Dec-16	40.0	-0.4	30.2	0.6	70.2	0.2
Dec-17	41.3	1.4	30.5	0.3	71.9	1.7
Apr-18	40.3	1.3	30.7	0.0	71.0	1.3

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—Electronic Delivery, Apr 2018*, Catalogue No. 6291.0.55.001.

Table 6.9: Participation rate by gender, 20–64 years

Month	Participation rate - male	Participation rate - male (ppt change)	Participation rate - female	Participation rate - female (ppt change)	Participation rate - total	Participation rate - total (ppt change)
Dec-07	86.5		71.2		78.8	
Dec-08	86.3	-0.2	71.6	0.4	78.9	0.1
Dec-09	86.1	-0.2	71.5	-0.1	78.8	-0.1
Dec-10	86.9	0.8	72.0	0.5	79.4	0.7
Dec-11	85.9	-1.0	72.0	0.0	78.9	-0.5
Dec-12	86.4	0.5	72.0	0.0	79.1	0.2
Dec-13	85.8	-0.6	71.9	0.0	78.8	-0.3
Dec-14	85.8	0.0	72.5	0.6	79.1	0.3
Dec-15	86.2	0.4	73.6	1.1	79.8	0.7
Dec-16	86.0	-0.2	73.7	0.1	79.8	0.0
Dec-17	86.7	0.7	75.3	1.5	80.9	1.1
Apr-18	85.9	-0.1	74.9	1.1	80.3	0.5

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—Electronic Delivery, Apr 2018*, Catalogue No. 6291.0.55.001.

Table 6.10: Long-term unemployment

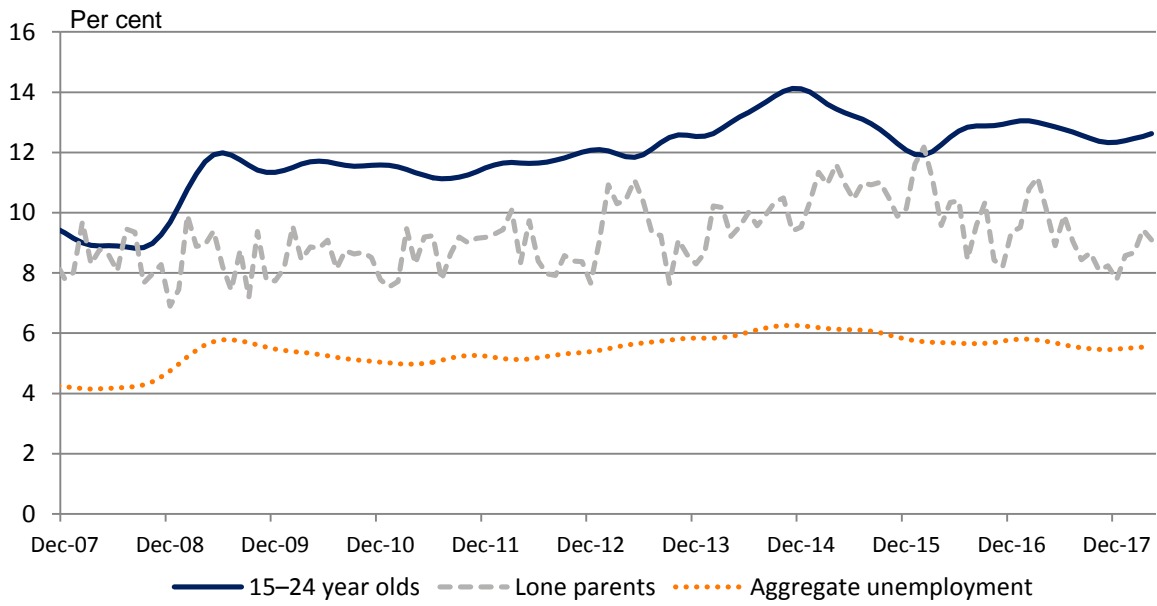
Month	Long-term unemployed (’000s)	Change over year (%)	Long-term unemployment ratio (%)
Dec-07	69.5	-14.7	14.9
Dec-08	74.1	6.6	13.7
Dec-09	107.0	44.4	16.9
Dec-10	113.2	5.8	19.1
Dec-11	115.1	1.7	18.5
Dec-12	118.5	3.0	18.2
Dec-13	147.7	24.6	20.7
Dec-14	177.0	19.9	22.8
Dec-15	167.6	-5.3	22.8
Dec-16	173.7	3.7	23.6
Dec-17	169.0	-2.7	23.5
Apr-18	179.6	5.2	24.5

Note: Data are trend estimates. 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.

For information on the reasons for long-term unemployment, see Table 15 in the ABS catalogue [Participation, Job Search and Mobility](#).

Source: ABS, *Labour Force, Australia, Detailed—Electronic Delivery, Apr 2018*, Catalogue No. 6291.0.55.001.

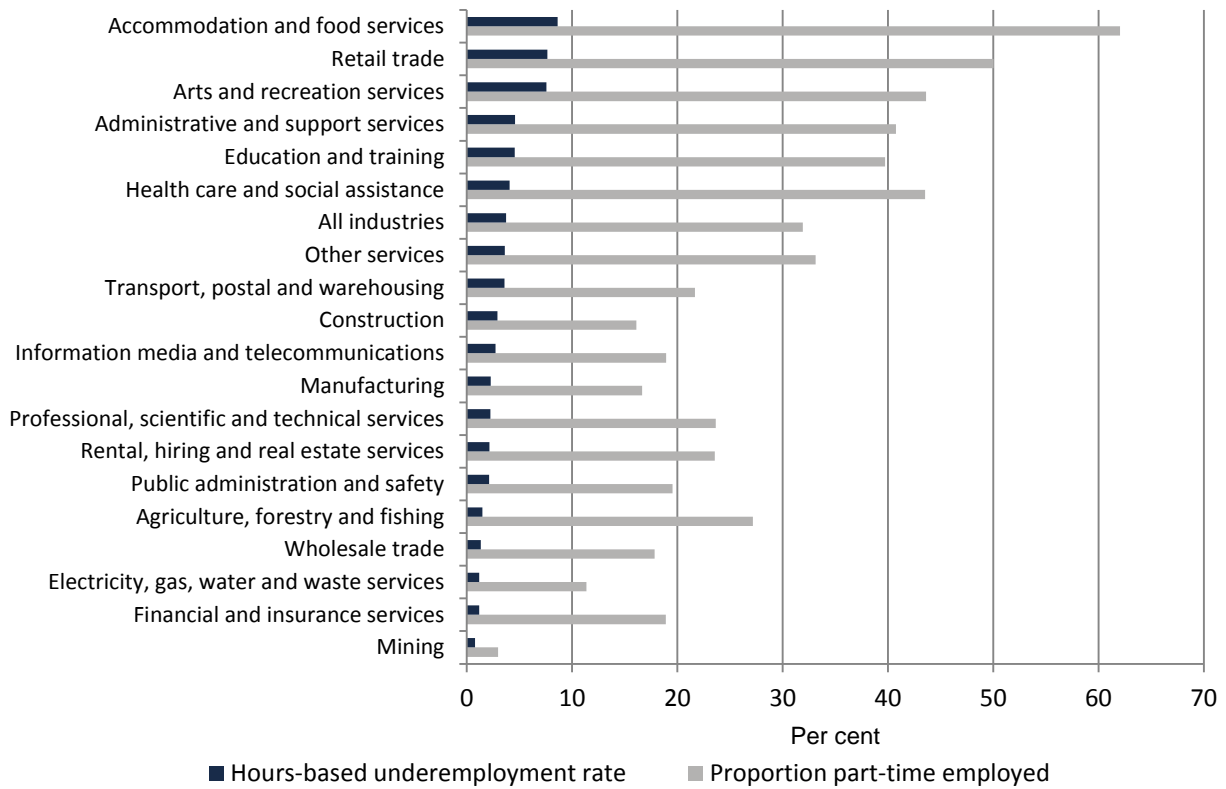
Chart 6.5: Unemployment rates for 15–24 year olds and lone parents



Note: The series for lone parents is expressed in original terms. Unemployment rates for 15–24 year olds and aggregate unemployment data are expressed in trend terms.

Source: ABS, *Labour Force, Australia, Apr 2018*, Catalogue No. 6202.0; ABS, *Labour Force, Australia, Detailed—Electronic Delivery, Apr 2018*, Catalogue No. 6291.0.55.001.

Chart 6.6: Hours-based underemployment rate and proportion employed part time, by industry, 2015–16

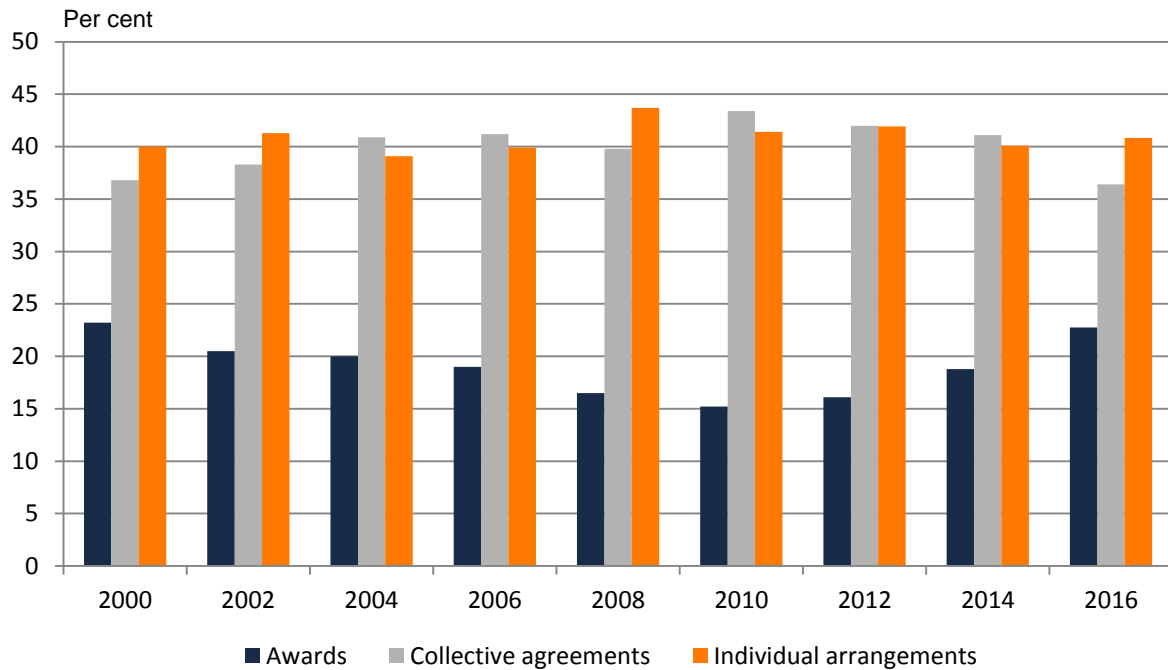


Note: The hours-based underemployment rate is calculated as the number of additional hours sought by underemployed persons expressed as a percentage of the total available hours of labour supply. The total available hours of labour supply is defined as the number of labour account hours actually worked in all jobs plus the number of hours sought by the underemployed persons. Hours sought by unemployed persons are not included. Hours sought but not worked is taken from the Labour Force Survey. Proportion of those employed part-time by industry is calculated at the May quarter 2016.

