

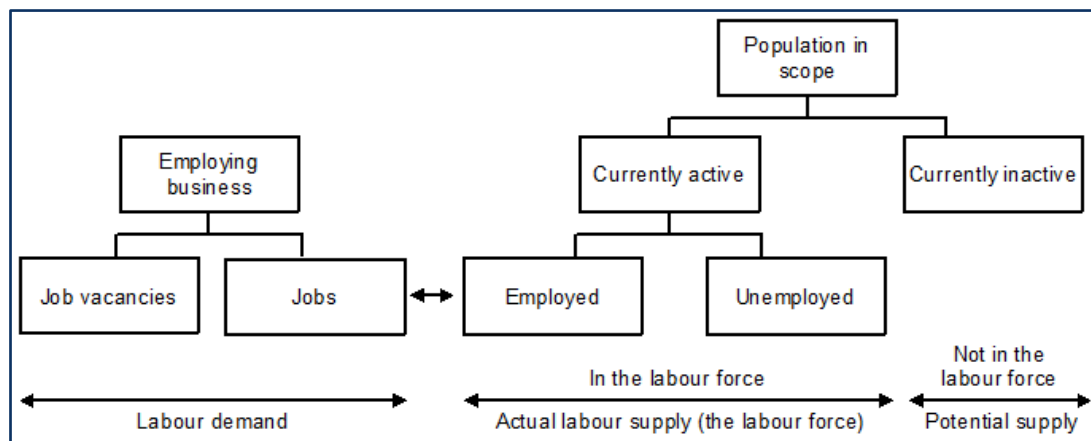
Labour market chart pack: February 2022

ONE

Notes on methodology

Tracking the labour market (1): Concepts and relationships

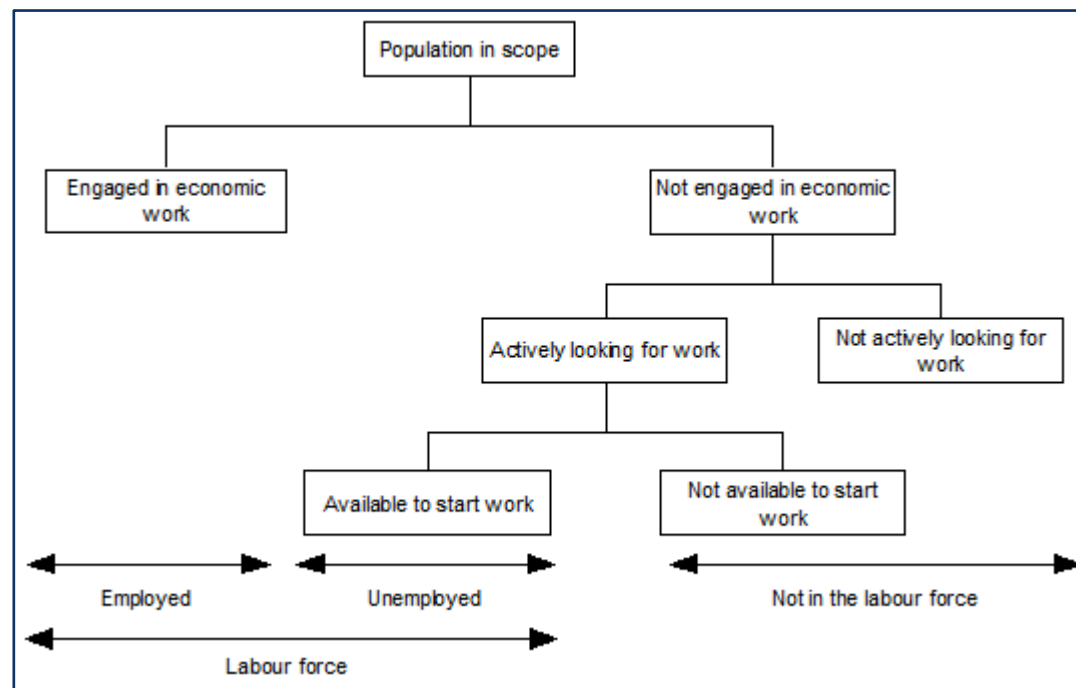
The scope of Labour Statistics



The **Labour Force Survey (LFS)** measures the labour market status of Australians: those employed, unemployed and not in the labour force.

The **Labour Account** measures employment by industry and sector.

