

# Research reference list: Annual Wage Review 2022–23

Economic Analysis Team Fair Work Commission



### Contents

Introduction3
1. Australian research
1.1 The national economy4
1.1.1. Economic indicators4
1.1.2. Labour market indicators6
1.2. Social inclusion through increased workforce participation7
1.3. Relative living standards and the needs of the low paid7
1.4. The need to achieve gender equality8
1.5. Junior employees, employees to whom training arrangements apply and employees with
disability9
1.6. The need to encourage collective bargaining9
1.7. The need to improve access to secure work9
2. International research



## Research reference list— Annual Wage Review 2022–23

#### Introduction

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

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

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

<sup>&</sup>lt;sup>1</sup> [2014] FWCFB 6846 (30 September 2014), p. 5.



### 1. Australian research

### 1.1 The national economy

#### 1.1.1. Economic indicators

Agarwal N, Gao R & Garner M (2023) <u>Renters, rent inflation and renter stress</u>, Reserve Bank of Australia Bulletin, March.

Australian Bureau of Statistics (ABS) (2022), *Economic gains and losses over the COVID-19 pandemic*, 7 September.

ABS (2022), <u>16 things that happened in the Australian economy in June quarter 2022</u>, 7 September.

ABS (2022), <u>12 things to know about the Australian economy right now</u>, 7 December.

ABS (2022), <u>Understanding labour quality and its contribution to productivity measurement</u>, 13 December.

ABS (2022), *Has worker compensation reflected labour productivity growth?*, 13 December.

ABS (2023), <u>12 things that happened in the Australian economy during the last quarter</u>, 1 March.

ABS (2023), Impacts of flooding in December quarter 2022, 1 March.

Australian Government (2023), *Budget 2023–24, Budget strategy and outlook: Budget paper no. 1,* Commonwealth of Australia, 9 May.

Australian Government (2023), <u>Budget 2023–24, Budget measures: Budget paper no. 2</u>, Commonwealth of Australia, 9 May.

Bullock M (2022), <u>The economic outlook</u>, address to the Australian Business Economists, Deputy Governor, Reserve Bank of Australia, Sydney, 9 November.

Bruno A, Davis K & Staib A (2022), <u>The recovery in the Australian tourism industry</u>, Reserve Bank of Australia Bulletin, December.

Commonwealth of Australia (2023), Economics Legislation Committee, Senate, 15 February.



Commonwealth of Australia (2023), <u>Review of the Reserve Bank of Australia Annual Report 2022</u>, House of Representatives Standing Committee on Economics, 17 February.

Commonwealth of Australia (2023), Select Committee on the Cost of Living, Senate, 1 February.

Day I, Duretto Z, Hartigan P & Hambur J (2022), <u>Competition in Australia and its impact on productivity growth</u>, Treasury Round Up, October.

Duretto Z, Majeed O & Hambur J (2022), <u>Overview: Understanding productivity in Australia and the global</u> <u>slowdown</u>, Treasury Round Up, October.

Hambur J & Andrews D (2023), *Doing less, with less: capital misallocation, investment and the productivity* <u>slowdown in Australia</u>, Reserve Bank of Australia, Research Discussion Paper 2023-03, March.

Hanmer F & Marquardt M (2023), <u>New insights into the rental market</u>, Australian Bureau of Statistics and Reserve Bank of Australia, 24 April.

International Monetary Fund (2023), Australia, IMF Country Report No. 23/50, February.

International Monetary Fund (2023), *Australia*, IMF Country Report No. 23/51, February.

Kennedy S (2023), <u>Address to the Australian Business Economists</u>, Secretary to the Treasury, Post-Budget economic briefing, 18 May.

Kohler M & Rosewall T (2023), <u>Opening Statement to the Senate Select Committee on the Cost of Living</u>, Reserve Bank of Australia, Sydney, 1 February.

Lowe P (2022), *Inflation, productivity and the future of money*, address to the Australian Strategic Business Forum 2022, Governor, Reserve Bank of Australia, Melbourne, 20 July.

Lowe P (2022), <u>Inflation and the monetary policy framework</u>, speech to the Anika Foundation, Governor, Reserve Bank of Australia, Sydney, 8 September.

Lowe P (2022), <u>Price stability, the supply side and prosperity</u>, CEDA annual dinner address, Governor, Reserve Bank of Australia, Melbourne, 22 November.