Source: ABS, *Labour Account Australia, Experimental Estimates, July 2017*, Catalogue No. 6150.0.55.001; ABS, *Labour Force, Australia, Detailed, Quarterly, Feb 2018*, Catalogue No. 6291.0.55.003.

7 Award reliance

Chart 7.1: Method of setting pay



Note: As defined by the ABS, individual arrangements include registered or unregistered individual agreements and owner managers of incorporated businesses.

Owner managers of incorporated businesses comprised the following proportion of all employees: 2000 = n/a; 2002 = n/a; 2004 = 5.4%; 2006 = 5.1%; 2008 = 5.0%; 2010 = 4.1%; 2012 = 3.3%; 2014 = 3.4%; 2016 = 3.6%.

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

Table 7.1: Award reliance by industry, per cent

	2008	2010	2012	2014	2016*
All industries	16.5	15.2	16.1	18.8	24.5
Mining	1.2	1.9	0.6	0.8	n/a
Manufacturing	12.2	14.6	11.3	15.7	17.7
Electricity, gas, water and waste services	5.4	3.1	4.3	6.9	6.5
Construction	9.1	10.0	10.6	13.7	19.7
Wholesale trade	9.0	10.9	8.1	11.9	16.8
Retail trade	28.9	22.3	25.6	28.5	34.5
Accommodation and food services	50.3	45.2	44.8	42.8	42.7
Transport, postal and warehousing	8.3	8.0	7.3	10.9	13.4
Information media and telecommunications	5.6	5.7	5.7	5.2	5.5
Financial and insurance services	2.2	2.1	4.7	5.0	n/a
Rental, hiring and real estate services	20.2	22.8	20.9	22.1	27.2
Professional, scientific and technical services	5.4	4.2	6.0	9.9	9.3
Administrative and support services	33.9	31.4	29.0	37.3	42.1
Public administration and safety	3.6	1.9	6.9	12.8	18.1
Education and training	8.4	5.1	6.8	5.1	26.0
Health care and social assistance	17.2	17.1	19.0	22.3	28.8
Arts and recreation services	14.2	15.1	19.7	22.0	26.2
Other services	25.4	27.2	24.6	25.1	34.3

Note: * Data on non-managerial employees are presented in 2016 as data for all employees by method of setting pay and industry are not available.

Award reliance is the proportion of employees in an industry that are paid exactly the award rate and are not paid more than that rate of pay. n/a = not available

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

Table 7.2: Economic indicators by award-reliant industries

	Accommodation and food services	Administrative and support services	Other services	Retail trade	All industries
Percentage of non-managerial employees reliant on award wages, May 2016 ^a	42.7	42.1	34.3	34.5	24.5
Gross value added: percentage growth over the year to December quarter 2017	6.7	3.8	-0.7	2.5	2.5
Company gross operating profits: percentage growth over the year to December quarter 2017 ^b	7.0	53.8	-15.0	10.7	4.3
Business entry rate, over year to June 2017	18.7	19.3	15.4	13.2	15.1
Business exit rate, over year to June 2017	15.9	15.2	12.6	13.8	12.0
Wage Price Index: percentage growth over the year to March quarter 2018 ^a	2.1	1.9	2.4	1.5	2.1
Percentage annual wage growth under new collective agreements December quarter 2017	2.1	2.4	2.8	2.3	2.5
Employment: percentage increase over the year to February quarter 2018	1.6	-2.6	4.8	5.5	3.3
Hours worked: percentage increase over the year to February quarter 2018	0.3	-4.0	1.3	10.2	4.2

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.

The award-reliant industries selected are the four industries with the highest proportion of employees reliant on award rates of pay according to the Employee Earnings and Hours 2016 survey. The WPI and actual hours worked data are expressed in original terms. Employment data are expressed in trend 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, Dec 2017*, Catalogue No. 5206.0; ABS, *Business Indicators, Australia, Dec 2017*, Catalogue No. 5676.0; ABS, *Counts of Australian Businesses, including Entries and Exits, Jun 2013 to Jun 2017*, Catalogue No. 8165.0; ABS, *Employee Earnings and Hours, Australia, May 2016*, Catalogue No. 6306.0; ABS, *Labour Force, Australia, Detailed, Quarterly, Feb 2018*, Catalogue No. 6291.0.55.003; ABS, *Wage Price Index, Australia, Mar 2018*, Catalogue No. 6345.0; Department of Jobs and Small Business, *Trends in Federal Enterprise Bargaining, December quarter 2017*, <<http://employment.gov.au/trends-federal-enterprise-bargaining>>.

Table 7.3: Proportion of award-reliant organisations with employees on higher or lower classifications rates

Higher or lower classification	Per cent
Higher classification only	21.8
Lower classification only	60.0
Both higher and lower classification	18.2
Total	100.0

Note: Sample size = 2370. Data are weighted. Only non-public sector organisations are included. An award-reliant organisation is defined as an organisation that employed at least one award-reliant employee. A higher classification employee was defined as any award-reliant employee whose pay was above the C10 rate in the *Manufacturing and Associated Industries and Occupations Award 2010*.

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

Table 7.4: Award-reliant organisations with employees on both higher and lower classification rates, by proportion of employees on higher and lower classifications, per cent

	Organisations with a relatively low proportion of employees on <i>lower</i> classifications	Organisations with a relatively high proportion of employees on <i>lower</i> classifications
Organisations with a relatively low proportion of employees on <i>higher</i> classifications	19.2	47.4
Organisations with a relatively high proportion of employees on <i>higher</i> classifications	14.0	19.5

Note: Sample size = 646. Data are weighted. Only non-public sector organisations are included. An award-reliant organisation is defined as an organisation that employed at least one award-reliant employee. A higher classification employee was defined as any award-reliant adult employee whose pay was above the C10 rate in the *Manufacturing and Associated Industries and Occupations Award 2010*. For the purpose of this analysis, an organisation with at least 30 per cent of their employees on either lower or higher classifications was considered to have a relatively high proportion of these employees.

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

Table 7.5: Selected labour force characteristics of all employees and low-paid/award-reliant employees, by age group

Age (years)	15–19 (%)	20–24 (%)	25–29 (%)	30–49 (%)	50–64 (%)
<i>Proportion of total actual hours worked in all jobs</i>					
2000	4.5	10.3	13.1	52.0	20.2
2016	3.0	9.4	13.0	48.5	26.2
<i>Proportion of total weekly hours paid for of low-paid/award-reliant employees</i>					
2016					
Earning at or below C12	40.3	24.3	10.4	17.1	7.9
Earning at or below C10	23.7	23.7	13.2	26.0	13.5
All award-reliant employees	6.7	15.6	13.1	41.8	22.9
<i>Average proportion of civilian population in full-time education</i>					
2000	68.0	20.1			
2016	78.2	31.3			
<i>Proportion at or below low-paid threshold or who are award reliant</i>					
2016					
Earning at or below C12	82.5	16.3	6.0	2.7	2.8
Earning at or below C10	88.2	32.7	14.4	7.4	8.4
All award-reliant employees	42.8	37.4	24.5	20.4	23.5

Note: Award-reliant employees are those employees paid no more than the rate of pay specified in the award. A person in full-time education is aged 15–24 years and enrolled at secondary or high school or enrolled as a full-time student at a Technical and Further Education (TAFE) college, university or other educational institution.

Casual loadings have been discounted by 25 per cent in all cases. No adjustments have been made for junior, apprentice/trainee and disability rates of pay. Based on the 2016 EEH, around 67 per cent of 15–19 year olds received a junior rate, 13 per cent received an apprentice/trainee rate and fewer than 1 per cent received a disability rate of pay.

Wage rates as at May 2016: C12 = \$18.47 per hour, C10 = \$20.13 per hour.

Source: ABS, *Labour Force, Australia, Detailed – Electronic Delivery, Apr 2018*, Catalogue No. 6291.0.55.001; ABS, *Microdata: Employee Earnings and Hours, Australia, May 2016*, Catalogue No. 6306.0.55.001.

8 Relative living standards

Table 8.1: The C14 rate relative to median weekly earnings of full-time employees

Month	C14 (\$)	Median earnings of full-time employees in main job (\$)	Ratio of C14 to median earnings in main job (%)
Aug-07	511.86	940	54.5
Aug-08	522.12	1000	52.2
Aug-09	543.78	1000	54.4
Aug-10	569.90	1050	54.3
Aug-11	589.30	1100	53.6
Aug-12	606.40	1150	52.7
Aug-13	622.20	1153	54.0
Aug-14	640.90	1200	53.4
Aug-15	656.90	1210	54.3
Aug-16	672.70	1246	54.0
Aug-17	694.90	1268	54.8

Note: The median earnings data reflects revised estimates as result from a rebenchmarking of estimates.

Source: ABS, *Characteristics of Employment, Australia, August 2017*, Catalogue No. 6333.0; *Metal, Engineering and Associated Industries Award 1998*; *Manufacturing and Associated Industries and Occupations Award 2010*.

Table 8.2: Two-thirds of median weekly earnings

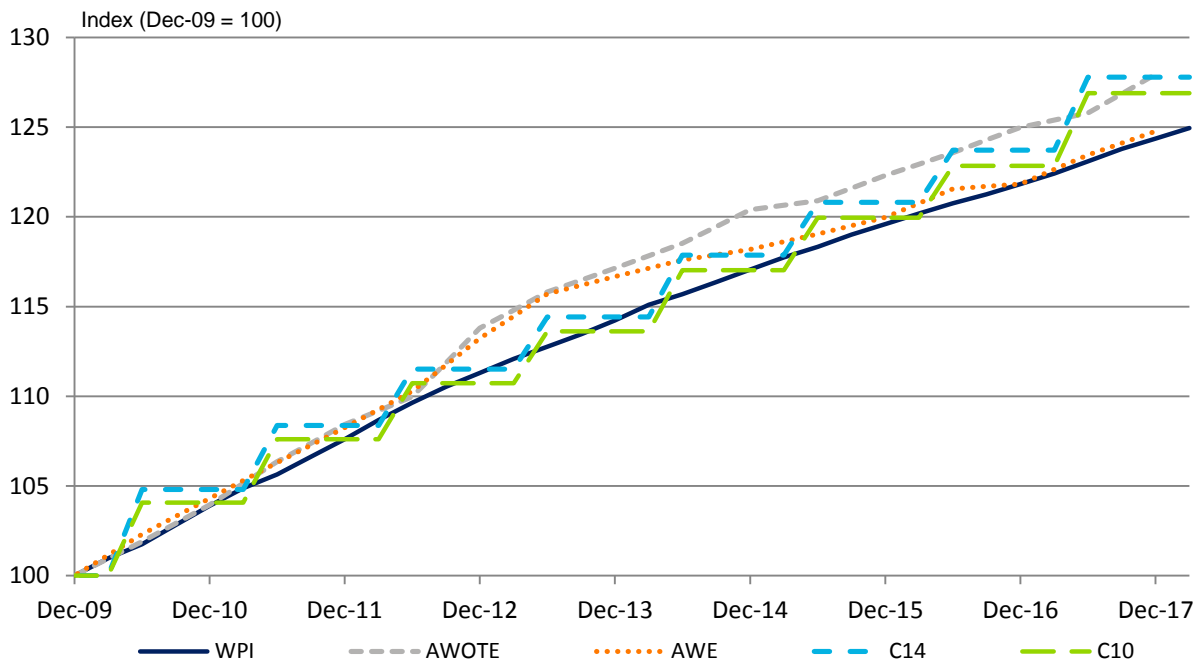
Year	COE (\$)	EEH (\$)
2007	626.67	n/a
2008	666.67	705.33
2009	666.67	n/a
2010	700.00	743.33
2011	733.33	n/a
2012	766.67	808.00
2013	768.67	n/a
2014	800.00	880.00
2015	806.67	n/a
2016	830.67	917.33
2017	845.33	n/a

Note: 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. The figures are for August of each year.

