



Fair Work  
Commission

# Statistical report—Annual Wage Review 2022–23

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Version 3  
21 April 2023



# Statistical report— Annual Wage Review 2022–23

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

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

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

This report uses unit record data from the Household, Income and Labour Dynamics in Australia (HILDA) Survey conducted by the Melbourne Institute of Applied Economic and Social Research at the University of Melbourne on behalf of the Australian Government Department of Social Services (DSS), with data collection conducted by Roy Morgan Research. The findings and views reported in this paper, however, are those of the authors and should not be attributed to the Australian Government, DSS, or any of DSS' contractors or partners. DOI: [10.26193/3QRFMZ](https://doi.org/10.26193/3QRFMZ).

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ABS, *Labour Force, Australia*, March 2023

- Overview; Tables 2.2, 6.1, 6.2, 6.2a
- Charts 6.1, 6.1a–c, 6.2, 6.2a–c, 6.3, 6.3a–b, 6.5–6.7, 6.7a–b, 6.10, 6.12, 6.13

ABS, *Labour Force, Australia, Detailed*, March 2023

- Overview; Tables 6.3, 6.3a–b, 6.4–6.10, 6.10a
- Charts 3.4, 6.2, 6.4, 6.8, 6.8a

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ABS, *Monthly household spending indicator*, February 2023

- Charts 1.8–1.9

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- Table 7.4; 11.2

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- Charts 11.4–11.5

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# List of abbreviations

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Abbreviation	Description
ABS	Australian Bureau of Statistics
AAWI	Average annualised wage increase
AWE	Average Weekly Earnings
AWOTE	Average Weekly Ordinary Time Earnings
C4	Engineering Association Level I, <i>Metal, Engineering and Associated Industries Award 1998</i> ; from 1 January 2010 the <i>Manufacturing and Associated Industries and Occupations Award 2010</i> ; and from 29 May 2020 the <i>Manufacturing and Associated Industries and Occupations Award 2020</i>
C10	Engineering Tradesperson Level I, <i>Metal, Engineering and Associated Industries Award 1998</i> ; from 1 January 2010 the <i>Manufacturing and Associated Industries and Occupations Award 2010</i> ; and from 29 May 2020 the <i>Manufacturing and Associated Industries and Occupations Award 2020</i>
C14	Engineering/Production Employee Level 1, <i>Metal, Engineering and Associated Industries Award 1998</i> ; from 1 January 2010 the <i>Manufacturing and Associated Industries and Occupations Award 2010</i> ; and from 29 May 2020 the <i>Manufacturing and Associated Industries and Occupations Award 2020</i>
COE	Characteristics of Employment
COVID-19	Coronavirus disease 2019
CPI	Consumer Price Index
EEH	Employee Earnings and Hours
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
JSP	JobSeeker Payment
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 2022	
GDP	Annual % change	2.7	2.3
RNNDI	Annual % change	4.0	3.6
GDP per capita	Annual % change	0.8	1.1
RNNDI per capita	Annual % change	2.2	2.4
Labour productivity	Annual % change	-3.5	0.4
Labour productivity (market sector)	Annual % change	-5.2	0.4
Real unit labour costs	Annual % change	-1.8	-1.4
Household saving ratio	Proportion	4.5	10.2
Profits	Annual % change	16.0	12.1
Non-mining profits	Annual % change	2.2	5.7
Profits share	%	31.8	29.2
Wages share	%	50.0	51.3
AAWI	%	2.6 <sup>^</sup>	2.6 <sup>^</sup>
AWOTE	Annual % change	2.2 <sup>^^</sup>	2.7 <sup>^^</sup>
WPI	Annual % change	3.3	2.3
CPI	Annual % change	7.8	3.1
Underlying inflation	Annual % change	6.3	2.6
LCI employee	Annual % change	9.3	2.8
		2021–22	
Non-mining investment (market sector) <sup>#</sup>	Annual % change	14.0	4.6
		March 2023	
Employment	Annual % change	3.3	2.1
Full-time employment	Annual % change	5.1	2.8
Part-time employment	Annual % change	-0.8	0.8
Hours worked	Annual % change	5.5	2.1
Unemployment rate	%	3.5	5.1
Underemployment rate	%	6.2	8.2
Participation rate*	%	67.0	66.5
Participation rate (age-adjusted)**	%	68.2	67.2
Employment to population ratio*	%	64.5	63.2
Employment to population ratio (age-adjusted)**	%	65.6	63.8
Youth unemployment rate	%	7.8	11.2

Note: <sup>#</sup>Calculated as percentage change in non-mining (market) gross fixed capital formation. \* The 5-year averages are calculated based on the data in Chart 6.2. Data are in original terms. \*\*The age-adjusted participation rate and employment to population ratio are calculated using 10-year age groups for February 2023, with the proportion of the population held fixed at March 2018. The 5-year averages are calculated based on the data in Chart 6.2. Data are in original terms. <sup>^</sup> September quarter 2022. <sup>^^</sup> November 2022.

Source: ABS, *Australian National Accounts: National Income, Expenditure and Product*, December 2022; ABS, *Australian System of National Accounts*, 2021–22 financial year; ABS, *Average Weekly Earnings, Australia*, November 2022; ABS, *Business Indicators, Australia*, December 2022; ABS, *Consumer Price Index, Australia*, December 2022; ABS, *Labour Force, Australia*, March 2023; ABS, *Labour Force, Australia, Detailed*, March 2023; ABS, *Selected Living Cost Indexes, Australia*, December 2022; ABS, *Wage Price Index, Australia*, December 2022; Department of Employment and Workplace Relations, *Trends in Federal Enterprise Bargaining*, September quarter 2022.

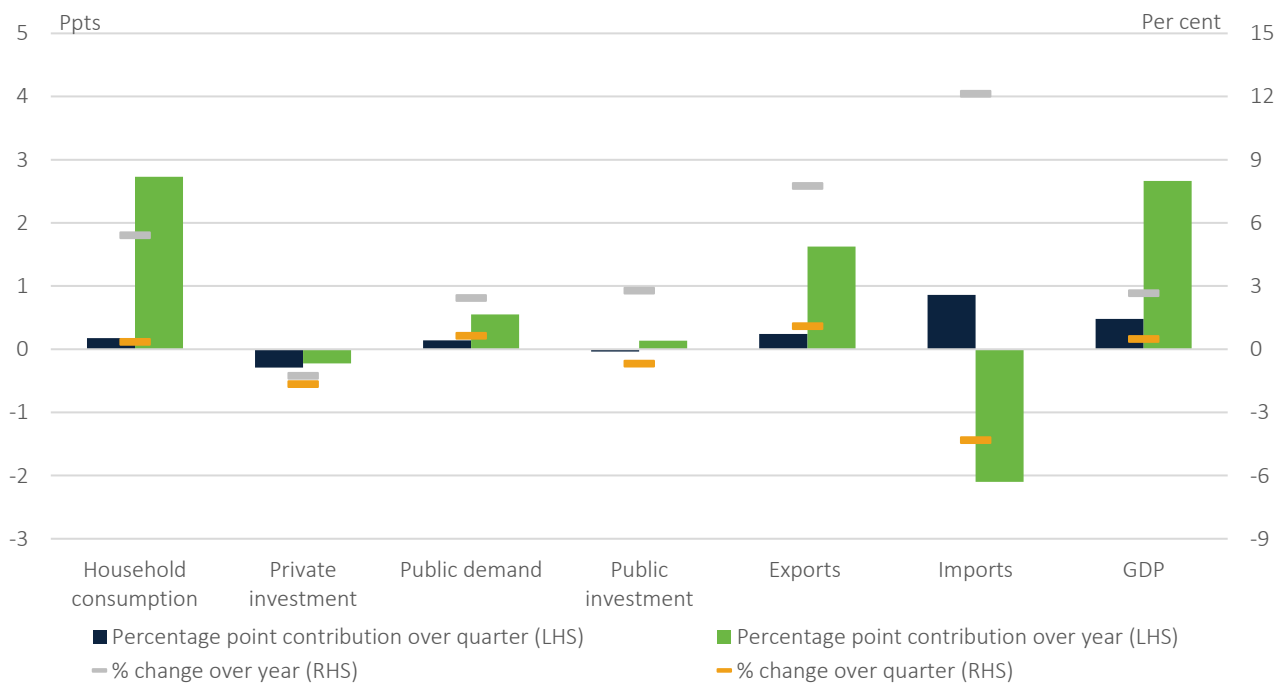
# 1. Economic growth

**Chart 1.1: Economic growth, annual and quarterly growth rates**



Source: ABS, *Australian National Accounts: National Income, Expenditure and Product*, December 2022.

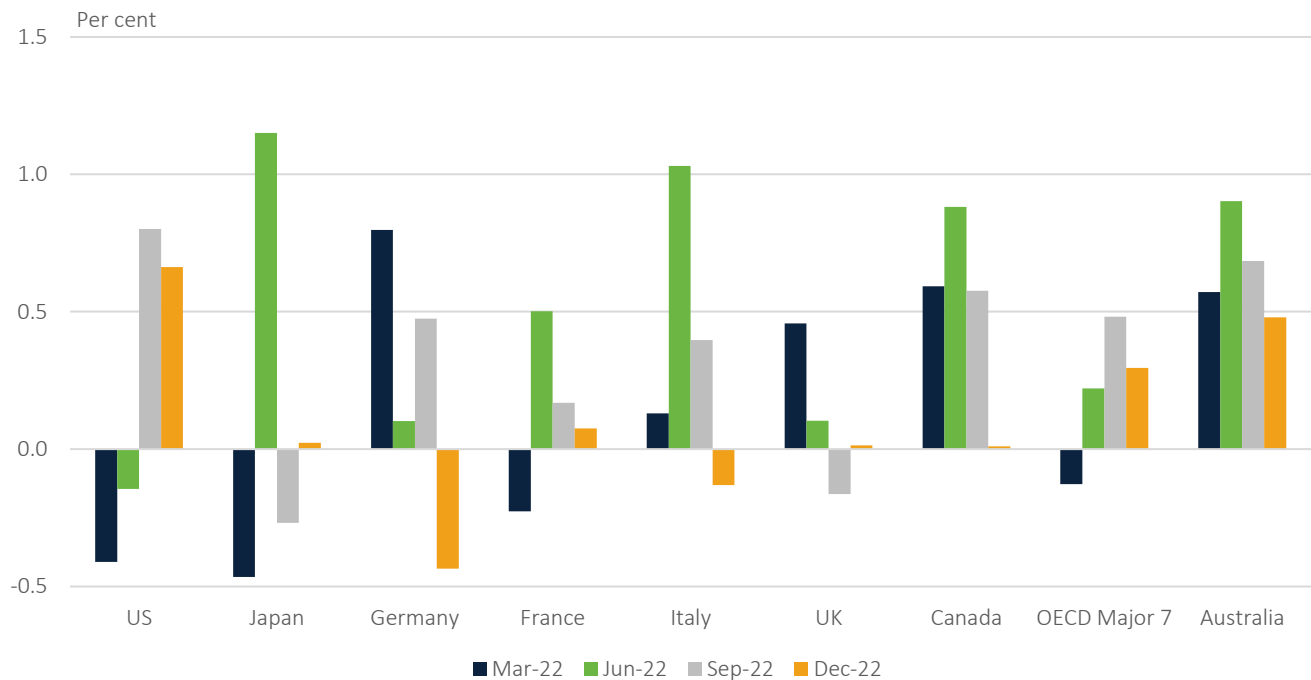
**Chart 1.2: Components of GDP growth, December quarter 2022**



Note: Household consumption refers to 'Household final consumption expenditure', Investment refers to 'Gross fixed capital formation', and Public demand refers to 'General government final consumption expenditure'. Contributions may not add to total GDP growth due to rounding.

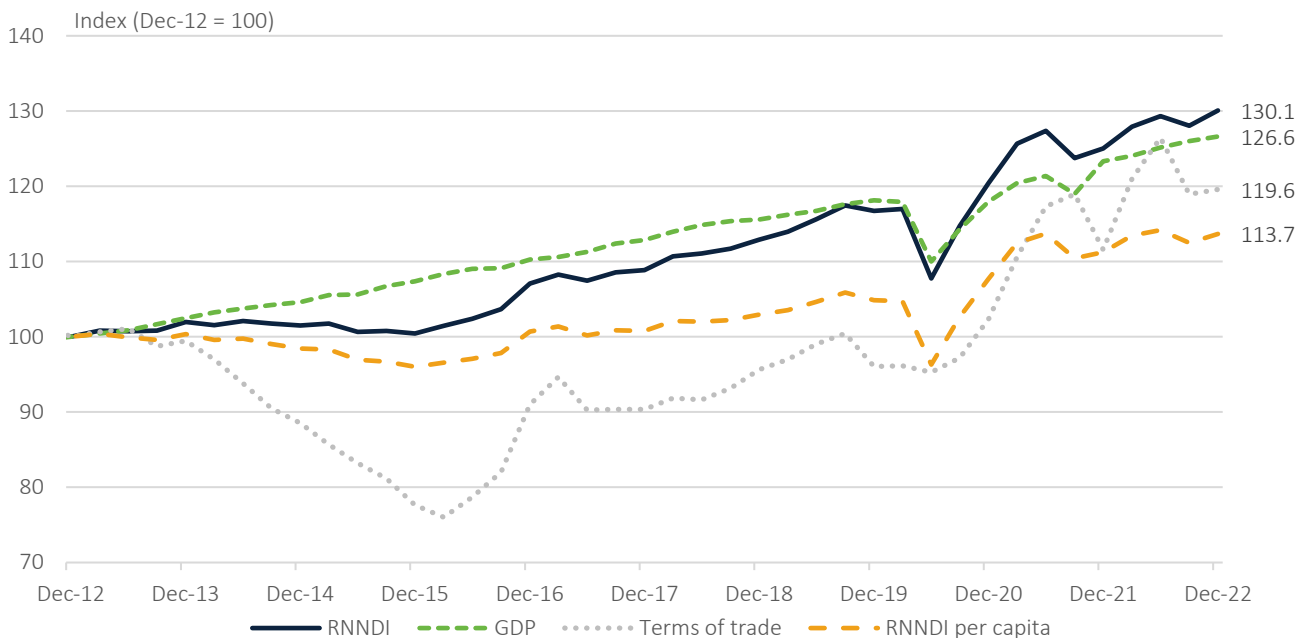
Source: ABS, *Australian National Accounts: National Income, Expenditure and Product*, December 2022.

**Chart 1.3: International comparisons of quarterly GDP growth rates**



Source: OECD (2023), *Quarterly GDP (indicator)*, viewed 21 April 2023, <<http://data.oecd.org/gdp/quarterly-gdp.htm>>.

**Chart 1.4: Real net national disposable income, real GDP and the terms of trade, index**

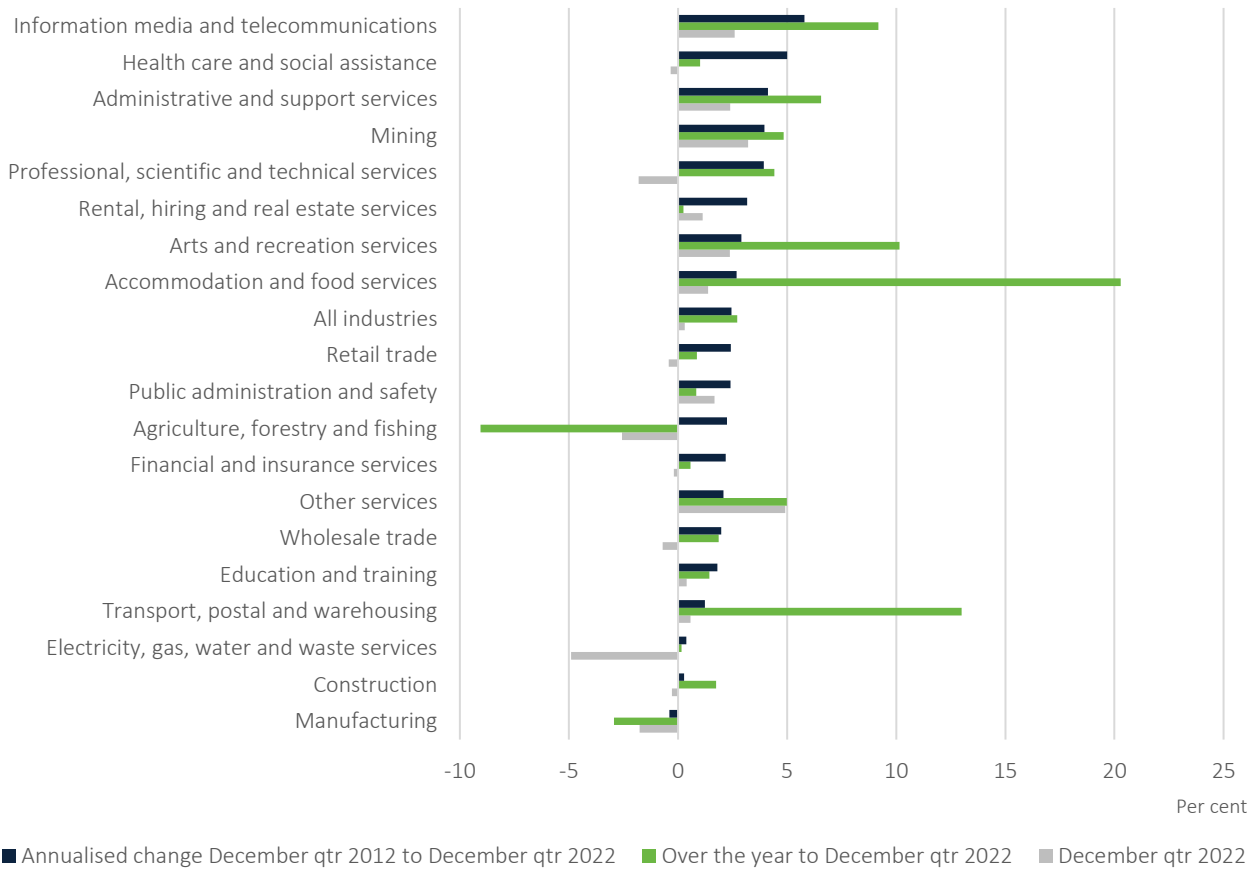


Note: Real net national disposable income (RNNDI) takes into account the impact of changes in prices of exports relative to imports, the real impact of income flows between Australia and the rest of the world, and the consumption of fixed capital. Income flows between Australia and the rest of the world 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*, December 2001.

Source: ABS, *Australian National Accounts: National Income, Expenditure and Product*, December 2022.



**Chart 1.5: Gross value added by industry, average annual growth over decade, growth over year to the December quarter 2022 and growth in the December quarter 2022**

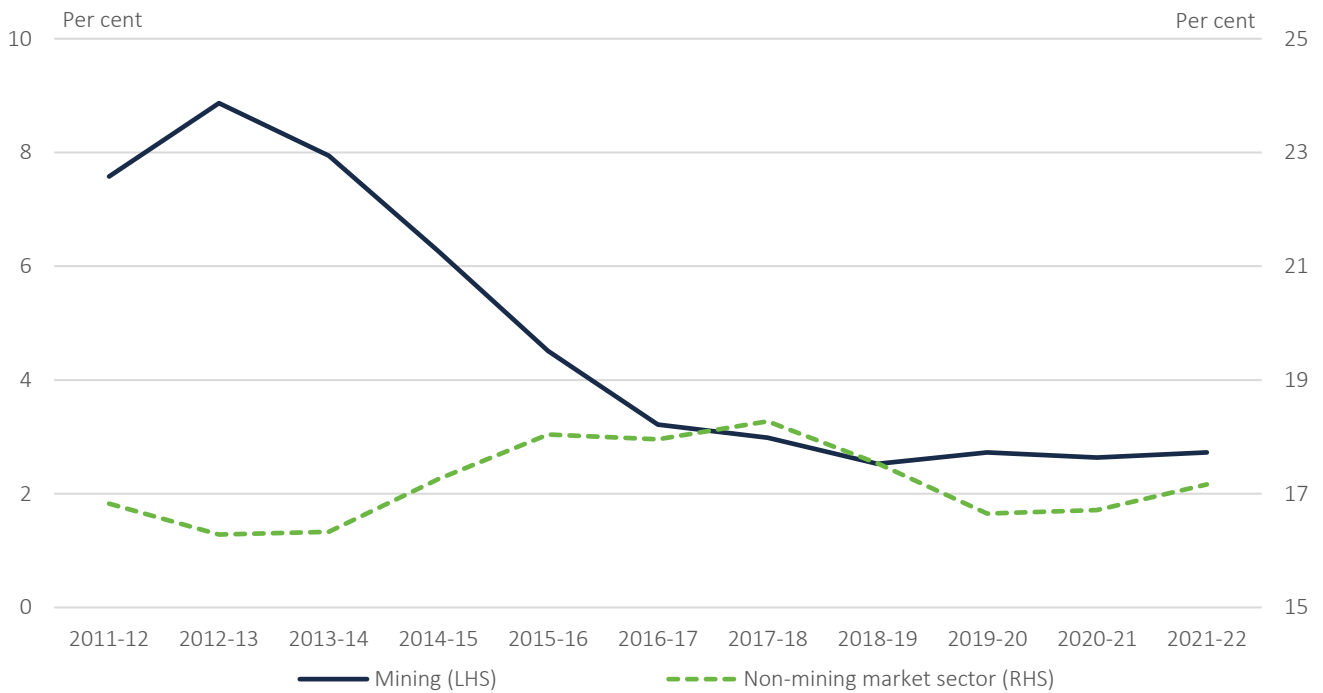


Source: ABS, *Australian National Accounts: National Income, Expenditure and Product*, December 2022.





**Chart 1.6: 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*, 2021–22 financial year.



**Table 1.1: Gross value added, by industry**

	December qtr 2021	September qtr 2022	December qtr 2022
	(\$m)	(\$m)	(\$m)
Agriculture, forestry and fishing	15 795	14 742	14 364
Mining	55 637	56 517	58 330
Manufacturing	29 772	29 414	28 896
Electricity, gas, water and waste services	11 556	12 171	11 574
Construction	38 275	39 055	38 945
Wholesale trade	20 729	21 265	21 115
Retail trade	23 629	23 936	23 832
Accommodation and food services	10 192	12 093	12 259
Transport, postal and warehousing	22 798	25 615	25 761
Information media and telecommunications	12 239	13 024	13 362
Financial and insurance services	40 269	40 577	40 501
Rental, hiring and real estate services	15 474	15 340	15 513
Professional, scientific and technical services	39 612	42 124	41 360
Administrative and support services	18 704	19 466	19 931
Public administration and safety	28 331	28 096	28 567
Education and training	25 361	25 625	25 726
Health care and social assistance	41 815	42 383	42 240
Arts and recreation services	3991	4294	4396
Other services	8871	8877	9313
<b>All industries</b>	<b>507 440</b>	<b>519 628</b>	<b>521 201</b>

Note: All industries also includes Ownership of dwellings (not included in table).

Source: ABS, *Australian National Accounts: National Income, Expenditure and Product*, December 2022.

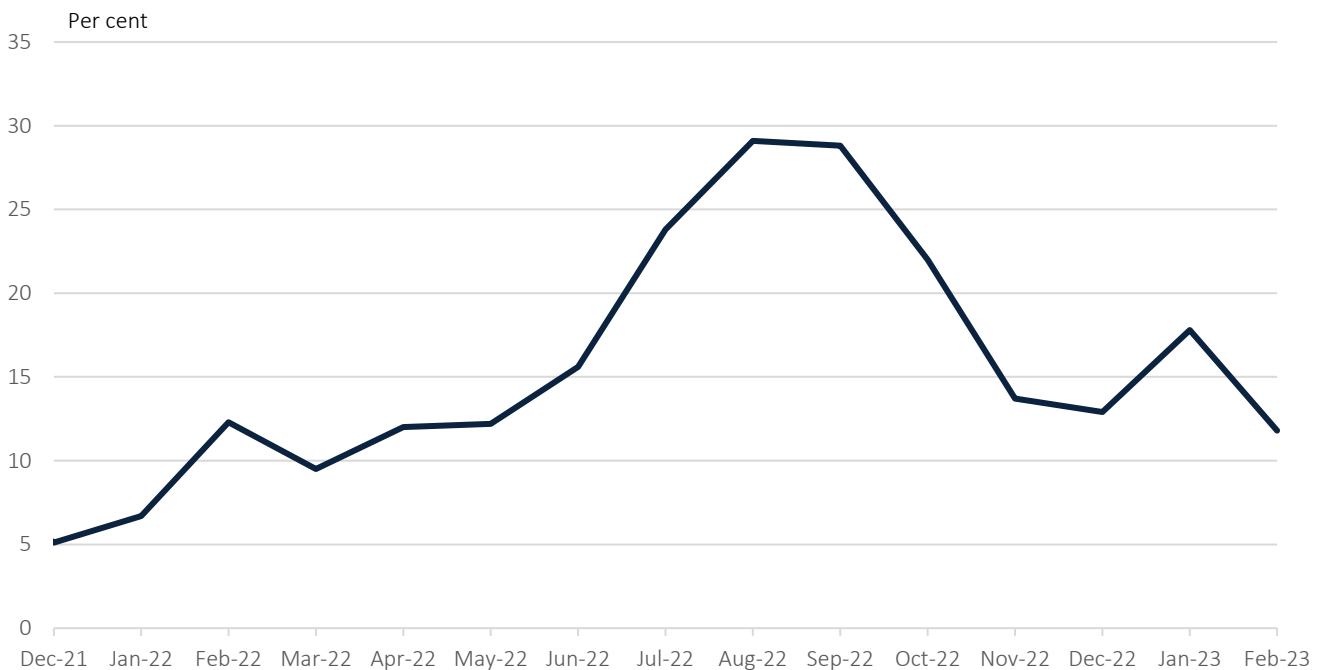


**Chart 1.7: Household savings ratio**



Source: ABS, *Australian National Accounts: National Income, Expenditure and Product*, December 2022.

**Chart 1.8: Household spending, annual growth, current price, calendar adjusted**

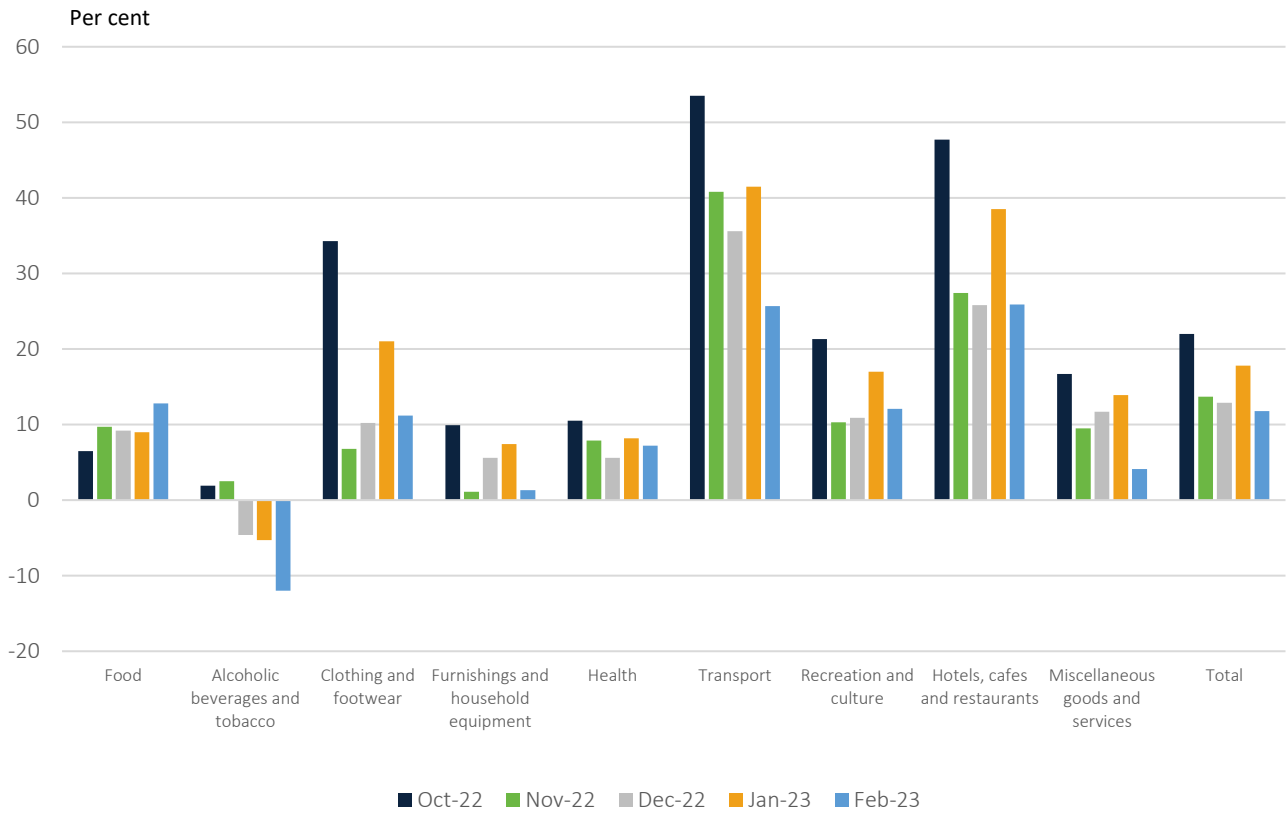


Note: Calendar adjusted estimates account for trading day impacts and length of month. As the indicator time series lengthens, seasonally adjusted estimates will become available.

Source: ABS, *Monthly household spending indicator*, February 2023.



**Chart 1.9: Household spending by spending category, annual growth, current price, calendar adjusted**



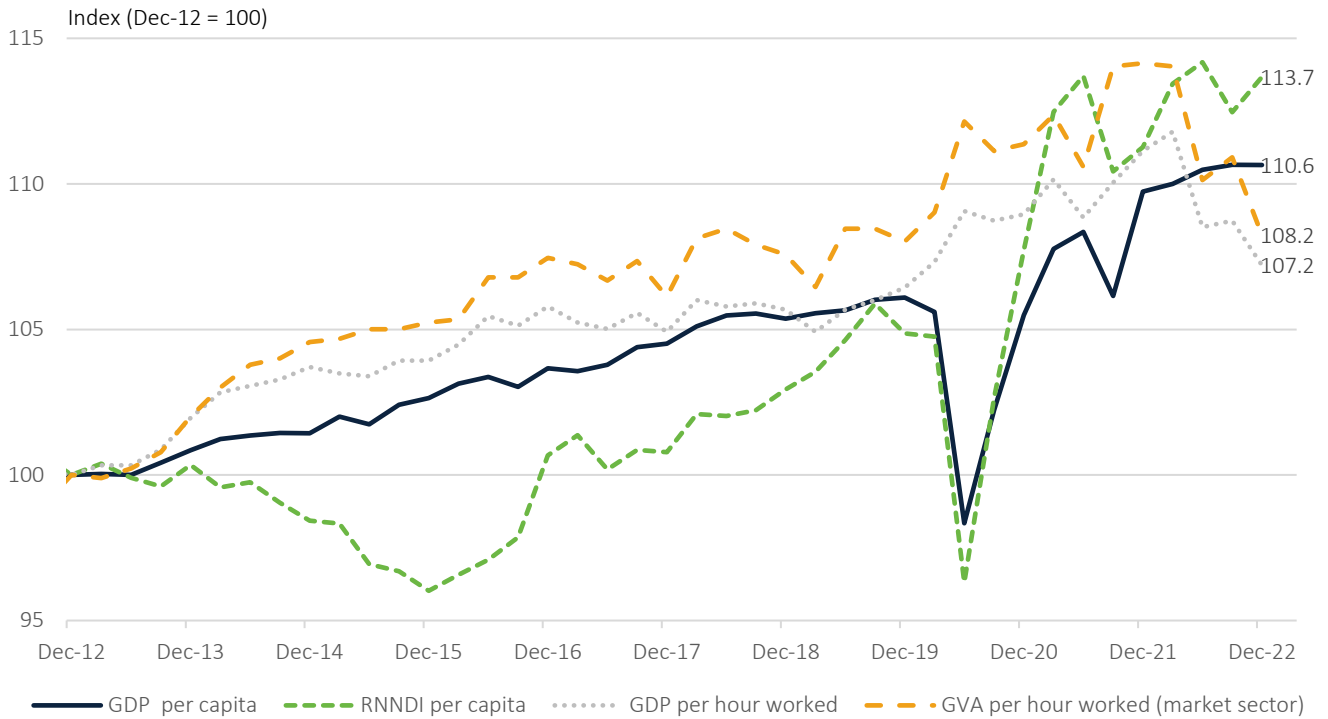
Note: Calendar adjusted estimates account for trading day impacts and length of month. As the indicator time series lengthens, seasonally adjusted estimates will become available. Until such time, it is advised to focus on the through the year movements.

Source: ABS, *Monthly household spending indicator*, February 2023.



## 2. Productivity

Chart 2.1: Measures of productivity, indexes—Dec-12 = 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*, December 2022.



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

	GDP per capita	RNNDI per capita	GDP per hour worked	GVA per hour worked—market sector
Quarter	(% change)	(% change)	(% change)	(% change)
Dec-12	1.0	-1.8	2.1	3.7
Dec-13	0.9	0.3	2.0	2.0
Dec-14	0.6	-1.9	1.7	2.5
Dec-15	1.2	-2.4	0.2	0.6
Dec-16	1.0	4.8	1.8	2.1
Dec-17	0.8	0.1	-0.8	-1.2
Dec-18	0.8	2.1	0.7	1.4
Dec-19	0.7	1.9	0.7	0.4
Dec-20	-0.6	2.7	2.4	3.1
Dec-21	4.0	3.3	2.0	2.5
Dec-22	0.8	2.2	-3.5	-5.2

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*, December 2022.

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

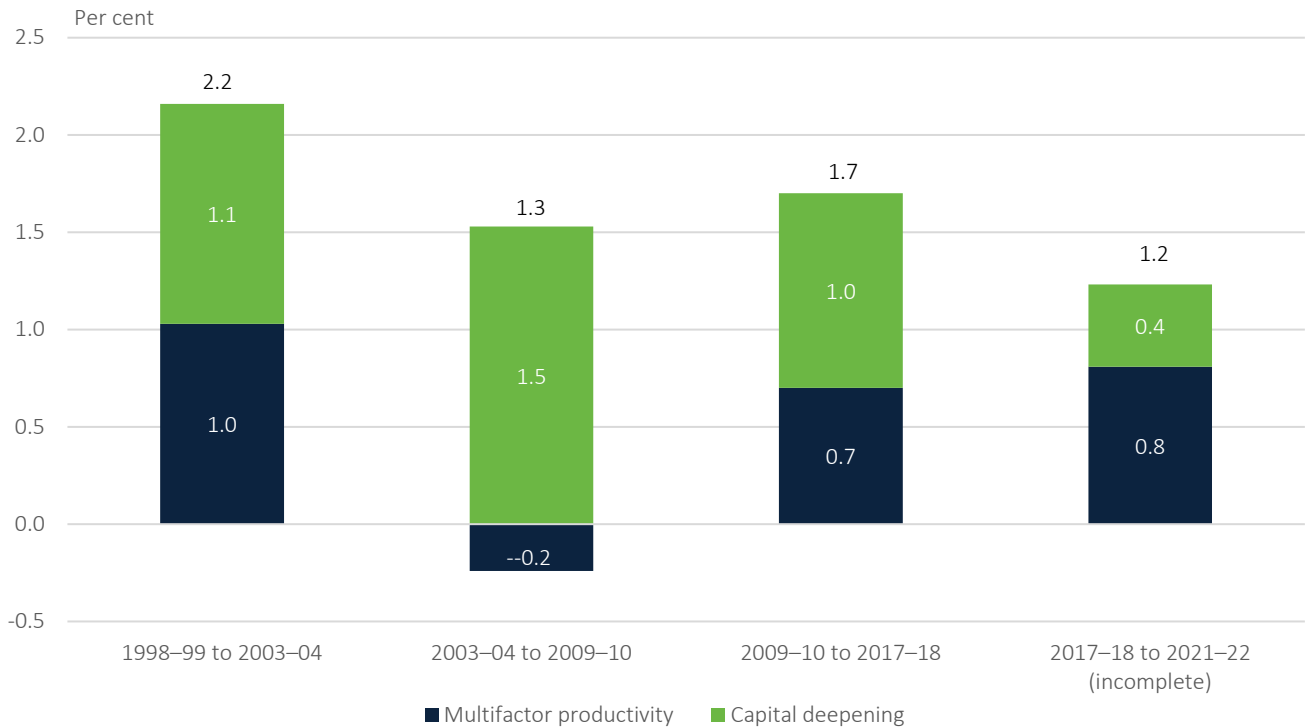
Quarter	National Accounts						Labour Force
	Total			Market Sector			Hours worked (quarterly)
	GDP	Hours worked	GDP/hour worked	GVA	Hours worked	GVA/hour worked	
(% change)	(% change)	(% change)	(% change)	(% change)	(% change)	(% change)	
Dec-12	2.8	0.8	2.1	3.6	-0.1	3.7	0.5
Dec-13	2.5	0.4	2.0	2.4	0.3	2.0	0.5
Dec-14	2.1	0.3	1.7	2.2	-0.2	2.5	0.2
Dec-15	2.7	2.5	0.2	2.6	2.0	0.6	2.7
Dec-16	2.7	0.8	1.8	2.1	-0.1	2.1	0.9
Dec-17	2.4	3.2	-0.8	2.5	3.8	-1.2	3.2
Dec-18	2.4	1.7	0.7	2.0	0.6	1.4	1.8
Dec-19	2.2	1.4	0.7	1.9	1.5	0.4	1.5
Dec-20	-0.1	-2.3	2.4	-1.2	-4.1	3.1	-2.0
Dec-21	4.6	2.4	2.0	5.3	2.7	2.5	2.5
Dec-22	2.7	6.5	-3.5	3.2	8.9	-5.2	6.5

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

Source: ABS, *Australian National Accounts: National Income, Expenditure and Product*, December 2022; ABS, *Labour Force, Australia*, March 2023.



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



Note: Multifactor productivity is measured as output per combined unit of labour and capital. Capital deepening is the component of labour productivity growth which is due to the increase in the amount of capital that each unit of labour has to work with. Labour productivity is represented by the numbers above the bars and is the sum of multifactor productivity and capital deepening. Due to rounding, the sum of multifactor productivity and capital deepening may not equal labour productivity. The current productivity cycle from 2017-18 is incomplete.

