



STATEMENT

Fair Work Act 2009

s.285—Annual wage reviews to be conducted

Annual Wage Review 2019–20

(C2020/1)

JUSTICE ROSS, PRESIDENT

MELBOURNE, 29 NOVEMBER 2019

DRAFT RESEARCH PROGRAM

[1] The *Annual Wage Review 2018–19* decision stated that the Expert Panel intended to give consideration to a research program for the *Annual Wage Review 2019–20* (2019–20 Review) and gave interested parties an opportunity to lodge research proposals.¹ One proposal was received from the Australian Council of Trade Unions in relation to addressing budget standards and posted on the Fair Work Commission’s (Commission’s) website.²

[2] A draft research program for the 2019–20 Review is provided at Attachment A for comment. The draft research program includes a description of the Statistical report and Research reference list.

[3] Submissions to the Commission regarding the draft research program should be made by close of business on **Friday 6 December 2019** and can be filed electronically at awr@fwc.gov.au.

[4] All submissions will be posted to the Commission’s website.



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<PR714732>

¹ [2019] FWCFB 3500 at [464].

² See <https://www.fwc.gov.au/awards-agreements/minimum-wages-conditions/annual-wage-reviews/annual-wage-review-2019-20/research-0>.

Attachment A

Annual Wage Review 2019–20 —draft research program



The following items will be published to inform the *Annual Wage Review 2019–20* (2019–20 Review).

Statistical report

This will follow the format of previous Statistical reports and will be updated throughout the 2019–20 Review as new data are released. Each version of the Statistical report will be available on the Fair Work Commission (Commission) website.

Research reference list

This will follow the format of previous Research reference lists and will include Australian and international literature, such as working papers, journal articles or other types of published reports relevant to the minimum wages and modern awards objectives. The list will initially cover literature published following the Annual Wage Review 2018–19 (2018–19 Review) and be updated throughout the 2019–20 Review.

Research reports

Outlines of the research reports to be undertaken for the 2019–20 Review are provided below.

Low-paid employees

This report will provide an analysis of the characteristics of award-reliant employees and how they compare with low-paid employees. In determining low-paid employees, the research will consider various data sources and thresholds of low pay. The report will also provide analysis on the proportion of employees that are both low paid and award reliant, their household circumstances, and their labour market transitions.

Budget standards and living wages: international measures and approaches

The 2018–19 Review decision stated that the Panel sees merit in research addressing how budget standards can be appropriately updated and to consider methods that can advance this area of research for future Reviews.³ This report will review and summarise approaches to budget standards in other countries and how they relate to living wages. The countries selected for the report will comprise advanced economies similar to Australia.

³ [2019] FWCFB 3500 at [464].

Accessing ABS data sources

The Commission is engaging with the Australian Bureau of Statistics (ABS) to explore opportunities to use and link various data sources to undertake research topics relevant to the minimum wages and modern awards objectives. Research proposals and expectant projects will be communicated in due course.

Modern Awards Database

This brief report will provide an overview of the Commission's Modern Award Database (database). The database contains wages, expense allowances and penalties related to all modern awards and is intended to be made publicly available in the second half of 2020.