Weekly earnings from the EEH are weekly total cash earnings for full-time non-managerial adult employees. The figure for 2008 is for August and figures for 2010, 2012, 2014 and 2016 are for May. n/a = not available.

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

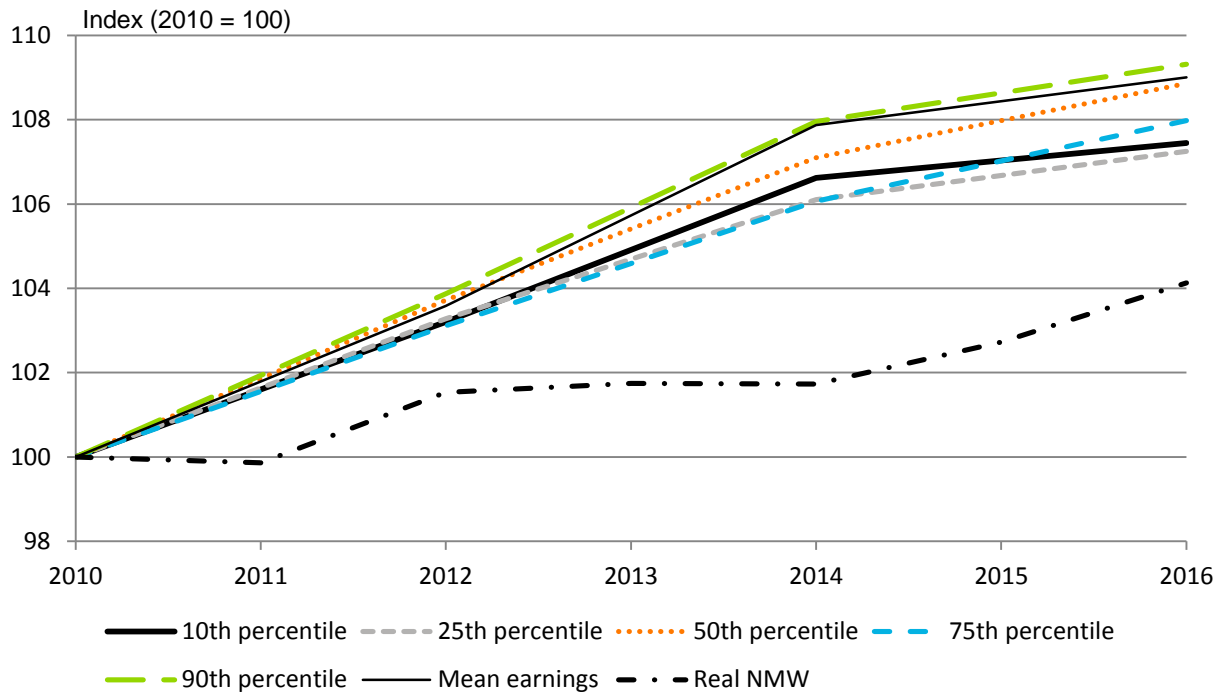
Chart 8.1: Growth in C14 and C10 relative to AWOTE, AWE and WPI, indexes—Dec-09 = 100



Note: This chart reflects available data for the period December quarter 2009 to March quarter 2018. WPI is the index for total hourly rates of pay excluding bonuses in both private and public sectors. It is unaffected by change in the quality or quantity of work performed. AWOTE is calculated by dividing estimates of weekly ordinary time earnings by estimates of the number of employees. 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. Average weekly earnings (AWE) is the gross (before tax) earnings of employees (excluding salary sacrifice). The C14 and the C10 are minimum award rates set under the *Manufacturing and Associated Industries and Occupations Award 2010* and the former *Metal, Engineering and Associated Industries Award 1998*.

AWOTE and AWE data are published half-yearly for May and November, hence, a quarterly series has been derived. AWOTE and AWE data are expressed in original terms.

Source: ABS, *Average Weekly Earnings, Australia, Nov 2017*, Catalogue No. 6302.0; ABS, *Wage Price Index, Australia, Mar 2018*, Catalogue No. 6345.0; *Metal, Engineering and Associated Industries Award 1998*; *Manufacturing and Associated Industries and Occupations Award 2010*.

Chart 8.2: Real weekly total earnings (full-time adult non-managerial employees) by percentile and the real NMW, indexes—2010 = 100


Note: Earnings data for 2014 and 2016 are based on full-time non-managerial employees paid at the adult rate.

Source: ABS, *Consumer Price Index, Australia, Mar 2018*, Catalogue No. 6401.0; ABS, *Employee Earnings and Hours, Australia, various*, Catalogue No. 6306.0; *Manufacturing and Associated Industries and Occupations Award 2010*.

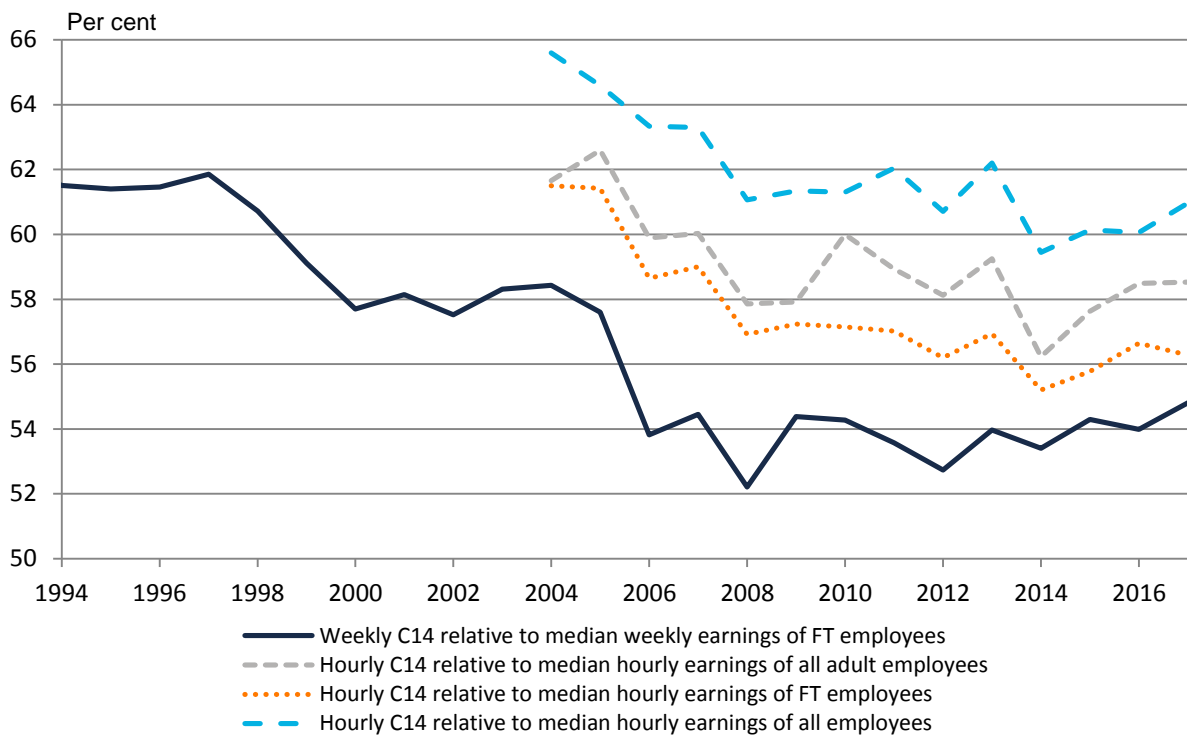
Table 8.3: Ratio of selected percentiles to the mean and median of real weekly total earnings (full-time adult non-managerial employees)

	2006	2008	2010	2012	2014	2016
Ratio of selected percentiles to mean real earnings						
10 th percentile	0.58	0.57	0.56	0.56	0.56	0.55
25 th percentile	0.69	0.68	0.68	0.68	0.67	0.67
50 th percentile	0.89	0.89	0.88	0.88	0.87	0.88
75 th percentile	1.18	1.19	1.20	1.19	1.18	1.18
90 th percentile	1.53	1.56	1.57	1.57	1.57	1.57
Ratio of selected percentiles to median real earnings						
10 th percentile	0.66	0.64	0.64	0.63	0.63	0.63
25 th percentile	0.78	0.77	0.77	0.77	0.77	0.76

Note: Earnings data for 2014 and 2016 are based on full-time non-managerial employees paid at the adult rate.

Source: ABS, *Consumer Price Index, Australia, Mar 2018*, Catalogue No. 6401.0; ABS, *Employee Earnings and Hours, Australia, various*, Catalogue No. 6306.0.

Chart 8.3: C14 rate relative to median earnings of employees in main job



Note: Median earnings are measured in August of each year. Following the amendments to the Workplace Relations Act 1996 (Cth) taking effect in 2006, the Federal Minimum Wage (FMW) was set at \$12.75 per hour, equivalent to \$484.50 per week. Earnings are for employees including owner managers of incorporated enterprises.

Median earnings from 2004 onwards are taken from the August 2017 COE survey. The median earnings data reflect revised estimates as a result of rebenchmarking estimates.

Source: ABS, *Characteristics of Employment, Australia*, August 2017, Catalogue No. 6333.0; ABS, *Employee Earnings, Benefits and Trade Union Membership, Australia*, various, Catalogue No. 6310.0; ABS, *Weekly Earnings of Employees (Distribution), Australia*, various, Catalogue No. 6310.0; Metal, *Engineering and Associated Industries Award 1998; Manufacturing and Associated Industries and Occupations Award 2010*.