Lowe P (2023), <u>Opening Statement to the House of Representatives Standing Committee on Economics,</u> <u>Governor</u>, Reserve Bank of Australia, Canberra, 17 February.



Fair Work Commission

Lowe P (2023), *Inflation and Recent Economic Data*, keynote address to the Financial Review Business Summit 2023, Governor, Reserve Bank of Australia, 8 March, Sydney.

Lowe P (2023), <u>Monetary policy, demand and supply</u>, address at the National Press Club, Governor, Reserve Bank of Australia, 5 April, Sydney.

Productivity Commission (2022), <u>5-year Productivity Inquiry: The Key to Prosperity: Interim report</u>, 3 August 2022.

Suthaharan N & Bleakley J (2022), <u>Wage-price dynamics in a high-inflation environment: the international</u> <u>evidence</u>, Reserve Bank of Australia Bulletin, September.

#### 1.1.2. Labour market indicators

ABS (2022), Insights into hours worked, June 2022, 14 July.

ABS (2022), Insights into hours worked, July 2022, 18 August.

ABS (2022), Analytical measures of labour costs, 7 September.

ABS (2022), Insights into hours worked, August 2022, 15 September.

ABS (2022), Insights into hours worked, September 2022, 20 October.

ABS (2022), <u>The impact of the COVID-19 pandemic on employee jobs and income</u>, June quarter 2020, 8 November.

ABS (2022), Insights into hours worked, October 2022, 17 November.

ABS (2022), Insights into hours worked, November 2022, 15 December.

ABS (2023), Insights into hours worked, December 2022, 19 January.

ABS (2023), Insights into hours worked, January 2023, 16 February.

ABS (2023), Insights into hours worked, February 2023, 16 March.

ABS (2023), Insights into hours worked, March 2023, 13 April.

ABS (2023), Insights into hours worked, April 2023, 18 May.



Fair Work Commission

ABS (2023), Historical charts from August 1966 to January 2023, 16 February.

ABS (2023), *Historical charts from August 1966 to February 2023*, 16 March.

Black S & Chow E (2022), *Job Mobility in Australia during the COVID-19 Pandemic*, Reserve Bank of Australia Bulletin, June.

Hambur J (2023), *Did labour market concentration lower wages growth pre-COVID?*, Reserve Bank of Australia, Research Discussion Paper 2023-02.

Jobs and Skills Australia (2023), Labour Market Update, 28 February.

Yuen K & Tomlinson J (2023), <u>A profile of employee characteristics across modern awards, Fair Work</u> <u>Commission</u>, Research report 1/2023, March.

#### 1.2. Social inclusion through increased workforce participation

Allen B (2022), *Factors influencing the supply of labour in 2023*, Commonwealth Bank of Australia, Economic Insights, 2 December.

Borland J (2023), <u>What happens in a strong labour market</u>, Labour market snapshot #95, University of Melbourne, January.

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

AMP (2022), *Easing the Pressure: The AMP 2022 Financial Wellness report*, September.

Biddle N & Gray M (2022), *Economic and other wellbeing in Australia – October 2022*, ANU Centre for Social Research and Methods, October.

Botha F & Payne A (2022), <u>High rates of food insecurity, but few Australians getting help</u>, Taking the Pulse of <u>the Nation</u>, Melbourne Institute: Applied Economic and Social Research, 6 October.

Botha F (2022), <u>Australians using various measures to deal with higher cost of living</u>, Taking the Pulse of the <u>Nation</u>, Melbourne Institute: Applied Economic and Social Research, 21 September.

Bradbury B, Bedford M & Naidoo Y (2023), <u>Budget Standards for Low-Paid Families</u>, report prepared for the Fair Work Commission, Social Policy Research Centre, UNSW, Sydney, March.



Cook G, Godfrey J, Megginson S & Sudarshan S (2023), *Cost of Living Report Australia*, Finder, March.

Fisher-Post M, Herault N & Wilkins R (2022), *Distributional National Accounts for Australia, 1991–2018*, IZA Discussion Paper No. 15651, October.

Lattimore F & Zang M (2022), <u>New measures of financial stress from non-traditional data</u>, Reserve Bank of Australia Bulletin, December.

Saunders P, Naidoo Y & Wong M (2022), Are recent trends in poverty and deprivation in Australia consistent with trickle-down effects?, The Economic and Labour Relations Review. Vol. 33, Issue 3, July.