Source: ABS, *Australian System of National Accounts*, 2021-22 financial year; ABS, *Estimates of Industry Multifactor Productivity*, 2021-22 financial year.



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

	2011–12 to 2021–22		2016–17 to 2021–22	
	Labour productivity	Multifactor productivity	Labour productivity	Multifactor productivity
	(% change)	(% change)	(% change)	(% change)
Agriculture, forestry and fishing	2.9	2.5	5.3	4.4
Mining	3.7	1.0	–2.0	0.3
Manufacturing	0.0	0.2	0.0	0.5
Electricity, gas, water and waste services	–0.1	–1.0	–1.8	–1.7
Construction	–0.6	–1.1	–0.7	–0.8
Wholesale trade	2.9	2.1	2.3	1.4
Retail trade	1.9	1.3	1.8	1.2
Accommodation and food services	0.8	0.6	1.0	0.6
Transport, postal and warehousing	–0.1	–0.9	–1.0	–1.9
Information, media and telecommunications	4.8	2.8	4.3	2.9
Financial and insurance services	0.3	1.2	–1.0	0.7
Rental, hiring and real estate services	2.5	1.7	1.4	0.3
Professional, scientific and technical services	1.5	1.1	1.7	1.3
Administrative and support services	2.4	2.3	3.1	3.1
Arts and recreation services	1.6	0.6	1.3	0.4
Other services	–0.2	–1.0	0.7	–0.3
<b>Market sector industries</b>	<b>1.5</b>	<b>0.8</b>	<b>1.1</b>	<b>0.8</b>

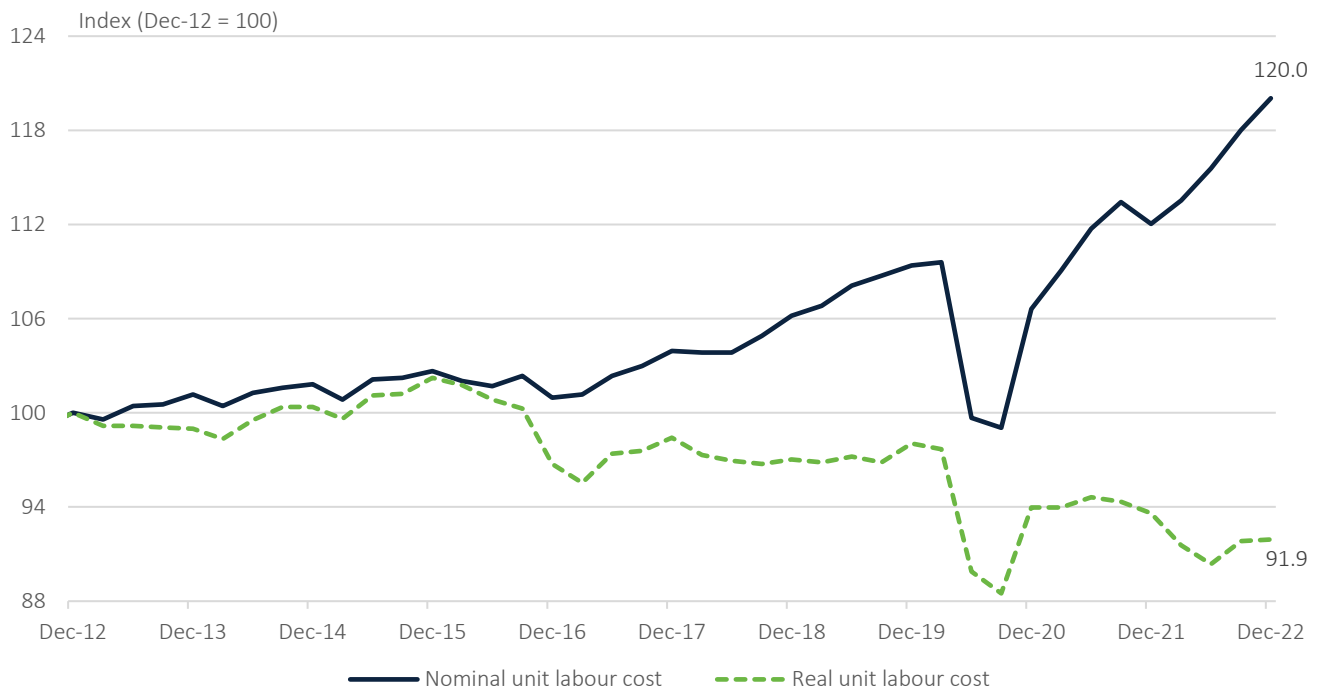
Note: Data are expressed in original terms. The market sector includes all industries except for Public administration and safety, Education and training and Health care and social assistance.

Source: ABS, *Estimates of Industry Multifactor Productivity*, 2021–22 financial year.





**Chart 2.3: Unit labour costs, index**

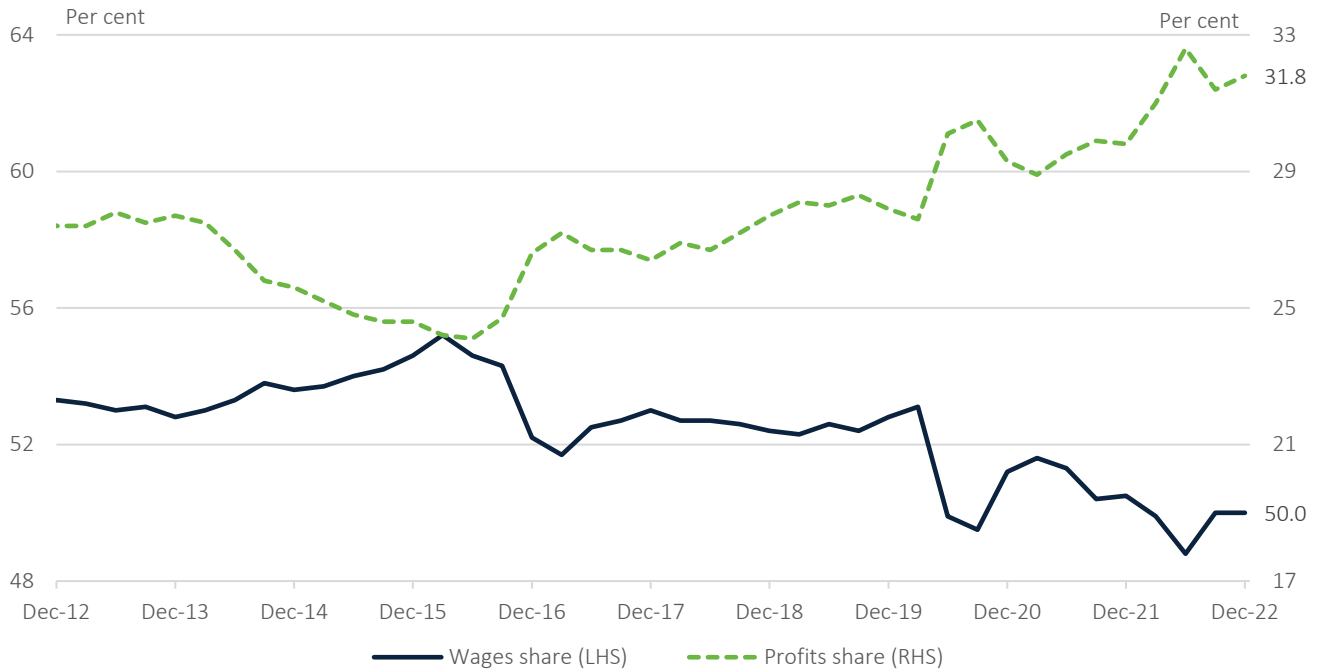


Source: ABS, *Australian National Accounts: National Income, Expenditure and Product*, December 2022.



# 3. Business competitiveness and viability

Chart 3.1: Profits and wages shares of total factor income



Note: Profits share represents the returns to capital in the process of production and is expressed as total corporation gross operating surplus as a proportion of total factor income. Wages share represents the returns to labour in the process of production and is expressed as total compensation of employees as a proportion of total factor income.

Source: ABS, *Australian National Accounts: National Income, Expenditure and Product*, December 2022.



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

	Wages share of total factor income	Total compensation of employees	Profits share of total factor income	Total corporation gross operating surplus	Gross mixed income	Gross mixed income
Quarter	(%)	(% change)	(%)	(% change)	(%)	(% change)
Dec-12	53.3	4.3	27.4	-3.9	8.7	-2.2
Dec-13	52.8	3.5	27.7	5.8	8.7	5.3
Dec-14	53.6	2.9	25.6	-6.4	9.7	13.3
Dec-15	54.6	3.1	24.6	-2.9	9.4	-1.8
Dec-16	52.2	2.1	26.6	15.7	10.0	12.7
Dec-17	53.0	5.2	26.4	3.0	9.3	-2.9
Dec-18	52.4	4.8	27.7	11.3	8.9	0.8
Dec-19	52.8	5.3	27.9	5.2	8.3	-2.2
Dec-20	51.2	2.8	29.3	11.0	9.2	17.1
Dec-21	50.5	5.4	29.8	8.8	9.6	12.3
Dec-22	50.0	10.4	31.8	18.9	8.6	-0.5

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

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

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

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

Source: ABS, *Australian National Accounts: National Income, Expenditure and Product*, December 2022.



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

	Mining		Non-mining	
	(%)	(% change)	(%)	(% change)
Jun-12	21.0	3.8	55.8	-0.2
Jun-13	25.6	4.7	55.7	-0.2
Jun-14	23.1	-2.5	56.1	0.4
Jun-15	28.1	5.0	55.8	-0.3
Jun-16	29.7	1.6	56.3	0.5
Jun-17	19.7	-10.0	55.7	-0.6
Jun-18	18.2	-1.5	56.2	0.5
Jun-19	15.4	-2.8	57.0	0.8
Jun-20	15.4	0.0	56.5	-0.4
Jun-21	14.2	-1.2	55.6	-1.0
Jun-22	11.1	-3.1	56.7	1.1

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

Source: ABS, *Australian System of National Accounts*, 2021–22 financial year.

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

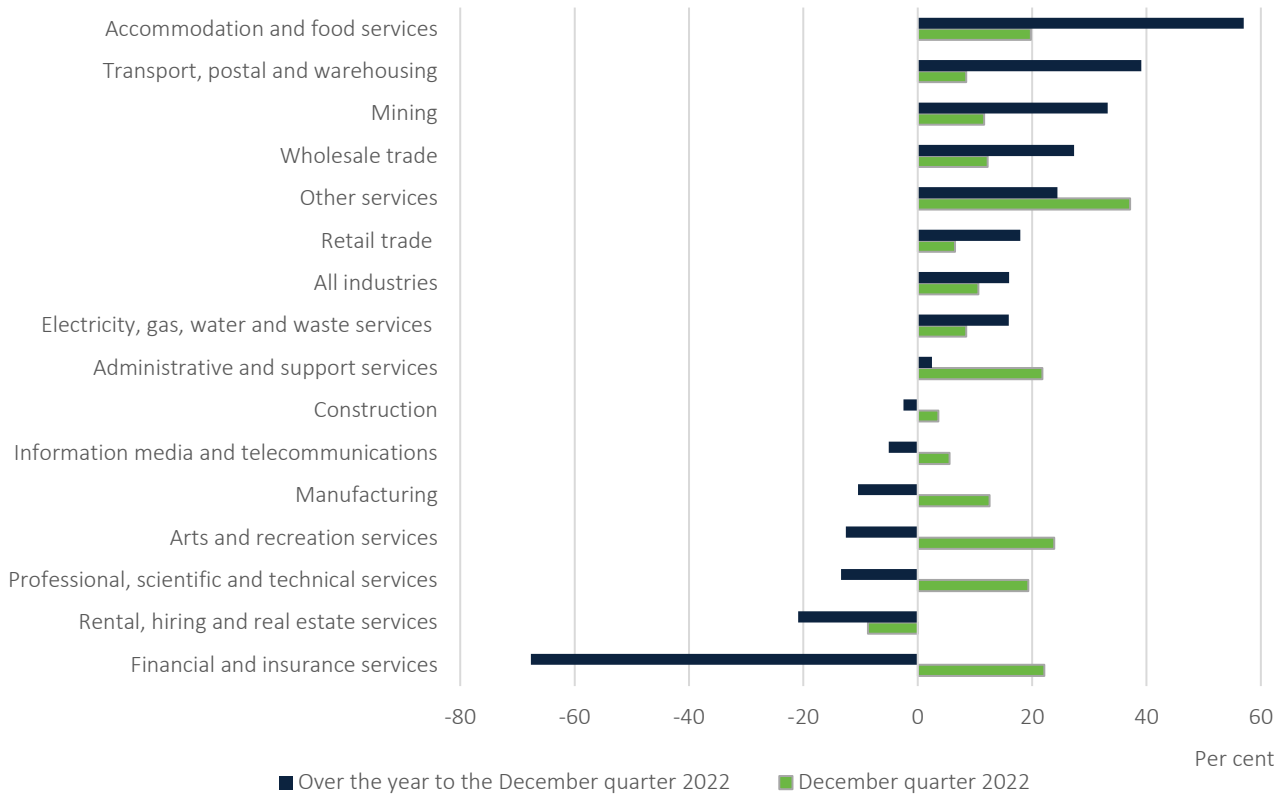
	Mining	Non-mining	Total
	(%)	(%)	(%)
Dec-12	-27.1	3.5	-7.4
Dec-13	37.0	1.3	11.2
Dec-14	-20.5	1.3	-6.2
Dec-15	-16.1	2.4	-3.0
Dec-16	78.2	10.7	27.7
Dec-17	2.4	6.3	4.9
Dec-18	28.2	2.9	11.6
Dec-19	8.0	0.9	3.7
Dec-20	3.6	23.5	15.3
Dec-21	37.3	0.7	14.2
Dec-22	33.2	2.2	16.0
<b>5 years to Mar-22*</b>	21.3	5.7	12.1
<b>10 years to Mar-22*</b>	15.9	5.0	9.1

Note: \*Annualised growth rates.

Source: ABS, *Business Indicators, Australia*, December 2022.



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



Note: Excludes Agriculture, forestry and fishing. Data are only for the private sector and are not available for Public administration and safety, Education and training and Health care and social assistance.

Source: ABS, *Business Indicators, Australia*, December 2022.



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

	December quarter 2021	September quarter 2022	December quarter 2022
	(\$ million)	(\$ million)	(\$ million)
Agriculture, forestry and fishing	n/a	n/a	n/a
Mining	56 490	67 428	75 245
Manufacturing	12 505	9948	11 198
Electricity, gas, water and waste services	3949	4219	4577
Construction	7017	6604	6843
Wholesale trade	8580	9736	10 926
Retail trade	5568	6164	6566
Accommodation and food services	1204	1578	1890
Transport, total and warehousing	5921	7592	8235
Information media and telecommunications	4680	4207	4442
Financial and insurance services	2098	556	679
Rental, hiring and real estate services	7175	6215	5673
Professional, scientific and technical services	7980	5790	6911
Administrative and support services	1413	1189	1448
Public administration and safety	n/a	n/a	n/a
Education and training	n/a	n/a	n/a
Health care and social assistance	n/a	n/a	n/a
Arts and recreation services	1092	771	955
Other services	1725	1565	2146
<b>All industries</b>	<b>127 398</b>	<b>133 561</b>	<b>147 734</b>

Note: n/a = not available.

Source: ABS, *Business Indicators, Australia*, December 2022.



**Table 3.5: Profit margins, small and all businesses**

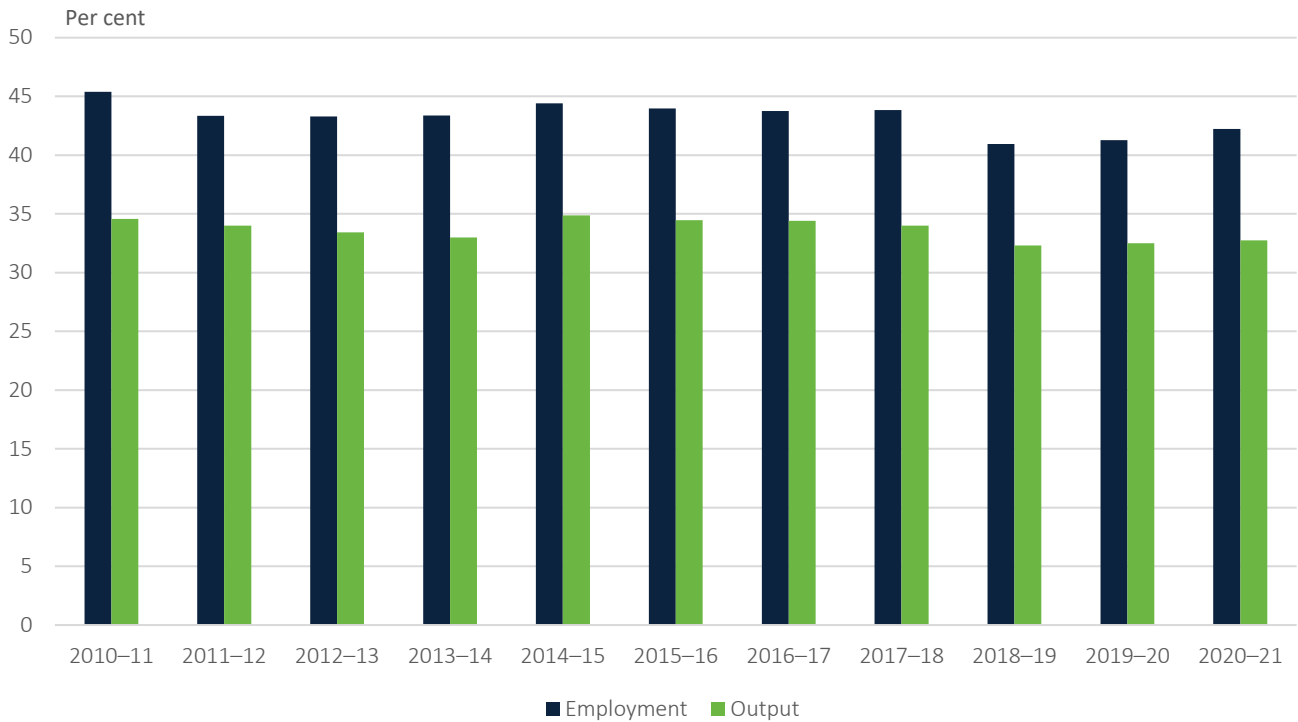
	5 years to 2020–21 (annualised)		2020–21	
	Small	All	Small	All
	(%)	(%)	(%)	(%)
Agriculture, forestry and fishing	18.6	16.2	18.2	16.0
Mining	7.3	26.2	10.7	28.4
Manufacturing	10.3	7.5	12.8	7.6
Electricity, gas, water and waste services	10.5	11.7	12.0	12.0
Construction	14.4	10.3	16.8	11.2
Wholesale trade	4.1	4.0	6.1	4.6
Retail trade	7.5	4.7	9.2	6.2
Accommodation and food services	6.8	7.4	7.7	8.2
Transport, postal and warehousing	15.2	7.7	16.3	7.1
Information media and telecommunications	14.8	5.2	21.0	4.8
Financial and insurance services	n/a	n/a	n/a	n/a
Rental, hiring and real estate services	57.5	50.0	54.5	43.4
Professional, scientific and technical services	21.6	25.9	23.5	26.8
Administrative and support services	17.3	8.2	19.0	9.6
Public administration and safety (private)	13.6	7.5	14.7	9.0
Education and training (private)	23.0	14.7	24.1	11.8
Health care and social assistance (private)	39.7	22.3	40.4	20.7
Arts and recreation services	24.8	13.4	32.0	16.3
Other services	18.2	13.6	17.6	14.4
<b>Total selected industries</b>	<b>18.1</b>	<b>12.7</b>	<b>19.3</b>	<b>13.3</b>

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. n/a = not available.

Source: ABS, *Australian Industry*, 2020–21 financial year.



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



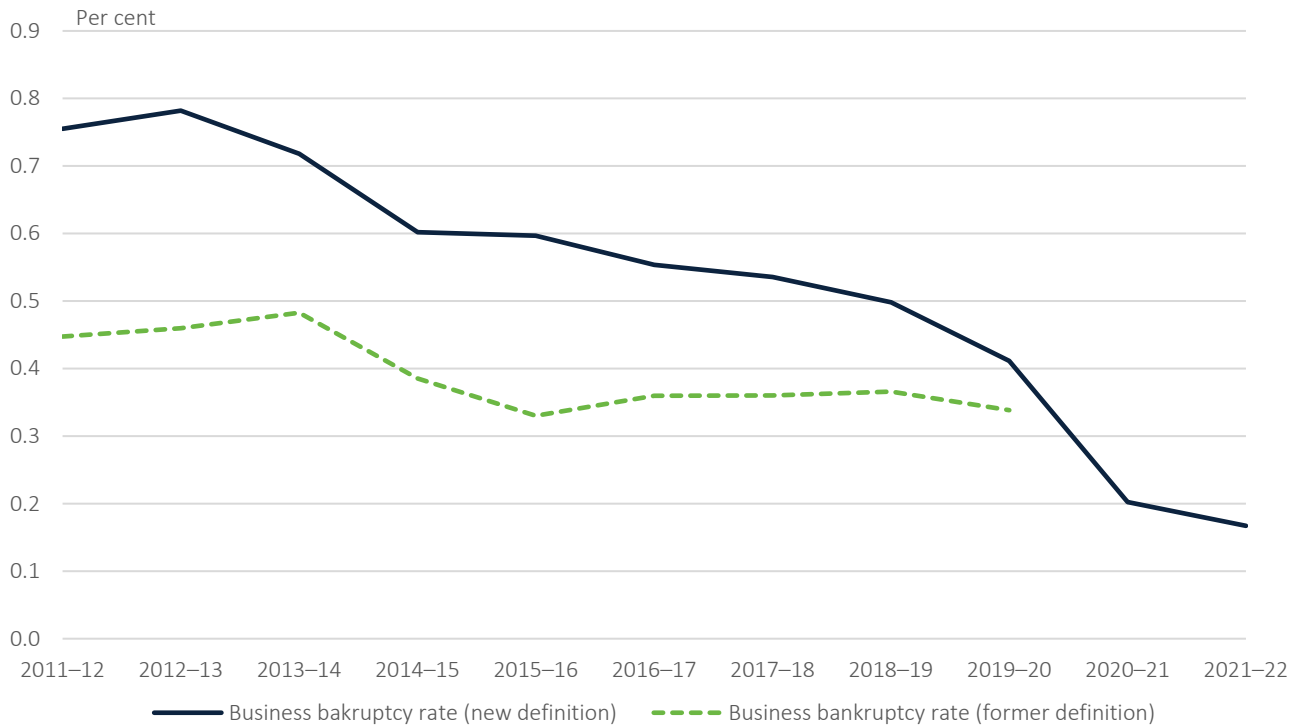
Note: Small businesses are those that employ less than 20 employees (including non-employed businesses).

Source: ABS, *Australian Industry*, 2020-21 financial year.





**Chart 3.4: Business bankruptcy rates**



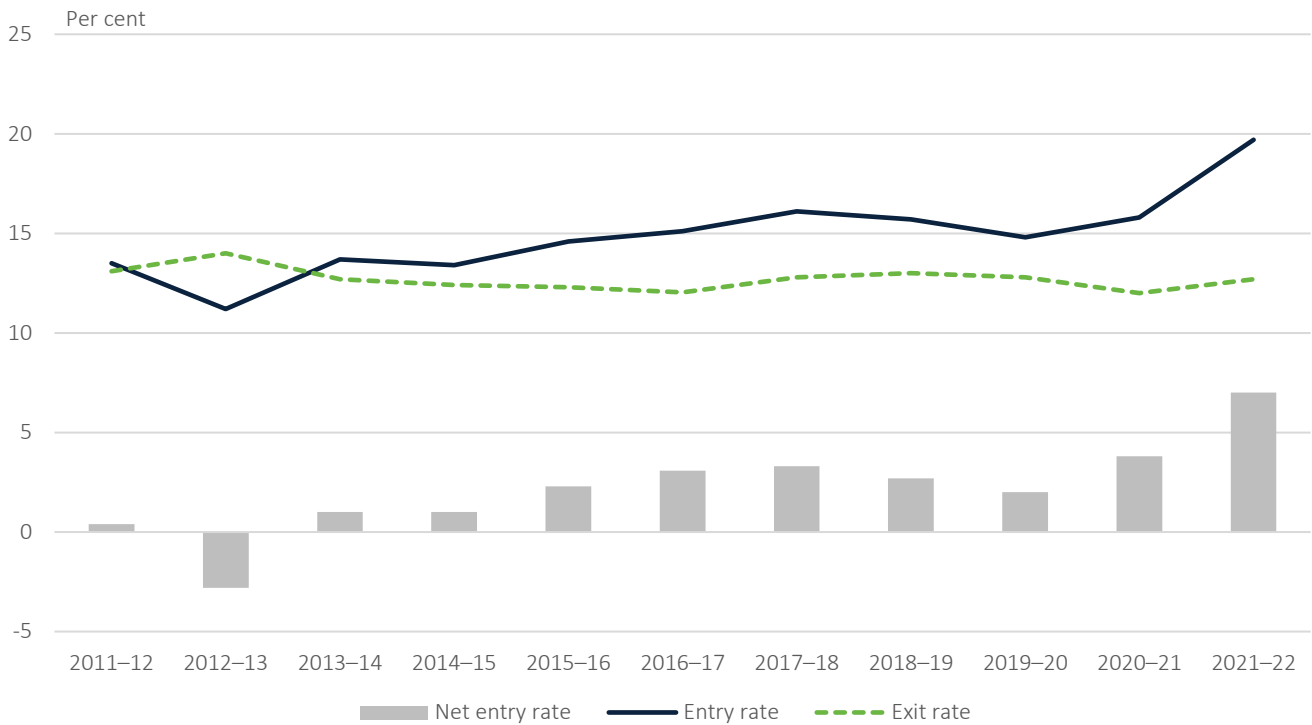
Note: The bankruptcy rate is calculated as the number of business-related bankruptcies divided by the number of owner managers of an unincorporated enterprise and is adopted from Bickerdyke I, Lattimore R, and Madge A (2000), *Business Failure and Change: An Australian Perspective*, Productivity Commission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

A business-related bankruptcy was previously identified if the *main cause* of bankruptcy was from a business-related case. From 2020, a business-related case can be reported as *one of many* reasons causing bankruptcy and the debtor must have operated a business in the last 5 years.

Source: ABS, *Labour Force, Australia, Detailed*, March 2023; Australian Financial Security Authority, *Quarterly personal insolvency statistics*, December quarter 2022, <<https://www.afsa.gov.au/about-us/statistics/quarterly-personal-insolvency-statistics>>.



**Chart 3.5: Business entry, exit and net entry rates**

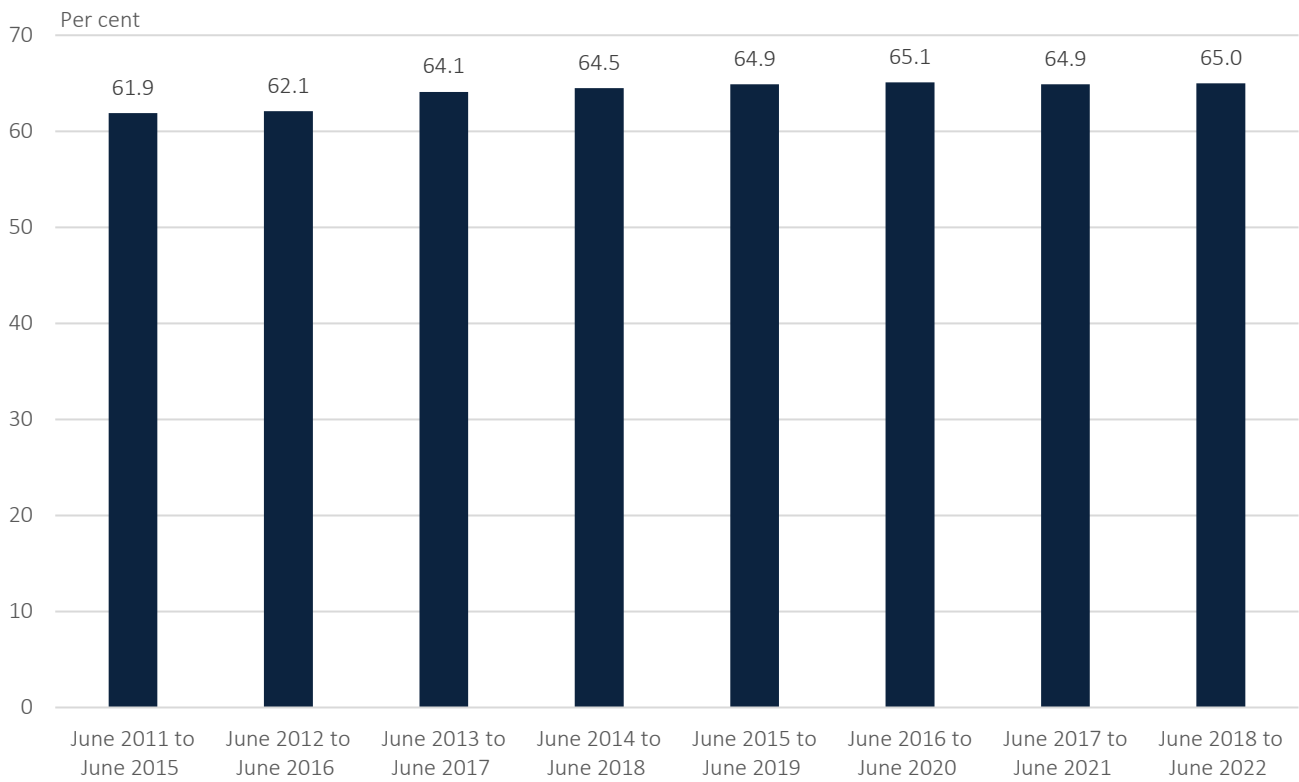


Note: Entry rates are business entries in the financial year as a proportion of total businesses operating at the start of the financial year. Exit rates are total business exits in the financial year as a proportion of total businesses operating at the start of the financial year. Net entry rates are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



**Chart 3.6: 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.



**Table 3.6: Business entry and exit rates by industry**

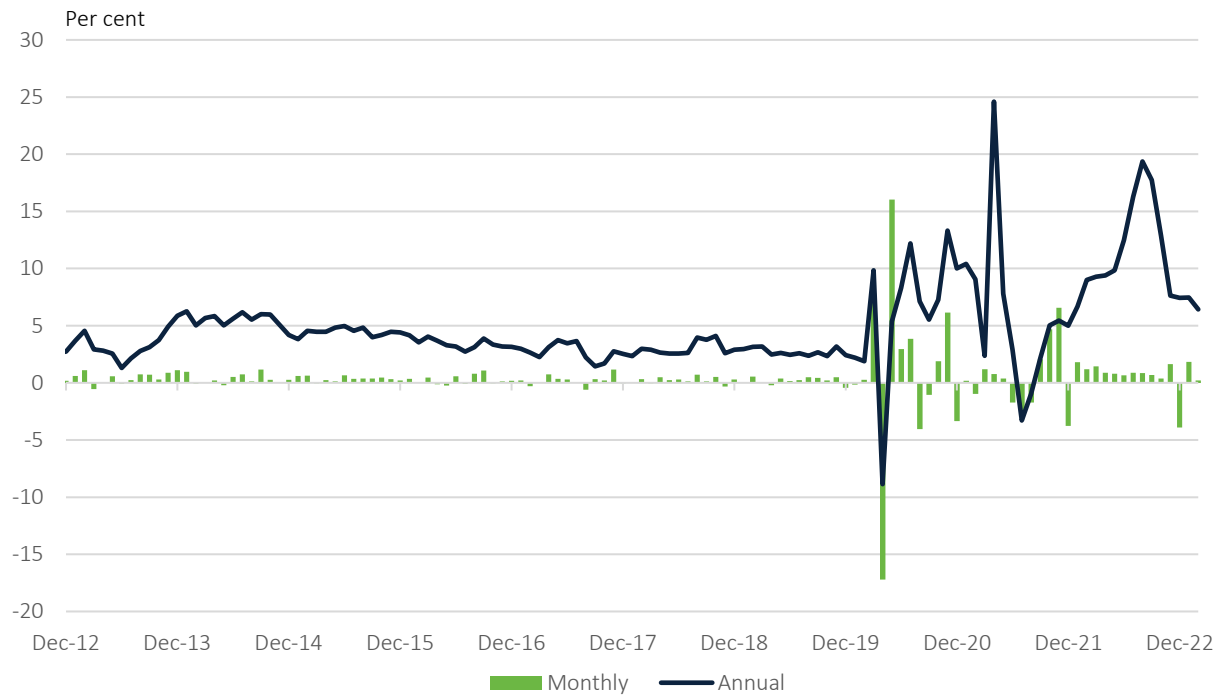
	2018–19			2021–22		
	Proportion of businesses (June 2019)	Entry rate	Exit rate	Proportion of businesses (June 2022)	Entry rate	Exit rate
	(%)	(%)	(%)	(%)	(%)	(%)
Agriculture, forestry and fishing	7.6	6.9	7.8	6.8	9.1	7.8
Mining	0.4	11.9	11.5	0.3	15.2	10.5
Manufacturing	3.7	12.0	11.2	3.6	16.3	10.8
Electricity, gas, water and waste services	0.3	17.2	12.4	0.3	17.9	11.9
Construction	17.3	16.5	14.2	17.3	21.6	13.5
Wholesale trade	3.5	13.9	12.7	3.3	15.7	12.7
Retail trade	6.0	14.9	13.5	6.1	20.3	13.2
Accommodation and food services	4.4	17.6	16.3	4.3	19.4	14.6
Transport, postal and warehousing	8.4	27.5	19.5	8.3	29.7	21.3
Information media and telecommunications	1.0	18.6	14.8	1.0	19.4	14.0
Financial and insurance services	4.6	15.4	12.6	4.7	18.2	12.0
Rental, hiring and real estate services	11.4	10.9	9.2	11.2	14.2	9.0
Professional, scientific and technical services	13.0	16.6	13.2	12.9	18.0	12.7
Administrative and support services	4.3	21.3	15.9	4.8	31.1	16.4
Public administration and safety	0.3	19.1	18.0	0.3	24.7	16.6
Education and training	1.5	18.8	13.7	1.6	22.0	12.8
Health care and social assistance	6.2	13.4	8.7	6.8	18.2	9.1
Arts and recreation services	1.3	17.3	13.1	1.4	23.0	13.0
Other services	4.6	16.9	12.8	5.0	25.3	12.3
<b>All industries</b>	<b>100.0</b>	<b>15.7</b>	<b>13.0</b>	<b>100.0</b>	<b>19.7</b>	<b>12.7</b>

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. Data for those business that were not able to be classified to an industry are not presented but are included in the all industries total. Of all businesses that were actively trading as at June 2019 and June 2022, 0.2 per cent and 0.1 per cent, respectively, were not classified to an industry.

Source: ABS, *Counts of Australian Businesses, Including Entries and Exits*, July 2018 to June 2022.

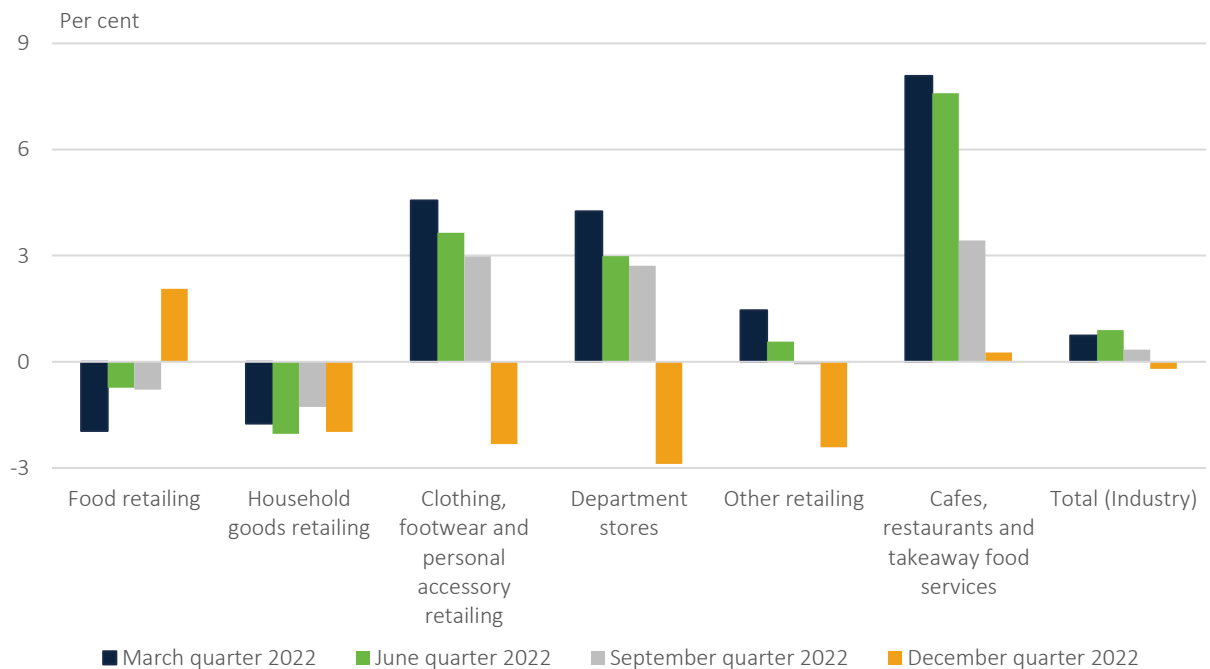


**Chart 3.7: Monthly retail turnover growth, current prices**



Source: ABS, *Retail Trade, Australia*, February 2023.

**Chart 3.8: Change in quarterly retail turnover, by industry group**



Note: Data are expressed in chain volume terms.

Source: ABS, *Retail Trade, Australia*, December 2022.



# 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. 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*, December 2022; ABS, *Selected Living Cost Indexes, Australia*, December 2022.

**Chart 4.2: Measures of annual CPI growth, monthly and quarterly series**



Note: Data are expressed in original terms.