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

Household type	Disposable income July 2017	Change		
		July 2016 to July 2017	July 2016 to July 2017	July 2012 to July 2017
	(\$pw)	(\$pw)	(%)	(%)
Single adult	624.03	17.54	2.9	12.0
Single parent working FT, 1 child	882.30	8.39	1.0	9.9
Single parent working PT, 1 child	591.82	-4.27	-0.7	9.6
Single parent working FT, 2 children	987.86	-1.42	-0.1	8.4
Single parent working PT, 2 children	697.38	-14.08	-2.0	7.6
Single-earner couple (with NSA)	805.75	8.50	1.1	11.0
Single-earner couple	637.93	12.22	2.0	12.7
Single-earner couple, 1 child (with NSA)	993.70	-0.41	-0.0	9.2
Single-earner couple, 1 child	882.30	8.39	1.0	9.9
Single-earner couple, 2 children (with NSA)	1100.79	-9.62	-0.9	8.0
Single-earner couple, 2 children	987.86	-1.42	-0.1	8.4
Dual-earner couple	971.48	28.64	3.0	12.9
Dual-earner couple, 1 child	1162.09	13.54	1.2	10.0
Dual-earner couple, 2 children	1267.65	2.51	0.2	8.9
CPI			1.9	10.3

Note: The percentage change in the CPI over July 2016 to July 2017 and July 2012 to July 2017 were calculated with reference to the June quarter. CPI data are expressed in original terms.

Assumptions: Single-earner households earn 100 per cent of the weekly NMW. Single parents working part time (PT) are earning 50 per cent of the weekly NMW rate, those working full time (FT) earn 100 per cent of the NMW. Dual-earner households comprise one partner earning 100 per cent of the NMW, the other earns 50 per cent of this rate. Applicable minimum wage rates (equivalent to the C14 rate) per week are: \$606.40 in July 2012; \$672.70 in July 2016 and \$694.90 in July 2017.

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. Single-earner couples are modelled in two scenarios: 1) the non-earning partner is in the labour force and receiving proportional rates of Newstart Allowance (NSA) and 2) the non-earning partner is not in the labour force and therefore not in receipt of NSA. Single-parent households and secondary earners in dual-earner households are not seeking further work and not in receipt of income support.

Households with children receive the fixed value of the Education Tax Refund (ETR) transitional lump-sum payment in 2012 and the Schoolkids Bonus in 2013–2016. Disposable incomes for households with children for 2012 to 2016 reflect the average weekly rate of the ETR transitional lump-sum payment, or Schoolkids Bonus instalments, in the given year. In 2016 the Schoolkids Bonus accounted for a weekly average of \$8.27 per child in the disposable income for all households with children modelled (excepting dual earner households earning AWOTE as they were not eligible for this transfer). The Schoolkids Bonus was not payable in 2017.

Source: ABS, *Consumer Price Index, Australia, Mar 2018*, Catalogue No. 6401.0; Fair Work Commission modelling.

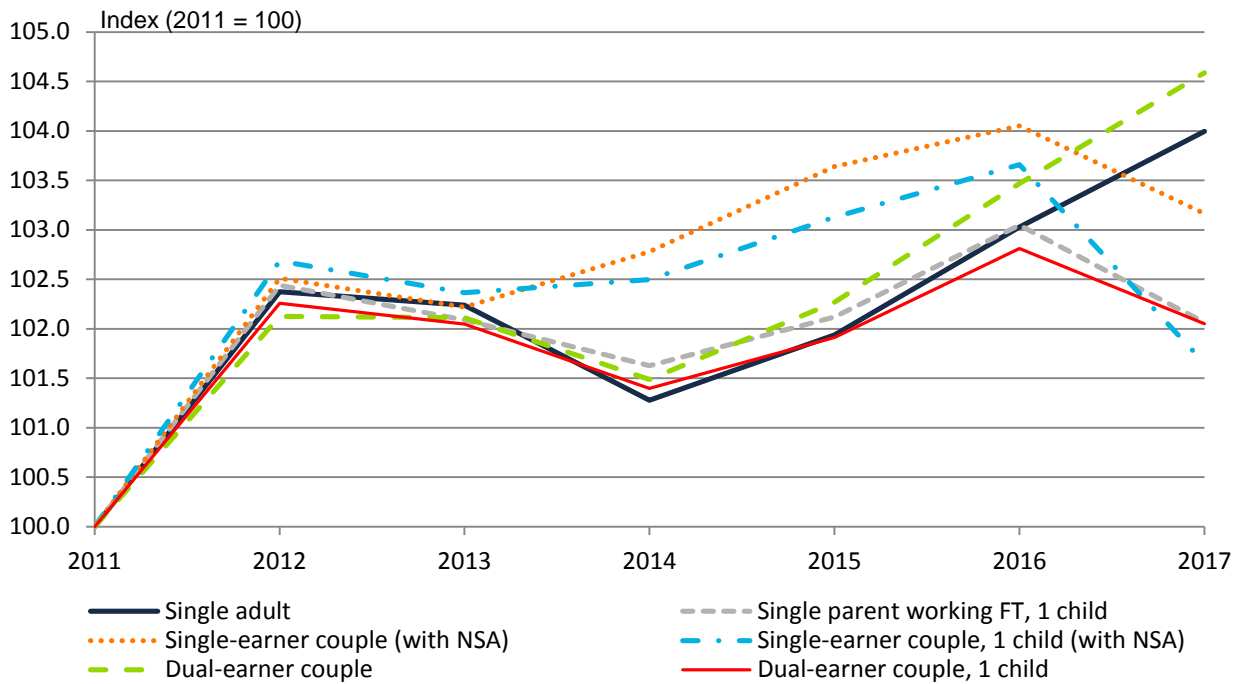
Table 8.5: Modelling the 2017 NMW increase, wage increase retained and components of change in disposable income of selected NMW-reliant households, July 2017

Household type	Change in disposable income (\$ pw)	Components of change			NMW increase retained (%)
		Wage increase (\$)	Taxes (\$)	Transfers (\$)	
Single adult	17.54	22.20	-4.66	0.00	79.0
Single parent working FT, 1 child	17.98	22.20	-4.22	0.00	81.0
Single parent working PT, 1 child	11.10	11.10	0.00	0.00	100.0
Single parent working FT, 2 children	17.98	22.20	-4.22	0.00	81.0
Single parent working PT, 2 children	11.10	11.10	0.00	0.00	100.0
Single-earner couple (with NSA)	3.51	22.20	-5.37	-13.32	15.8
Single-earner couple	17.98	22.20	-4.22	0.00	81.0
Single-earner couple, 1 child (with NSA)	6.16	22.20	-5.37	-10.66	27.8
Single-earner couple, 1 child	17.98	22.20	-4.22	0.00	81.0
Single-earner couple, 2 children (with NSA)	7.32	22.20	-4.22	-10.66	33.0
Single-earner couple, 2 children	17.98	22.20	-4.22	0.00	81.0
Dual-earner couple	28.64	33.30	-4.66	0.00	86.0
Dual-earner couple, 1 child	20.69	33.30	-4.66	-7.95	62.1
Dual-earner couple, 2 children	18.23	33.30	-7.12	-7.95	54.7

Note: Tax/transfer parameters as at July 2017. 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 8.4: Growth in real weekly household disposable income for selected NMW-reliant households, indexes—2011 = 100



Note: Tax/transfer parameters and NMW rate as at July of each year. Other assumptions as per Table 8.4. Between July 2013 and July 2014, the income-free threshold for NSA increased.

Real weekly household disposable income is adjusted with reference to the June quarter CPI.

Source: ABS, *Consumer Price Index, Australia, Mar 2018*, Catalogue No. 6401.0; Fair Work Commission modelling.

Table 8.6: Ratio of disposable income of selected households earning various wage rates to a 60 per cent median income poverty line

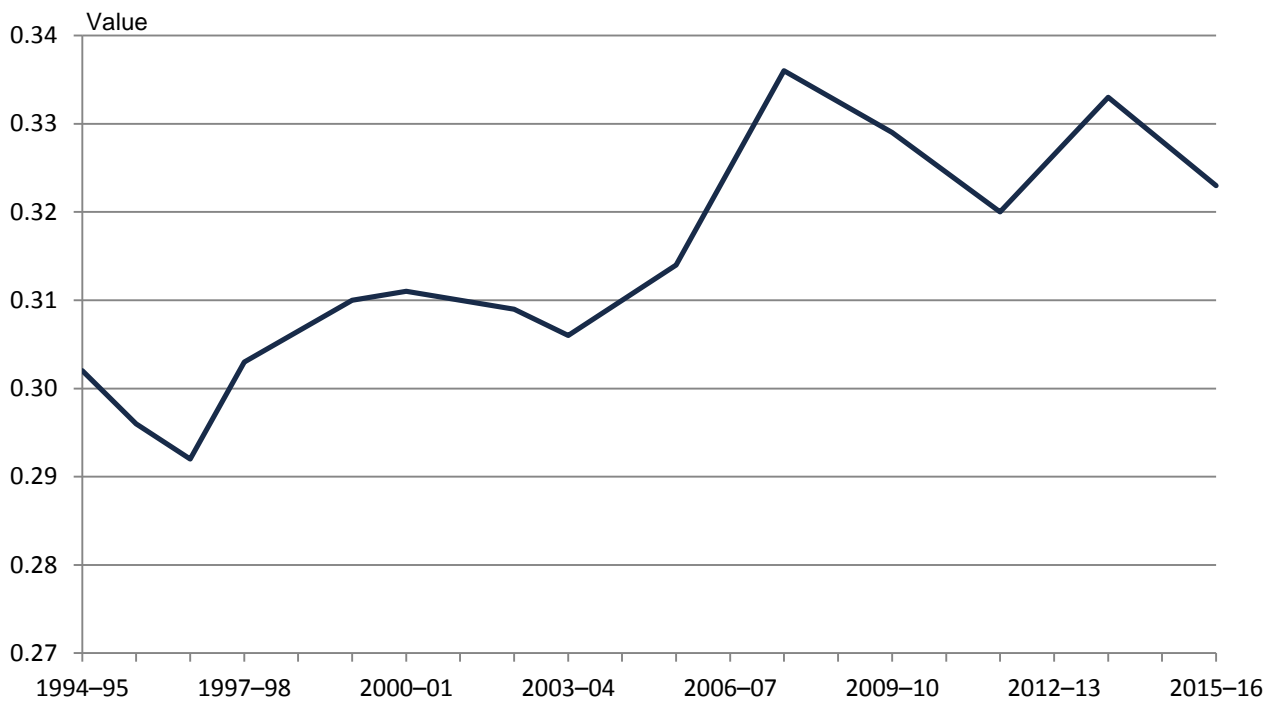
	December 2012					December 2016					December 2017				
	60% median income PL (\$ pw)	Disposable income as a ratio of 60% median income PL				60% median income PL (\$ pw)	Disposable income as a ratio of 60% median income PL				60% median income PL (\$ pw)	Disposable income as a ratio of 60% median income PL			
		C14	C10	C4	AWOTE		C14	C10	C4	AWOTE		C14	C10	C4	AWOTE
Single adult	476.53	1.17	1.34	1.53	2.27	515.95	1.18	1.32	1.52	2.26	522.01	1.20	1.34	1.54	2.28
Single parent working FT, 1 child	619.49	1.30	1.42	1.56	1.98	670.74	1.30	1.42	1.55	1.97	678.61	1.30	1.41	1.55	1.93
Single parent working PT, 1 child	619.49	0.87	0.95	1.06	1.42	670.74	0.89	0.96	1.06	1.40	678.61	0.87	0.95	1.05	1.39
Single parent working FT, 2 children	762.44	1.20	1.30	1.41	1.75	825.53	1.20	1.29	1.41	1.74	835.21	1.18	1.28	1.39	1.68
Single parent working PT, 2 children	762.44	0.85	0.92	1.00	1.29	825.53	0.86	0.92	1.00	1.28	835.21	0.84	0.90	0.98	1.26
Single-earner couple (with NSA)	714.79	1.02	1.04	1.05	1.52	773.93	1.03	1.04	1.04	1.51	783.01	1.03	1.04	1.04	1.52
Single-earner couple	714.79	0.79	0.89	1.02	1.52	773.93	0.81	0.90	1.01	1.51	783.01	0.81	0.90	1.03	1.52
Single-earner couple, 1 child (with NSA)	857.75	1.06	1.09	1.13	1.43	928.72	1.07	1.08	1.12	1.42	939.62	1.06	1.06	1.12	1.39
Single-earner couple, 1 child	857.75	0.94	1.03	1.13	1.43	928.72	0.94	1.02	1.12	1.42	939.62	0.94	1.02	1.12	1.39
Single-earner couple, 2 children (with NSA)	1000.71	1.02	1.04	1.08	1.34	1083.50	1.03	1.04	1.07	1.32	1096.22	1.01	1.01	1.06	1.28
Single-earner couple, 2 children	1000.71	0.91	0.99	1.08	1.34	1083.50	0.91	0.99	1.07	1.32	1096.22	0.90	0.97	1.06	1.28
Dual-earner couple	714.79	1.20	1.38	1.60	2.40	773.93	1.22	1.39	1.59	2.38	783.01	1.24	1.41	1.62	2.39
Dual-earner couple, 1 child	857.75	1.23	1.34	1.46	2.00	928.72	1.24	1.33	1.45	1.98	939.62	1.24	1.33	1.45	2.00
Dual-earner couple, 2 children	1000.71	1.16	1.26	1.36	1.77	1083.50	1.17	1.25	1.35	1.70	1096.22	1.16	1.23	1.34	1.71