Zilio F (2023), *Is inflation starting to bite financially precarious Australians?*, Taking the Pulse of the Nation, Melbourne Institute: Applied Economic and Social Research, February.

#### 1.4. The need to achieve gender equality

Australian Government (2023), *Budget 2023–24, Women's budget statement*, Commonwealth of Australia, 9 May.

Bahar E, Deutscher N, Bradshaw N, Montaigne M (2022), <u>Children and the gender earnings gap</u>, Treasury Round Up, October.

Bahar E, Deutscher N, Bradshaw N & Montaigne M (2023), <u>Children and the gender earnings gap: evidence for</u> <u>Australia</u>, Treasury Working Paper 2023-02, March.

Borland J (2022), <u>The persistence of occupational segregation in Australia</u>, University of Melbourne, November.

Committee for Economic Development of Australia (2023), Occupational Gender Segregation 2023, January.

Deloitte (2022), *Breaking the norm: Unleashing Australia's economic potential*, November.

Duncan AS, Mavisakalyan A & Salazar S (2022), <u>Gender Equity Insights 2022: The state of inequality in</u> <u>Australia</u>, BCEC|WGEA Gender Equity Series, Issue #7, October.

KPMG (2022), <u>She's Price(d)less: The economics of the gender pay gap</u>, 13 July.

Risse L (2023), <u>The Economic Impacts of the COVID-19 Pandemic in Australia: A Closer Look at Gender Gaps in</u> <u>Employment, Earnings and Education</u>, The Australian Economic Review, Vol. 56, No. 1, pp. 91–108.



Workplace Gender Equality Agency (2022), 2022 Gender Equity Insights: The state of inequality in Australia, 20 October.

Workplace Gender Equality Agency (2022), Australia's Gender Equality Scorecard, December.

Workplace Gender Equality Agency (2023), *Progress Report 1 June 2020 to 31 December 2022*, 17 March.

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

ABS (2022), Disability and carers: Census, 28 June.

ABS (2022), Profile of people with a core need for assistance in Australia, 29 July.

National Centre for Vocational Education Research (NCVER) (2022), <u>Apprentices and trainees 2022: June</u> <u>quarter</u>, NCVER, Adelaide, 20 December.

NCVER (2023), Apprentice and trainee outcomes 2022, NCVER, Adelaide, 23 March.

NCVER (2023), Apprentices and trainees 2022: September quarter, NCVER, Adelaide, 28 March.

#### 1.6. The need to encourage collective bargaining

Department of Employment and Workplace Relations (2022), <u>Trends in federal enterprise bargaining report:</u> June quarter 2022, 30 September.

Department of Employment and Workplace Relations (2022), <u>Trends in federal enterprise bargaining report:</u> September quarter 2022, 23 December.

#### 1.7. The need to improve access to secure work

ABS (2022), Charts on casual employment, occupation, industry and job mobility, August 2022, 21 September.

ABS (2022), <u>Charts on casual employment, occupation, industry and job mobility, November 2022</u>, 22 December.

ABS (2023), Charts on casual employment, occupation, industry and job mobility, February 2023, 23 March.

Marinos S (2022), *The rise and rise of job insecurity*, University of Melbourne, 5 December.





Biewen M, Fitzenberger B & Rümmele M (2022), <u>Using distribution regression difference-in-differences to</u> <u>evaluate the effects of a minimum wage introduction on the distribution of hourly wages and hours worked</u>, IZA Discussion Paper No. 15534, September.

Caliendo M & Wittbrodt L (2022), *Did the minimum wage reduce the gender wage gap in Germany?*, *Labour Economics*, Vol. 78, October.

Carr S C (2023), Wage and Well-being: Toward Sustainable Livelihood, Cham: Springer International Publishing, January.

Clemens J & Strain M R (2023), <u>How important are minimum wage increases in increasing the wages of</u> <u>minimum wage workers?</u>, Contemporary Economic Policy, 1–19, April.

Coviello D, Deserranno E & Persico N (2022), *Minimum wage and individual worker productivity: evidence from a large US retailer*, Journal of Political Economy, Vol. 130, Issue 9, September.

Doh T & Meer LV (2023), <u>The employment effect of an Increase in the National Minimum Wage: review of</u> <u>international evidence</u>, Federal Reserve Bank of Kansas City, 9 March.