Source: ABS, *Consumer Price Index, Australia*, December 2022; ABS, *Monthly Consumer Price Index Indicator*, February 2023.

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

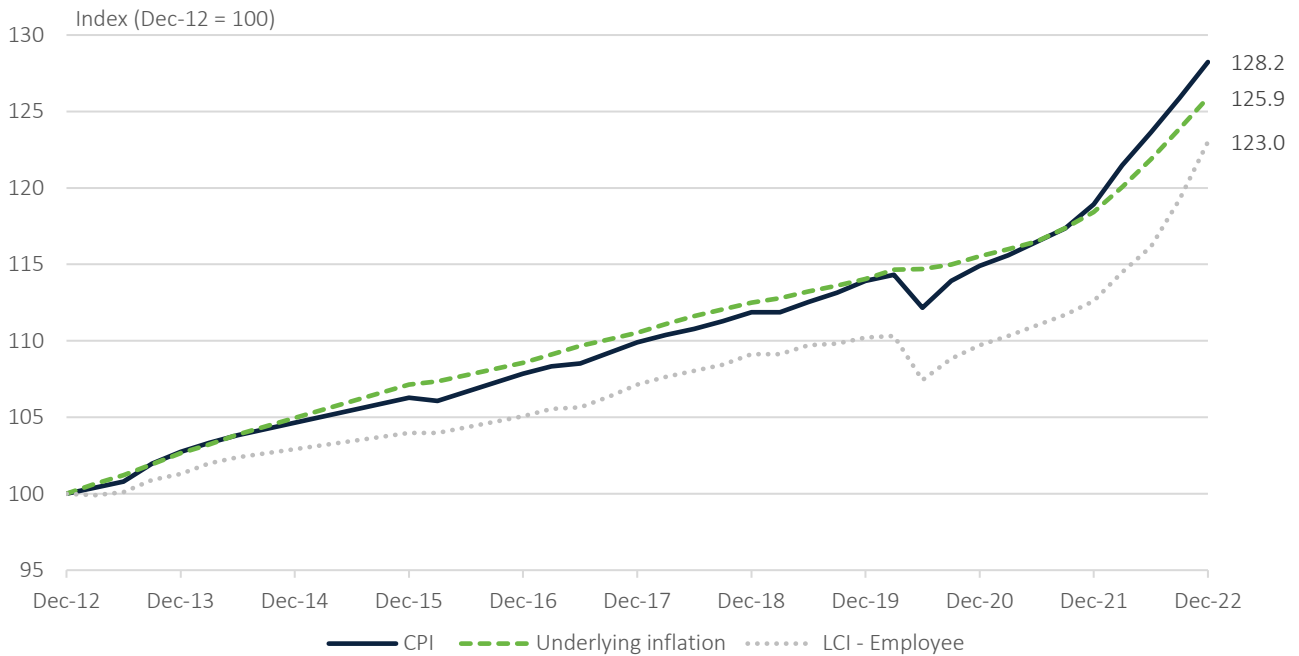
Quarter	Consumer Price Index (Index)	Consumer Price Index (% change)	Underlying inflation (Index)	Underlying inflation (% change)	Employee LCI (Index)	Employee LCI (% change)
Dec-12	100.0		100.0		100.0	
Dec-13	102.7	2.7	102.7	2.7	101.3	1.3
Dec-14	104.5	1.7	105.0	2.3	102.9	1.6
Dec-15	106.3	1.7	107.1	2.0	104.0	1.1
Dec-16	107.8	1.5	108.6	1.3	105.1	1.0
Dec-17	109.9	1.9	110.5	1.8	107.1	2.0
Dec-18	111.9	1.8	112.5	1.8	109.1	1.9
Dec-19	113.9	1.8	114.1	1.4	110.2	1.0
Dec-20	114.9	0.9	115.5	1.3	109.7	-0.5
Dec-21	118.9	3.5	118.4	2.5	112.6	2.6
Dec-22	128.2	7.8	125.9	6.3	123.0	9.3

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*, December 2022; ABS, *Selected Living Cost Indexes, Australia*, December 2022.



**Chart 4.3: Consumer Price Index, underlying inflation and Living Cost Index for employee households, cumulative growth rates**



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*, December 2022; ABS, *Selected Living Cost Indexes, Australia*, December 2022.

**Table 4.2: Measures of underlying inflation, growth rates over the year**

Quarter	Trimmed mean	Weighted median
	(% change)	(% change)
Dec-12	2.2	2.6
Dec-13	2.7	2.6
Dec-14	2.2	2.4
Dec-15	2.1	2.0
Dec-16	1.5	1.2
Dec-17	1.7	2.0
Dec-18	1.8	1.8
Dec-19	1.5	1.3
Dec-20	1.2	1.4
Dec-21	2.6	2.4
Dec-22	6.9	5.8

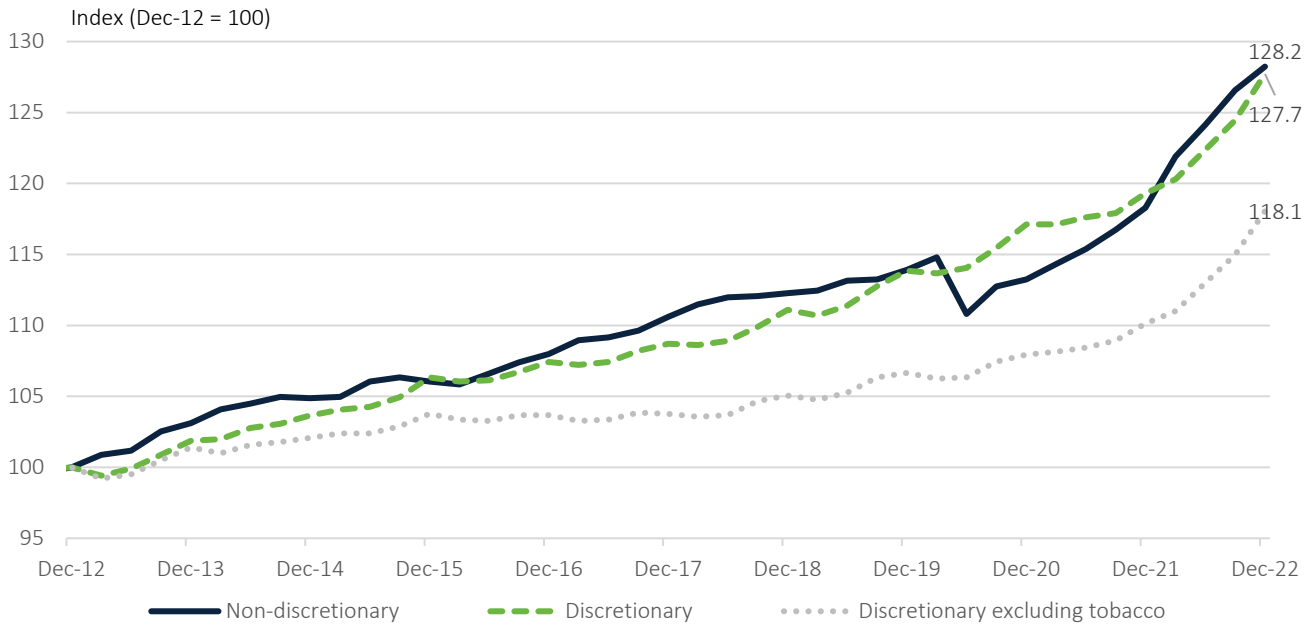
Note: The trimmed mean is calculated by ordering the CPI expenditure class components by their price change in the quarter and taking the expenditure weighted average of the middle 70 per cent of these price changes. The weighted median is the price change of the component in the middle of this ordering. The percentage change is calculated in relation to the corresponding quarter in the previous year.

Source: ABS, *Consumer Price Index, Australia*, December 2022.





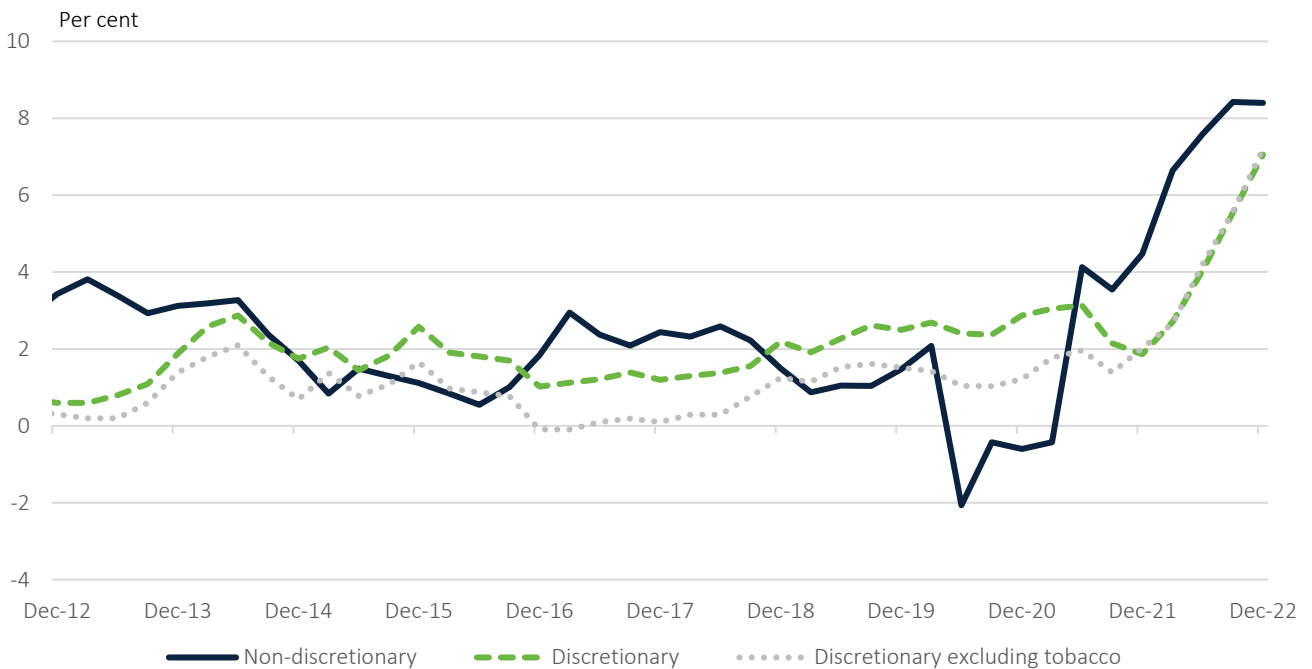
**Chart 4.4: Non-discretionary and discretionary inflation, cumulative growth rates**



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

Source: ABS, Consumer Price Index, Australia, December 2022.

**Chart 4.5: Non-discretionary and discretionary inflation, annual growth rates**



Source: ABS, Consumer Price Index, Australia, December 2022.



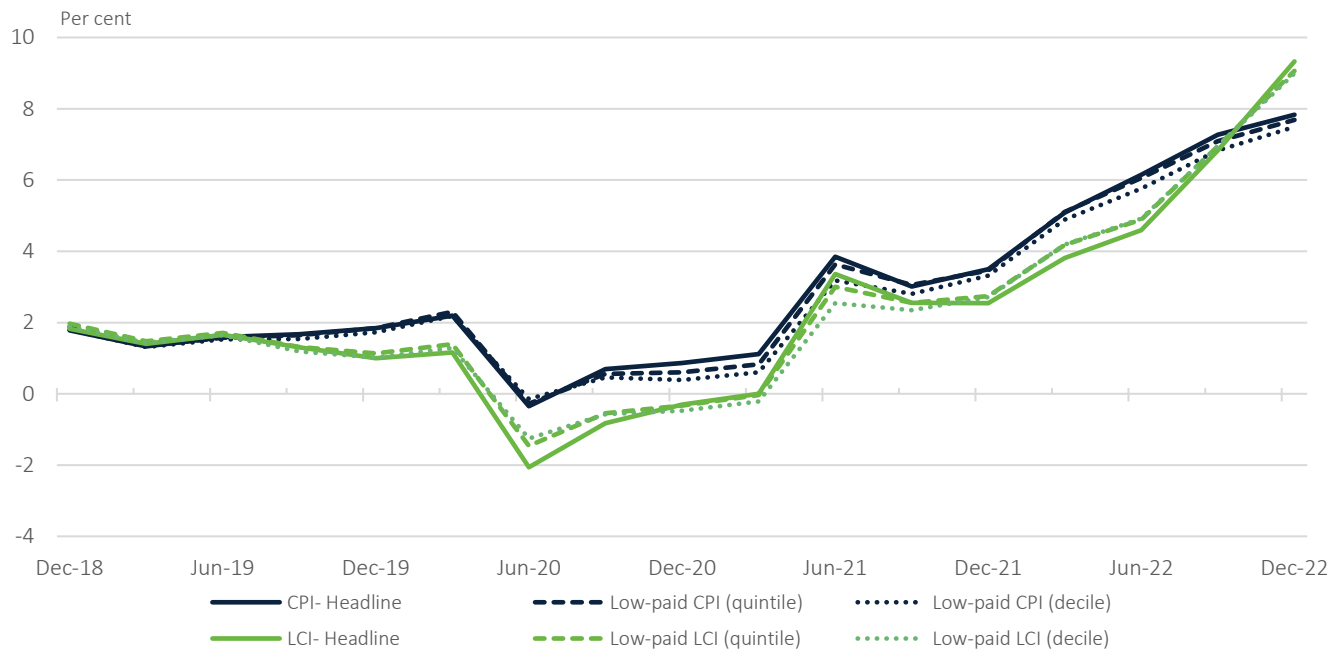
**Table 4.3: Non-discretionary and discretionary inflation, growth rates over the year**

Quarter	Non-discretionary (% change)	Discretionary (% change)	Discretionary excluding tobacco (% change)
Dec-12	3.4	0.6	0.3
Dec-13	3.1	1.9	1.4
Dec-14	1.7	1.7	0.7
Dec-15	1.1	2.6	1.7
Dec-16	1.8	1.0	-0.1
Dec-17	2.4	1.2	0.1
Dec-18	1.5	2.2	1.2
Dec-19	1.5	2.5	1.5
Dec-20	-0.6	2.9	1.2
Dec-21	4.5	1.9	2.0
Dec-22	8.4	7.1	7.2

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

Source: ABS, *Consumer Price Index, Australia*, December 2022.

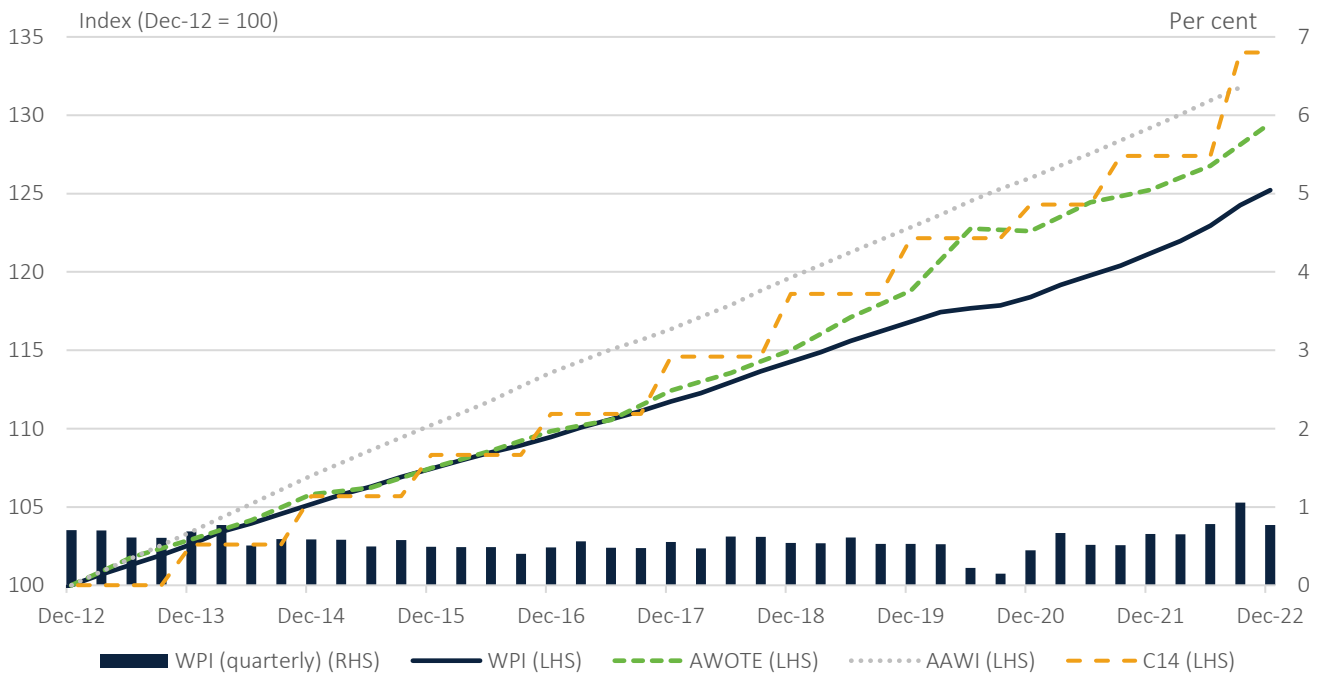
**Chart 4.6: CPI and LCI for low-paid employee households, annual growth**



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

# 5. Wages

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



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

Source: ABS, *Average Weekly Earnings, Australia*, November 2022; ABS, *Wage Price Index, Australia*, December 2022; Department of Employment and Workplace Relations, *Trends in Federal Enterprise Bargaining*, September quarter 2022, <<https://www.dewr.gov.au/enterprise-agreements-data/trends-federal-enterprise-bargaining>>; *Manufacturing and Associated Industries and Occupations Award 2010*, *Manufacturing and Associated Industries and Occupations Award 2020*.



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

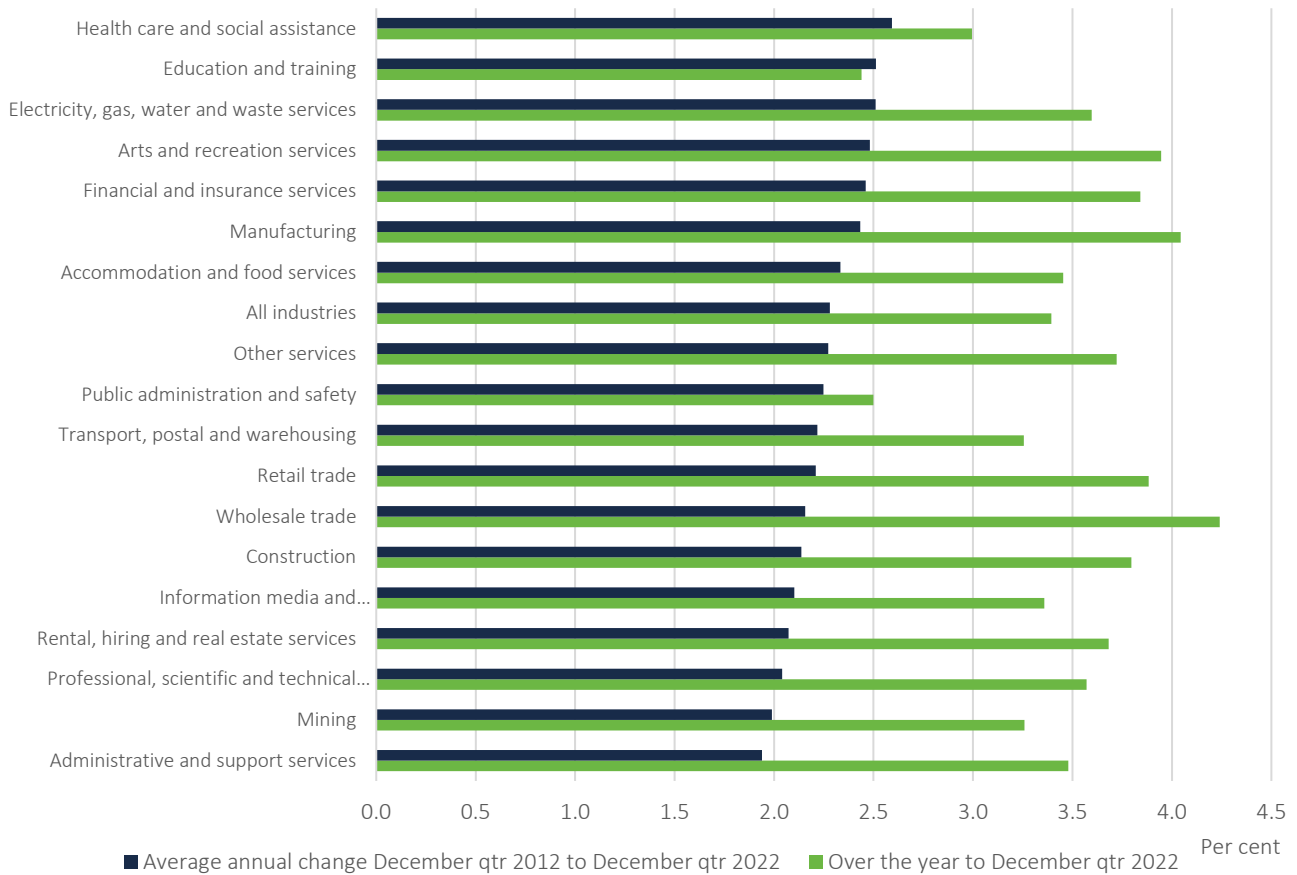
<b>Year ended (Quarter)</b>	<b>WPI (% change)</b>	<b>AWOTE<sup>^</sup> (% change)</b>	<b>C14 (% change)</b>	<b>C10 (% change)</b>	<b>AAWI (% change)</b>
Dec-12	3.4	5.0	2.9	2.9	3.2
Dec-13	2.6	2.9	2.6	2.6	3.4
Dec-14	2.5	2.8	3.0	3.0	3.4
Dec-15	2.2	1.6	2.5	2.5	3.0
Dec-16	1.9	2.2	2.4	2.4	3.1
Dec-17	2.1	2.4	3.3	3.3	2.5
Dec-18	2.3	2.3	3.5	3.5	2.9
Dec-19	2.2	3.3	3.0	3.0	2.7
Dec-20	1.3	3.2	1.8*	1.8*	2.2
Dec-21	2.4	2.2	2.5	2.5	2.6
Dec-22	3.3	3.4	5.2	4.6	n/a

Note: See Chart 5.1 for information on each measure of nominal wages growth. n/a = not available. \* Actual increase was 1.75 per cent. <sup>^</sup>Data are presented for November of each year.

Source: ABS, *Average Weekly Earnings, Australia*, November 2022; ABS, *Wage Price Index, Australia*, December 2022; Department of Employment and Workplace Relations, *Trends in Federal Enterprise Bargaining*, September quarter 2022, <<https://www.dewr.gov.au/enterprise-agreements-data/trends-federal-enterprise-bargaining>>; *Manufacturing and Associated Industries and Occupations Award 2010, Manufacturing and Associated Industries and Occupations Award 2020*.



**Chart 5.2: Wage Price Index by industry, annualised growth over decade and growth over year to December quarter 2022**



Note: Data are expressed in original terms.

Source: ABS, *Wage Price Index, Australia*, December 2022.



**Table 5.2: Average hourly total cash earnings for full-time non-managerial employees paid at the adult rate, by industry and method of setting pay, May 2021**

	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	29.30	61.20	66.90	0.48	0.44
Manufacturing	28.50	43.30	40.30	0.66	0.71
Electricity, gas, water and waste services	32.60	53.60	57.40	0.61	0.57
Construction	32.50	53.30	43.80	0.61	0.74
Wholesale trade	27.30	36.50	43.10	0.75	0.63
Retail trade	28.70	29.50	38.50	0.97	0.75
Accommodation and food services	29.60	31.10	35.50	0.95	0.83
Transport, postal and warehousing	33.50	46.40	40.00	0.72	0.84
Information media and telecommunications	32.90	47.50	57.90	0.69	0.57
Finance and insurance services	36.10	49.30	59.30	0.73	0.61
Rental, hiring and real estate services	30.40	43.40	40.90	0.70	0.74
Professional, scientific and technical services	34.00	47.00	55.10	0.72	0.62
Administrative and support services	32.00	44.70	46.00	0.72	0.70
Public administration and safety	49.30	49.80	48.40	0.99	1.02
Education and training	40.80	52.50	44.10	0.78	0.93
Health care and social assistance	42.30	51.10	41.40	0.83	1.02
Arts and recreation services	28.60	37.90	47.00	0.75	0.61
Other services	32.00	42.30	37.50	0.76	0.85
<b>All industries</b>	<b>35.20</b>	<b>48.80</b>	<b>46.80</b>	<b>0.72</b>	<b>0.75</b>

Source: ABS, *Employees Earnings and Hours, Australia*, May 2021.



## 6. Labour market

Table 6.1: Employment, monthly hours worked and unemployment

Year ended	Employed persons	Monthly hours worked	Unemployed persons	Unemployment rate	Employed persons	Monthly hours worked	Unemployed persons	Unemployment rate
(Month)	('000s)	('000s)	('000s)	(%)	(% change)	(% change)	(% change)	(ppt change)
Dec-12	11 395.5	1 603 625.7	654.7	5.4	1.5	1.0	6.3	0.2
Dec-13	11 417.4	1 605 966.9	716.1	5.9	0.2	0.1	9.4	0.5
Dec-14	11 596.2	1 601 484.1	754.2	6.1	1.6	-0.3	5.3	0.2
Dec-15	11 903.8	1 651 299.5	725.3	5.7	2.7	3.1	-3.8	-0.4
Dec-16	12 032.4	1 673 890.0	745.2	5.8	1.1	1.4	2.8	0.1
Dec-17	12 444.4	1 720 575.2	739.7	5.6	3.4	2.8	-0.7	-0.2
Dec-18	12 709.9	1 748 623.9	672.1	5.0	2.1	1.6	-9.1	-0.6
Dec-19	12 966.3	1 783 692.8	691.3	5.1	2.0	2.0	2.9	0.0
Dec-20	12 859.4	1 750 098.0	905.7	6.6	-0.8	-1.9	31.0	1.5
Dec-21	13 295.0	1 824 497.5	578.6	4.2	3.4	4.3	-36.1	-2.4
Dec-22	13 778.4	1 886 849.4	502.9	3.5	3.6	3.4	-13.1	-0.6
Mar-23	13 884.4	1 914 191.1	507.0	3.5	3.3	5.5	-7.5	-0.4

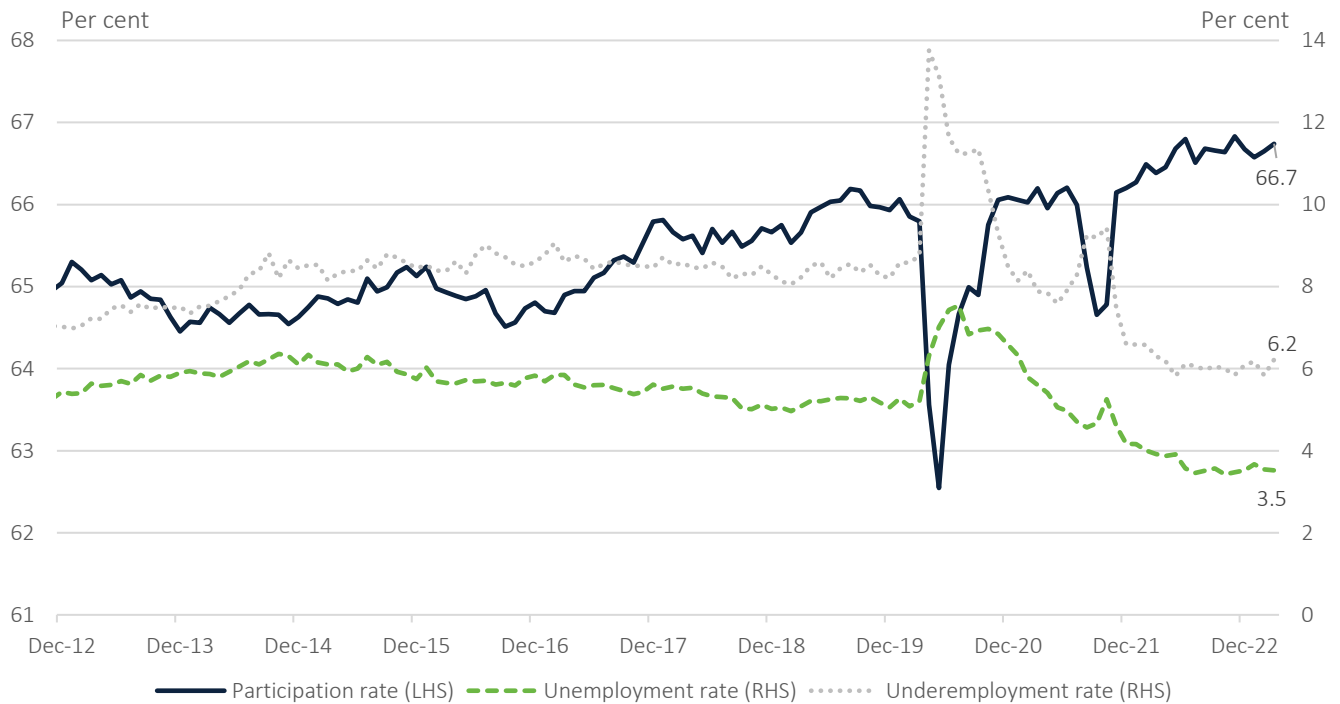
Note: The unemployment rate is the number of unemployed persons expressed as a percentage of the labour force. All measures are calculated for persons aged 15 years and over. The percentage change and percentage point (ppt) change are calculated in relation to the corresponding month in the previous year.

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

Source: ABS, *Labour Force, Australia*, March 2023.

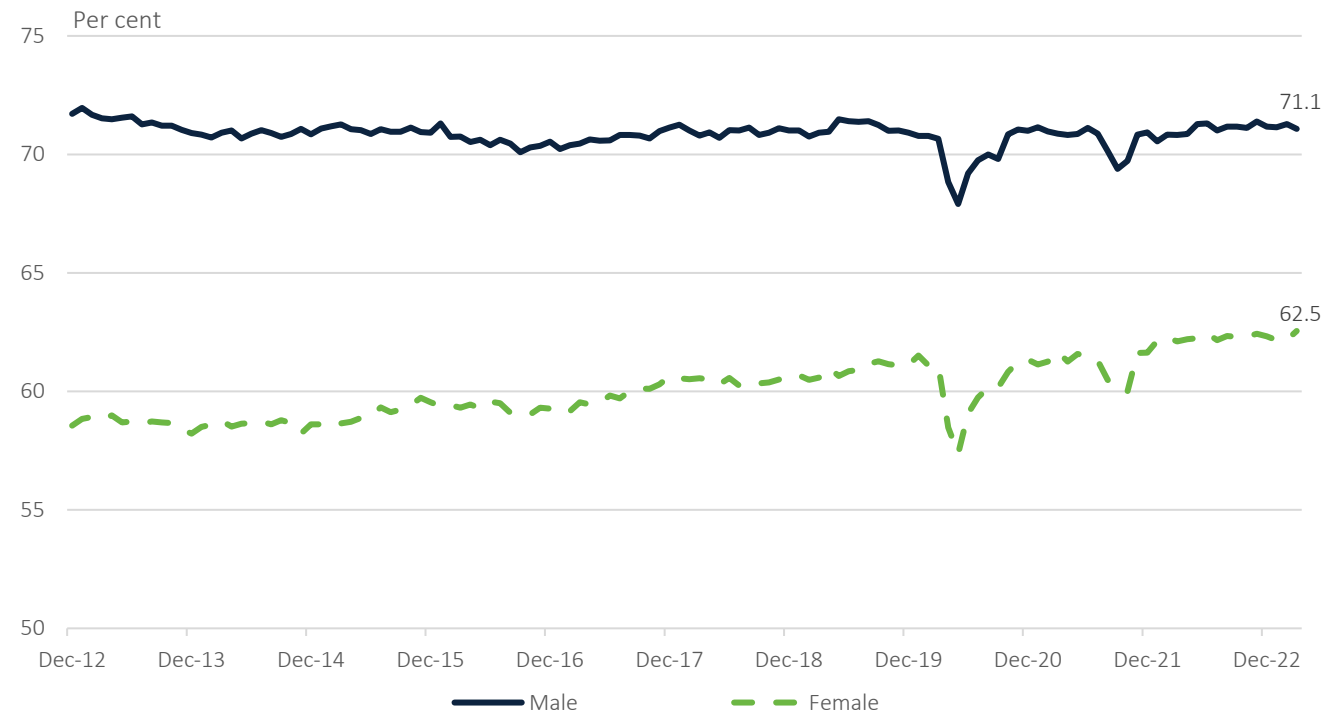


Chart 6.1: Participation, unemployment and underemployment rates



Source: ABS, Labour Force, Australia, March 2023.

Chart 6.1a: Participation rates by gender



Source: ABS, Labour Force, Australia, March 2023.



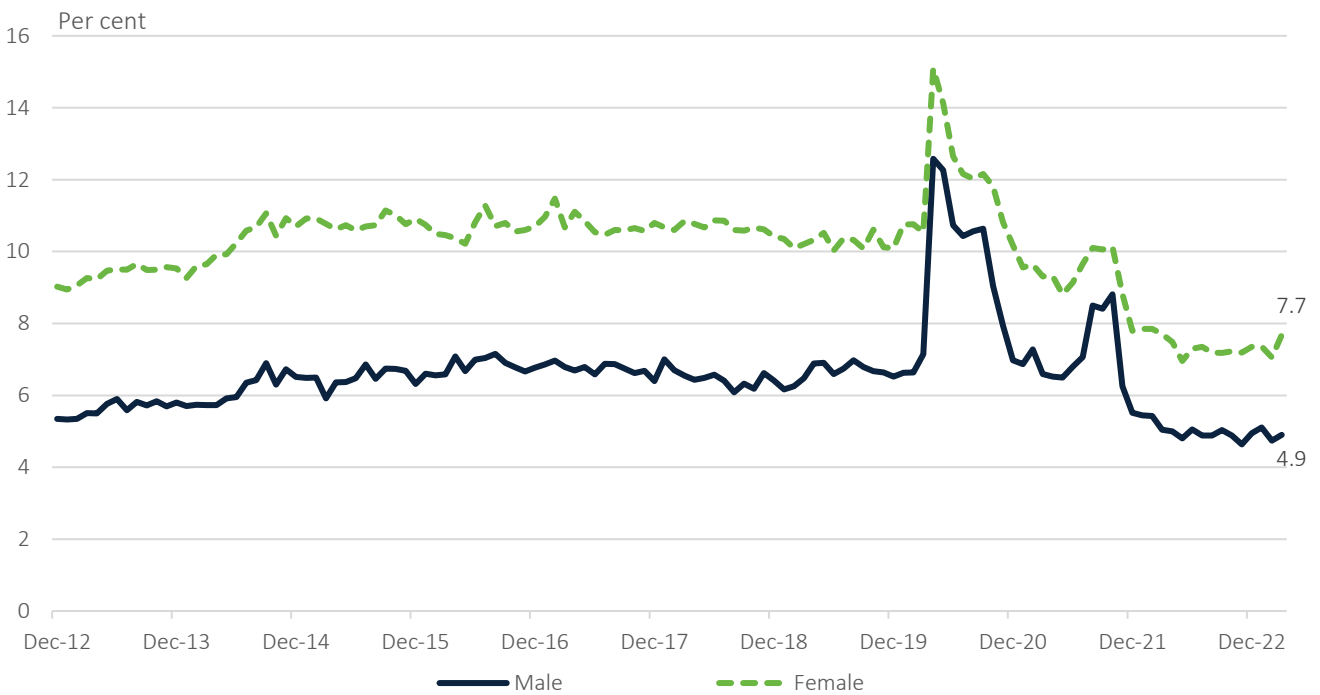


**Chart 6.1b: Unemployment rates by gender**



Source: ABS, *Labour Force, Australia*, March 2023.

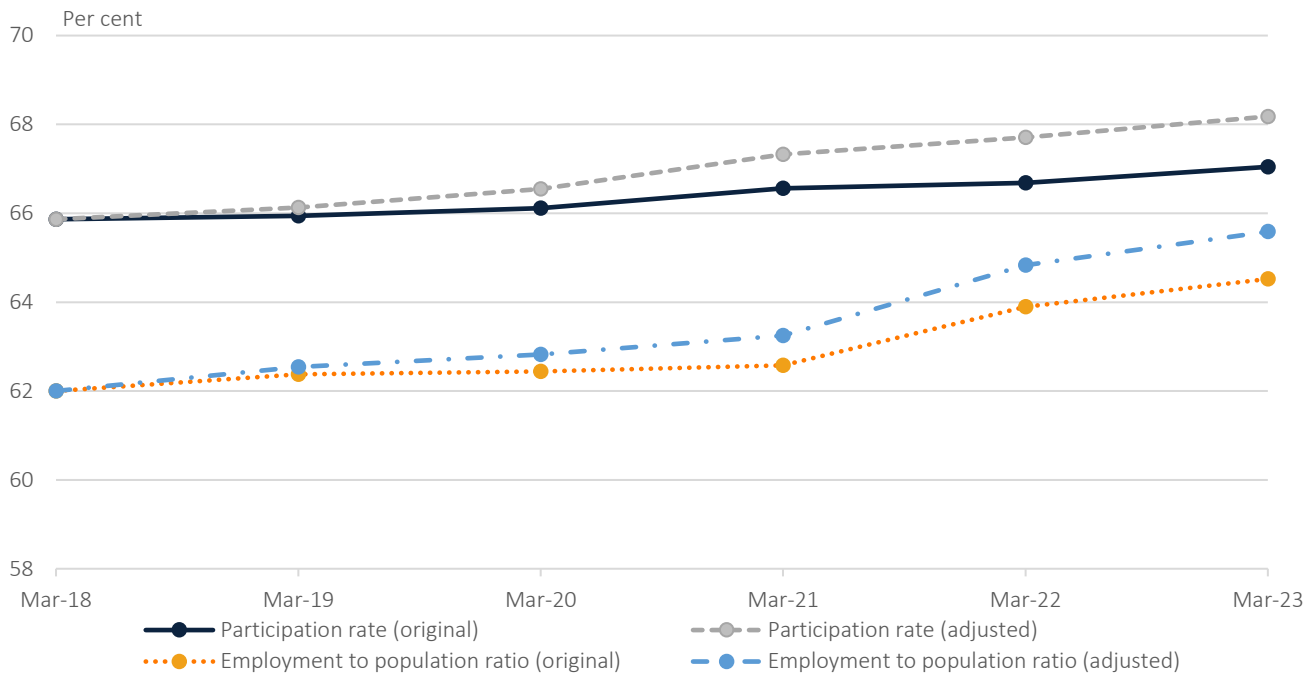
**Chart 6.1c: Underemployment rates by gender**



Source: ABS, *Labour Force, Australia*, March 2023.