Note: Poverty lines are based on estimates of median equivalised household disposable income for 2011–12 for December 2011 and 2015–16 for December 2015 and December 2016, and adjusted for movements in household disposable income per head as calculated by the Melbourne Institute of Applied Economic and Social Research, and adjusted for household composition using the modified OECD equivalence scale. The C14, C10 and C4 are minimum award rates set under the *Manufacturing and Associated Industries and Occupations Award 2010*. AWOTE data are expressed in original terms.

Assumptions: Tax-transfer parameters as at December 2012, December 2016 and December 2017. Wage rates for 2012: C14 = \$606.40 pw, C10 = \$706.10 pw, C4 = \$848.20 and AWOTE of full-time employees = \$1396.00 pw. Wage rates for 2016: C14 = \$672.70 pw, C10 = \$783.30 pw, C4 = \$940.90 pw and AWOTE of full-time employees = \$1533.40. Wage rates for 2017: C14 = \$694.90 pw, C10 = \$809.10 pw, C4 = \$971.90 pw and AWOTE of full-time employees = \$1569.60. Other assumptions as per Table 8.4.

Source: ABS, *Average Weekly Earnings, Australia, Nov 2017*, Catalogue No. 6302.0; ABS, *Household Income and Income Distribution, Australia, 2011–12*, Catalogue No. 6623.0; ABS, *Household Income and Wealth, Australia, 2015–16*, Catalogue No. 6523.0; Fair Work Commission modelling; *Manufacturing and Associated Industries and Occupations Award 2010*; Melbourne Institute of Applied Economic and Social Research (2017), *Poverty Lines: Australia*, December quarter 2017.

Chart 8.5: Gini coefficient of equivalised household disposable income



Note: Estimates presented for 2007–08 onwards are not directly comparable with estimates for previous cycles due to improvements made to measuring income introduced in the 2007–08 cycle. Estimates for 2003–04 and 2005–06 have been recompiled to reflect those improvements; however, not all components introduced in 2007–08 were available for earlier cycles.

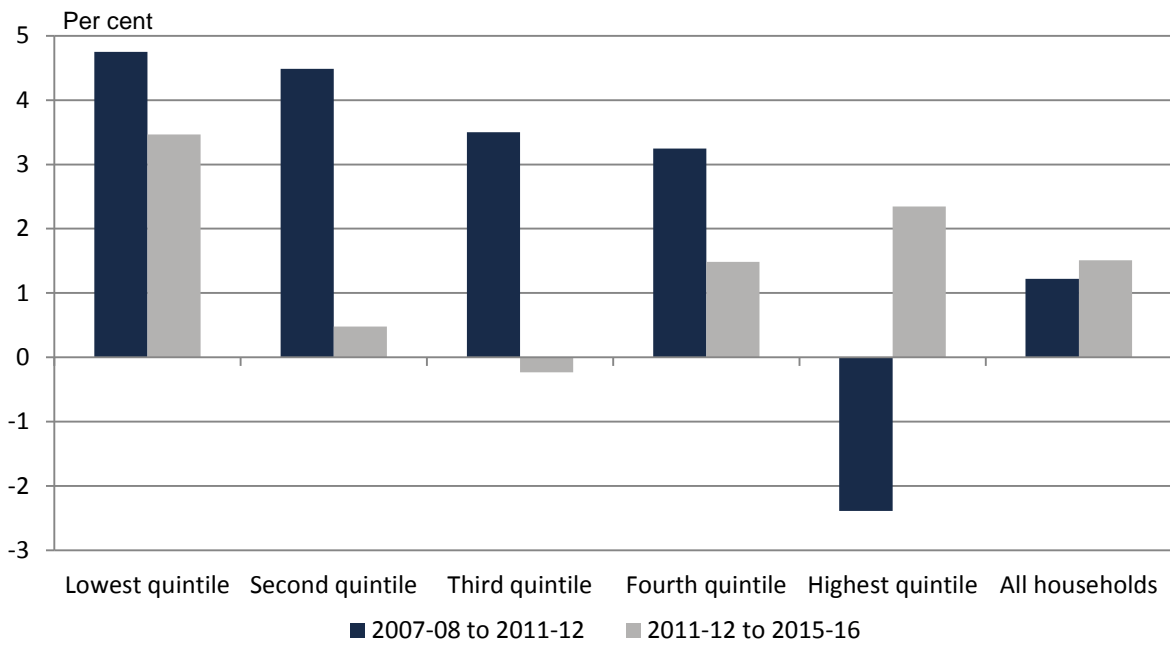
Source: ABS, *Household Income and Wealth, Australia, 2015–16*, Catalogue No. 6523.0.

Table 8.7: Growth in real weekly equivalised household disposable income, by selected percentiles

	2007–08 to 2011–12 (% change)	2011–12 to 2015–16 (% change)
10 th percentile	7.9	6.3
50 th percentile (median)	3.1	–0.4
90 th percentile	1.8	1.2

Source: ABS, *Household Income and Wealth, Australia, 2015–16*, Catalogue No. 6523.0.

Chart 8.6: Growth in real weekly equivalised household disposable income, by quintile



Source: ABS, *Household Income and Wealth, Australia, 2015–16*, Catalogue No. 6523.0.

Table 8.8: Weekly equivalised household disposable income of selected NMW-reliant households and location in the employee household distribution, December 2015

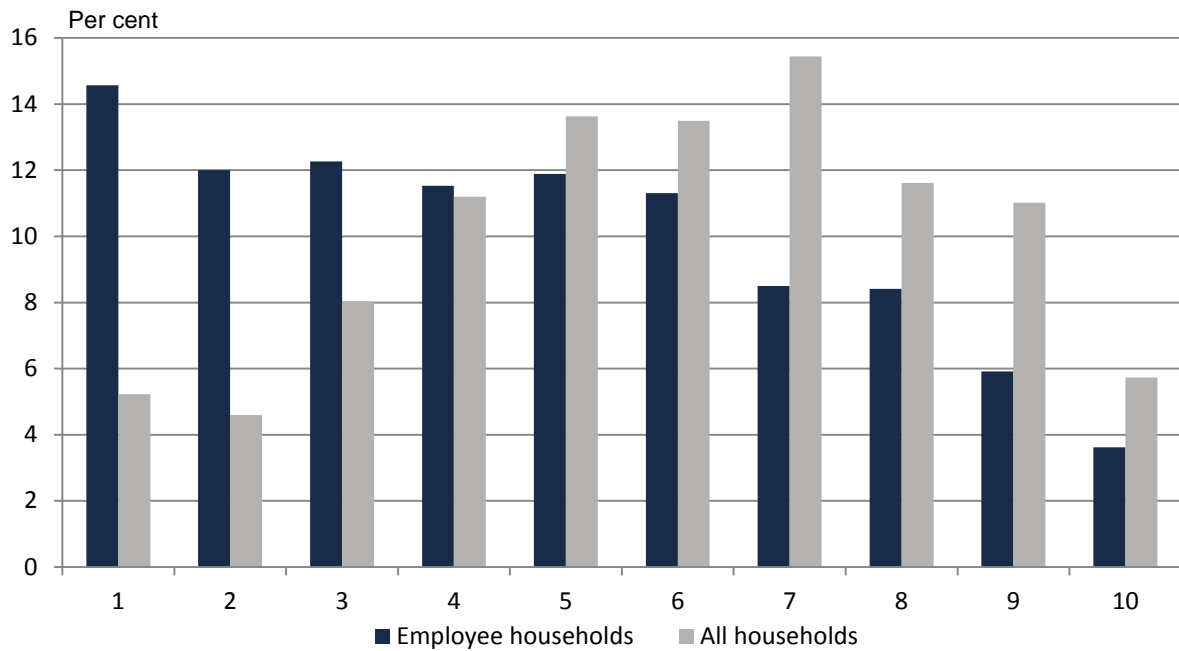
	Disposable income (\$)	Equivalised household disposable income (\$)	Decile in distribution
Single adult	594.01	594.01	2 nd
Single parent working FT, 1 child	858.04	659.91	2 nd
Single parent working PT, 1 child	596.23	458.64	1 st
Single parent working FT, 2 children	971.87	607.23	2 nd
Single parent working PT, 2 children	711.60	444.75	1 st
Single-earner couple (with NSA)	788.57	526.67	1 st
Single-earner couple	612.92	408.61	1 st
Single-earner couple, 1 child (with NSA)	982.76	545.89	1 st
Single-earner couple, 1 child	858.04	476.60	1 st
Single-earner couple, 2 children (with NSA)	1096.59	522.04	1 st
Single-earner couple, 2 children	971.87	462.65	1 st
Dual-earner couple	952.44	614.97	2 nd
Dual-earner couple, 1 child	1127.75	626.44	2 nd
Dual-earner couple, 2 children	1244.70	592.57	2 nd

Note: Household disposable 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. Employee households are those whose principal source of income is from salary and wages.