Giupponi G, Joyce R, Lindner A, Waters T, Wernham T & Xu X (2022), *The Employment and Distributional Impacts of Nationwide Minimum Wage Changes*, Institute of Fiscal Studies, October 1.

Giupponi G & Machin S (2022), <u>Company wage policy in a low wage labor market</u>, Centre for Economic Performance, Discussion Paper ISSN 2042-2695, London School of Economics and Political Science, September.

Hurst E, Kehoe PJ, Pastorino E & Winberry T (2022), <u>The distributional impact of the minimum wage in the</u> <u>short and long run</u>, NBER Working Paper Series, Working Paper 30294, July.

Ingwersen K. Thomsen S L (2022), <u>Minimum wage in Germany: countering the wage and employment gap</u> <u>between migrants and natives?</u>, IZA Discussion Paper No. 15823, December.

International Monetary Fund (2023), *World Economic Outlook: A Rocky Recovery*, IMF, Washington, D.C, April.



Karabarbounis L, Lise J & Nath A (2022), <u>Minimum wages and labor markets in the twin cities</u>, NBER Working Paper Series, Working Paper 30239, August.

Karabarbounis L, Lise J & Nath A (2023), <u>Economic Impact Evaluation of the City of Minneapolis's Minimum</u> <u>Wage Ordinance</u>, Federal Reserve Bank of Minneapolis, 1 May.

Link S (2022), <u>The price and employment response of firms to the introduction of minimum wages</u>, IZA Discussion Paper No. 15701, November.

London Economics (2022), <u>Assessing the impacts of the reduction in the age of entitlement to the National</u> Living Wage from age 25 to age 23, research commissioned by the Low Pay Commission, October.

Low Pay Commission (2022), *Low Pay Commission: Summary of findings 2022 Report,* November.

Low Pay Commission (2023), National Minimum Wage: Low Pay Commission Report 2022, January.

Neumark D & Shirley P (2022), *Myth or measurement: What does the new minimum wage research say about minimum wages and job loss in the United States?*, Industrial Relations: A Journal of Economics and Society, Vol. 61, Issue 4, pp. 384–417, October.

OECD (2022), Minimum wages in times of rising inflation, OECD Publishing, Paris, December.

OECD (2022), OECD Economic Outlook Volume 22 Issue 2: Preliminary version, No. 112, OECD Publishing, Paris, 23 November.

OECD (2023), *OECD Economic Outlook, Interim Report March 2023: A Fragile Recovery*, OECD Publishing, Paris, 17 March.

Otterby D, Crawley A & Gabe T (2023), *Effects of the Minimum Wage on U.S. County Labor Markets*, University of Maine, 20 January.

Redmond P & McGuinness S (2023), <u>The impact of a minimum wage increase on hours worked: heterogeneous</u> <u>effects by gender and sector</u>, IZA Discussion Paper No. 16031, March.

Renkin T, Montialoux C, & Siegenthaler M (2022), *The pass-through of minimum wages into US retail prices: evidence from supermarket scanner data*, Review of Economics and Statistics, Vol. 104, Issue 5, pp. 890–908, September.



Taylor GC & West JE (2023), <u>Minimum Wage Effects Within Census Based Statistical Areas: A Matched Pair</u> <u>Cross-Border Analysis</u>, NBER Working Paper Series, Working Paper 31196, April.

Todd PE & Zhang W (2022), *Distributional effects of local minimum wages: a spatial job search approach*, NBER Working Paper Series, Working Paper 30668, November.

Vogel J (2023), *The race between education, technology, and the minimum wage*, NBER Working Paper Series, Working Paper 31028, March.

Wang J (2022), <u>The Impact of the National Minimum Wage on Employment: A Case Study of the UK</u>, The University of Leeds, Proceedings of the 2022 4th International Conference on Economic Management and Cultural Industry (ICEMCI 2022), December.

Winters JV (2022), <u>Minimum wages and restaurant employment for teens and adults in metropolitan and non-</u> <u>metropolitan areas</u>, IZA Discussion Paper No. 15499, August.

Wursten J & Reich M (2023), <u>Small businesses and the minimum wage</u>, Institute for Research on Labor and Employment, Working Paper No. 102-23, March.

Xu L & Zhu Y (2022), *Does the employment effect of national minimum wage vary by non-employment rate? A regression discontinuity approach*, The Manchester School, Vol. 91, No. 1, pp. 18–36.