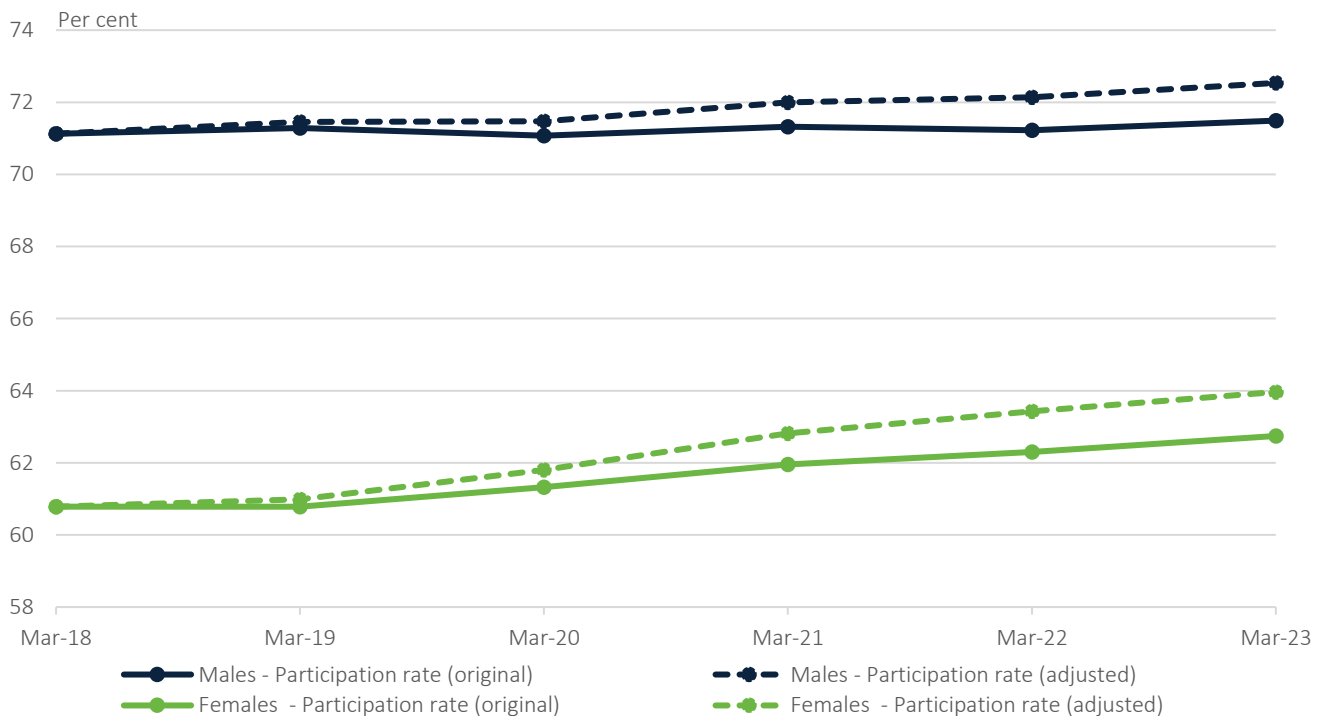
**Chart 6.2: Age-adjusted participation rate and age-adjusted employment to population ratio**



Note: Data are expressed in original terms with only the March figure of each year shown. The age-adjusted participation rate is calculated using 10-year age groups, with the proportion of the population in each age group held fixed at March 2018 levels.

Source: ABS, *Labour Force, Australia, Detailed*, March 2023.

**Chart 6.2a: Age-adjusted participation rate, by gender**

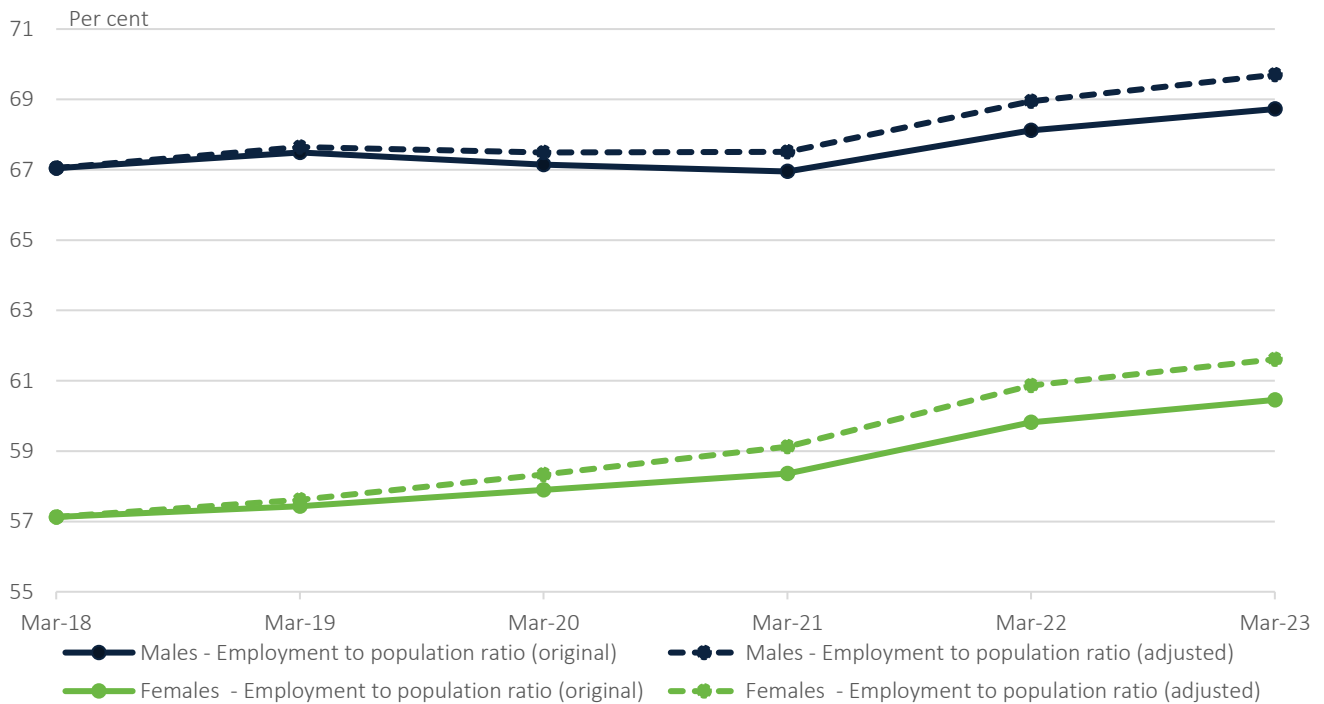


Note: Data are expressed in original terms with only the March figure of each year shown. The age-adjusted participation rate is calculated using 10-year age groups, with the proportion of the population in each age group held fixed at March 2018 levels.

Source: ABS, *Labour Force, Australia, Detailed*, March 2023.



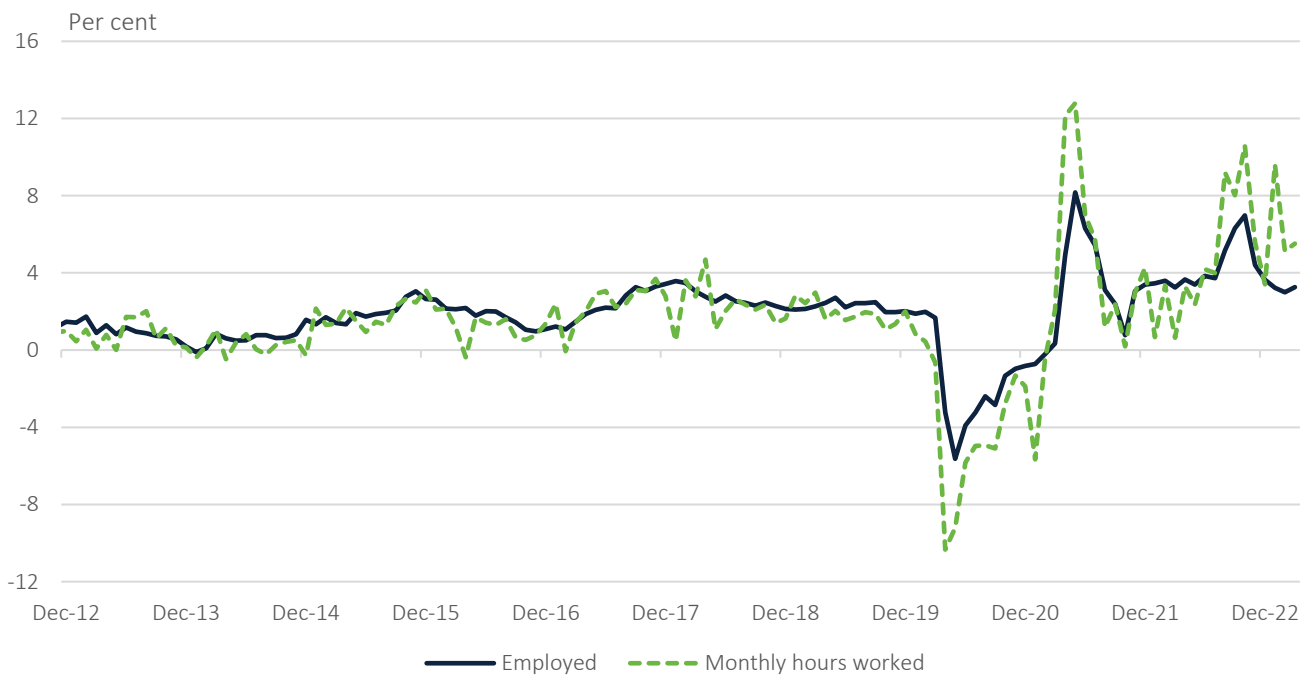
Chart 6.2b: Age-adjusted employment to population ratio, by gender



Note: Data are expressed in original terms with only the March figure of each year shown. The age-adjusted participation rate is calculated using 10-year age groups, with the proportion of the population in each age group held fixed at March 2018 levels.

Source: ABS, *Labour Force, Australia, Detailed*, March 2023.

Chart 6.3: Employed persons and monthly hours worked, growth rate over the year



Source: ABS, *Labour Force, Australia*, March 2023.

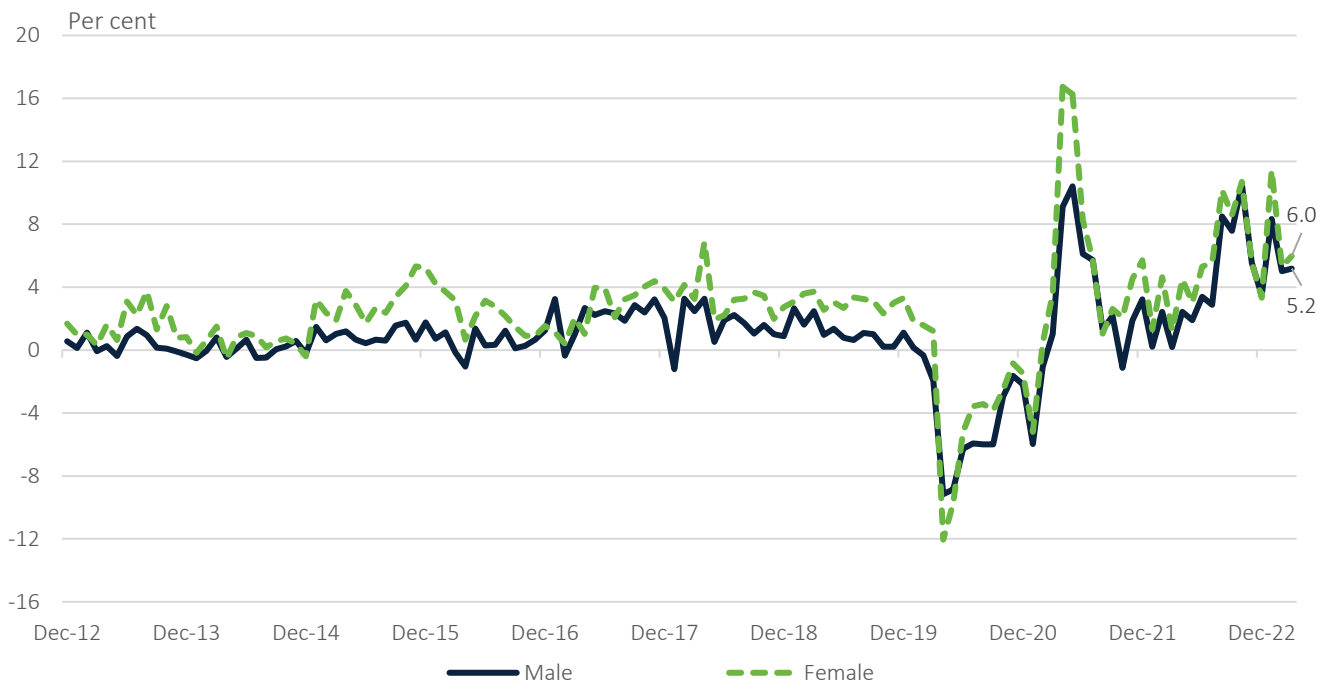


**Chart 6.3a: Employed persons by gender, growth rate over the year**



Source: ABS, *Labour Force, Australia*, March 2023.

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



Source: ABS, *Labour Force, Australia*, March 2023.



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

Month	Full-time	Change	Part-time	Change
Dec-12	170.5	-0.6	70.5	0.1
Dec-13	171.3	0.8	71.6	1.1
Dec-14	167.6	-3.7	71.8	0.2
Dec-15	168.5	0.9	72.3	0.5
Dec-16	169.8	1.3	73.2	0.8
Dec-17	168.3	-1.5	72.9	-0.3
Dec-18	167.0	-1.3	74.0	1.1
Dec-19	167.4	0.3	73.7	-0.3
Dec-20	165.3	-2.1	74.3	0.6
Dec-21	165.4	0.1	75.6	1.3
Dec-22	163.8	-1.6	74.3	-1.3
Mar-23	164.2	2.1	75.8	1.4

Note: The change in average hours is calculated in relation to the corresponding month in the previous year.

Source: ABS, *Labour Force, Australia*, March 2023.

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

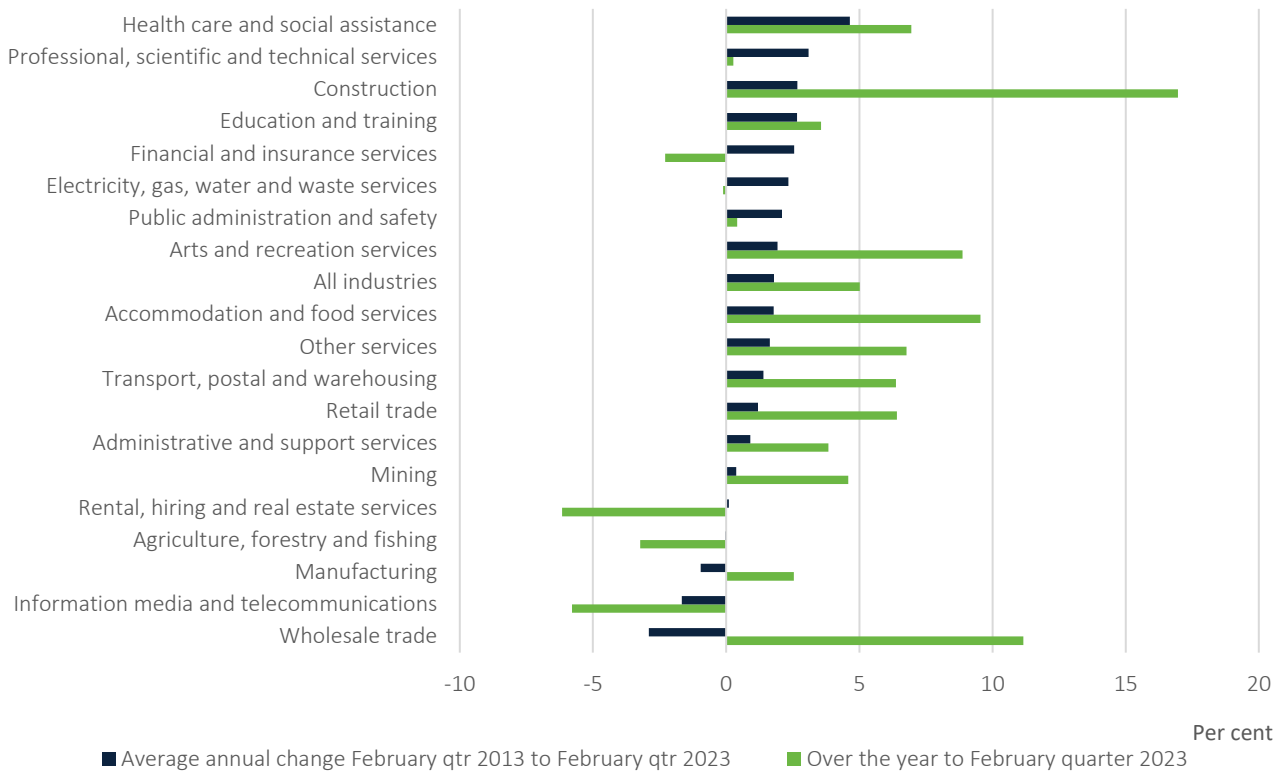
Month	Full-time				Part-time			
	Male	Change	Female	Change	Male	Change	Female	Change
Dec-12	176.3	-1.0	159.8	0.0	67.8	-0.6	71.7	0.4
Dec-13	177.0	0.7	161.0	1.2	71.2	3.4	71.8	0.0
Dec-14	173.7	-3.2	156.3	-4.7	71.1	-0.1	72.2	0.4
Dec-15	174.2	0.5	158.4	2.0	71.4	0.3	72.8	0.6
Dec-16	175.9	1.7	159.0	0.6	71.6	0.2	73.9	1.1
Dec-17	174.6	-1.3	157.5	-1.5	71.0	-0.5	73.7	-0.2
Dec-18	172.6	-2.0	157.6	0.1	72.0	1.0	75.0	1.2
Dec-19	173.0	0.4	158.1	0.5	72.0	-0.1	74.5	-0.4
Dec-20	170.4	-2.6	156.9	-1.3	72.8	0.8	75.0	0.5
Dec-21	169.7	-0.6	158.3	1.4	73.2	0.5	76.7	1.7
Dec-22	169.0	-0.8	155.7	-2.6	73.3	0.0	74.7	-2.0
Mar-23	169.0	2.4	156.7	1.8	73.7	1.1	76.8	1.6

Note: The change in average hours is calculated in relation to the corresponding month in the previous year.

Source: ABS, *Labour Force, Australia*, March 2023.



**Chart 6.4: Hours actually worked, by industry, annualised growth over decade and growth over year to February quarter 2022**



Note: All data are expressed in original terms.

Source: ABS, *Labour Force, Australia, Detailed*, February 2023.



**Table 6.3: Employment by industry for selected periods**

Industry	Employed persons (‘000s)					Annualised growth rates (%)	Annual growth rates (%)			Filled jobs (‘000)
	Feb-13	Feb-20	Feb-21	Feb-22	Feb-23	Feb-13 to Feb-23	Feb-21	Feb-22	Feb-23	Dec-22
Agriculture, forestry and fishing	297.5	332.6	336.2	303.5	300.9	0.1	1.1	-9.7	-0.9	453.3
Mining	268.2	248.7	262.7	291.4	290.8	0.8	5.6	10.9	-0.2	206.7
Manufacturing	917.5	911.2	892.0	854.3	870.7	-0.5	-2.1	-4.2	1.9	924.4
Electricity, gas, water and waste services	135.3	132.2	147.3	166.8	163.4	1.9	11.4	13.3	-2.1	133.0
Construction	1006.2	1188.2	1157.6	1175.9	1322.1	2.8	-2.6	1.6	12.4	1370.8
Wholesale trade	444.0	392.2	392.8	330.0	355.7	-2.2	0.1	-16.0	7.8	609.4
Retail trade	1202.5	1242.2	1307.5	1285.9	1359.3	1.2	5.3	-1.7	5.7	1452.0
Accommodation and food services	793.9	923.2	837.6	892.9	937.1	1.7	-9.3	6.6	4.9	1244.7
Transport, postal and warehousing	601.5	653.5	676.6	674.9	683.3	1.3	3.5	-0.3	1.2	701.2
Information media and telecommunications	214.8	209.4	195.9	203.8	197.1	-0.9	-6.5	4.1	-3.3	200.7
Financial and insurance services	413.6	466.7	469.5	547.5	530.7	2.5	0.6	16.6	-3.1	512.9
Rental, hiring and real estate services	199.8	217.1	210.6	238.1	219.8	1.0	-3.0	13.0	-7.7	303.9
Professional, scientific and technical services	913.5	1143.4	1186.6	1241.5	1249.8	3.2	3.8	4.6	0.7	1304.8
Administrative and support services	386.3	438.1	385.4	412.0	415.3	0.7	-12.0	6.9	0.8	1056.5
Public administration and safety	717.5	833.4	862.7	901.5	888.7	2.2	3.5	4.5	-1.4	749.3
Education and training	910.2	1129.6	1087.6	1147.6	1164.8	2.5	-3.7	5.5	1.5	111.3
Health care and social assistance	1375.9	1790.0	1801.1	2015.3	2112.6	4.4	0.6	11.9	4.8	1994.8
Arts and recreation services	202.8	245.2	239.3	225.7	242.7	1.8	-2.4	-5.7	7.5	242.1
Other services	448.0	489.7	508.0	515.2	523.1	1.6	3.7	1.4	1.5	538.9
<b>All industries</b>	<b>11 436.0</b>	<b>13 005.1</b>	<b>12 981.3</b>	<b>13 446.3</b>	<b>13 850.8</b>	<b>1.9</b>	<b>-0.2</b>	<b>3.6</b>	<b>3.0</b>	<b>15 110.7</b>

Source: ABS, *Labour Force, Detailed*, February 2023; ABS, *Labour Account Australia*, December 2022.



**Table 6.3a: Employment by industry for selected periods, by gender**

Industry	Employed persons ('000s)									
	Feb-13		Feb-20		Feb-21		Feb-22		Feb-23	
	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males
Agriculture, forestry and fishing	94.7	201.1	116.4	226.1	120.7	225.7	99.7	213.1	105.4	205.0
Mining	36.9	227.5	41.0	203.1	47.4	209.9	57.6	227.6	55.6	229.2
Manufacturing	243.1	680.7	261.1	652.8	264.5	630.1	244.7	612.0	229.1	643.9
Electricity, gas, water and waste services	30.1	105.2	30.4	106.9	33.5	120.0	44.9	129.2	41.0	130.1
Construction	127.3	887.2	147.2	1038.5	155.8	998.2	151.8	1020.1	175.5	1142.7
Wholesale trade	148.9	306.5	128.0	258.0	129.0	256.8	106.3	217.0	110.1	237.6
Retail trade	677.3	524.9	710.0	549.6	715.5	610.6	702.8	601.4	760.6	618.0
Accommodation and food services	435.8	348.9	511.2	415.3	456.4	386.8	513.6	386.8	511.5	434.4
Transport, postal and warehousing	136.9	467.4	131.3	536.9	142.5	548.5	166.7	521.7	165.9	530.7
Information media and telecommunications	87.5	129.3	87.6	121.7	83.5	113.6	85.8	120.2	80.8	118.6
Financial and insurance services	219.4	194.1	237.6	231.9	228.4	242.1	267.0	280.6	258.2	272.1
Rental, hiring and real estate services	96.4	100.4	104.4	108.9	98.6	108.2	107.0	126.7	103.3	112.5
Professional, scientific and technical services	402.4	509.1	512.9	647.4	518.6	687.9	564.0	698.6	557.1	713.0
Administrative and support services	200.6	191.7	227.5	222.4	198.2	196.9	209.1	213.2	218.1	207.7
Public administration and safety	326.4	389.5	388.1	447.3	426.6	436.6	424.1	478.6	436.6	452.6
Education and training	595.5	273.7	779.7	316.2	769.8	287.6	805.5	311.7	825.7	310.6
Health care and social assistance	1085.2	294.5	1399.7	402.1	1414.9	399.1	1547.7	483.2	1617.7	511.4
Arts and recreation services	89.6	110.6	124.2	125.2	117.0	126.4	109.8	119.9	116.3	130.7
Other services	192.8	256.3	222.0	272.7	237.2	276.0	226.2	294.7	227.2	301.6
<b>All industries</b>	<b>5226.6</b>	<b>6198.7</b>	<b>6160.2</b>	<b>6882.9</b>	<b>6158.2</b>	<b>6861.0</b>	<b>6434.2</b>	<b>7056.5</b>	<b>6595.9</b>	<b>7302.3</b>

Note: All data are expressed in original terms.

Source: ABS, *Labour Force, Detailed*, February 2023.





**Table 6.3b: Employment by industry for selected periods, by gender**

Industry	Annualised growth rates (%)		Annual growth rates (%)					
	Feb-13 to Feb-23		Feb-21		Feb-22		Feb-23	
	Females	Males	Females	Males	Females	Males	Females	Males
Agriculture, forestry and fishing	1.1	0.2	3.7	-0.2	-17.4	-5.6	5.7	-3.8
Mining	4.2	0.1	15.6	3.4	21.5	8.5	-3.5	0.7
Manufacturing	-0.6	-0.6	1.3	-3.5	-7.5	-2.9	-6.4	5.2
Electricity, gas, water and waste services	3.1	2.1	10.2	12.2	34.0	7.7	-8.6	0.7
Construction	3.3	2.6	5.9	-3.9	-2.6	2.2	15.7	12.0
Wholesale trade	-3.0	-2.5	0.8	-0.4	-17.6	-15.5	3.6	9.5
Retail trade	1.2	1.6	0.8	11.1	-1.8	-1.5	8.2	2.8
Accommodation and food services	1.6	2.2	-10.7	-6.9	12.5	0.0	-0.4	12.3
Transport, postal and warehousing	1.9	1.3	8.6	2.2	17.0	-4.9	-0.5	1.7
Information media and telecommunications	-0.8	-0.9	-4.7	-6.6	2.7	5.8	-5.7	-1.4
Financial and insurance services	1.6	3.4	-3.8	4.4	16.9	15.9	-3.3	-3.0
Rental, hiring and real estate services	0.7	1.1	-5.5	-0.6	8.5	17.1	-3.4	-11.2
Professional, scientific and technical services	3.3	3.4	1.1	6.3	8.8	1.6	-1.2	2.1
Administrative and support services	0.8	0.8	-12.9	-11.5	5.5	8.3	4.3	-2.6
Public administration and safety	3.0	1.5	9.9	-2.4	-0.6	9.6	3.0	-5.4
Education and training	3.3	1.3	-1.3	-9.0	4.6	8.4	2.5	-0.4
Health care and social assistance	4.1	5.7	1.1	-0.8	9.4	21.1	4.5	5.8
Arts and recreation services	2.6	1.7	-5.8	0.9	-6.2	-5.2	5.9	9.1
Other services	1.7	1.6	6.8	1.2	-4.7	6.8	0.5	2.3
<b>All industries</b>	<b>2.4</b>	<b>1.7</b>	<b>0.0</b>	<b>-0.3</b>	<b>4.5</b>	<b>2.8</b>	<b>2.5</b>	<b>3.5</b>

Note: All data are expressed in original terms.

Source: ABS, *Labour Force, Detailed*, February 2023.



**Table 6.4: Employment by occupation, '000s**

		Feb-13	Feb-14	Feb-15	Feb-16	Feb-17	Feb-18	Feb-19	Feb-20	Feb-21	Feb-22	Feb-23
Managers	Total	1422.3	1483.2	1552.8	1557.8	1568.5	1529.3	1529.9	1626.0	1694.8	1789.4	1860.0
	Males	928.8	968.7	991.3	1006.5	990.3	966.4	967.0	1003.0	1033.2	1107.3	1098.9
	Females	493.5	514.5	561.5	551.3	578.2	562.9	562.9	623.1	661.6	682.0	761.1
Professionals	Total	2503.8	2565.0	2655.7	2739.2	2884.2	2988.1	3101.5	3190.7	3317.7	3525.2	3596.1
	Males	1188.8	1192.5	1236.6	1249.8	1307.9	1355.9	1399.9	1412.5	1483.5	1589.4	1621.9
	Females	1315.0	1372.5	1419.1	1489.4	1576.3	1632.1	1701.6	1778.2	1834.2	1935.8	1974.2
Technicians and trades workers	Total	1666.1	1681.5	1707.6	1727.0	1674.0	1810.8	1817.9	1813.1	1780.5	1821.7	1906.3
	Males	1429.9	1444.5	1461.5	1471.2	1447.7	1525.8	1540.0	1524.4	1478.6	1510.1	1586.1
	Females	236.2	237.0	246.1	255.8	226.3	285.0	277.9	288.7	301.9	311.6	320.2
Community and personal service workers	Total	1143.1	1140.9	1200.4	1230.7	1244.2	1323.2	1387.7	1430.6	1383.1	1437.7	1548.8
	Males	355.8	366.1	382.0	383.6	396.4	399.3	417.1	428.0	452.4	445.7	474.2
	Females	787.3	774.8	818.3	847.1	847.8	923.9	970.7	1002.6	930.6	992.0	1074.6
Clerical and administrative workers	Total	1690.7	1622.9	1657.7	1708.4	1672.0	1634.3	1770.1	1751.2	1701.1	1778.4	1764.7
	Males	408.5	390.0	424.1	429.2	411.1	413.3	469.4	481.7	424.9	461.6	468.9
	Females	1282.1	1232.9	1233.6	1279.1	1260.9	1221.1	1300.6	1269.5	1276.2	1316.8	1295.8
Sales workers	Total	1060.8	1086.1	1078.4	1135.6	1086.1	1152.7	1103.2	1126.3	1106.5	1112.7	1081.5
	Males	414.7	426.2	427.0	445.4	440.8	440.3	412.2	434.8	452.9	448.8	454.0
	Females	646.1	659.9	651.4	690.2	645.3	712.3	691.0	691.4	653.6	664.0	627.6
Machinery operators and drivers	Total	789.0	748.7	742.5	714.9	744.6	835.2	861.2	828.3	855.8	848.4	877.4
	Males	721.6	685.2	669.5	649.5	678.5	757.4	778.9	741.8	768.3	736.7	768.7
	Females	67.4	63.5	73.0	65.4	66.1	77.8	82.3	86.5	87.5	111.7	108.7
Labourers	Total	1149.5	1136.2	1129.1	1162.3	1229.0	1251.2	1221.1	1276.9	1179.7	1177.2	1263.4
	Males	750.5	748.7	742.1	783.1	809.0	806.1	810.4	856.7	767.1	757.0	829.8
	Females	399.1	387.5	387.0	379.2	420.0	445.1	410.7	420.3	412.6	420.3	433.6

Note: All data are expressed in original terms.

Source: ABS, *Labour Force, Detailed*, February 2023.



**Table 6.5: Employment by occupation, annual percentage changes**

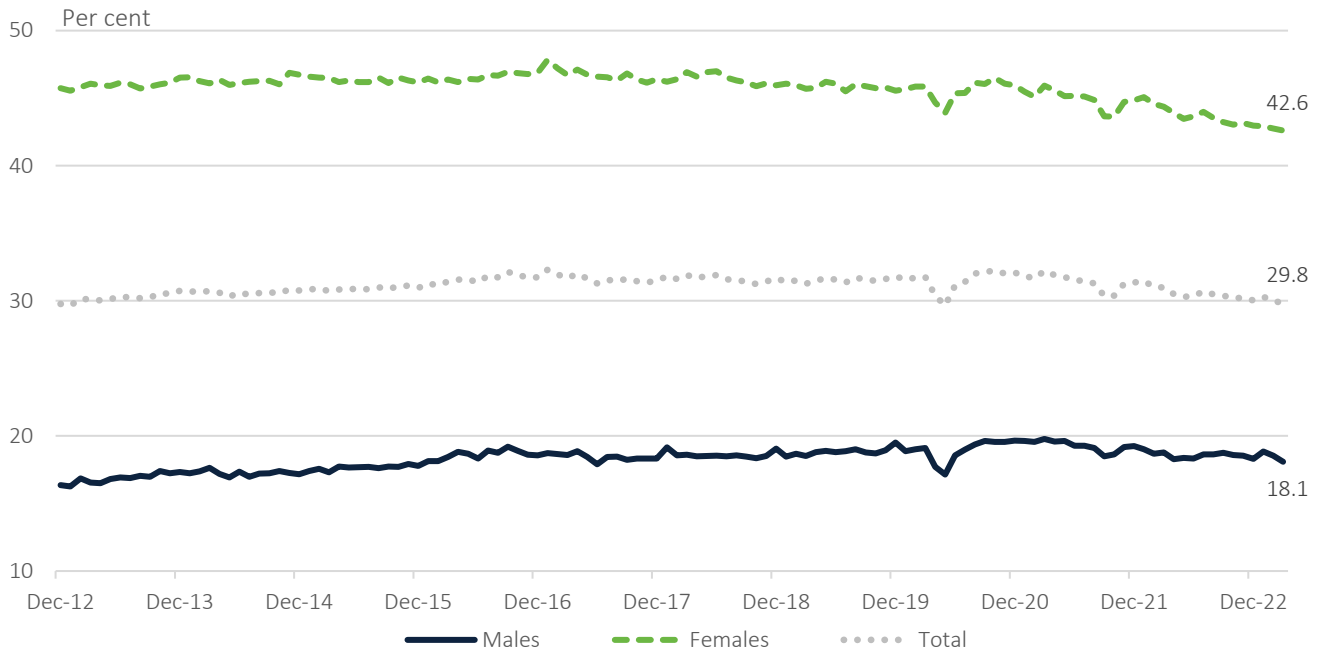
		Feb-14	Feb-15	Feb-16	Feb-17	Feb-18	Feb-19	Feb-20	Feb-21	Feb-22	Feb-23
Managers	Total	4.3	4.7	0.3	0.7	-2.5	0.0	6.3	4.2	5.6	3.9
	Males	4.3	2.3	1.5	-1.6	-2.4	0.1	3.7	3.0	7.2	-0.8
	Females	4.2	9.1	-1.8	4.9	-2.6	0.0	10.7	6.2	3.1	11.6
Professionals	Total	2.4	3.5	3.1	5.3	3.6	3.8	2.9	4.0	6.3	2.0
	Males	0.3	3.7	1.1	4.6	3.7	3.2	0.9	5.0	7.1	2.0
	Females	4.4	3.4	4.9	5.8	3.5	4.3	4.5	3.1	5.5	2.0
Technicians and trades workers	Total	0.9	1.6	1.1	-3.1	8.2	0.4	-0.3	-1.8	2.3	4.6
	Males	1.0	1.2	0.7	-1.6	5.4	0.9	-1.0	-3.0	2.1	5.0
	Females	0.3	3.9	3.9	-11.5	25.9	-2.5	3.9	4.6	3.2	2.8
Community and personal service workers	Total	-0.2	5.2	2.5	1.1	6.3	4.9	3.1	-3.3	4.0	7.7
	Males	2.9	4.4	0.4	3.3	0.7	4.5	2.6	5.7	-1.5	6.4
	Females	-1.6	5.6	3.5	0.1	9.0	5.1	3.3	-7.2	6.6	8.3
Clerical and administrative workers	Total	-4.0	2.1	3.1	-2.1	-2.3	8.3	-1.1	-2.9	4.5	-0.8
	Males	-4.5	8.7	1.2	-4.2	0.5	13.6	2.6	-11.8	8.6	1.6
	Females	-3.8	0.1	3.7	-1.4	-3.2	6.5	-2.4	0.5	3.2	-1.6
Sales workers	Total	2.4	-0.7	5.3	-4.4	6.1	-4.3	2.1	-1.8	0.6	-2.8
	Males	2.8	0.2	4.3	-1.0	-0.1	-6.4	5.5	4.1	-0.9	1.2
	Females	2.1	-1.3	6.0	-6.5	10.4	-3.0	0.1	-5.5	1.6	-5.5
Machinery operators and drivers	Total	-5.1	-0.8	-3.7	4.2	12.2	3.1	-3.8	3.3	-0.9	3.4
	Males	-5.0	-2.3	-3.0	4.5	11.6	2.8	-4.8	3.6	-4.1	4.3
	Females	-5.8	14.9	-10.4	1.1	17.7	5.8	5.1	1.1	27.7	-2.7
Labourers	Total	-1.2	-0.6	2.9	5.7	1.8	-2.4	4.6	-7.6	-0.2	7.3
	Males	-0.2	-0.9	5.5	3.3	-0.4	0.5	5.7	-10.5	-1.3	9.6
	Females	-2.9	-0.1	-2.0	10.8	6.0	-7.7	2.3	-1.8	1.9	3.2

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, Australia, Detailed*, February 2023.