Tax/transfer parameters as at December 2015. Other assumptions as per Table 8.4.

Source: ABS, *Microdata: Household Expenditure, Income and Housing, 2015–16*, Detailed Microdata, DataLab, Catalogue No. 6540.0; Fair Work Commission modelling.

Chart 8.7: Distribution of low-paid employees across equivalised household disposable income for employee and all households, 2015–16

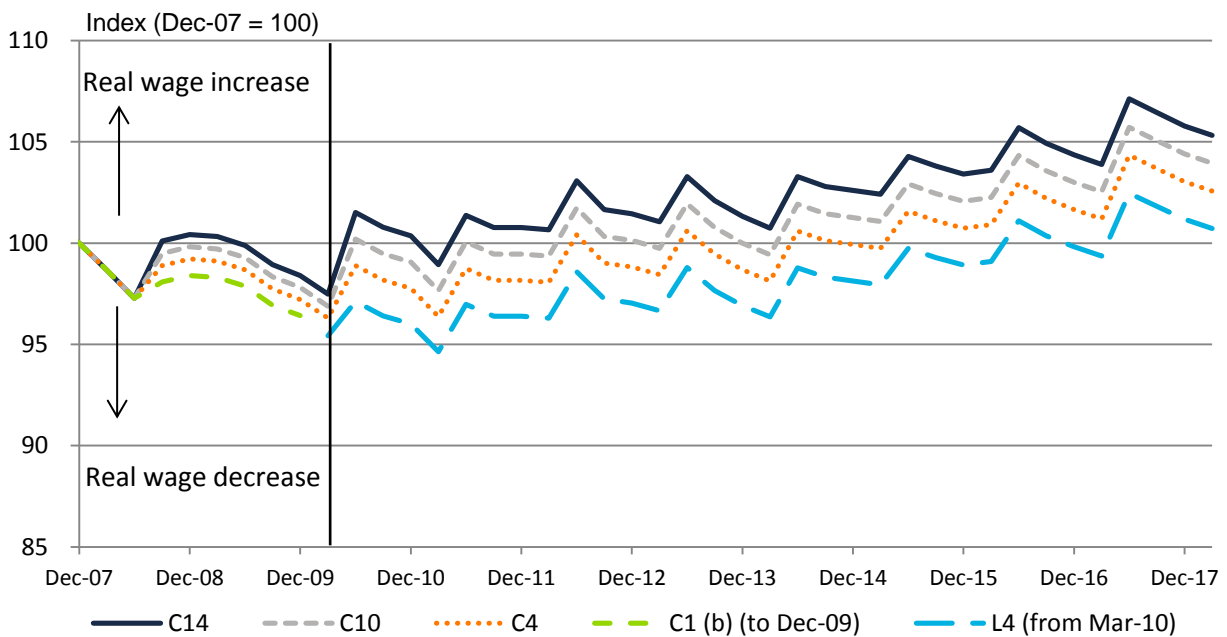


Note: Low-paid employees refer to all employees whose hourly earnings are below two-thirds of median hourly earnings of full-time adult employees, including juniors. Hourly earnings are calculated as current weekly cash employee income from main job (including salary sacrifice) divided by usual hours worked per week in main job. Usual hours worked in main job are top-coded at 60 hours per week. No allowance for casual loading has been made as casual employees cannot be identified. Employee households are those whose principal source of income is from salary and wages.

Source: ABS, *Microdata: Household Expenditure, Income and Housing, 2015–16*, Detailed Microdata, DataLab, Catalogue No. 6540.0.

9 Real wages and the cost of living

Chart 9.1: Real value of selected minimum wage rates, indexes—Dec-07 = 100



Note: Up to 30 June 2009, the minimum rates are those in Australian Pay and Classifications Scale (and from 1 July 2009, transitional Australian Pay and Classification Scale) derived from the *Metal, Engineering, and Associated Industries Award 1998*; post 1 January 2010 minimum rates C14, C10 and C4 are those in the *Manufacturing and Associated Industries and Occupations Award 2010* and the L4 rate from the *Professional Employees Award 2010*. For the purpose of the analysis, the L4 rate was calculated by dividing the annual salary for the L4 classification by 365 and multiplying by 7 to get a weekly rate.

Source: ABS, *Consumer Price Index, Australia, Mar 2018*, Catalogue No. 6401.0; *Metal, Engineering and Associated Industries Award 1998*; *Manufacturing and Associated Industries and Occupations Award 2010*; *Professional Employees Award 2010*.

Table 9.1: Real national minimum wage and percentage change—December quarter 2017 dollars

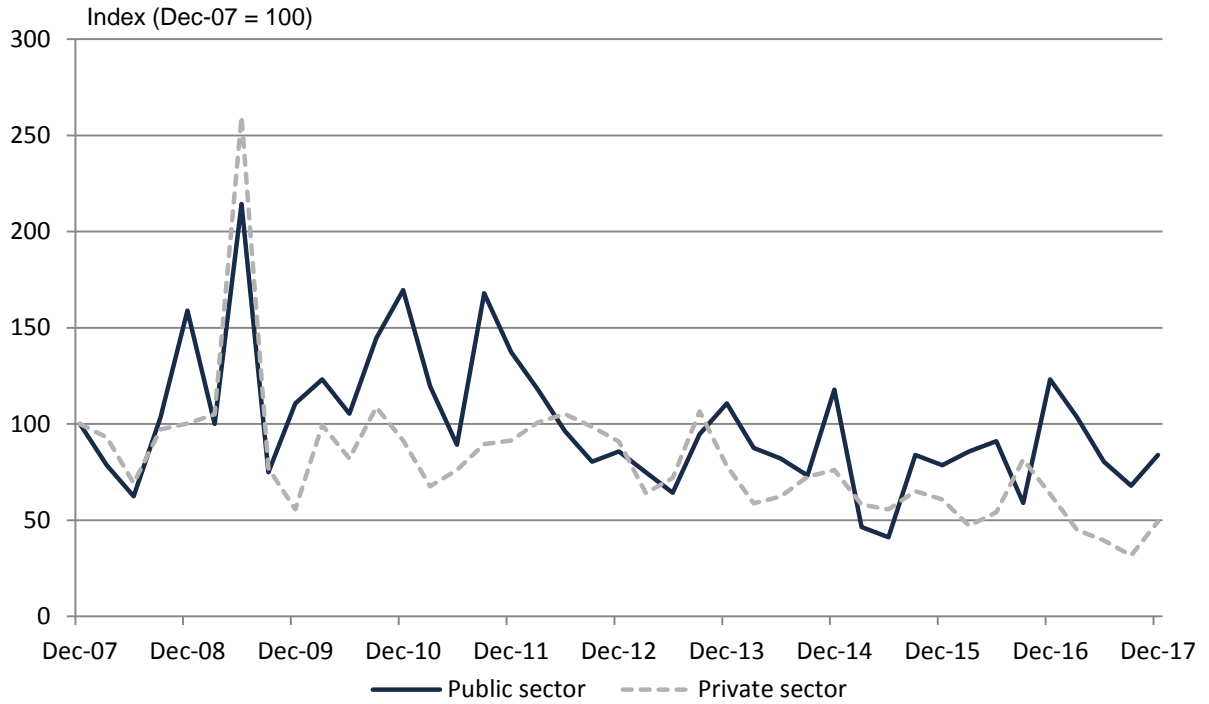
Year	Real national minimum wage (\$)	Change (%)
Dec-07	656.90	-0.9
Dec-08	659.72	0.4
Dec-09	646.42	-2.0
Dec-10	659.30	2.0
Dec-11	661.93	0.4
Dec-12	666.45	0.7
Dec-13	665.54	-0.1
Dec-14	673.97	1.3
Dec-15	679.32	0.8
Dec-16	685.54	0.9
Dec-17	694.90	1.4
Change over decade	38.00	5.8

Note: Real minimum wage calculated from C14 (NMW) and CPI (original data) from the December quarter of each year.

Source: ABS, *Consumer Price Index, Australia, Mar 2018*, Catalogue No. 6401.0; Australian Fair Pay Commission/Fair Work Australia/FWC decisions.

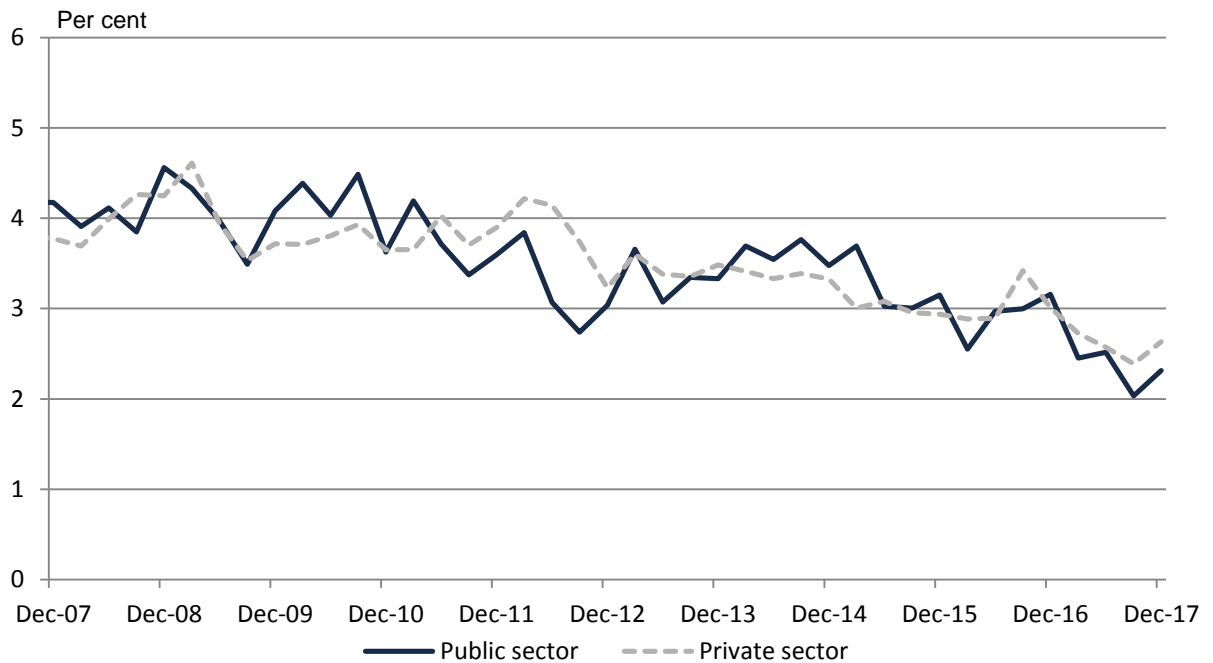
10 Enterprise bargaining

Chart 10.1: Number of agreements approved in the quarter by sector, indexes—Dec-07=100



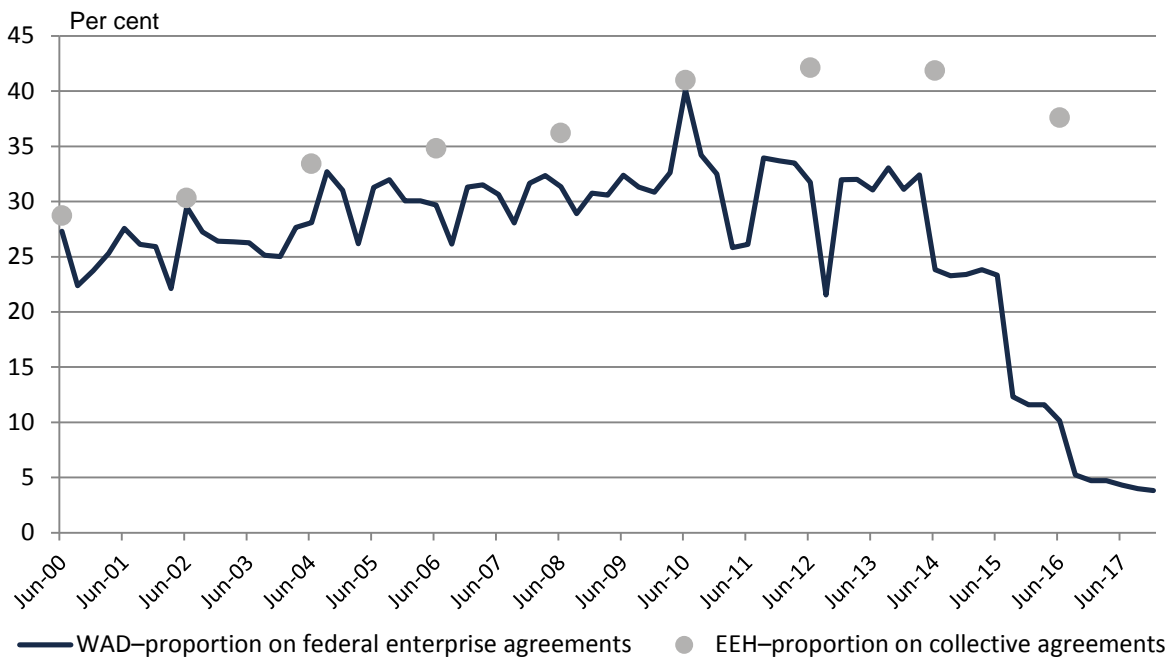
Source: Department of Jobs and Small Business, *Trends in Federal Enterprise Bargaining*, December quarter 2017.

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



Source: Department of Jobs and Small Business, *Trends in Federal Enterprise Bargaining*, December quarter 2017.

Chart 10.3: Proportion of employees covered by current enterprise agreements in Retail trade



Note: Data from the EEH for 2016 are non-managerial employees as data for all employees by method of setting pay and industry are not available.

Source: ABS, *Employee Earnings and Hours, Australia*, various, Catalogue No. 6306.0; ABS, *Labour Force, Australia, Detailed, Quarterly, Feb 2018*, Catalogue No. 6291.0.55.003; Department of Jobs and Small Business, *Trends in Federal Enterprise Bargaining*, December quarter 2017.

11 Equal remuneration

Table 11.1: Estimates of the gender pay gap

Measure	Male earnings (\$)	Female earnings (\$)	Gender pay gap (%)
AWOTE (Nov 2017)	1662.70	1409.00	15.3
EEH adult hourly ordinary time cash earnings (May 2016)	42.03	36.13	14.0
EEH non-managerial adult hourly ordinary time cash earnings (May 2016)	39.41	35.09	11.0

Note: AWOTE is expressed in trend terms and refer to 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.

Source: ABS, *Average Weekly Earnings, Australia, Nov 2017*, Catalogue No. 6302.0; ABS, *Microdata: Employee Earnings and Hours, Australia, May 2016*, Catalogue No. 6306.0.55.001.

Table 11.2: Measures of the gender pay gap, average hourly ordinary time cash earnings of non-managerial adult employees, by industry

	2010	2012	2014	2016
Mining	0.81	0.87	0.85	0.86
Manufacturing	0.86	0.81	0.81	0.96
Electricity, gas, water and waste services	0.88	0.86	0.91	0.93
Construction	0.87	0.76	0.76	0.78
Wholesale trade	0.90	0.91	0.90	0.90
Retail trade	0.92	0.91	0.90	0.92
Accommodation and food services	0.95	0.94	0.96	0.95
Transport, postal and warehousing	0.92	0.94	0.95	0.92
Information media and telecommunications	0.82	0.90	0.78	0.81
Financial and insurance services	0.70	0.78	0.80	0.79
Rental, hiring and real estate services	0.85	0.88	0.79	0.78
Professional, scientific and technical services	0.80	0.80	0.81	0.84
Administrative and support services	0.88	0.87	0.84	0.89
Public administration and safety	0.97	0.94	0.97	0.96
Education and training	0.89	0.93	0.93	0.86
Health care and social assistance	0.78	0.85	0.85	0.75
Arts and recreation services	0.92	0.85	0.88	0.88
Other services	0.94	0.90	0.92	0.93
All industries	0.89	0.88	0.87	0.89

Note: The rate ratio is calculated by dividing female earnings for each respective year and industry by male earnings for the same year and industry. For 2010–2012, adult employees are 21 years of age or over, or employees under 21 years old who are paid at the full adult rate for their occupation. From 2014, the definition of 'Adult rate of pay' excludes employees over 21 years of age on apprentice or trainee, and disability rates of pay. All relative standard errors for estimates which are used to produce mean rate ratios were 9% or lower. The estimates used are therefore considered to be relatively reliable.

Source: ABS, *Gender Indicators, Australia, Sep 2017*, Catalogue No. 4125.0.

Table 11.3: Measures of the gender pay gap, average hourly ordinary time cash earnings of non-managerial adult employees, by occupation

	2010	2012	2014	2016
Managers ^(a)	0.84	0.82	0.76	0.87
Professionals	0.85	0.89	0.87	0.86
Technicians and trades workers	0.81	0.78	0.80	0.78
Community and personal service workers	0.84	0.82	0.80	0.82
Clerical and administrative workers	0.86	0.87	0.85	0.86
Sales workers	0.85	0.83	0.85	0.87
Machinery operators and drivers	0.89	0.88	0.89	0.86
Labourers	0.86	0.77	0.86	0.85
All occupations	0.89	0.88	0.87	0.89

Note: (a) The group contains those employees classified as non-managerial according to the EEH definition, but classified to the occupation major group of Managers according to the Australian and New Zealand Standard Classification of Occupations (ANZSCO).

The rate ratio is calculated by dividing female earnings for each respective year and occupation by male earnings for the same year and occupation. For 2010–2012, adult employees are 21 years of age or over, or employees under 21 years old who are paid at the full adult rate for their occupation. From 2014, the definition of 'Adult rate of pay' excludes employees over 21 years of age on apprentice or trainee, and disability rates of pay. Occupation data for 2014 are classified according to the ANZSCO 2013. Prior to this, occupation data were classified according to the ANZSCO 2006. All relative standard errors for estimates which are used to produce mean rate ratios were 5% or lower. The estimates used are therefore considered to be relatively reliable.

Source: ABS, *Gender Indicators, Australia, Sep 2017*, Catalogue No. 4125.0.

12 Forecasts

Table 12.1: 2018–19 Budget forecasts, international GDP growth forecasts

	2017 (actuals)	2018 (forecasts)	2019 (forecasts)	2020 (forecasts)
World	3.8	3¾	3¾	3¾
Major trading partners	4.6	4¼	4¼	4¼

Note: World growth rates are calculated using GDP weights based on purchasing power parity (PPP), while growth rates for major trading partners are calculated using export trade weights.

Source: Australian Government, *Budget Paper No. 1: Budget Strategy and Outlook 2018–19*, Canberra, p. 2-10.

Table 12.2: IMF real GDP growth projections

	2017 (estimates)	2018 (projections)	2019 (projections)
Australia	2.3	3.0	3.1
Advanced economies	2.3	2.5	2.2
World	3.8	3.9	3.9

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

Source: IMF (2018), *World Economic Outlook*, April, <<http://www.imf.org/en/Publications/WEO/Issues/2018/03/20/world-economic-outlook-april-2018?cid=em-COM-123-36912>>.

Table 12.3: 2018–19 Budget forecasts, domestic economy forecasts^(a)

	Outcomes ^(b)		Forecasts	
	2016–17	2017–18	2018–19	2019–20
Real gross domestic product	2.1	2¾	3	3
Household consumption	2.6	2¾	2¾	3
Dwelling investment	2.8	–3	1½	0
Total business investment ^(c)	–4.0	4½	3	4½
Mining investment	–24.2	–11	–7	3½
Non-mining investment	6.1	10½	5½	5
Private final demand ^(c)	1.4	2½	2½	3
Public final demand ^(c)	5.1	4¾	3	2¾
Change in inventories ^(d)	0.1	–¼	0	0
Gross national expenditure	2.4	3	2¾	3
Exports of goods and services	5.5	2½	4	2½
Imports of goods and services	4.9	5	2	2½
Net exports ^(d)	0.0	–½	¼	0
Nominal gross domestic product	5.9	4¼	3¾	4¾
Prices and wages				
Consumer price index ^(e)	1.9	2	2¼	2½
Wage price index ^(f)	1.9	2¼	2¾	3¼
GDP deflator	3.8	1¾	¾	1½
Labour market				
Participation rate (per cent) ^(g)	65.0	65½	65½	65½
Employment ^(f)	1.9	2¾	1½	1½
Unemployment rate (per cent) ^(g)	5.6	5½	5¼	5¼
Balance of payments				
Terms of trade ^(h)	14.4	1½	–5¼	–2¼
Current account balance (per cent of GDP)	–2.1	–2¼	–2¾	–3¼

Note: The forecasts for the domestic economy are based on several technical assumptions. The exchange rate is assumed to remain around its recent average level—a trade-weighted index of around 63 and a US dollar exchange rate of around 77 US cents. Interest rates are assumed to move broadly in line with market expectations. World oil prices (Malaysian Tapis) are assumed to remain around US\$71 per barrel.

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

(b) Calculated using original data unless otherwise indicated.

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

(d) Percentage point contribution to growth in GDP.

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

(f) Seasonally adjusted, through-the-year growth rate to the June quarter.

(g) Seasonally adjusted rate for the June quarter.

(h) The forecasts are underpinned by price assumptions for key commodities: iron ore spot price remaining at US\$55/tonne free-on-board (FOB); metallurgical coal spot price falling over the June and September quarters of 2018 to reach US\$120/tonne FOB by the December 2018 quarter; and the thermal coal spot price remaining at US\$93/tonne FOB.