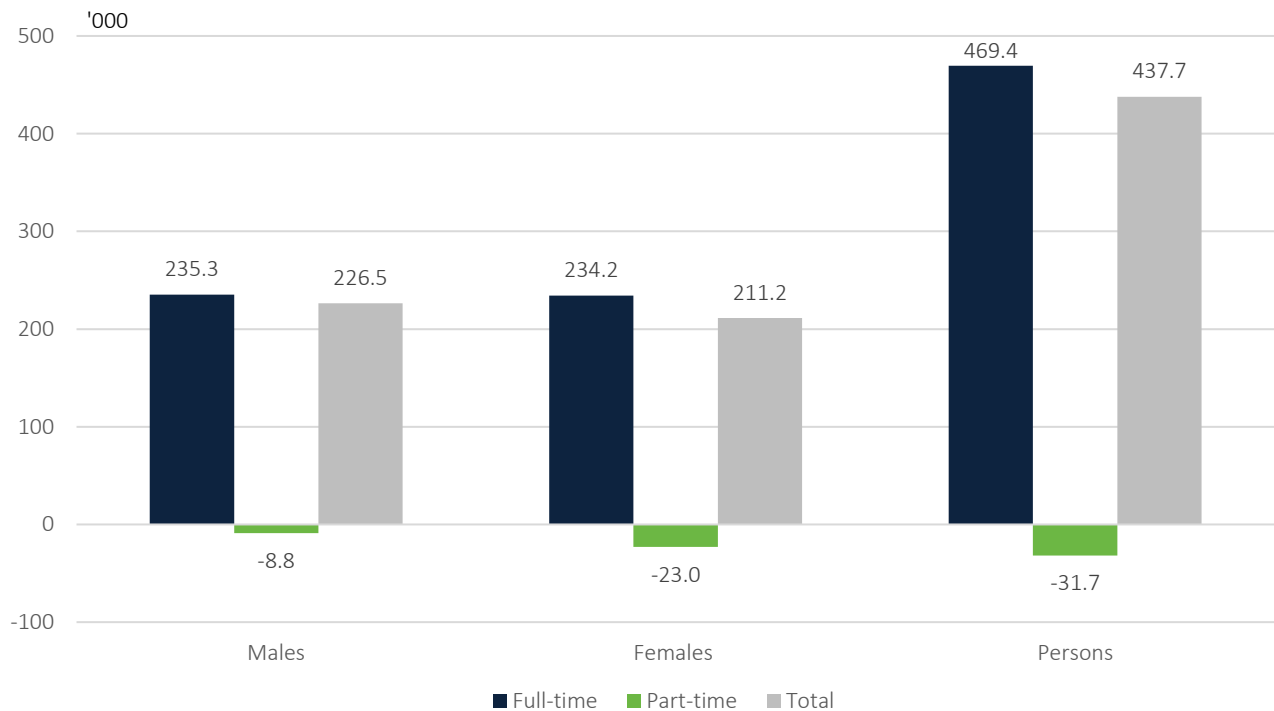


**Chart 6.5: Proportion working part-time hours, all employed persons and by gender, December 2012 to March 2023**



Source: ABS, *Labour Force, Australia*, March 2023.

**Chart 6.6: Change in full-time, part-time and total employment by gender, March 2022 to March 2023**



Source: ABS, *Labour Force, Australia*, March 2023.



**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-12	56.1		19.5		75.6	
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	55.7	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	21.1	0.2	77.2	1.2
Dec-18	56.2	0.2	21.3	0.1	77.5	0.3
Dec-19	56.5	0.4	21.4	0.2	78.0	0.5
Dec-20	55.8	-0.8	21.4	0.0	77.2	-0.8
Dec-21	58.2	2.4	21.2	-0.2	79.4	2.3
Dec-22	60.4	2.3	20.0	-1.3	80.4	1.0
Mar-23	60.0	1.9	20.5	-0.9	80.5	1.0

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

Source: ABS, *Labour Force, Australia, Detailed*, March 2023.

**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-12	72.5		10.1		82.6	
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	11.4	0.5	81.8	-0.4
Dec-17	71.1	0.7	11.6	0.1	82.6	0.8
Dec-18	70.9	-0.2	11.9	0.4	82.8	0.2
Dec-19	70.6	-0.3	12.3	0.4	82.9	0.1
Dec-20	69.6	-1.0	12.3	0.0	81.9	-1.0
Dec-21	72.0	2.5	11.9	-0.4	83.9	2.0
Dec-22	73.8	1.8	11.0	-0.8	84.8	0.9
Mar-23	73.4	1.6	11.3	-0.7	84.6	0.9

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

Source: ABS, *Labour Force, Australia, Detailed*, March 2023.



**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-12	39.9		28.9		68.7	
Dec-13	39.2	-0.7	29.3	0.4	68.5	-0.3
Dec-14	39.4	0.2	29.5	0.2	68.8	0.4
Dec-15	40.3	1.0	29.6	0.2	69.9	1.1
Dec-16	40.0	-0.4	30.2	0.6	70.2	0.2
Dec-17	41.3	1.3	30.5	0.3	71.8	1.7
Dec-18	41.8	0.5	30.4	-0.1	72.2	0.4
Dec-19	42.8	1.0	30.4	0.0	73.2	0.9
Dec-20	42.2	-0.6	30.4	0.0	72.5	-0.6
Dec-21	44.6	2.4	30.5	0.1	75.0	2.5
Dec-22	47.3	2.7	28.8	-1.7	76.1	1.1
Mar-23	46.8	2.1	29.6	-1.1	76.4	1.0

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

Source: ABS, *Labour Force, Australia, Detailed*, March 2023.

**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-12	86.4		72.0		79.1	
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	0.6	75.2	1.5	80.9	1.1
Dec-18	86.4	-0.3	75.3	0.1	80.8	-0.1
Dec-19	86.6	0.2	76.2	0.9	81.3	0.5
Dec-20	86.9	0.3	76.7	0.5	81.7	0.4
Dec-21	86.9	0.0	77.6	0.9	82.2	0.4
Dec-22	87.4	0.5	78.2	0.7	82.8	0.6
Mar-23	87.5	0.4	78.9	0.8	83.2	0.6

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

Source: ABS, *Labour Force, Australia, Detailed*, March 2023.



**Table 6.10: Long-term unemployment**

Month	Long-term unemployed	Change over year	Long-term unemployment ratio
	('000s)	(%)	(%)
Dec-12	120.4	9.3	18.4
Dec-13	153.9	27.9	21.5
Dec-14	175.0	13.7	23.2
Dec-15	158.0	-9.7	21.8
Dec-16	174.2	10.3	23.4
Dec-17	176.2	1.2	23.8
Dec-18	150.6	-14.5	22.4
Dec-19	176.8	17.4	25.6
Dec-20	199.1	12.6	22.0
Dec-21	148.4	-25.4	25.6
Dec-22	111.7	-24.8	22.2
Mar-23	100.4	-26.5	19.8

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

Source: ABS, *Labour Force, Australia, Detailed*, March 2023.

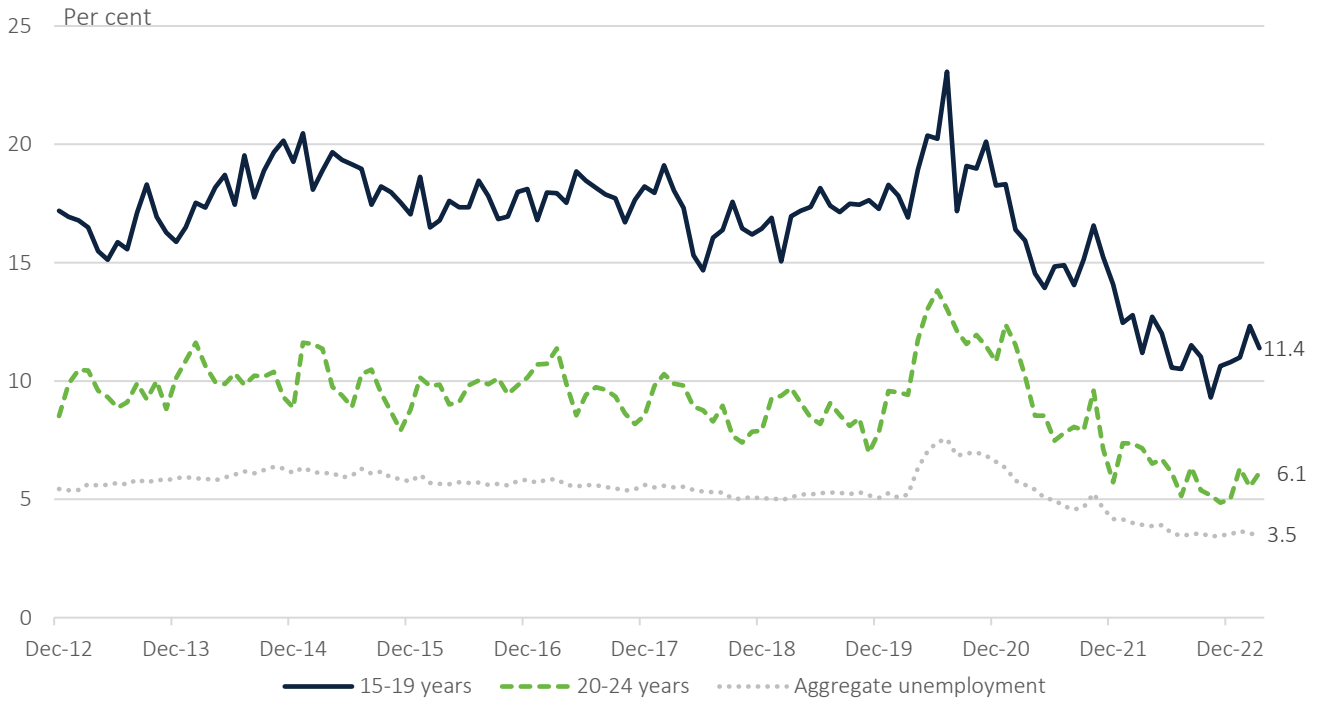
**Table 6.10a: Long-term unemployment, by gender**

Month	Males			Females		
	Long-term unemployment	Change over year	Long-term unemployment ratio	Long-term unemployment	Change over year	Long-term unemployment ratio
	('000s)	(%)	(%)	('000s)	(%)	(%)
Dec-12	66.8	15.2	18.9	53.5	2.8	17.7
Dec-13	95.9	43.5	24.2	58.0	8.4	18.2
Dec-14	97.7	1.9	24.5	77.2	33.2	21.8
Dec-15	89.4	-8.5	23.5	68.6	-11.2	19.9
Dec-16	100.5	12.5	25.3	73.7	7.4	21.2
Dec-17	97.4	-3.1	24.4	78.8	7.0	23.1
Dec-18	87.9	-9.8	24.9	62.7	-20.4	19.7
Dec-19	95.8	9.0	25.4	81.0	29.2	25.8
Dec-20	105.6	10.2	21.8	93.5	15.4	22.2
Dec-21	80.5	-23.8	26.3	67.9	-27.4	24.9
Dec-22	68.3	-15.1	25.9	43.3	-36.2	18.1
Mar-23	61.8	-23.0	22.3	38.6	-31.5	16.7

Source: ABS, *Labour Force, Australia, Detailed*, March 2023.



**Chart 6.7: Unemployment rates for 15–19 year olds and 20–24 year olds**



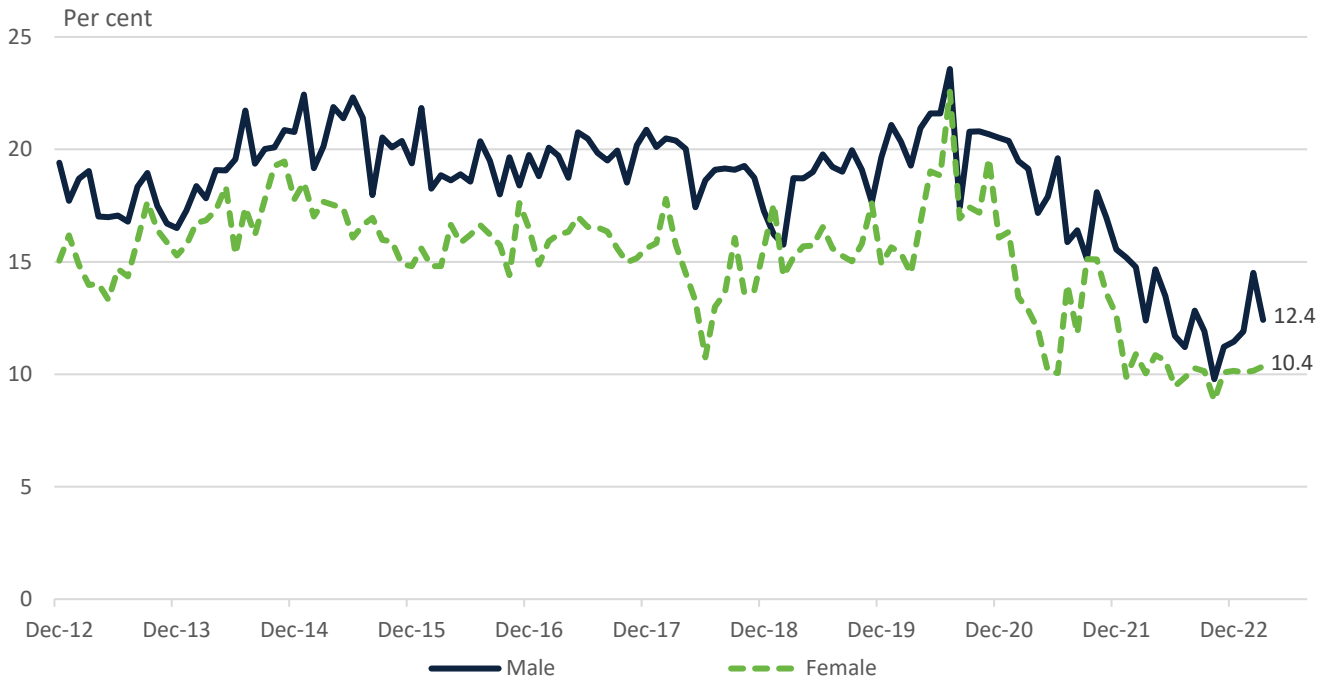
Note: Aggregate unemployment and the unemployment rate for 15–19 year olds are expressed in seasonally adjusted terms. The unemployment rate for 20–24 year olds is expressed in original terms.

Source: ABS, *Labour Force, Australia*, March 2023.





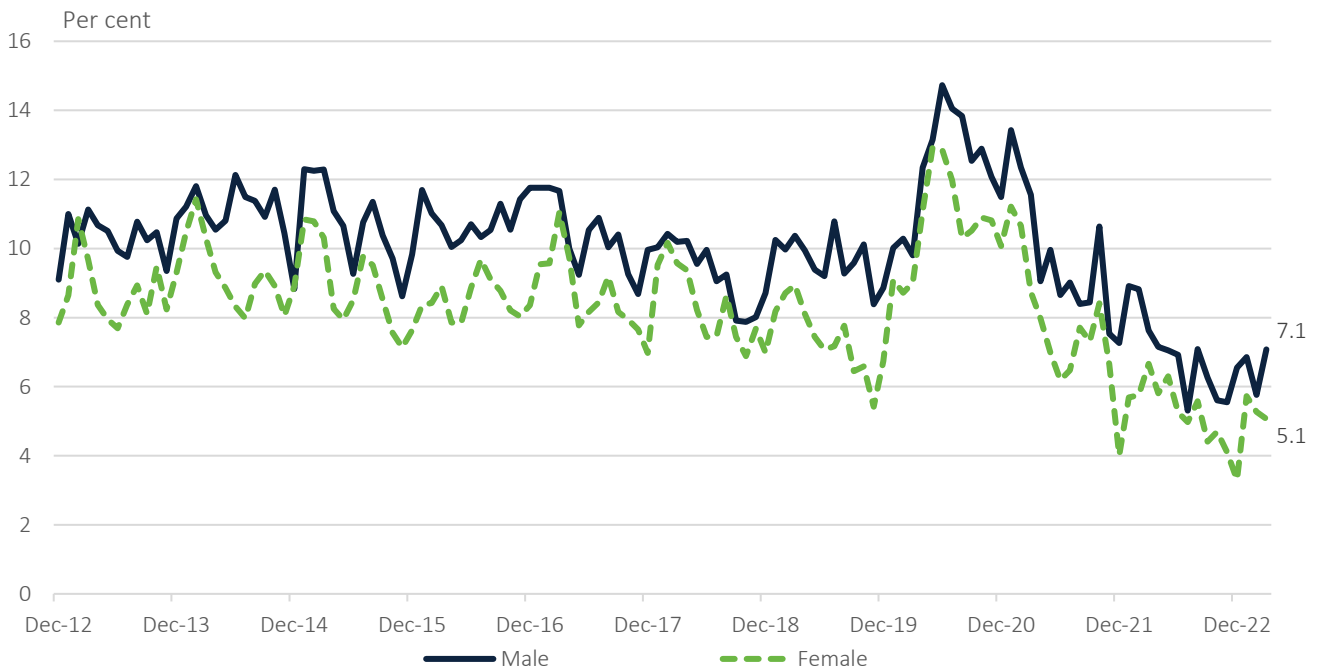
Chart 6.7a: Unemployment rates 15–19 year olds, by gender



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

Source: ABS, *Labour Force, Australia*, March 2023.

Chart 6.7b: Unemployment rates 20–24 year olds, by gender

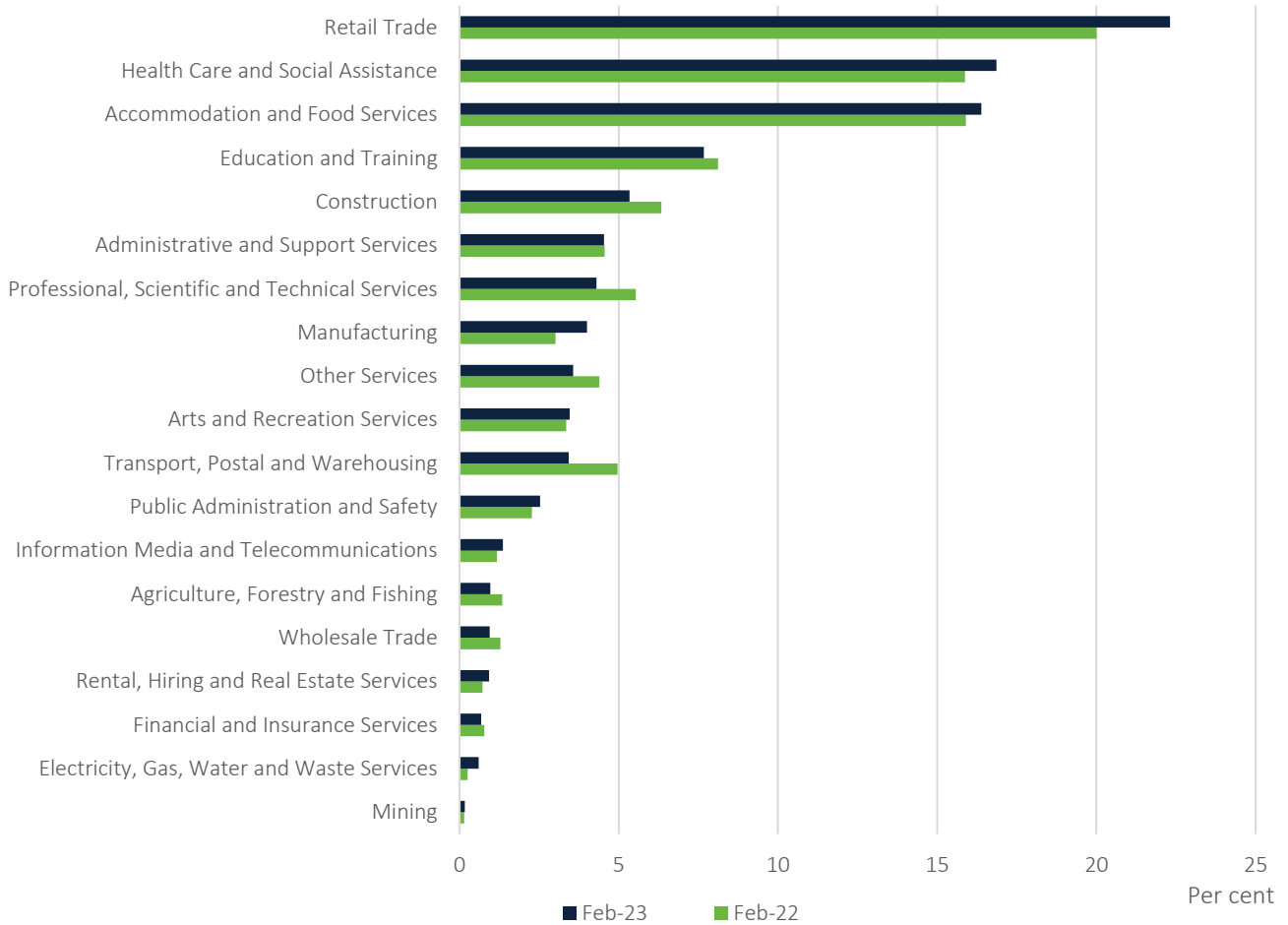


Note: The unemployment rate for 20–24 year olds is expressed in original terms.

Source: ABS, *Labour Force, Australia*, March 2023.



**Chart 6.8: Proportion of all underemployed persons, by industry, February 2023**

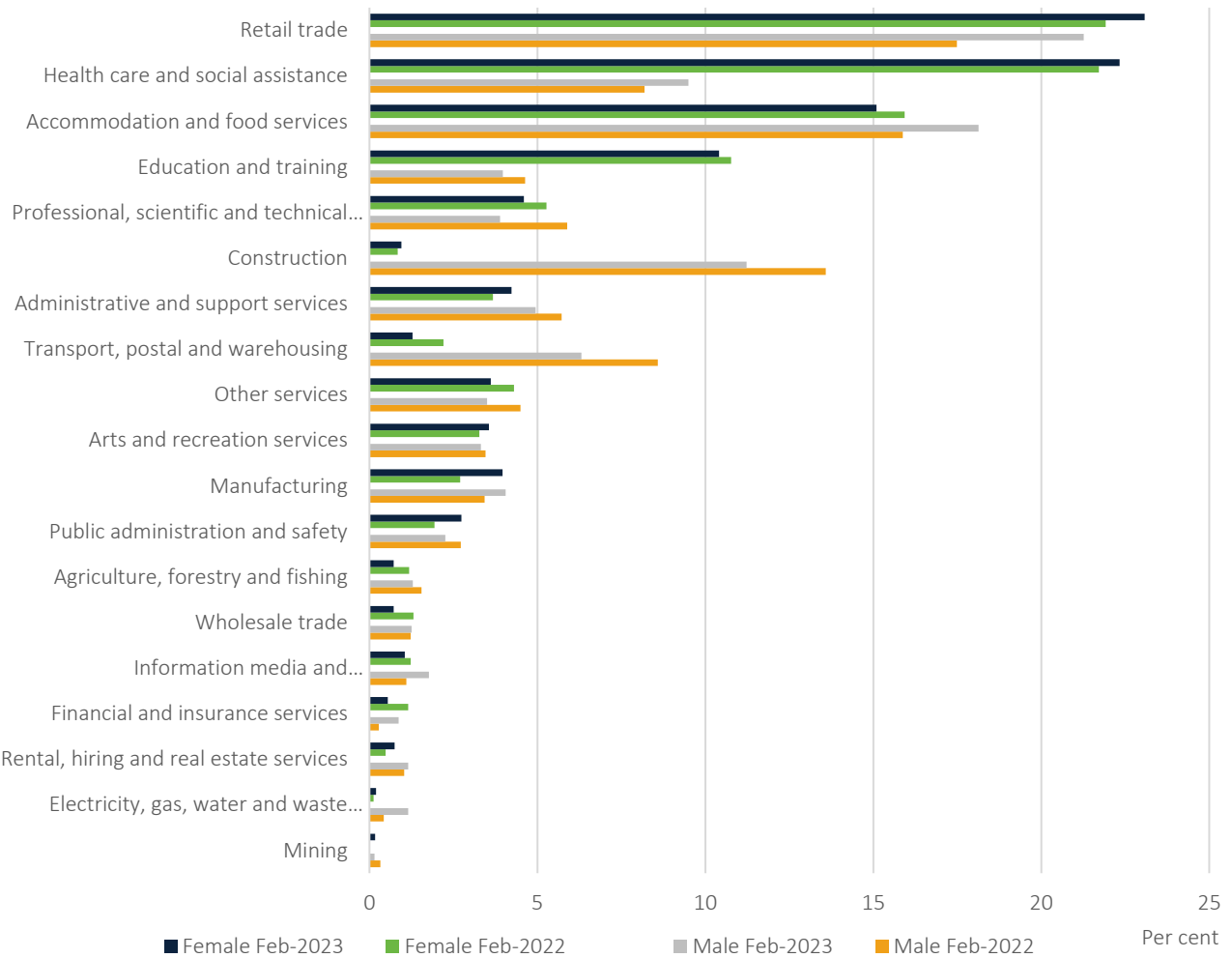


Note: Data are in original terms.

Source: ABS, *Labour Force, Australia, Detailed*, February 2023.



**Chart 6.8a: Proportion of all underemployed persons, by industry and gender, February 2023**

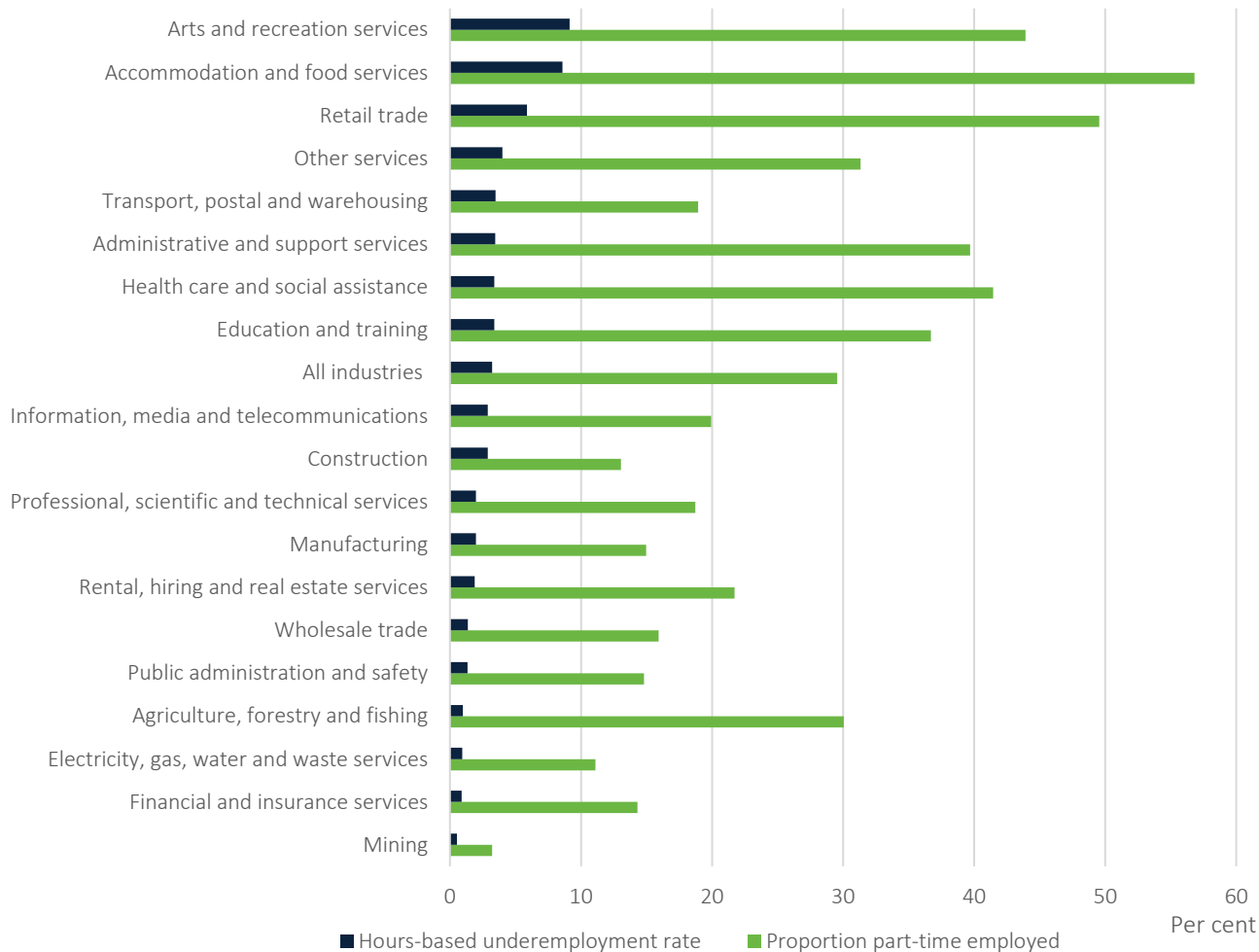


Note: Data are in original terms.

Source: ABS, *Labour Force, Australia, Detailed*, March 2023.



**Chart 6.9: Hours-based underemployment rate and proportion employed part time, by industry, 2021–22**

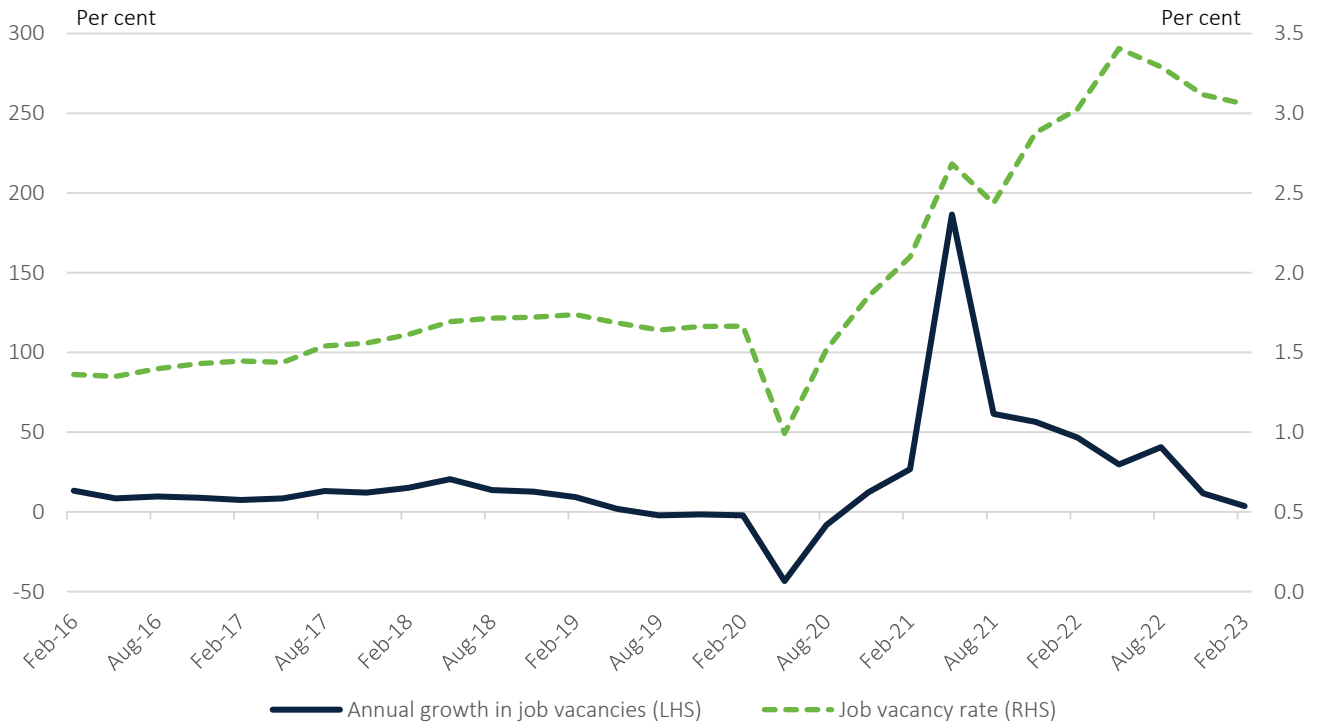


Note: The hours-based underemployment rate is calculated as the number of additional hours sought by underemployed persons expressed as a percentage of the total available hours of labour supply. The total available hours of labour supply are defined as the number of hours actually worked in all jobs 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 2022.

Source: ABS, *Labour Account Australia*, December 2022; ABS, *Labour Force, Australia, Detailed*, February 2023.



**Chart 6.10: Job vacancies, annual growth and job vacancy rate**

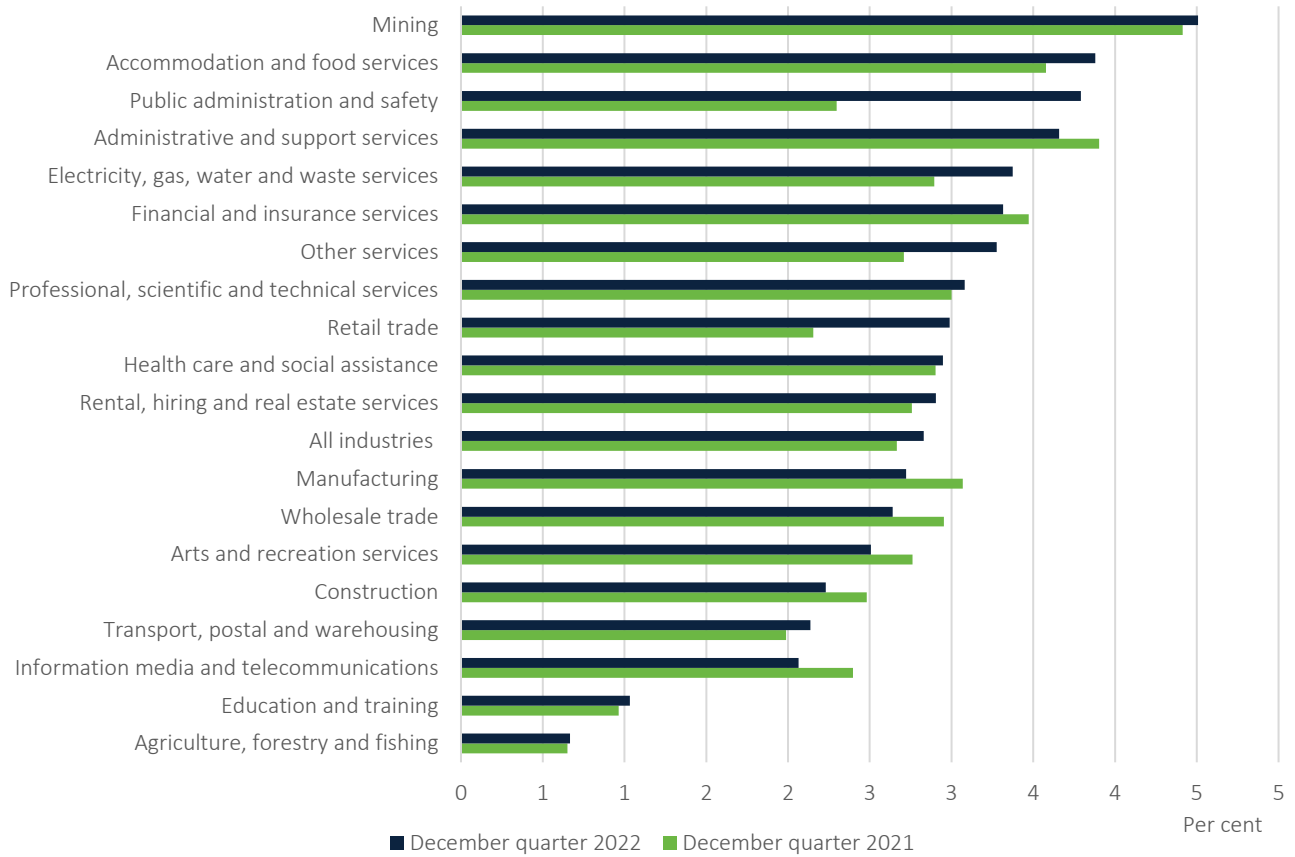


Note: The ABS define the job vacancy rate as job vacancies as a proportion of the labour force.

Source: ABS, *Job Vacancies, Australia*, February 2023; ABS, *Labour Force, Australia*, March 2023.



**Chart 6.11: Proportion of vacant jobs (job vacancy rate), by industry, December quarters 2021 and 2022**

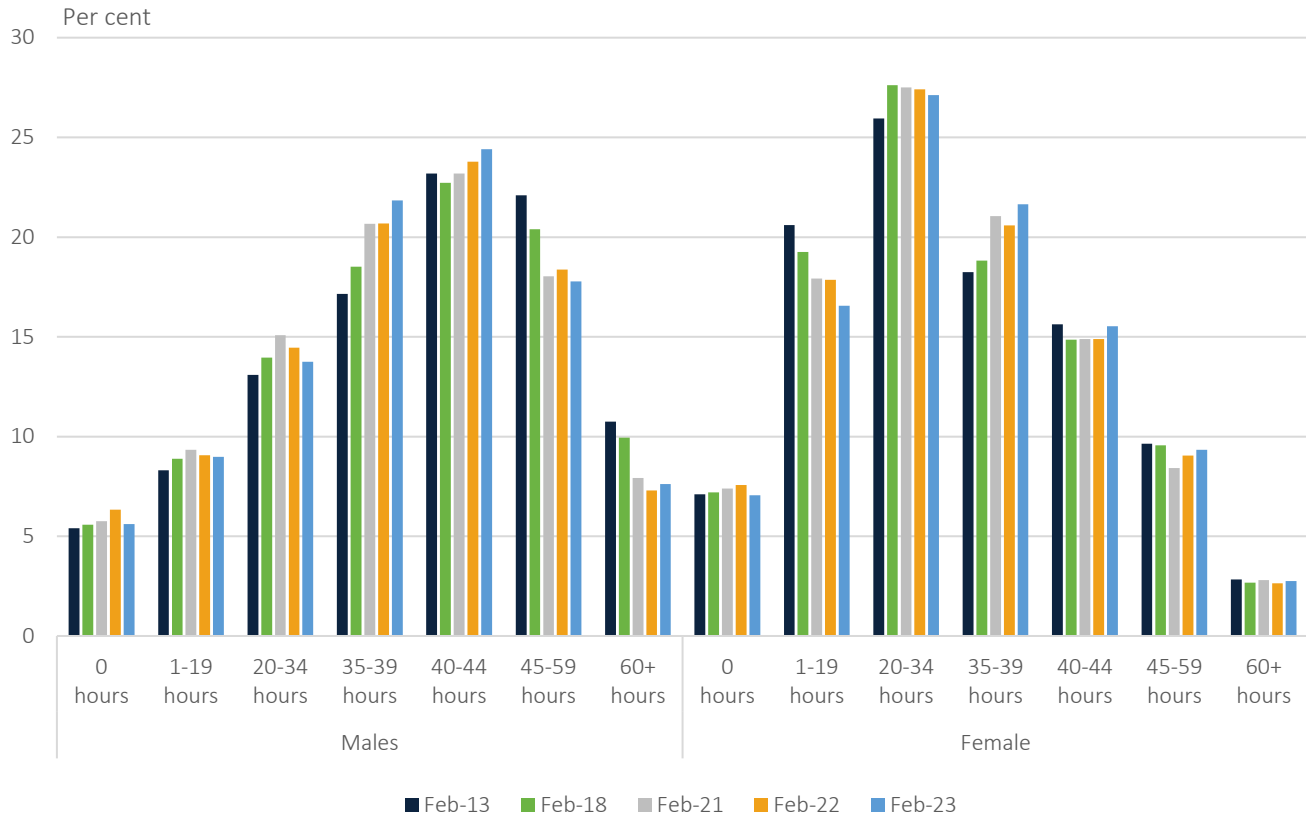


Note: The proportion of vacant jobs is defined as the number of 'unfilled jobs' as a proportion of the number of 'total jobs'.