Source: Australian Government, *Budget Paper No. 1: Budget Strategy and Outlook 2018–19*, Canberra, p. 2-6.

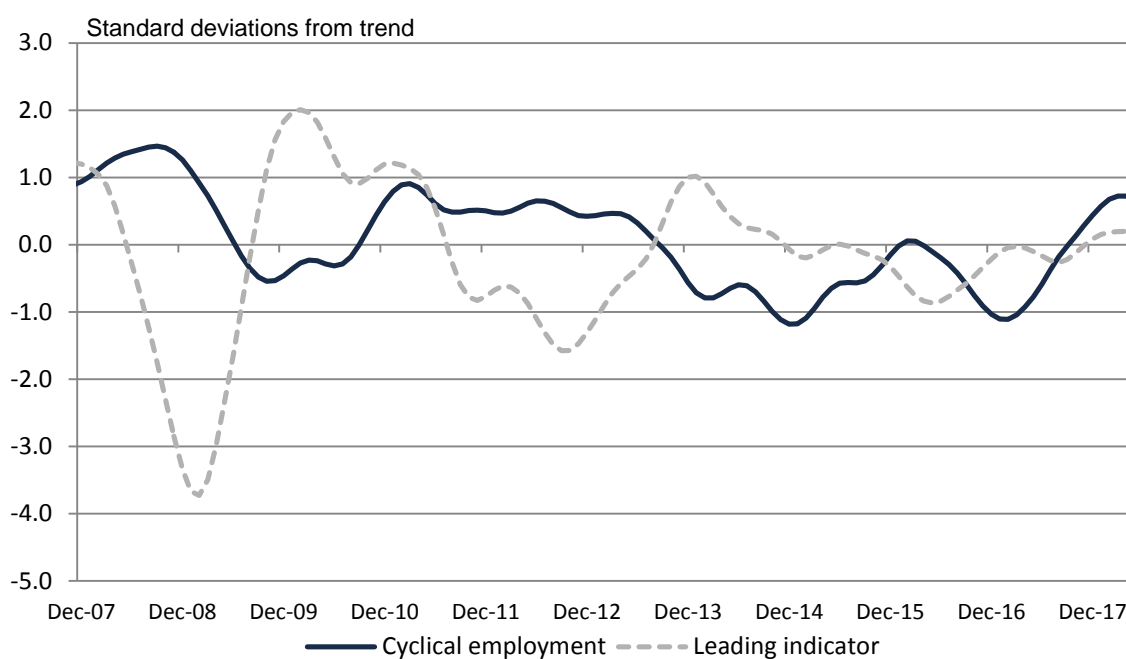
Table 12.4: RBA economy forecasts, growth rates

	Dec-17	Jun-18	Dec-18	Jun-19	Dec-19	Jun-20
GDP growth	2.4	2¾	3¼	3½	3¼	3
Unemployment rate*	5.5	5½	5½	5¼	5¼	5¼
CPI inflation	1.9	2	2¼	2¼	2¼	2¼
Underlying inflation	1¾	2	2	2	2	2¼

Note: * Average rate in the quarter.

Underlying inflation is calculated by taking the average of the weighted median and trimmed mean measures of inflation. Percentage change for the year-ended shown. Technical assumptions include A\$ at US\$0.75, Trade Weighted Index at 62, Brent crude oil price at US\$71 per barrel. Shaded regions are historical data.

Source: RBA, *Statement on Monetary Policy*, May 2018, p. 58, Table 5.1.

Chart 12.1: Department of Employment’s monthly leading indicator of employment


Source: Department of Jobs and Small Business, *Monthly Leading Indicator of Employment*, May 2018, <<http://employment.gov.au/departments-leading-indicator-employment-latest-release>>.

13 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 Chapter 3, *Early childhood education and care*, from the latest Report on Government Services 2018 is provided here: <http://www.pc.gov.au/research/ongoing/report-on-government-services/2018/child-care-education-and-training/early-childhood-education-and-care/rogs-2018-partb-chapter3.pdf>.

14 Minutes of the Monetary Policy Meetings of the Reserve Bank Board

Minutes of June 2017 Monetary Policy Meeting

<http://www.rba.gov.au/monetary-policy/rba-board-minutes/2017/2017-06-06.html>

Minutes of July 2017 Monetary Policy Meeting

<http://www.rba.gov.au/monetary-policy/rba-board-minutes/2017/2017-07-04.html>

Minutes of August 2017 Monetary Policy Meeting

<http://www.rba.gov.au/monetary-policy/rba-board-minutes/2017/2017-08-01.html>

Minutes of September 2017 Monetary Policy Meeting

<http://www.rba.gov.au/monetary-policy/rba-board-minutes/2017/2017-09-05.html>

Minutes of October 2017 Monetary Policy Meeting

<http://www.rba.gov.au/monetary-policy/rba-board-minutes/2017/2017-10-03.html>

Minutes of November 2017 Monetary Policy Meeting

<http://www.rba.gov.au/monetary-policy/rba-board-minutes/2017/2017-11-07.html>

Minutes of December 2017 Monetary Policy Meeting

<http://www.rba.gov.au/monetary-policy/rba-board-minutes/2017/2017-12-05.html>

Minutes of February 2018 Monetary Policy Meeting

<https://www.rba.gov.au/monetary-policy/rba-board-minutes/2018/2018-02-06.html>

Minutes of March 2018 Monetary Policy Meeting

<https://www.rba.gov.au/monetary-policy/rba-board-minutes/2018/2018-03-06.html>

Minutes of April 2018 Monetary Policy Meeting

<https://www.rba.gov.au/monetary-policy/rba-board-minutes/2018/2018-04-03.html>

Minutes of May 2018 Monetary Policy Meeting

<https://www.rba.gov.au/monetary-policy/rba-board-minutes/2018/2018-05-01.html>

15 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 para. 298]

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

NAB Quarterly Business Survey—March 2018

<https://business.nab.com.au/nab-quarterly-business-survey-march-quarter-2018-29410/>

Australian Chamber-Westpac Survey of Industrial Trends—March 2018

<https://www.australianchamber.com.au/publications/australian-chamber-westpac-survey-industrial-trends-march-2018/>

Sensis Business Index—March 2018

https://www.sensis.com.au/asset/Reports/Sensis_Business_Index_March_2018.pdf

16 Expenditure patterns and indicators of financial stress

Table 16.1: Estimated average weekly expenditure, employee households in bottom quintile of equivalised household disposable income and all employee households, 2015–16

Expenditure group	Households in bottom quintile of EHDl	Proportion of total expenditure	All households	Proportion of total expenditure
	(\$)	(%)	(\$)	(%)
Current housing costs (selected dwelling)	290.60	22.0	338.00	19.0
Domestic fuel and power	43.68	3.3	44.97	2.5
Food and non-alcoholic beverages	228.85	17.3	280.19	15.7
Alcoholic beverages	23.60	1.8	39.05	2.2
Tobacco products	15.14	1.1	14.40	0.8
Clothing and footwear	39.72	3.0	55.10	3.1
Household furnishings and equipment	48.47	3.7	67.87	3.8
Household services and operation	38.51	2.9	55.38	3.1
Medical care and health expenses	71.32	5.4	91.06	5.1
Transport	165.85	12.6	259.69	14.6
Communication	47.94	3.6	54.53	3.1
Recreation	123.35	9.3	202.34	11.4
Education	44.77	3.4	55.15	3.1
Personal care	24.84	1.9	34.94	2.0
Miscellaneous goods and services	71.55	5.4	119.39	6.7
Other capital housing costs (restricted)	41.43	3.1	69.18	3.9
Average household expenditure on goods and services (including other capital housing costs (restricted))	1319.63	100.0	1781.27	100.0
Average household income	1246.38		2680.06	
Observations	1027		5181	

Note: Employee households are those whose principal source of income is from salary and wages. Other capital housing costs (restricted) excludes Mortgage repayments—principal component (other property), Purchase of selected dwelling or other property and Capital housing costs not elsewhere classified (nec). About 28.9 per cent of all adult employees in the bottom quintile of EHDl are classified as low paid, with hourly earnings equal to or below two-thirds of median hourly earnings of full-time adult employees. Hourly earnings are calculated as current weekly income (including salary sacrifice) divided by usual hours worked per week in main and second job.

Data from 2009–10 are available in the *Statistical Report—Annual Wage Review 2014–15*. Communication and Education were introduced as separate categories of expenditure in the 2015–16 Household Expenditure Classification.

Source: ABS, *Microdata: Household Expenditure, Income and Housing, 2015–16*, Detailed Microdata, DataLab, Catalogue No. 6540.

Table 16.2: Financial stress and deprivation experienced by all households with adult employees and households with only low-paid adult employees

Financial stress indicators	All households with adult employees		Households with only low-paid adult employees	
	2009–10 (%)	2015–16 (%)	2009–10 (%)	2015–16 (%)
In the last 12 months, spent more money than received/usually spend more than income	17.6	12.2	24.4	19.0
Unable to raise \$2000 a week for something important	17.6	11.5	21.1	23.1
Could not pay electricity, gas or telephone bills on time	14.1	10.2	20.9	14.1
Could not pay car registration or insurance on time	5.8	4.2	10.2	4.2
Pawned or sold something	3.6	2.3	5.8	2.6
Went without meals	3.7	1.5	6.8	4.5
Could not afford to heat home	2.8	1.0	2.2	1.3
Sought assistance from welfare/community organisation	4.2	1.1	6.5	2.2
Sought financial help from friends or family	8.9	6.5	14.7	9.2
Deprivation indicators				
Could not afford holiday for at least one week a year	31.4	21.1	38.4	36.7
Could not afford a night out once a fortnight	24.3	16.0	31.5	30.6
Could not afford friends or family over for a meal once a month	10.5	5.2	10.9	13.2
Could not afford a special meal once a week	16.8	9.7	21.2	19.1
Could only afford second hand clothes most of the time	13.7	8.5	16.6	17.5
Could not afford leisure or hobby activities	14.7	7.9	19.6	14.6

Note: Low-paid adult employees defined as employees whose hourly earnings are at or below two-thirds of median hourly earnings of full-time adult employees. Households whose principal source of income is from own unincorporated business are excluded. Hourly earnings calculated as current weekly income (including salary sacrifice) divided by usual hours worked per week in main and second job. About 15.6 per cent of all adult employees were low paid in 2009–10 and 16.4 per cent were low paid in 2015–16. Data from 2003–04 and 2009–10 are available in the *Statistical Report—Annual Wage Review 2016–17*.

Source: ABS, *Household Expenditure Survey Expanded Confidentialised Unit Record File, 2009–10*, Catalogue No. 6540.0; ABS, *Microdata: Household Expenditure, Income and Housing, 2015–16*, Detailed Microdata, DataLab, Catalogue No. 6540.

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[2013] FWCFB 8514, Attachment A, p. 3.