Source: ABS, *Labour Account Australia*, December 2022.



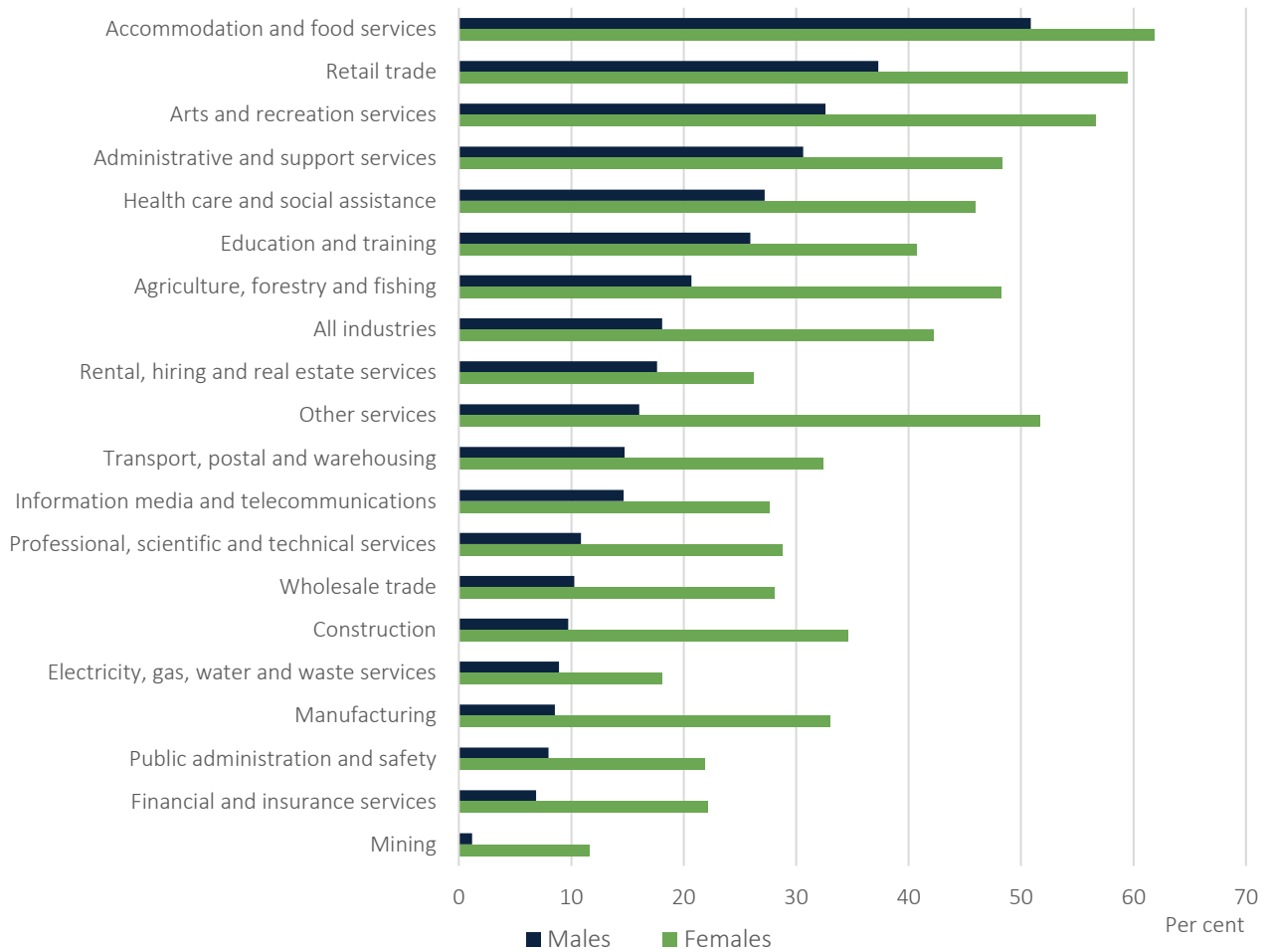
**Chart 6.12: Actual hours worked, proportion of employed persons by gender**



Source: ABS, *Labour Force, Australia, Detailed*, February 2023.



**Chart 6.13: Proportion employed part time, within industry by gender, February 2023**



Note: Data are in original terms.

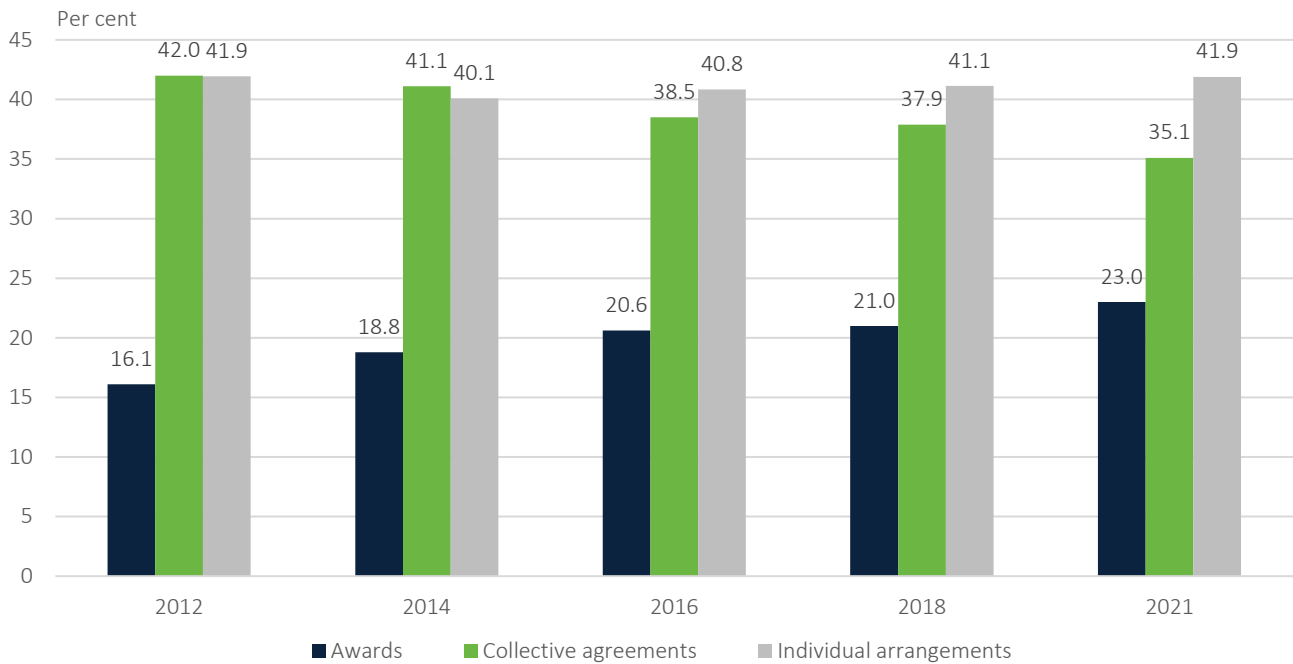
Source: ABS, *Labour Force, Australia, Detailed*, February 2023.





# 7. Award reliance

Chart 7.1: Method of setting pay



Note: Awards refers to the proportion of employees in an industry that are paid exactly the award rate and are not paid more than that rate of pay. As defined by the ABS, individual arrangements include registered or unregistered individual agreements and owner managers of incorporated businesses. Estimates of the proportion of employees on awards and collective agreements in 2016 have been revised on the basis of the 2018 conceptual treatment of these methods of payment. Owner managers of incorporated businesses comprised the following proportion of all employees: 2012 = 3.3%; 2014 = 3.4%; 2016 = 3.6%; 2018 = 3.8%; 2021 = 4.1 %.

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



**Table 7.1: Award reliance by industry**

	2012 (%)	2014 (%)	2016* (%)	2018* (%)	2021 (%)
<b>All industries</b>	<b>16.1</b>	<b>18.8</b>	<b>22.4</b>	<b>22.5</b>	<b>23.0</b>
Mining	0.6	0.8	0.1	0.9	1.1
Manufacturing	11.3	15.7	17.7	20.8	19.1
Electricity, gas, water and waste services	4.3	6.9	6.5	4.1	5.8
Construction	10.6	13.7	19.7	16.6	13.4
Wholesale trade	8.1	11.9	16.8	16.1	10.0
Retail trade	25.6	28.5	34.5	30.1	29.6
Accommodation and food services	44.8	42.8	42.7	44.9	60.4
Transport, postal and warehousing	7.3	10.9	11.9	12.7	12.6
Information media and telecommunications	5.7	5.2	5.5	7.1	7.3
Financial and insurance services	4.7	5.0	3.6	5.2	5.1
Rental, hiring and real estate services	20.9	22.1	27.2	29.4	22.1
Professional, scientific and technical services	6.0	9.9	9.3	8.0	5.7
Administrative and support services	29.0	37.3	42.0	41.3	42.4
Public administration and safety	6.9	12.8	15.2	10.9	13.0
Education and training	6.8	5.1	8.5	10.0	7.8
Health care and social assistance	19.0	22.3	27.8	31.7	33.3
Arts and recreation services	19.7	22.0	26.2	22.5	26.6
Other services	24.6	25.1	34.3	38.1	38.1

Note: \* Only presented for non-managerial employees in 2016 and 2018 as data for all employees by method of setting pay and industry are not available. Estimates of the proportion of employees on awards and collective agreements in 2016 have been revised on the basis of the 2018 conceptual treatment of these methods of payment.

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

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



**Table 7.2: Economic indicators by award-reliant industries**

	Accommodation and food services	Administrative and support services	Other services	Health care and social assistance	Retail trade	All industries
Percentage of employees reliant on award wages, May 2021 <sup>a</sup>	60.4	42.4	38.1	33.3	29.6	<b>23.0</b>
Gross value added: percentage growth over the year to December quarter 2022	20.3	6.6	5.0	1.0	0.9	<b>2.7</b>
Company gross operating profits: percentage growth over the year to December quarter 2022 <sup>b</sup>	57.0	2.5	24.4	n/a	17.9	<b>16.0</b>
Business entry rate, over year to June 2022	19.4	31.1	25.3	18.2	20.3	<b>19.7</b>
Business exit rate, over year to June 2022	14.6	16.4	12.3	9.1	13.2	<b>12.7</b>
Wage Price Index: percentage growth over the year to December quarter 2022 <sup>a</sup>	3.5	3.5	3.7	3.0	3.9	<b>3.4</b>
Percentage annual wage growth under new collective agreements September quarter 2022	3.2	3.3	2.9	2.4	4.4	<b>2.6</b>
Employment: percentage increase over the year to February quarter 2023	4.9	0.8	1.5	4.8	5.7	<b>3.0</b>
Hours worked: percentage increase over the year to February quarter 2023	9.5	3.8	6.8	7.0	6.4	<b>5.0</b>

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

The award-reliant industries selected are the five industries with the highest proportion of employees reliant on award rates of pay according to the Employee Earnings and Hours 2021 survey. The WPI and actual hours worked data are expressed in original terms. Due to a temporary suspension in the trend series, employment data are expressed in seasonally adjusted terms.

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

Source: ABS, *Australian National Accounts: National Income, Expenditure and Product*, December 2022; ABS, *Business Indicators, Australia*, December 2022; ABS, *Counts of Australian Businesses, including Entries and Exits*, July 2018 to June 2022; ABS, *Employee Earnings and Hours, Australia*, May 2021; ABS, *Labour Force, Australia, Detailed*, February 2023, ABS, *Wage Price Index, Australia*, December 2022; Department of Employment and Workplace Relations, *Trends in Federal Enterprise Bargaining*, September quarter 2022, <<https://www.ag.gov.au/industrial-relations/enterprise-agreements-data/Pages/trends-in-federal-enterprise-bargaining.aspx>>.



**Table 7.3: Award reliance by occupation**

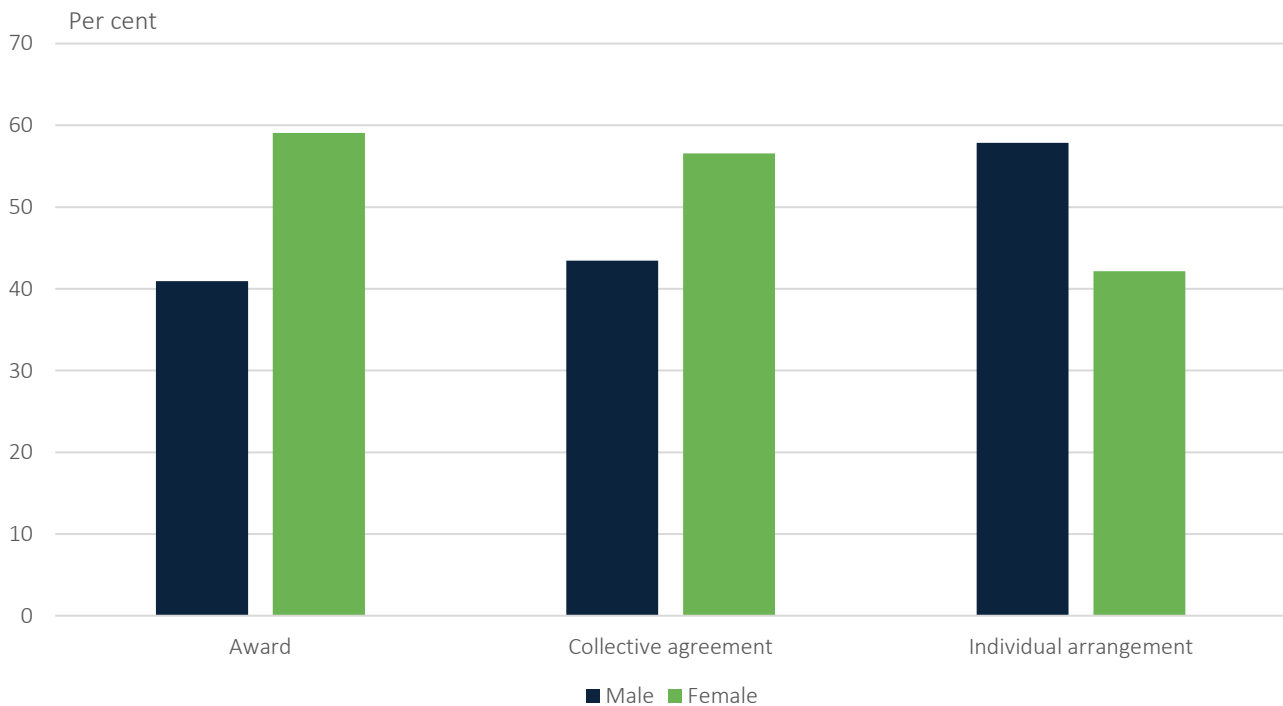
	2012 (%)	2014 (%)	2016* (%)	2018* (%)	2021 (%)
<b>All occupations</b>	<b>16.1</b>	<b>18.8</b>	<b>24.5</b>	<b>22.5</b>	<b>23.0</b>
Managers	2.8	7.1	9.8	8.1	4.9
Professionals	7.1	6.9	15.8	9.9	8.7
Technicians and trades workers	17.6	21.8	23.4	22.1	23.3
Community and personal service workers	28.8	34.2	39.2	38.6	44.4
Clerical and administrative workers	11.4	12.3	17.0	16.5	16.2
Sales workers	25.8	29.7	31.0	30.4	33.8
Machinery operators and drivers	13.2	16.4	20.2	20.5	19.7
Labourers	29.0	31.4	37.0	34.6	41.6

Note: \* Only presented for non-managerial employees in 2016 and 2018 as data for all employees by method of setting pay and industry are not available.

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

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

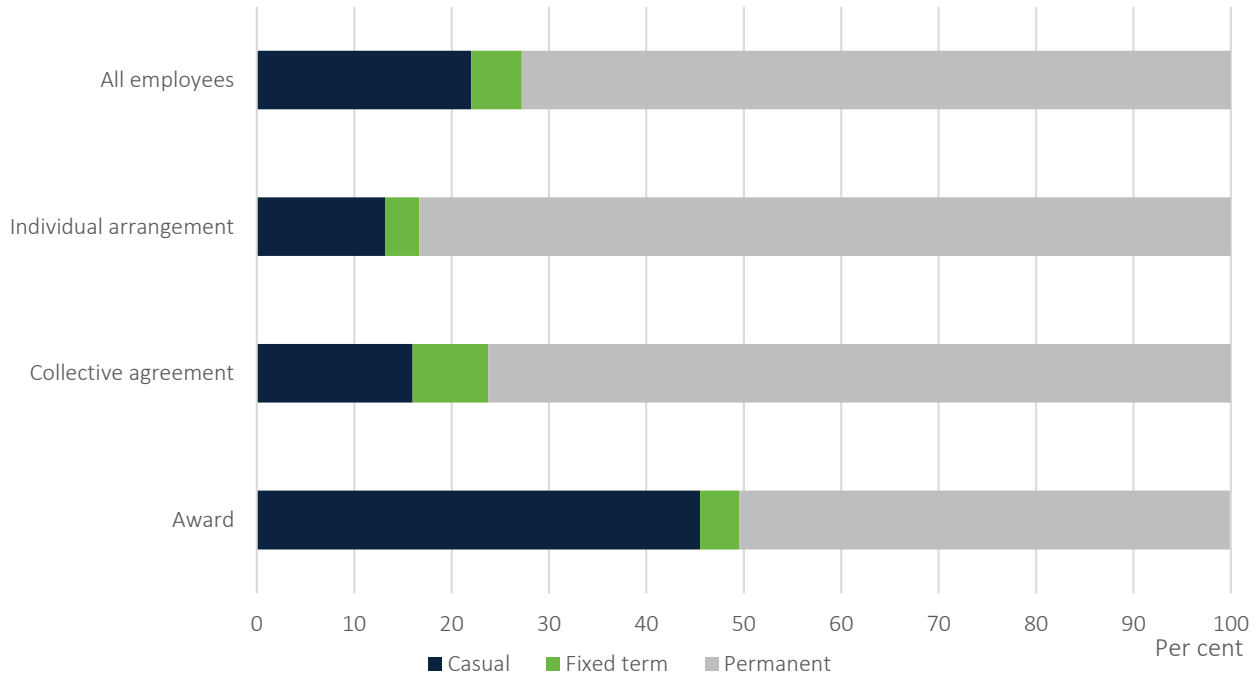
**Chart 7.2: Method of setting pay by gender, 2021**



Source: ABS, *Employee Earnings and Hours, Australia*, May 2021.



**Chart 7.3: Proportion of employees by method of setting pay and employment type, 2021**



Source: ABS, *Microdata and TableBuilder: Employee Earnings and Hours, Australia, May 2021*.

**Table 7.4: Characteristics of modern award-reliant and all employees, May 2021**

	Modern award-reliant employees	All employees
	(%)	(%)
Male	41.9	49.6
Female	58.2	50.4
Full time	34.8	59.8
Part time	65.2	40.2
Casual	49.7	21.1
Permanent/fixed term	50.3	78.9
Average age (years)	34.8	40.1

Note: Refers to employees across all rates of pay.

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



## 8. Relative living standards

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

Month	NMW	Median earnings of full-time employees in main job	Ratio of NMW to median earnings in main job
	(\$)	(\$)	(%)
Aug-12	606.40	1150	52.7
Aug-13	622.20	1153	54.0
Aug-14	640.90	1208	53.1
Aug-15	656.90	1233	53.3
Aug-16	672.70	1250	53.8
Aug-17	694.90	1284	54.1
Aug-18	719.20	1344	53.5
Aug-19	740.80	1380	53.7
Aug-20	753.80	1430	52.7
Aug-21	772.60	1500	51.5
Aug-22	812.60	1525	53.3

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

Source: ABS, *Characteristics of Employment, Australia*, various; Fair Work Australia/ Fair Work Commission decisions.



**Table 8.2: Two-thirds of median weekly earnings**

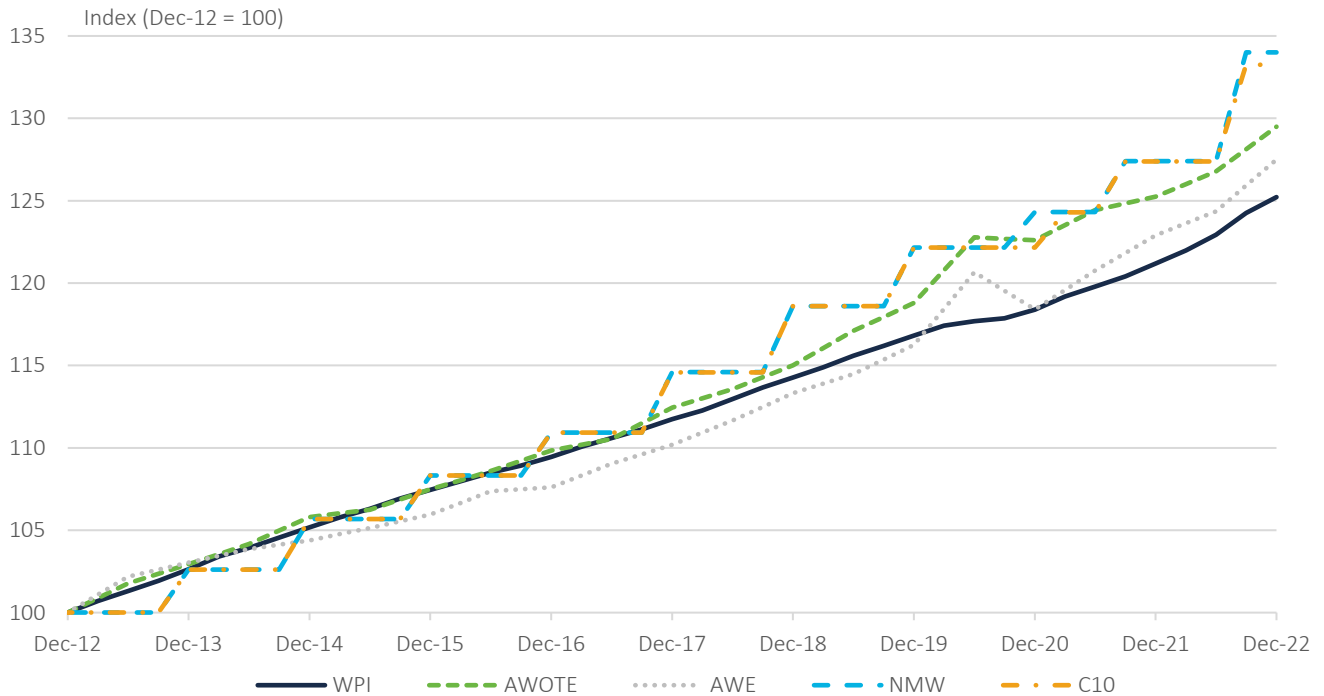
Year	COE (\$)	EEH (\$)
2012	766.67	808.00
2013	768.67	n/a
2014	805.50	879.33
2015	822.10	n/a
2016	833.33	917.33
2017	856.00	n/a
2018	896.00	973.33
2019	920.00	n/a
2020	953.33	n/a
2021	1000.00	1062.00
2022	1016.67	n/a

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 and are for August of each year. Weekly earnings from the EEH are weekly total cash earnings for full-time non-managerial adult employees. The figures are for May of each year. n/a = not available.

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



**Chart 8.1: Growth in NMW, C10, AWOTE, AWE and WPI, index**

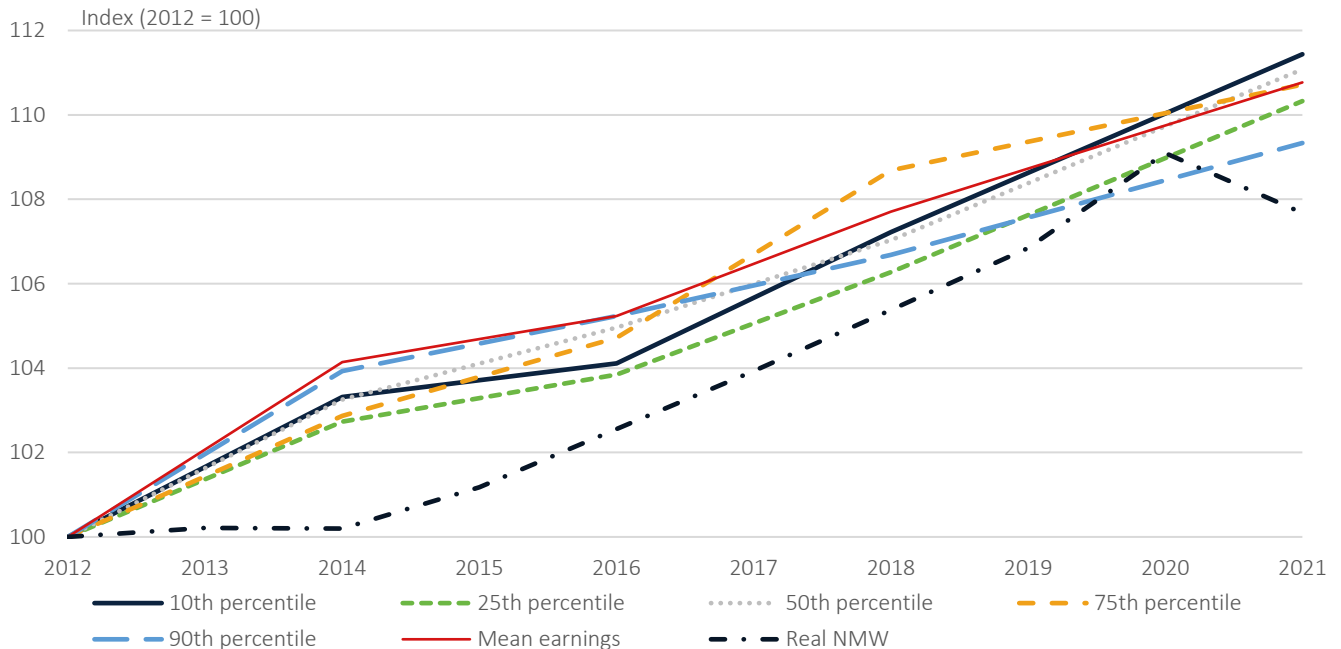


Note: See Chart 5.1 for information on the WPI and AWOTE. Average weekly earnings (AWE) is the gross (before tax) earnings of employees (excluding salary sacrifice). AWOTE and AWE are published half-yearly for May and November, hence, a quarterly series has been derived. AWOTE and AWE data are expressed in original terms. The C10 are minimum award rates set under the *Manufacturing and Associated Industries and Occupations Award 2010*. In the Annual Wage Review 2019–20, the operative date of the variation to the C10 rate was on 1 November 2020.

Source: ABS, *Average Weekly Earnings, Australia*, November 2022; ABS, *Wage Price Index, Australia*, December 2022; *Manufacturing and Associated Industries and Occupations Award 2010*; *Manufacturing and Associated Industries and Occupations Award 2020*.



**Chart 8.2: Real weekly total earnings (full-time adult non-managerial employees) by percentile and the real NMW, index**



Note: Earnings data for 2014, 2016, 2018, and 2021 are based on full-time non-managerial employees paid at the adult rate.

Source: ABS, *Consumer Price Index, Australia*, December 2022; ABS, *Employee Earnings and Hours, Australia*, various; *Manufacturing and Associated Industries and Occupations Award 2010*; *Manufacturing and Associated Industries and Occupations Award 2020*.

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

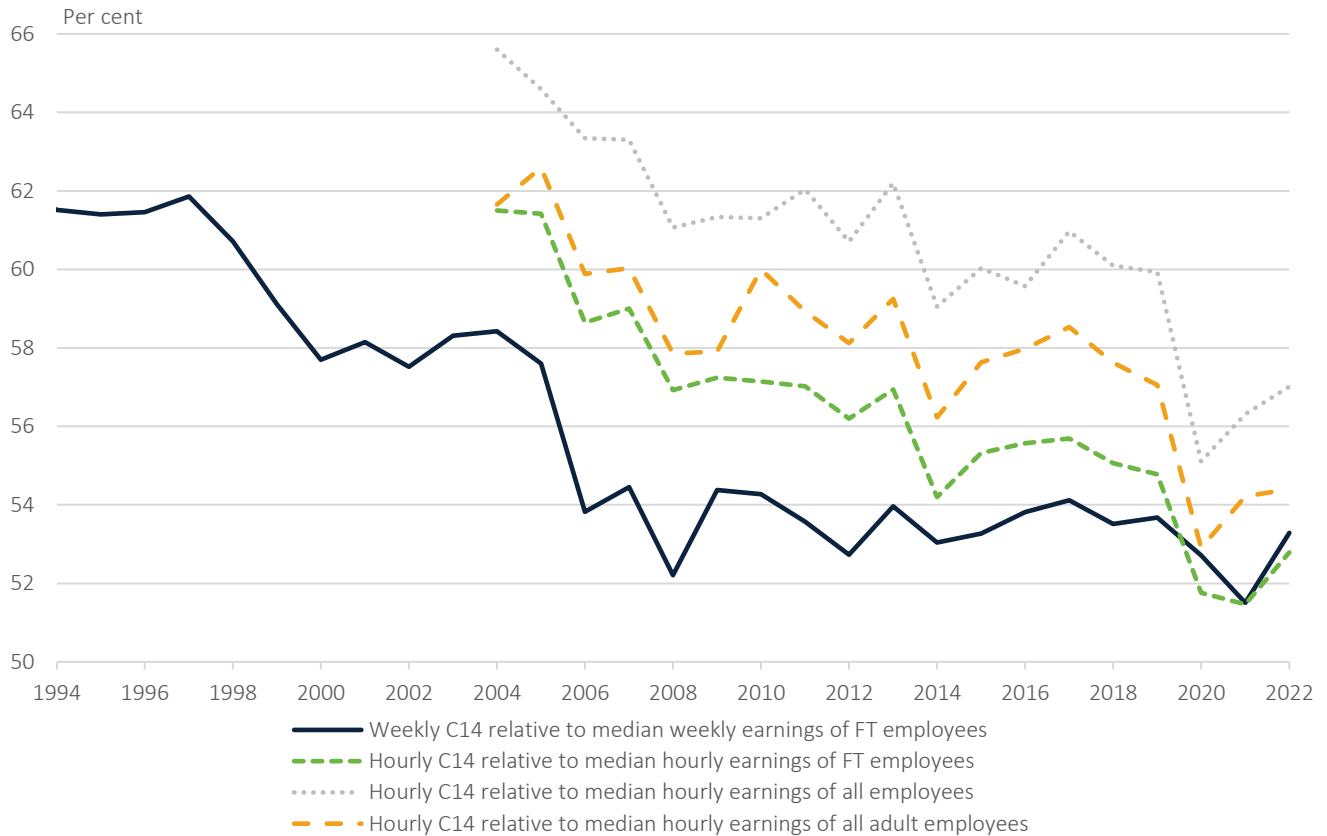
	2012	2014	2016	2018	2021
<b>Ratio of selected percentiles to mean real earnings</b>					
10 <sup>th</sup> percentile	0.56	0.56	0.55	0.56	0.56
25 <sup>th</sup> percentile	0.68	0.67	0.67	0.67	0.68
50 <sup>th</sup> percentile	0.88	0.87	0.88	0.88	0.88
75 <sup>th</sup> percentile	1.19	1.18	1.18	1.20	1.19
90 <sup>th</sup> percentile	1.57	1.57	1.57	1.56	1.55
<b>Ratio of selected percentiles to median real earnings</b>					
10 <sup>th</sup> percentile	0.63	0.63	0.63	0.64	0.64
25 <sup>th</sup> percentile	0.77	0.77	0.76	0.76	0.76

Note: Earnings data for 2014, 2016, 2018, and 2021 are based on full-time non-managerial employees paid at the adult rate. Median earnings refer to the level of earnings that divides the distribution into two groups of equal size, one having earnings above and the other below that amount. The median is less affected by outliers and skewed data than the mean.

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



**Chart 8.3: 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. The C14 rate in 2020 reflects the amount as at 1 November 2020 (\$753.80). Earnings are for employees including owner managers of incorporated enterprises.

Median earnings from 2004 onwards are taken from the COE survey, with median hourly earnings of adult employees sourced from unpublished COE data. The median earnings data reflect revised estimates as a result of rebenchmarking.

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



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

Household type	Disposable income	Change		
	July 2022	July 2021 to July 2022	July 2021 to July 2022	July 2017 to July 2022
	(\$pw)	(\$pw)	(%)	(%)
Single adult	717.34	12.04	1.7	15.0
Single parent working FT, 1 child	1000.37	21.94	2.2	13.4
Single parent working PT, 1 child	673.07	29.10	4.5	13.7
Single parent working FT, 2 children	1115.03	25.86	2.4	12.9
Single parent working PT, 2 children	787.73	33.02	4.4	13.0
Single-earner couple (with NSA/JSP)	942.18	8.73	0.9	16.8
Single-earner couple	728.11	8.84	1.2	14.1
Single-earner couple, 1 child (with NSA/JSP)	1138.69	15.79	1.4	14.5
Single-earner couple, 1 child	1000.37	21.94	2.2	13.4
Single-earner couple, 2 children (with NSA/JSP)	1260.31	19.71	1.6	14.5
Single-earner couple, 2 children	1115.03	25.86	2.4	12.9
Dual-earner couple	1123.64	32.04	2.9	15.7
Dual-earner couple, 1 child	1312.38	33.58	2.6	12.9
Dual-earner couple, 2 children	1427.04	37.50	2.7	12.5
<b>CPI</b>			<b>6.1</b>	<b>13.9</b>

Note: The percentage change in the CPI over July 2021 to July 2022 and July 2017 to July 2022 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) earn 50 per cent of the weekly NMW, those working full time (FT) earn 100 per cent. Dual-earner households comprise one partner earning 100 per cent of the NMW, the other earns 50 per cent. Applicable NMW rates per week are: \$694.90 in July 2017; \$772.60 in July 2021 and \$812.60 in July 2022.

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

Source: ABS, *Consumer Price Index, Australia*, December 2022; Fair Work Commission modelling.



**Table 8.5: Modelling the 2022 NMW increase, wage increase retained and components of change in disposable income of selected NMW-reliant households, July 2022**

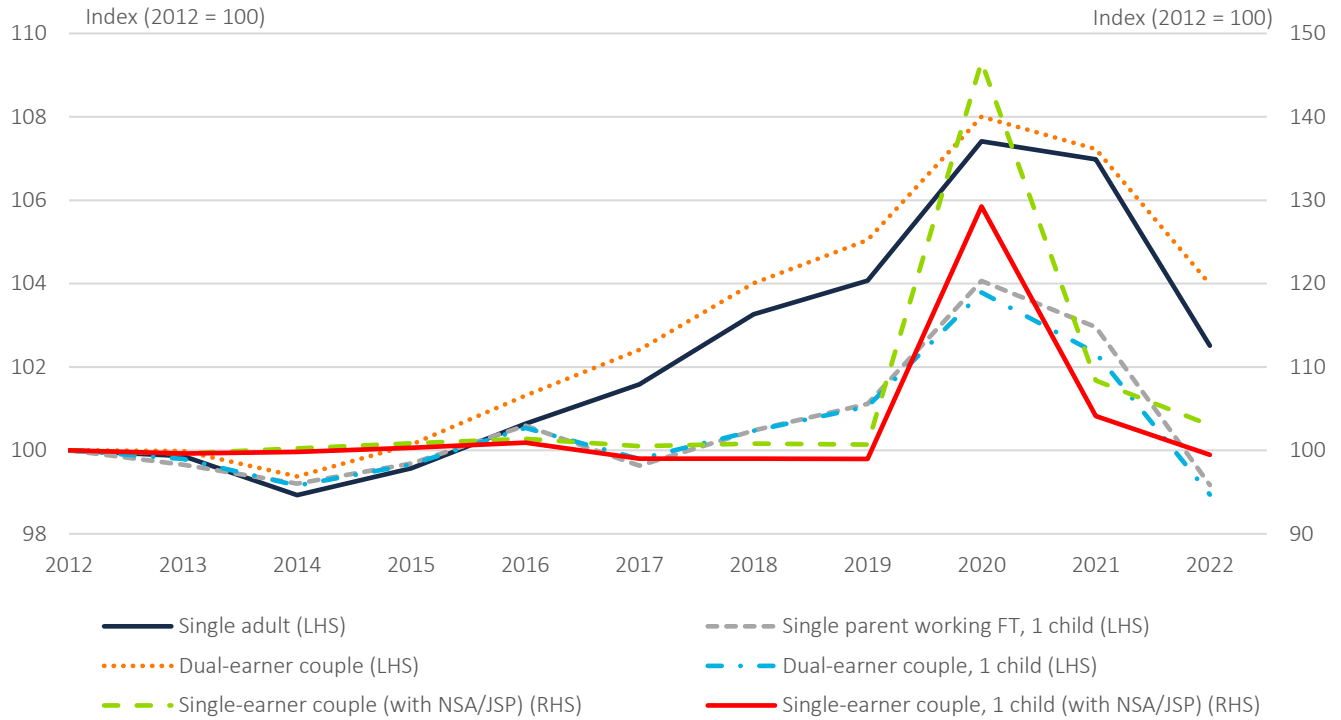
Household type	Change in disposable income	Components of change			NMW increase retained
		Wage increase	Taxes	Transfers	
		(\$ pw)	(\$)	(\$)	
Single adult	29.60	40.00	-10.40	0.00	74.0
Single parent working FT, 1 child	30.40	40.00	-9.60	0.00	76.0
Single parent working PT, 1 child	20.00	20.00	0.00	0.00	100.0
Single parent working FT, 2 children	30.40	40.00	-9.60	0.00	76.0
Single parent working PT, 2 children	20.00	20.00	0.00	0.00	100.0
Single-earner couple (with NSA/JSP)	5.60	40.00	-10.40	-24.00	14.0
Single-earner couple	26.40	40.00	-13.60	0.00	66.0
Single-earner couple, 1 child (with NSA/JSP)	9.11	40.00	-11.68	-19.21	22.8
Single-earner couple, 1 child	30.40	40.00	-9.60	0.00	76.0
Single-earner couple, 2 children (with NSA/JSP)	9.11	40.00	-11.68	-19.21	22.8
Single-earner couple, 2 children	30.40	40.00	-9.60	0.00	76.0
Dual-earner couple	49.60	60.00	-10.40	0.00	82.7
Dual-earner couple, 1 child	33.64	60.00	-10.40	-15.96	56.1
Dual-earner couple, 2 children	33.64	60.00	-10.40	-15.96	56.1

Note: Tax/transfer parameters as at July 2022. 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, index**



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

Source: ABS, *Consumer Price Index, Australia*, December 2022; 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**

Household type	September 2017					September 2021					September 2022				
	60% median income PL	Disposable income as a ratio of 60% median income PL				60% median income PL	Disposable income as a ratio of 60% median income PL				60% median income PL	Disposable income as a ratio of 60% median income PL			
	(\$ pw)	C14	C10	C4	AWOTE	(\$ pw)	C14	C10	C4	AWOTE	(\$ pw)	C14	C10	C4	AWOTE
Single adult	530.39	1.18	1.32	1.52	2.24	638.24	1.11	1.26	1.45	2.10	646.82	1.11	1.24	1.43	2.09
Single parent working FT, 1 child	689.50	1.28	1.39	1.52	1.90	829.71	1.18	1.30	1.42	1.77	840.86	1.19	1.29	1.42	1.77
Single parent working PT, 1 child	689.50	0.86	0.94	1.03	1.37	829.71	0.78	0.85	0.95	1.28	840.86	0.80	0.87	0.96	1.26
Single parent working FT, 2 children	848.62	1.16	1.26	1.37	1.65	1021.18	1.07	1.17	1.27	1.53	1034.91	1.08	1.16	1.26	1.53
Single parent working PT, 2 children	848.62	0.82	0.89	0.97	1.24	1021.18	0.74	0.80	0.88	1.15	1034.91	0.76	0.82	0.89	1.14
Single-earner couple (with NSA/JSP)	795.58	1.02	1.02	1.03	1.50	957.36	0.98	1.01	1.02	1.42	970.23	1.00	1.01	1.02	1.41
Single-earner couple	795.58	0.80	0.89	1.01	1.50	957.36	0.75	0.85	0.96	1.42	970.23	0.75	0.83	0.95	1.41
Single-earner couple, 1 child (with NSA/JSP)	954.70	1.04	1.05	1.10	1.37	1148.83	0.98	1.01	1.03	1.28	1164.27	1.00	1.01	1.03	1.27
Single-earner couple, 1 child	954.70	0.92	1.00	1.10	1.37	1148.83	0.85	0.94	1.03	1.28	1164.27	0.86	0.93	1.03	1.27
Single-earner couple, 2 children (with NSA/JSP)	1113.81	0.99	1.00	1.04	1.26	1340.30	0.93	0.95	0.97	1.17	1358.32	0.94	0.96	0.96	1.17
Single-earner couple, 2 children	1113.81	0.89	0.96	1.04	1.26	1340.30	0.81	0.89	0.97	1.17	1358.32	0.82	0.89	0.96	1.17
Dual-earner couple	795.58	1.22	1.39	1.59	2.36	957.36	1.14	1.31	1.51	2.24	970.23	1.16	1.30	1.50	2.21
Dual-earner couple, 1 child	954.70	1.22	1.31	1.43	1.96	1148.83	1.11	1.22	1.32	1.87	1164.27	1.13	1.21	1.31	1.85
Dual-earner couple, 2 children	1113.81	1.14	1.22	1.32	1.68	1340.30	1.04	1.12	1.20	1.60	1358.32	1.05	1.12	1.20	1.58



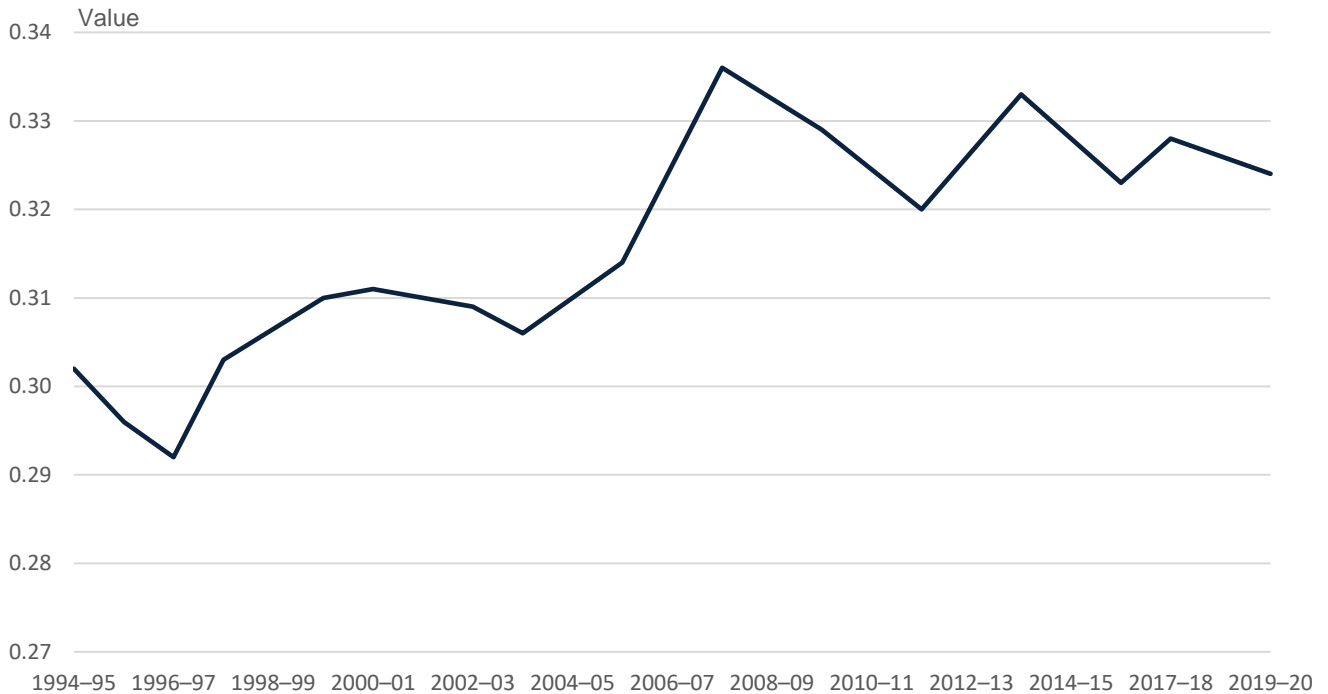
Note: Poverty lines are based on estimates of median equivalised household disposable income in 2017–18 for September 2017 and 2019–20 for September 2021 and September 2022, adjusted for movements in household disposable income per head as calculated by the Melbourne Institute of Applied Economic and Social Research and for household composition using the modified OECD equivalence scale. C14, C10 and C4 are minimum award rates set under the *Manufacturing and Associated Industries and Occupations Award 2020*. AWOTE data are expressed in original terms. The increase of \$420 to the low and middle income tax offset has been included for September 2021.

Assumptions: Tax-transfer parameters as at September 2017, September 2021 and September 2022. Wage rates for 2017: C14 = \$694.90 pw, C10 = \$809.10 pw, C4 = \$971.90 and AWOTE of full-time adult employees = \$1569.60 pw. Wage rates for 2021: C14 = \$772.60 pw, C10 = \$899.50 pw, C4 = \$1080.60 pw and AWOTE of full-time adult employees = \$1748.40. Wage rates for 2022: C14 = \$812.60 pw, C10 = \$940.90 pw, C4 = \$1130.30 pw and AWOTE of full-time adult employees = \$1807.70. Other assumptions as per Table 8.4.

Source: ABS, *Average Weekly Earnings, Australia*, November 2022; ABS, *Household Income and Wealth, Australia*, 2017–18 financial year; ABS, *Household Income and Wealth, Australia*, 2019–20 financial year; Fair Work Commission modelling; *Manufacturing and Associated Industries and Occupations Award 2020*; Melbourne Institute of Applied Economic and Social Research, *Poverty Lines: Australia*, September quarter 2022.



**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*, 2019-20 financial year.

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

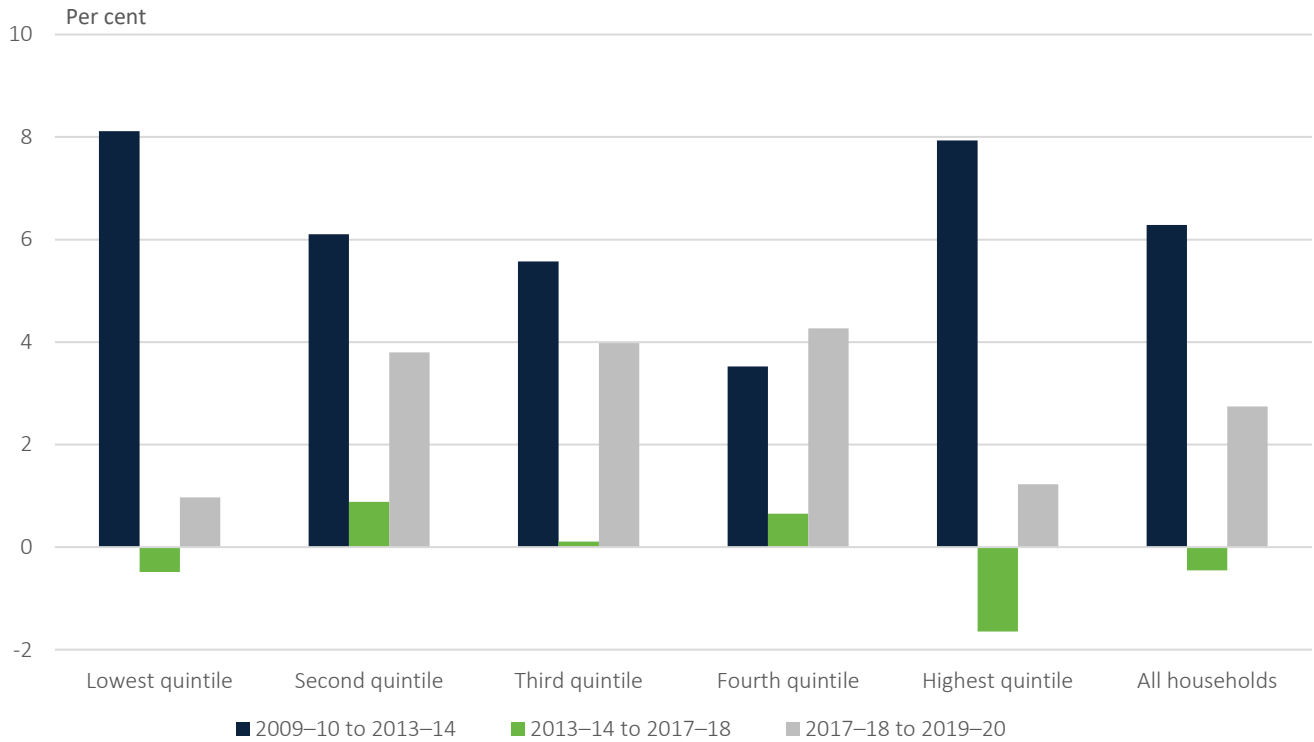
	2009-10 to 2013-14	2013-14 to 2017-18	2017-18 to 2019-20
	(% change)	(% change)	(% change)
10 <sup>th</sup> percentile	9.6	0.7	3.3
50 <sup>th</sup> percentile (median)	6.7	-0.4	3.6
90 <sup>th</sup> percentile	5.3	-1.6	3.9

Source ABS, *Household Income and Wealth, Australia*, 2019-20 financial year.





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



Source: ABS, *Household Income and Wealth, Australia, 2019-20 financial year*.



**Table 8.8: Characteristics of low-paid adult employees, 2021**

	Low-paid adult employees	Higher-paid adult employees
	(%)	(%)
<b>Personal characteristics</b>		
<b>Gender</b>		
Male	45.6	51.2
Female	54.4	48.8
<b>Age Group</b>		
21-24	24.2	6.9
25-29	17.0	13.6
30-49	37.6	50.0
50-64	17.3	26.5
65 and over	3.9	3.1
<b>Region</b>		
Metropolitan	61.5	72.2
Regional	38.5	27.8
<b>Highest level of education achieved</b>		
Year 12 and below	45.3	22.2
Advanced diploma or Certificate III/IV	34.8	33.2
Bachelor degree or above	19.9	44.6
<b>Currently studying</b>		
Studying full-time or part-time	21.1	10.9
Not studying	78.9	89.1
<b>Country of birth</b>		
Australia	75.3	70.3
Main English Speaking	7.7	11.0
Other	17.0	18.7
<b>Marital status</b>		
Married	33.2	52.9
De facto	18.1	18.3
Separated/Divorced/Widowed	8.3	8.1
Never married and not de facto	40.4	20.7
<b>Aboriginal or Torres Strait Islander origin</b>		
Yes	5.0	2.7
No	95.0	97.3
<b>Has long-term health condition, disability or impairment</b>		
Yes	22.4	16.6
No	77.6	83.4
<b>Employment characteristics</b>		
<b>Full-time/Part-time status</b>		
Full-time	55.7	75.1
Part-time	44.3	24.9



	Low-paid adult employees	Higher-paid adult employees
	(%)	(%)
<b>Employment type</b>		
Casual	50.0	12.1
Permanent	50.0	87.9
<b>Method of setting pay</b>		
Award only	43.7	16.5
Collective agreement	23.2	35.4
Individual arrangement	33.1	48.1
<b>Union membership</b>		
Yes	7.3	21.0
No	92.7	79.0
<b>Number of jobs</b>		
One	89.6	92.3
More than one	10.4	7.7
<b>Work schedule</b>		
Regular daytime schedule	80.6	81.1
Regular evening or night shift	6.3	4.3
Rotating shift, split shift, on call, irregular schedules	13.0	14.6
<b>Independent contractor</b>		
Yes	2.4*	2.3
No	97.6	97.7
<b>Underemployed</b>		
Yes	16.1	5.0
No	83.9	95.0
<b>Business characteristics</b>		
<b>Sector</b>		
Private	90.2	71.3
Public	9.8	28.7
<b>Business size</b>		
1-19 employees	48.6	26.6
20-199 employees	38.3	43.8
200+ employees	13.1	29.6

Note: Low-paid adult employees were defined as those paid below two-thirds of median hourly earnings in the HILDA data. Adult employees earning less than \$23.64 per hour are considered low paid (14.7 per cent of adult employees). Proportions for each characteristic sum to 100.

Individuals that reported both collective agreement and individual arrangement as their method of setting pay were reclassified to individual arrangement. \* Relative standard error of between 25 per cent and 50 per cent and should be used with caution.

Source: *Household, Income and Labour Dynamics in Australia Survey, Wave 21.*

# 9. Real wages and the cost of living

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



Source: ABS, *Consumer Price Index, Australia*, December 2022; Fair Work Australia/Fair Work Commission decisions.

Table 9.1: Real national minimum wage and percentage change, December quarter 2022 dollars

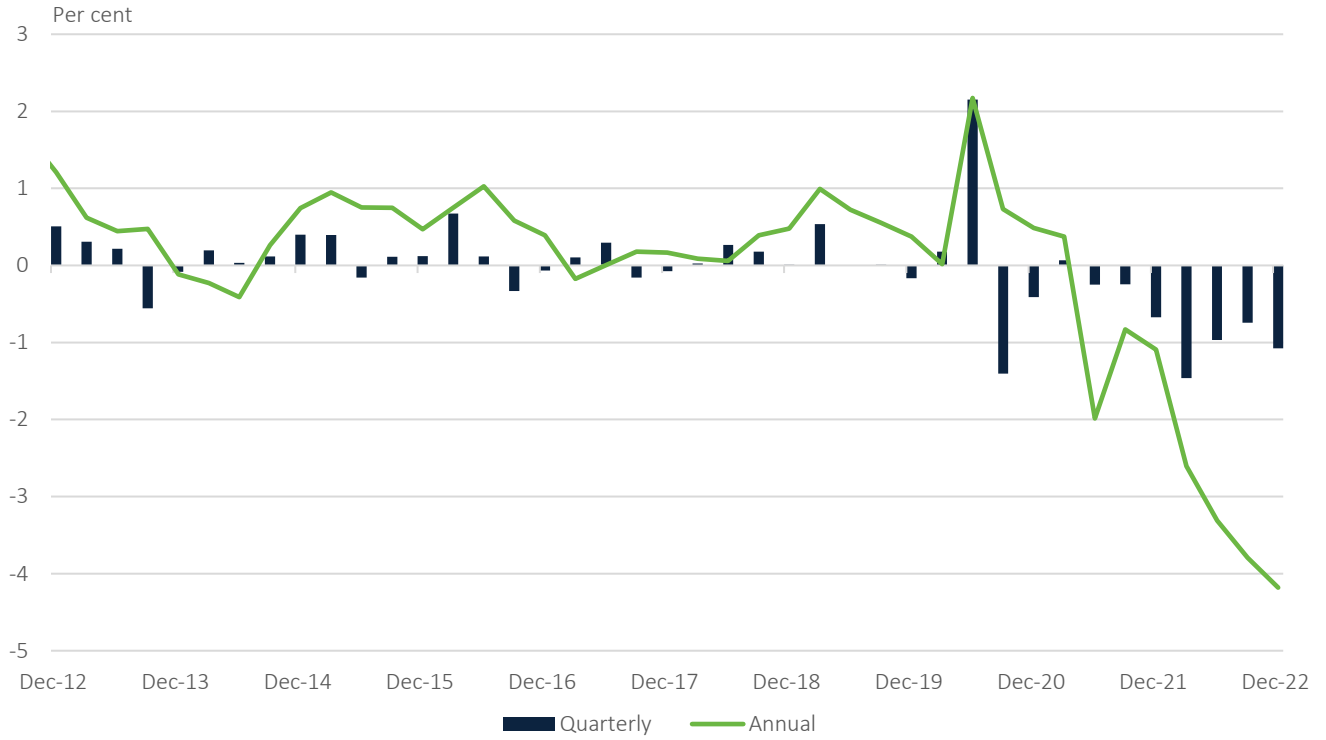
Year	Real national minimum wage (\$)	Year on year change (%)
Dec-12	777.62	0.7
Dec-13	776.56	-0.1
Dec-14	786.40	1.3
Dec-15	792.64	0.8
Dec-16	799.90	0.9
Dec-17	810.82	1.4
Dec-18	824.46	1.7
Dec-19	833.88	1.1
Dec-20	841.27	0.9
Dec-21	833.11	-1.0
Dec-22	812.60	-2.5
<b>Change over decade</b>	<b>34.98</b>	<b>4.5</b>

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

Source: ABS, *Consumer Price Index, Australia*, December 2022; Fair Work Australia/ Fair Work Commission decisions.



**Chart 9.2: Real WPI growth**

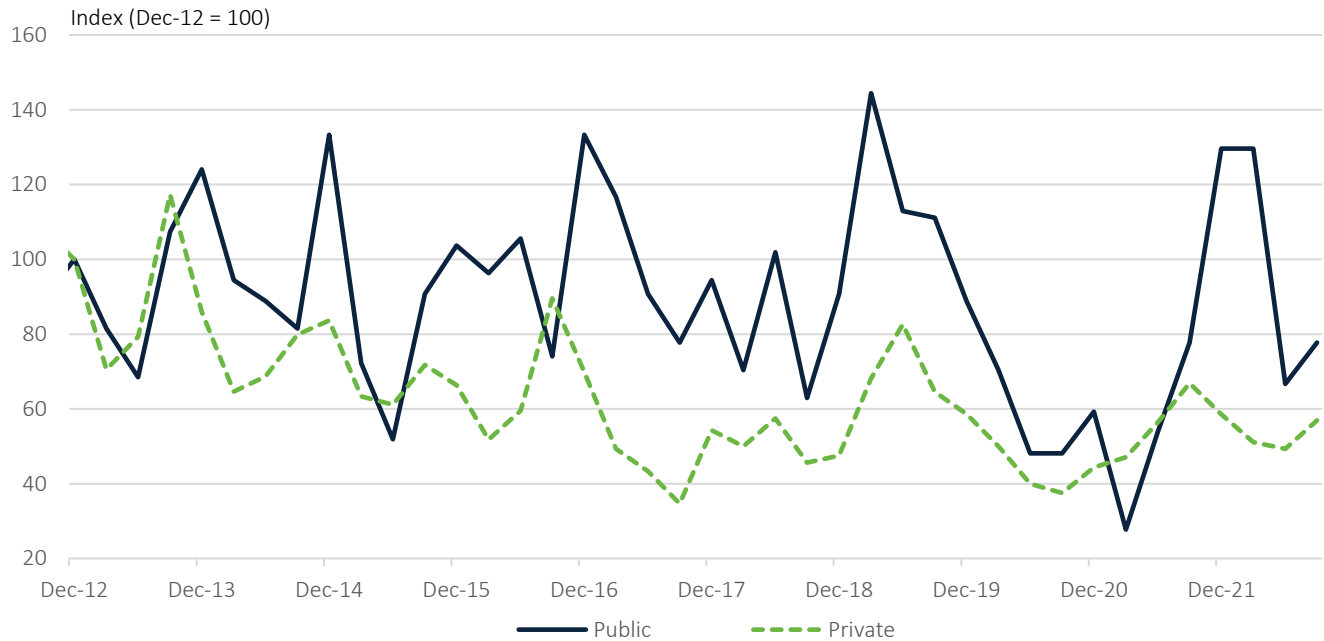


Source: ABS, *WagePrice Index, Australia, December 2022*; ABS, *Consumer Price Index, Australia, December 2022*.



# 10. Enterprise bargaining

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



Source: Department of Employment and Workplace Relations, *Trends in Federal Enterprise Bargaining*, September quarter 2022, <https://www.dewr.gov.au/enterprise-agreements-data/trends-federal-enterprise-bargaining>.

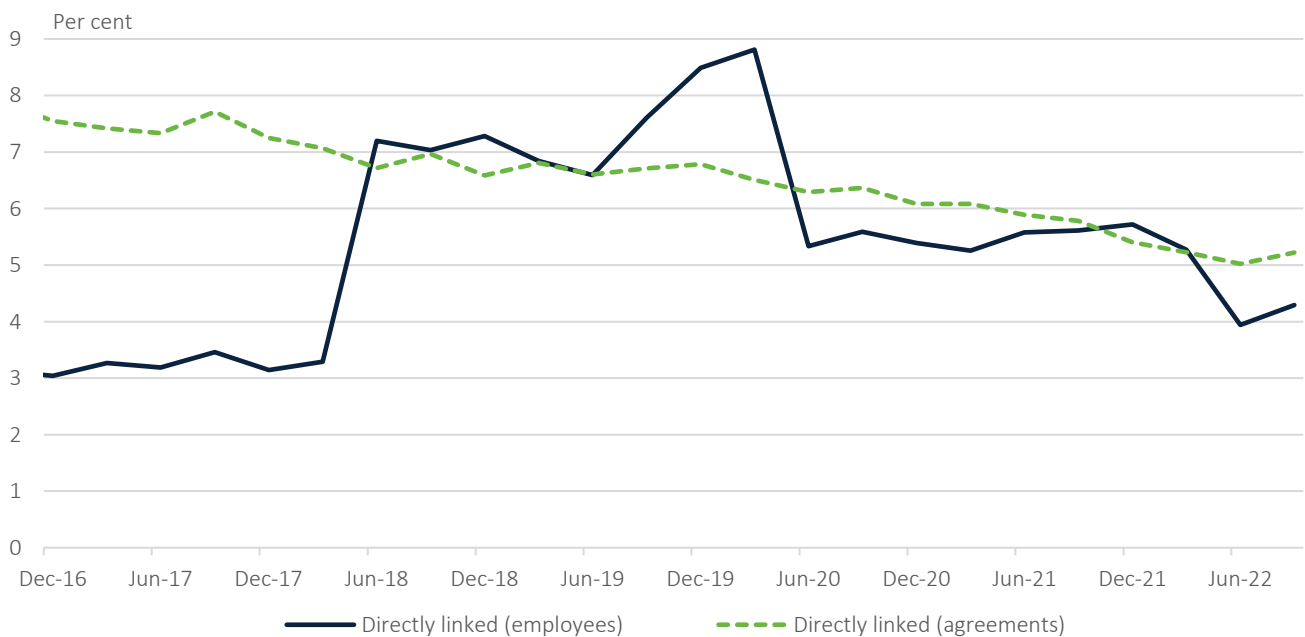


**Chart 10.2: AAWI for agreements approved in the quarter by sector**



Source: Department of Employment and Workplace Relations, *Trends in Federal Enterprise Bargaining*, September quarter 2022, <https://www.dewr.gov.au/enterprise-agreements-data/trends-federal-enterprise-bargaining>.

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



Source: Department of Employment and Workplace Relations, *Workplace Agreements Database*, September quarter 2022.



# 11. Gender equality

**Table 11.1: Estimates of the gender pay gap**

Measure	Male earnings	Female earnings	Gender pay gap
	(\$)	(\$)	(%)
<i>Weekly</i>			
AWOTE (November 2022)	1906.20	1650.80	13.3
EEH adult ordinary time cash earnings, non-managerial full-time (May 2021)	1809.10	1617.10	10.6
<i>Hourly</i>			
EEH adult ordinary time cash earnings, adjusted for casual loading* (May 2021)	45.50	39.42	13.4
EEH modern award-reliant employees, total cash earnings, adjusted for casual loading*# (May 2021)	28.05	27.55	1.8

Note: AWOTE 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. \* Adult rate of pay employees with earnings deflated by a casual loading of 25 per cent. # Total cash earnings include overtime.

Source: ABS, *Average Weekly Earnings, Australia*, November 2022; ABS, *Microdata: Employee Earnings and Hours, Australia*, May 2021; ABS, *Employee Earnings and Hours, Australia*, May 2021.





**Table 11.2: Gender differences, modern award-reliant employees, 2021**

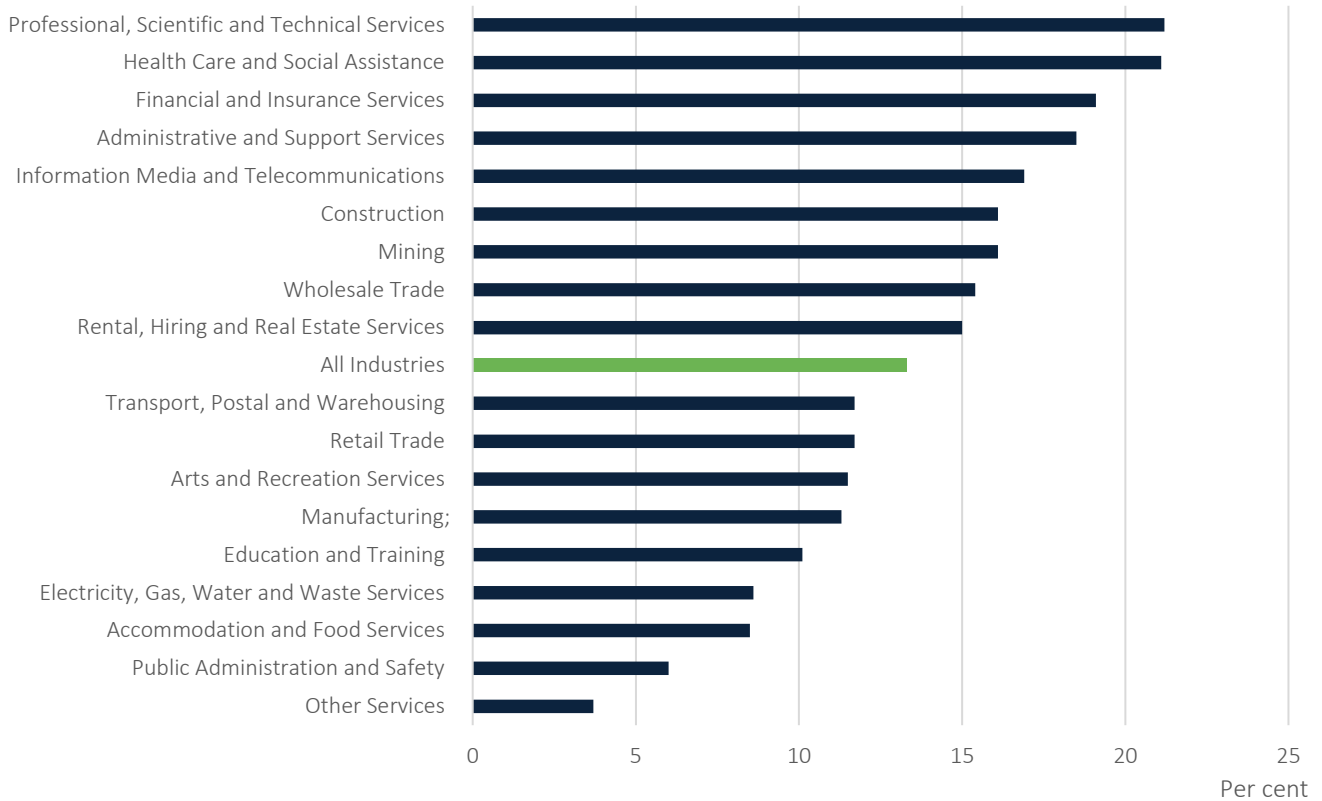
	Gender pay gap based on total hourly cash earnings	Gender hours paid for gap	Females as a share of modern award-reliant employees in industry
	(%)	(%)	(%)
Agriculture, forestry and fishing	n/a	n/a	n/a
Mining	np	np	np
Manufacturing	1.7	12.0	33.1
Electricity, gas, water and waste services	4.6	25.2	20.9
Construction	14.6	19.1	22.0
Wholesale trade	3.1	17.4	56.3
Retail trade	4.2	22.5	57.6
Accommodation and food services	6.8	16.2	61.4
Transport, postal and warehousing	17.5	26.5	30.7
Information, media and telecommunications	6.2	0.6	52.5
Financial and insurance services	13.8	20.2	67.4
Rental, hiring and real estate services	0.0	0.0	66.4
Professional, scientific and technical services	18.2	29.7	61.3
Administrative and support services	2.5	18.3	56.1
Public administration and safety	8.2	11.8	27.6
Education and training	9.2	-24.6	74.5
Health care and social assistance	3.3	9.6	79.3
Arts and recreation services	2.1	9.7	57.7
Other services	1.3	14.0	72.2
<b>All industries</b>	<b>1.8</b>	<b>18.7</b>	<b>60.4*</b>

Note: The gender pay gap is calculated as the difference between average male and average female earnings, as a share of average male earnings. Total hourly cash earnings include overtime hours paid for and is adjusted for casual loading. Industry estimates are based on individuals on adult rates of pay only. Gap in hours paid for is calculated as the difference between male and female average hours paid for per week (male minus female) expressed as a percentage of male hours paid for. n/a = not available in the EEH. np = not published due to insufficient observations in the survey. \* Females as a share of modern award-reliant employees across all rates of pay is 58.1 per cent.

Source: ABS, *Microdata: Employee Earnings and Hours, Australia*, May 2021.



**Chart 11.1: Gender pay gap by industry, AWOTE, November 2022**

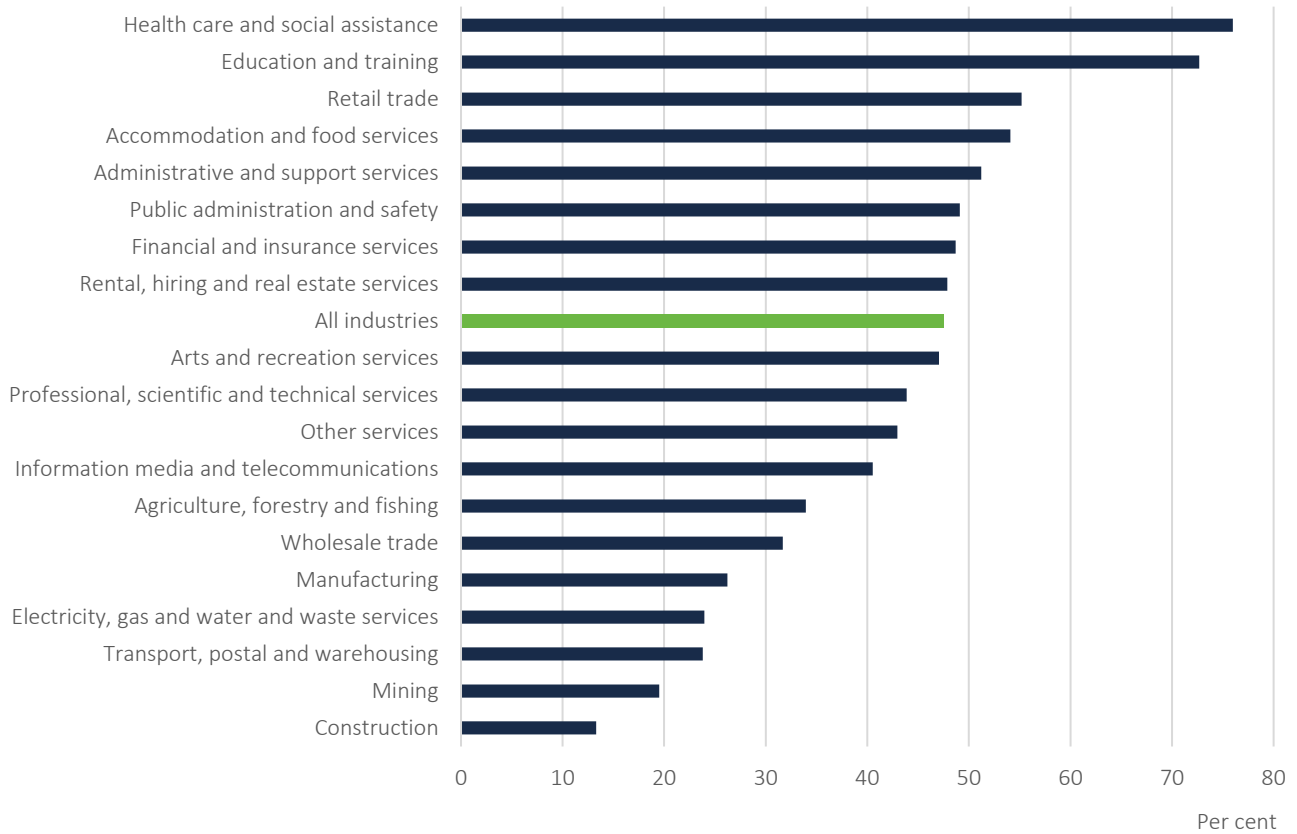


Note: AWOTE refer to full-time adult employees. The gender pay gap is calculated as the difference between average male and average female earnings, as a share of average male earnings.

Source: ABS, *Average Weekly Earnings, Australia*, November 2022.



**Chart 11.2: Female composition of total employment, by industry, February 2023**

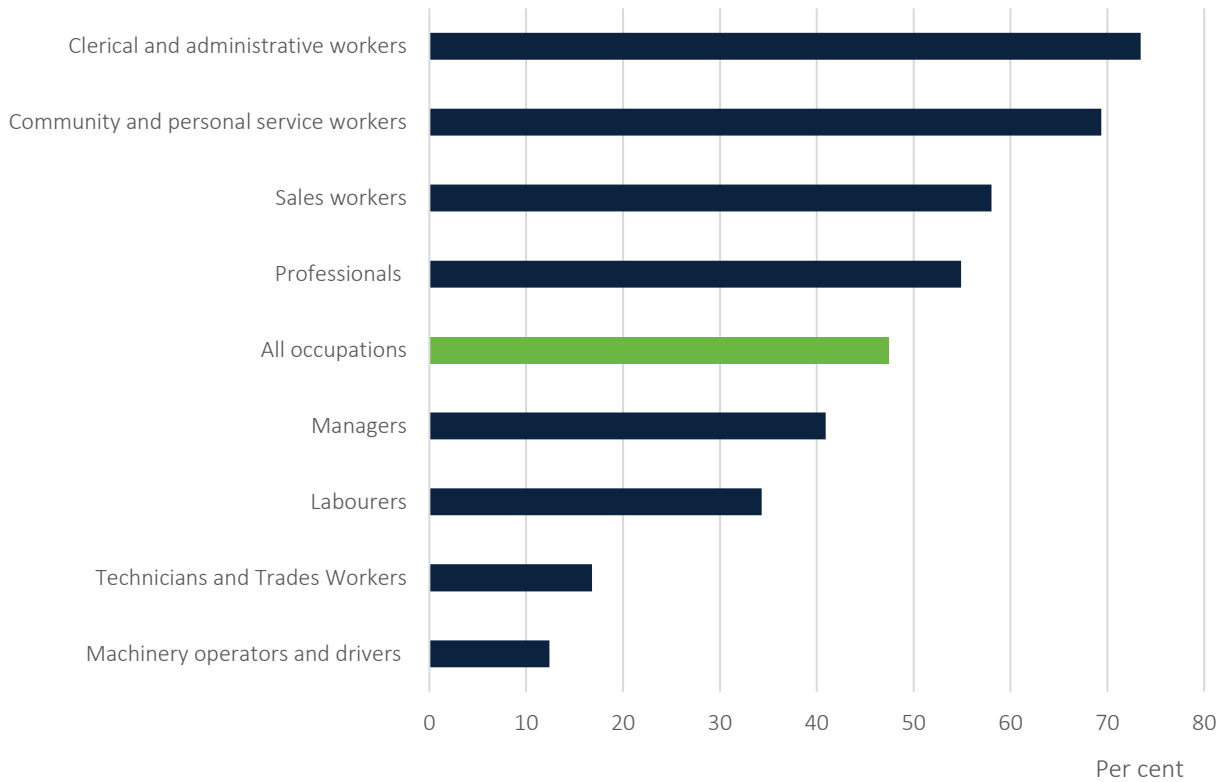


Note: Data are in original terms.

Source: ABS, *Labour Force, Australia, Detailed*, February 2023.



**Chart 11.3: Female composition of total employment, by occupation, February 2023**



Note: Data are in original terms

Source: ABS, *Labour Force, Australia, Detailed*, February 2023.



**Chart 11.4: Change in total wages, by gender, 14 March 2020 to 11 March 2023**



Note: Wages data are more sensitive to period-to-period changes in reporting than jobs data and are therefore subject to greater revisions over time. They are also subject to a greater degree of seasonality. Records where the characteristic is unknown (i.e. sex) are included in the all persons index total and can result in independent movement from the component indexes. Employers with less than 20 employees began transitioning to Single Touch Payroll on 1 July 2019. Any reporting concessions that were made available for these employers ended on 30 June 2021.

Source: ABS, *Weekly Payroll Jobs and Wages in Australia*, Week ending 11 March 2023.



**Chart 11.5: Change in payroll jobs, by sex, 14 March 2020 to 11 March 2023**

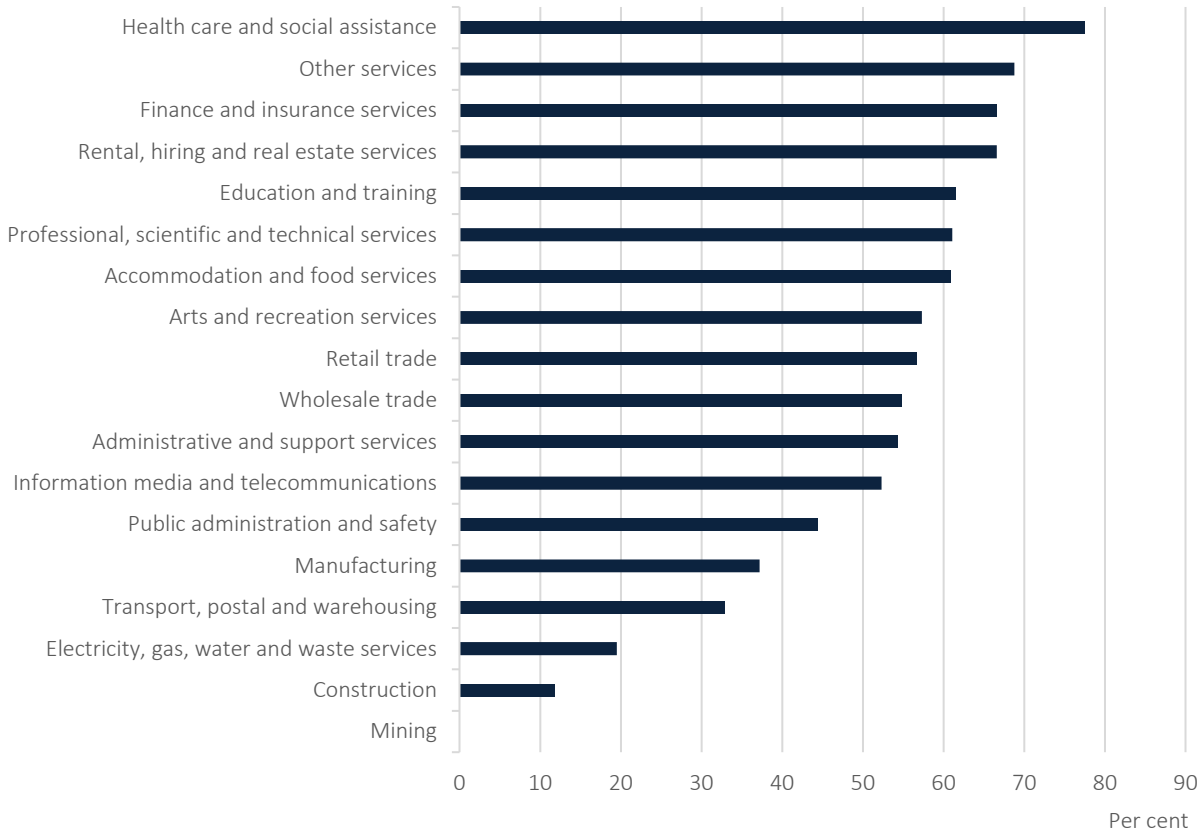


Note: Records where the characteristic is unknown (i.e. sex) are included in the all persons index total and can result in independent movement from the component indexes. Employers with less than 20 employees began transitioning to Single Touch Payroll on 1 July 2019. Any reporting concessions that were made available for these employers ended on 30 June 2021.

Source: ABS, *Weekly Payroll Jobs and Wages in Australia*, Week ending 11 March 2023.



**Chart 11.6: Female award-reliant employees by industry, 2021**

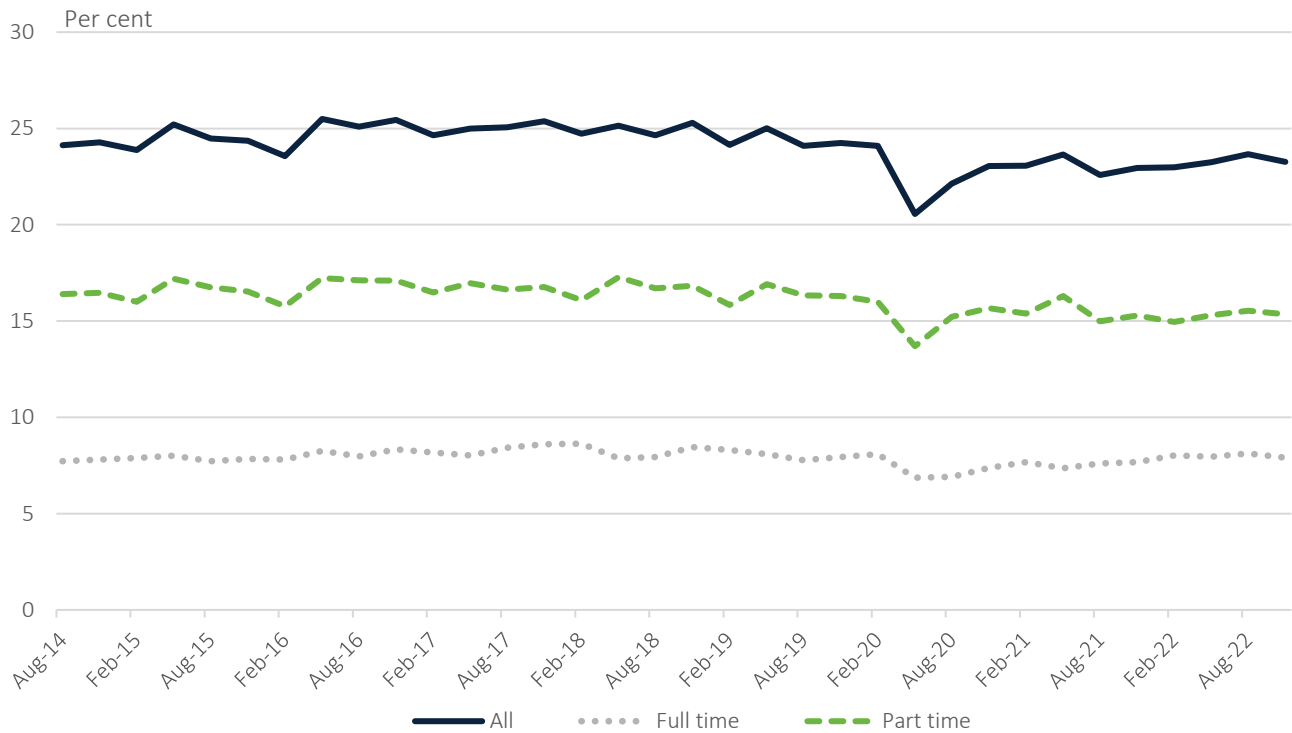


Source: ABS, *TableBuilder: Employee Earnings and Hours, Australia, May 2021*.



## 12. Indicators of secure work

Chart 12.1: Proportion of employees without paid leave entitlements, 2014 to 2022



Source: ABS, *Working arrangements*, August 2022.





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

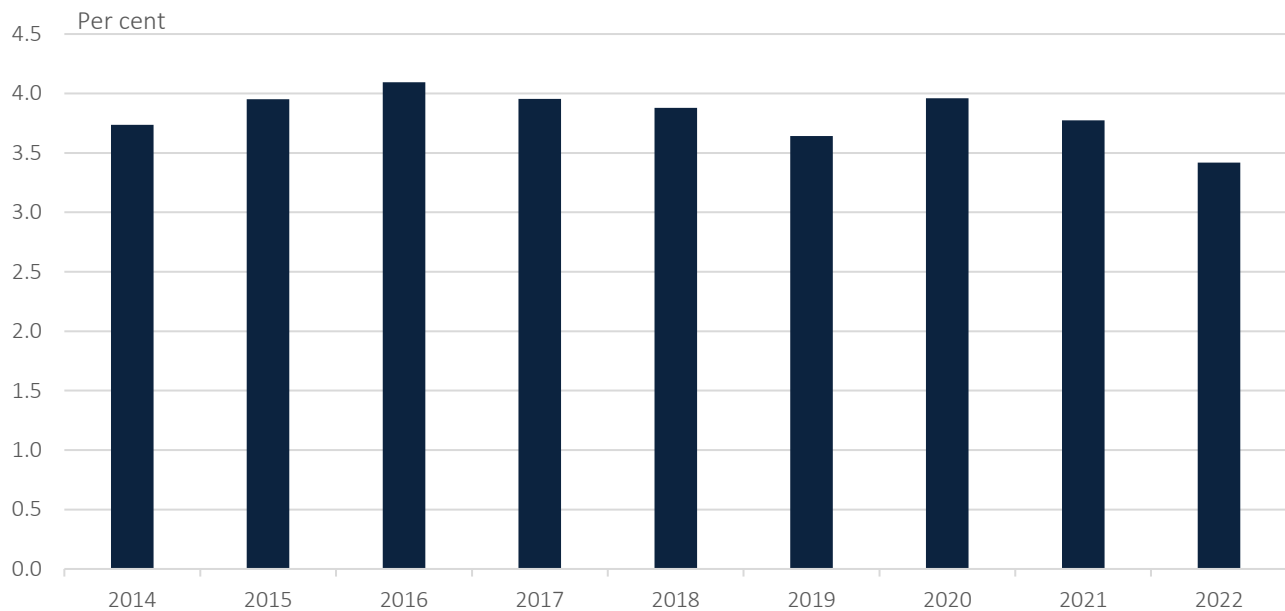
<b>Industry</b>	<b>Award-reliant employees (%)</b>	<b>All employees (%)</b>
Accommodation and food services	75.1	60.6
Arts and recreation services	69.1	40.3
Finance and insurance services	63.1	6.5
Transport, postal and warehousing	55.1	18.9
Retail trade	54.9	31.2
Wholesale trade	50.0	11.8
Administrative and support services	48.6	42.8
Education and training	46.3	16.6
Information media and telecommunications	40.8	10.7
Professional, scientific and technical services	40.3	9.3
Electricity, gas, water and waste services	37.8	4.7
Rental, hiring and real estate services	37.2	14.9
Other services	35.4	21.0
Manufacturing	34.2	12.2
Mining	28.1	5.5
Health care and social assistance	26.0	17.9
Public administration and safety	16.1	8.0
Construction	15.9	12.4

Note: Casual employees are defined as those not entitled to paid leave, which includes paid sick leave or paid annual leave.

Source: ABS, *Employee Earnings and Hours*, Australia, May 2021.



**Chart 12.2: Proportion of employees that are fixed-term employees, 2014–2022**

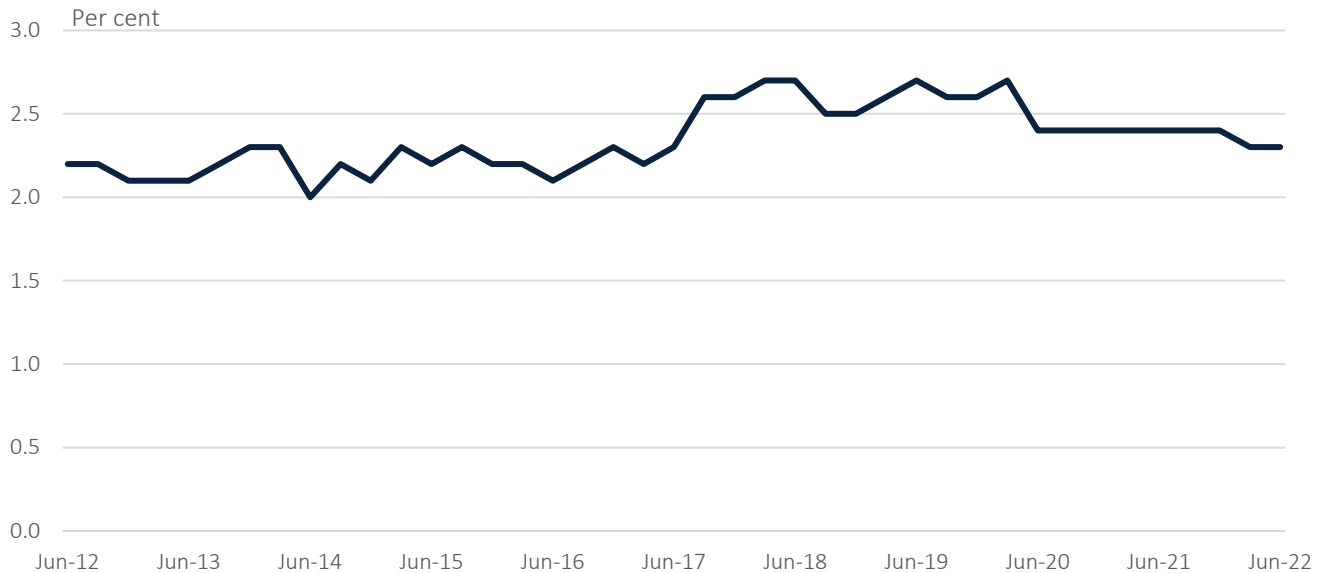


Note: Fixed term employees are employed for a specified period of employment and may be entitled to paid leave.

Source: ABS, *Characteristic of Employment*, August 2022.



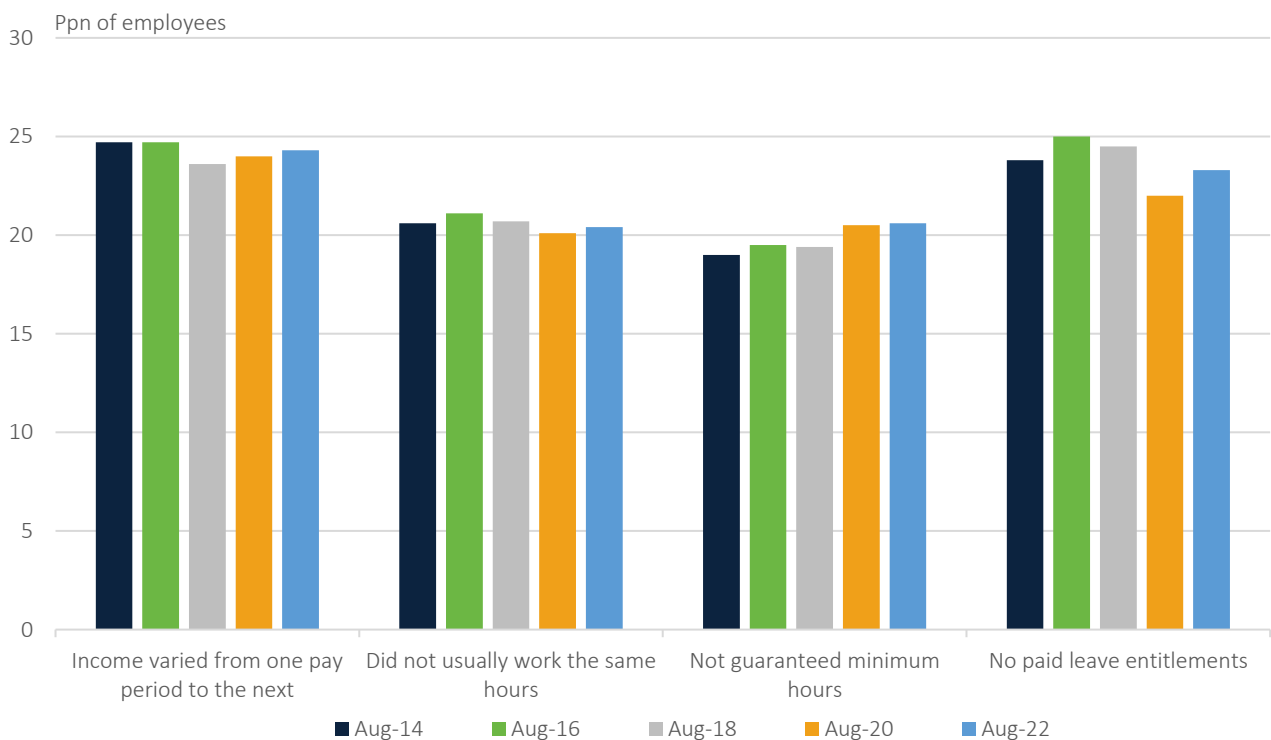
**Chart 12.3: Share of employed people working in Labour supply services, 2012–2022**



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

Source: ABS, *Labour hire workers*, December 2022.

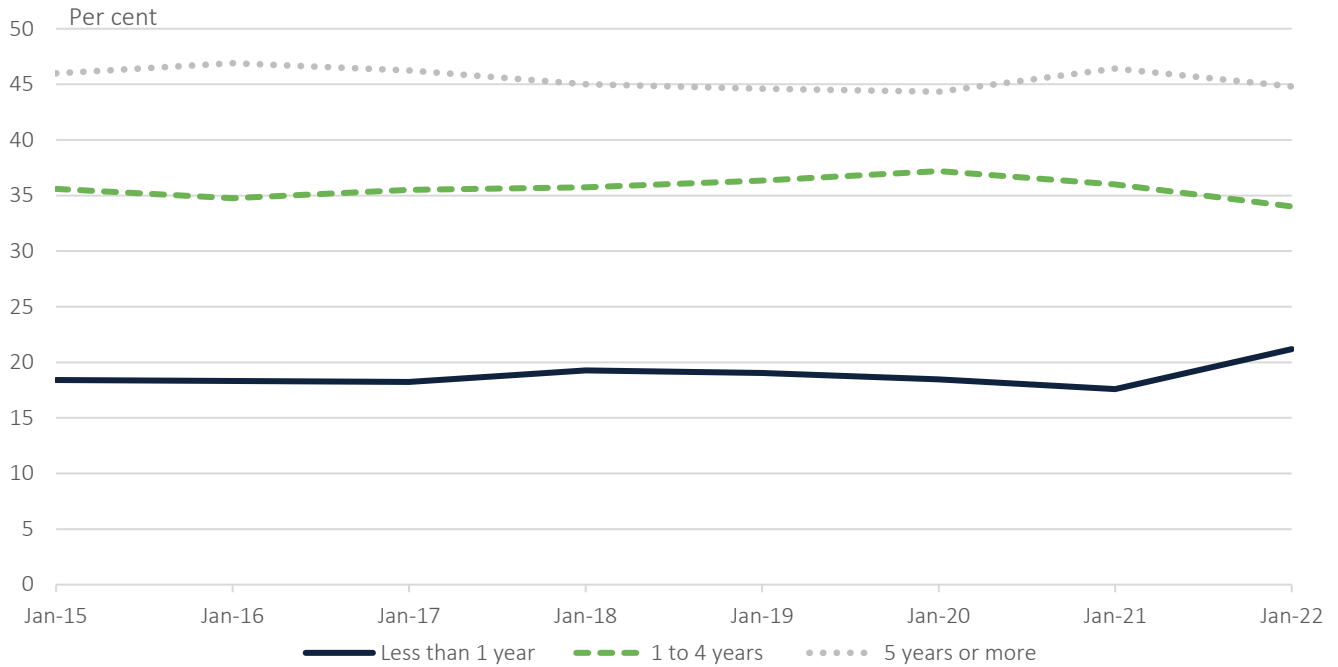
**Chart 12.4: Variation in hours and pay, 2014 to 2022**



Source: ABS, *Working Arrangements, Australia*, August 2022.

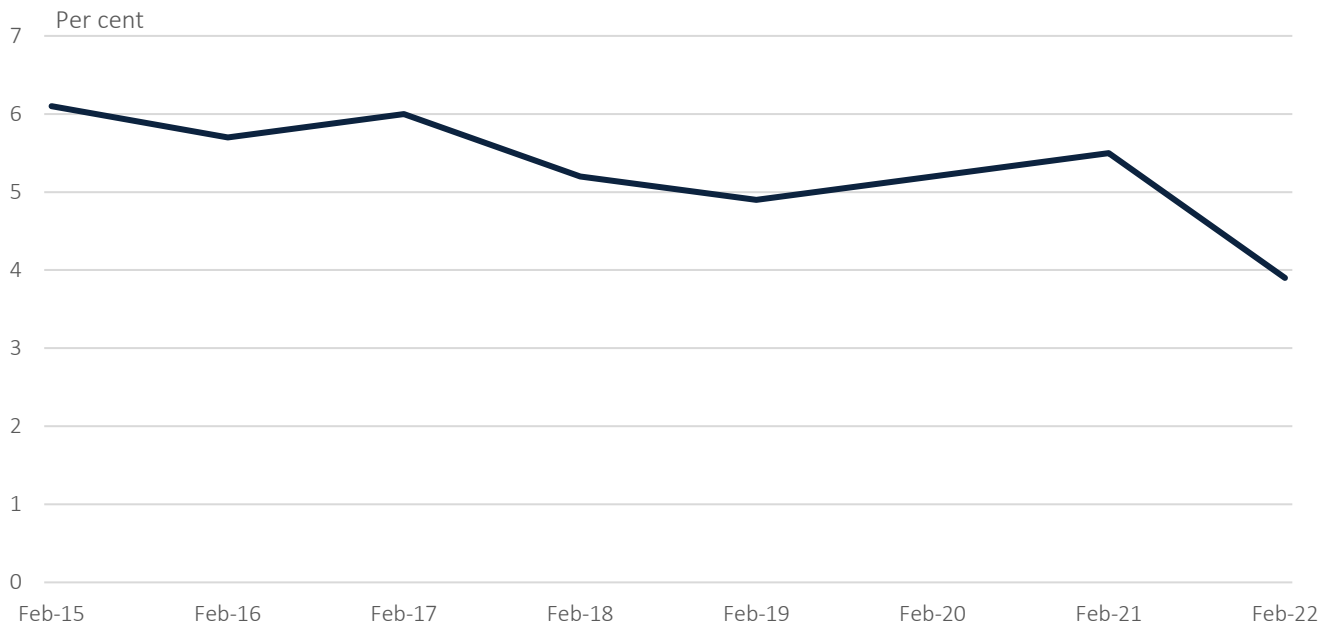


**Chart 12.6: Duration of employment in current main job, all employees, February 2022**



Source: ABS, *Participation, Job Search and Mobility*, February 2022.

**Chart 12.5: Rate of involuntary job separations, 2015–2022**



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

Source: ABS, *Participation, Job Search and Mobility, Australia*, February 2022.



# 13. Indicators of financial stress

**Table 13.1: Financial stress experienced by all employee households**

	2017	2018	2019	2020	2021
Financial stress indicators	(%)	(%)	(%)	(%)	(%)
Unable to raise \$3000/\$4000* in a week for something important	4.5	5.0	4.8	4.6	3.8
Could not pay electricity, gas or telephone bills on time	7.3	7.4	7.4	4.9	5.2
Could not pay the mortgage or rent on time	2.9	4.0	4.0	3.2	3.1
Pawned or sold something	2.2	2.5	2.8	1.9	1.6
Went without meals	1.6	2.0	2.3	1.4	1.7
Could not afford to heat home	1.6	1.7	1.8	1.0	1.1
Sought assistance from welfare/community organisation	1.0	1.1	1.1	1.3	1.0
Sought financial help from friends or family	6.1	7.3	7.3	3.9	4.6
Any stress	13.4	14.7	15.2	12.1	11.1
Low stress (1–2)	9.9	10.5	10.7	9.6	8.2
Moderate stress (3–4)	2.6	3.1	3.5	1.8	2.2
High stress (5 or more)	0.9	1.1	1.0	0.7	0.7
Observations	5011	4988	5117	4970	4883

Note: Employee households are those households whose main source of income is from wages or salary. Both partners in a couple family household, the lone parent in a lone parent household and the lone person of a lone person household must report financial stress for that particular household to be considered as such. Observations from multi-family households, other related family households and group households are excluded. \*Amount is \$3000 for Waves 17 to 19, and \$4000 for Wave 20 and 21.

Source: *Household, Income and Labour Dynamics in Australia Survey, Waves 16–21.*



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

	2017	2018	2019	2020	2021
Financial stress indicators	(%)	(%)	(%)	(%)	(%)
Unable to raise \$3000/\$4000* in a week for something important	12.9	13.3	12.2	9.6	8.3
Could not pay electricity, gas or telephone bills on time	14.6	15.4	16.4	10.0	10.7
Could not pay the mortgage or rent on time	5.6	7.9	9.6	6.1	6.2
Pawned or sold something	4.5	4.7	6.4	4.8	3.2
Went without meals	2.8	3.8	5.5	3.1	3.4
Could not afford to heat home	3.4	4.1	3.9	2.2	2.0
Sought assistance from welfare/community organisation	2.6	3.9	2.6	3.8	2.9
Sought financial help from friends or family	11.3	13.9	14.2	9.0	8.2
Any stress	28.2	29.0	31.6	24.0	20.3
Low stress (1–2)	20.2	18.1	20.3	18.3	14.1
Moderate stress (3–4)	6.0	7.8	9.1	3.6	4.5
High stress (5 or more)	2.0	3.1	2.2	2.1	1.7
Observations	1023	981	1022	1011	987

Note: Employee households are those households whose main source of income is from wages or salary. Both partners in a couple family household, the lone parent in a lone parent household and the lone person of a lone person household must report financial stress for that particular household to be considered as such. Observations from multi-family households, other related family households and group households are excluded. Low-paid employee households are defined as those households in the bottom quintile of equivalised disposable household income for employee households. Disposable household income is equivalised using the 'modified OECD' method where each person in the household is given a score (1 for the first adult, 0.5 for subsequent adults and 0.3 for each child under the age of 15) and the income is divided by the sum of these scores. \*Amount is \$3000 for Waves 16 to 19, and \$4000 for Wave 20 and 21.

Source: *Household, Income and Labour Dynamics in Australia Survey, Waves 16–21.*



## 14. Forecasts

**Table 14.1: 2022–23 Budget, international GDP growth forecasts**

	2021 (outcomes)	2022 (forecasts)	2023 (forecasts)	2024 (forecasts)
World	6.0	3	2¾	3
Major trading partners	6.2	3	3	3¾

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

Source: Australian Government (2022), *Budget 2022–23, Budget Paper No. 1*, October, p. 36.

**Table 14.2: IMF real GDP growth projections**

	2022 (outcomes)	2023 (projections)	2024 (projections)
Australia	3.7	1.6	1.7
Advanced economies	2.7	1.3	1.4
World	3.4	2.8	3.0

Note: Year-on-year percentage changes shown. World and domestic economy growth rates are calculated using GDP weights based on PPP. n/a=not available.

Source: IMF (2023), *World Economic Outlook*, April, < <https://www.imf.org/en/Publications/WEO/Issues/2023/04/11/world-economic-outlook-april-2023>>.



**Table 14.3: 2022–23 Budget, domestic economy forecasts<sup>(a)</sup>**

	Outcomes		Forecasts	
	2021–22	2022–23	2023–24	
Real gross domestic product	3.9	3¼	1½	
Household consumption	4.1	6½	1¼	
Dwelling investment	2.8	–2	–1	
Total business investment <sup>(b)</sup>	5.2	6	3½	
Mining investment	–1.7	4	5½	
Non-mining investment	7.4	6½	3½	
Private final demand <sup>(b)</sup>	4.5	5¼	1¼	
Public final demand <sup>(b)</sup>	6.5	1	1½	
Change in inventories <sup>(c)</sup>	0.1	0	–¼	
Gross national expenditure	5.2	4	1	
Exports of goods and services	0.0	7	5	
Imports of goods and services	7.7	11	3	
Net exports <sup>(c)</sup>	–1.5	–¾	½	
Nominal gross domestic product	11.0	8	–1	
Prices and wages				
Consumer price index <sup>(d)</sup>	6.1	5¼	3½	
Wage price index <sup>(d)</sup>	2.6	3¼	3¼	
GDP deflator	6.9	4¾	–2¼	
Labour market				
Participation rate <sup>(e)</sup>	66.6	66¾	66½	
Employment <sup>(d)</sup>	3.3	1¼	¾	
Unemployment rate <sup>(e)</sup>	3.8	3¼	4½	
Balance of payments				
Terms of trade <sup>(f)</sup>	12.2	–2½	–20	
Current account balance (per cent of GDP)	2.2	½	–¾	
Net overseas migration <sup>(g)</sup>	150 000	235 000	235 000	

Note: The exchange rate is assumed to remain around its recent average level — a trade-weighted index of around 61 and a \$US exchange rate of around 65 US cents. Interest rates are informed by the Bloomberg survey of market economists. Population growth is forecast to be 1.1 per cent in 2021–22 and 1.4 per cent in 2022–23 and 2023–24.

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

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

(c) Percentage point contribution to growth in GDP.

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

(e) Seasonally adjusted rate for the June quarter.

(f) Key commodity prices are assumed to decline from current elevated levels by the end of the March quarter 2023: the iron ore spot price is assumed to decline from US\$91 per tonne to US\$55 per tonne free on board (FOB); the metallurgical coal spot price is assumed to decline from US\$271 per tonne to US\$130 per tonne FOB; the thermal coal spot price is assumed to decline from US\$438 per tonne to US\$60 per tonne FOB; the oil price (TAPIS) is assumed to decline from US\$108 per barrel to US\$100 per barrel; and the LNG price is assumed to decline from US\$934 per tonne to US\$630 per tonne.

(g) The figure for 2021–22 consists of 3 quarters of preliminary outcomes and one quarter of forecasts. Net overseas migration is assumed to continue in line with pre-pandemic trends at 235 000 from 2022–23.

Source: Australian Government (2022), *Budget 2022–23, Budget Paper No. 1*, October, p. 47.





**Table 14.4: RBA economy forecasts, growth rates**

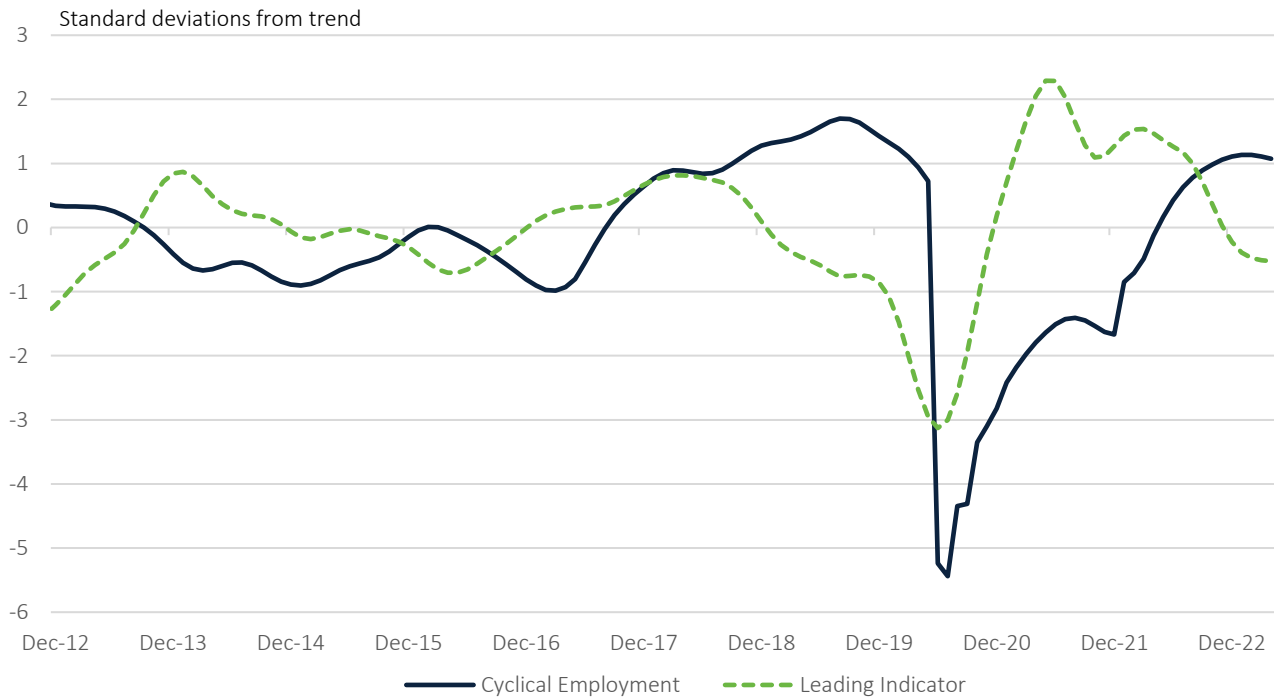
	Dec-22	Jun-23	Dec-23	Jun-24	Dec-24	Jun-25
Gross domestic product	2.7	2.3	1.6	1.4	1.6	1.7
Household consumption	5.5	2.5	1.7	1.7	1.8	2.0
Dwelling investment	-0.9	3.4	-1.3	-4.8	-5.7	-4.3
Business investment	3.6	3.1	3.7	3.6	3.0	2.6
Public demand	3.1	0.3	0.1	1.7	2.4	1.6
Gross national expenditure	2.8	1.5	2.0	1.6	1.6	1.6
Imports	14.0	5.6	6.5	3.0	2.4	1.8
Exports	10.2	8.8	4.2	2.1	2.3	2.4
Real household disposable income	-1.7	-0.9	-0.1	0.4	1.9	3.1
Terms of trade	4.6	-6.8	-3.3	-7.8	-6.4	-4.0
Major trading partner (export-weighted) GDP	2.3	4.1	3.9	3.6	3.3	3.6
Unemployment rate*	3.5	3.6	3.8	4.1	4.3	4.4
Employment	4.8	2.4	1.5	1.0	1.0	1.1
Wage price index	3.5	4.1	4.2	4.1	4.0	3.8
Nominal (non-farm) average earnings per hour	4.7	6.8	5.4	4.8	4.5	4.1
Trimmed mean inflation	6.9	6.2	4.3	3.3	3.1	2.9
Consumer price index	7.8	6.7	4.8	3.6	3.2	3.0

Note: Percentage changes over the year to the quarter. Forecasts finalised on 8 February. Forecast assumptions—trade-weighted index of 62, Australian dollar at US\$0.69, Brent crude oil price at US\$82 per barrel, population growth broadly in line with its pre-pandemic average. Forecasts are rounded to the first decimal point. Lighter shaded regions are historical data. \*Average rate in the quarter.

Source: RBA (2023), *Statement on Monetary Policy*, February, Appendix: Forecasts.



**Chart 14.1: Department of Employment and Workplace Relations Leading Indicator of Employment, April 2023**



Note: The leading indicator has been transformed with revisions to the historical data.

Source: Department of Employment and Workplace Relations, *Leading Indicator of Employment – April 2023*, <https://www.dewr.gov.au/employment-research-and-statistics/leading-indicator-employment-monthly-reports/leading-indicator-employment-latest-release>.



## 15. Costs of child care services

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

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

A link to Part B, *Child care, education and training*, from the latest Report on Government Services 2022 is provided here: <https://www.pc.gov.au/ongoing/report-on-government-services/2023/child-care-education-and-training>



# 16. Minutes of the Monetary Policy Meetings of the Reserve Bank Board and Statements on Monetary Policy

Minutes of 4 April 2023 Monetary Policy Meeting

<https://www.rba.gov.au/monetary-policy/rba-board-minutes/2023/2023-04-04.html>

Minutes of 7 March 2023 Monetary Policy Meeting

<https://www.rba.gov.au/monetary-policy/rba-board-minutes/2023/2023-03-07.html>

Minutes of 7 February 2023 Monetary Policy Meeting

<https://www.rba.gov.au/monetary-policy/rba-board-minutes/2023/2023-02-07.html>

Minutes of 6 December 2022 Monetary Policy Meeting

<https://www.rba.gov.au/monetary-policy/rba-board-minutes/2022/2022-12-06.html>

Minutes of 1 November 2022 Monetary Policy Meeting

<https://www.rba.gov.au/monetary-policy/rba-board-minutes/2022/2022-11-01.html>

Minutes of 4 October 2022 Monetary Policy Meeting

<https://www.rba.gov.au/monetary-policy/rba-board-minutes/2022/2022-10-04.html>

Minutes of 6 September 2022 Monetary Policy Meeting

<https://www.rba.gov.au/monetary-policy/rba-board-minutes/2022/2022-09-06.html>

Minutes of 2 August 2022 Monetary Policy Meeting

<https://www.rba.gov.au/monetary-policy/rba-board-minutes/2022/2022-08-02.html>

Minutes of 5 July 2022 Monetary Policy Meeting

<https://www.rba.gov.au/monetary-policy/rba-board-minutes/2022/2022-07-05.html>

Statement on Monetary Policy—February 2023

<https://www.rba.gov.au/publications/smp/2023/feb/>

Statement on Monetary Policy—November 2022

<https://www.rba.gov.au/publications/smp/2022/nov/>

Statement on Monetary Policy—August 2022

<https://www.rba.gov.au/publications/smp/2022/aug/>



## 17. Business surveys

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

*Official statistics on the situation of small business come with a substantial time lag. We accept that in these circumstances, the information provided by business surveys is useful. In particular, we note the assessment by the Australian Government and the RBA that information from the main business surveys (by ACCL, 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–December 2022**

<https://business.nab.com.au/wp-content/uploads/2023/02/NAB-Quarterly-Business-Survey-Q4-2022.pdf>

### **NAB Quarterly Business Survey–September 2022**

<https://business.nab.com.au/wp-content/uploads/2022/10/NAB-Quarterly-Business-Survey-Q3-2022.pdf>

### **Australian Chamber-Westpac Survey of Industrial Trends–December 2022**

[https://www.australianchamber.com.au/wp-content/uploads/2022/12/AusChamberWestpacSurvey2022Q4\\_Draft\\_Dec12th.pdf](https://www.australianchamber.com.au/wp-content/uploads/2022/12/AusChamberWestpacSurvey2022Q4_Draft_Dec12th.pdf)

### **Australian Chamber-Westpac Survey of Industrial Trends–September 2022**

[AusChamberWestpacSurvey2022Q3\\_Sep21.pdf \(australianchamber.com.au\)](https://www.australianchamber.com.au/wp-content/uploads/2022/09/AusChamberWestpacSurvey2022Q3_Sep21.pdf)



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