The Labour Force Framework



Source for figures on this page: [ABS Labour Statistics: Concepts, Sources and Methods](#)

Tracking the labour market (2): Employment and jobs

- **The ABS monthly Labour Force Survey (LFS)** provides information about the labour market activity of *Australia's resident civilian population aged 15 and over*, excluding members of the defence forces, overseas diplomats and overseas residents in Australia. The LFS is primarily designed to provide estimates of the labour market status of Australians: that is, are they employed, unemployed or not in the labour force.
- **The ABS quarterly Labour Account** provides estimates of the number of employed people, jobs, hours worked, and the income earned from each industry. The scope is all enterprises resident within Australia's economic territory engaged in the production of goods and services and the Labour Account relates to the employment of all people in jobs created by those enterprises. It includes all people who contribute to Australian economic activity *regardless of their residency status*. It is the preferred source of data on employment by industry and sector, because industry information is drawn from how businesses have been officially categorised rather than how employed people describe the business in which they work. This matters because some employees, when responding to the LFS, will describe the business activities most relevant to their job, rather than the actual industry of the business that pays their wages or salary.
- **Weekly Payroll Jobs and Wages** is a new ABS collection based on payroll information via the ATO from businesses with single touch payroll (STP) enabled payroll and ...
- **(contd.)** ... accounting software. A payroll job is a relationship between an employee and their employing enterprise, where the employee is paid in the reference week through STP-enabled payroll or accounting software. The series tracks changes in total jobs and offers a timely, high-frequency source of labour market data. However, data are only available in original (nsa) terms and recent data can be subject to sizeable revisions.
- **The ABS quarterly Job Vacancies Survey (JVS)** presents estimates of job vacancies classified by industry, sector and state/territory. It covers all employing organisations in Australia except for enterprises primarily engaged in agriculture, forestry and fishing, private households employing staff, and foreign diplomatic missions. Measures of job vacancies differ from job ads (below) because the former also include jobs where other recruitment approaches (e.g. word of mouth, internal) are used. Estimates suggest up to 19 per cent of jobs are not advertised. Job vacancies also count every position advertised within a single notice while some job ads may be used to fill multiple positions.
- **ANZ job ads** are based on information provided by Seek.com.au and Jobsearch.gov.au. From November 2020, newspaper job ads were excluded from the series, affecting published data from January 2019 onwards.

Tracking the labour market (3): Wages

- **The ABS quarterly Wage Price Index (WPI)** measures changes in the price of labour in the Australian labour market. It is a labour market version of the consumer price index (CPI), tracking price changes in a fixed 'basket' of jobs and is therefore not affected by changes in the quality and/or quantity of work. Different versions of the WPI cover total hourly rates of pay including and excluding bonuses, and ordinary hourly rates of pay including and excluding bonuses. The WPI is the major measure of inflationary pressure on wages and salaries.
- **The ABS series on Average Weekly Earnings (AWE)** measures average gross earnings (wages and salaries) of employees at a point in time. Estimates are derived by dividing estimates of total earnings by estimates of the number of employees. AWE is *not* a survey of individual workers and how their earnings change over time, and therefore does not measure the earnings of the 'average person.' Rather, it captures changes in the value of average wages and salaries over time. AWE is available on a six-monthly basis.
- **Weekly payroll Jobs and Wages** is a new ABS collection based on payroll information via the ATO from businesses with single touch payroll (STP) enabled payroll and accounting software. It provides timely, high-frequency information on changes in total wages paid but is only available on an original (nsa) basis and recent data points are subject to significant revisions.

Illustrating the differences between the three concepts

The ABS provides the following scenario to explain the differences between the three key wage series.

Imagine that the labour market data collected relates to information from a single business, Business X, instead of to the total labour market. At the time of the first ABS survey cycle, Business X has ten employees. Prior to the second survey cycle, the lowest paid staff member retires and is not replaced. The remaining staff maintain their existing remuneration and conditions.

- **AWE scenario:** Both the reported total number of employees and total gross weekly earnings will decrease. However, the resulting average (total gross weekly earnings divided by total employees) will increase due to the retirement of the lowest paid staff member and the compositional shift toward higher paid jobs.
- **Weekly Payroll Jobs and Wages scenario:** Both the number of payroll jobs and total wages paid will decrease in response to the retiring employee.
- **WPI scenario:** The WPI tracks jobs and will not be affected. As the job does not exist in the second survey cycle, it will not contribute to the calculation of changes in the price of wages and salaries.

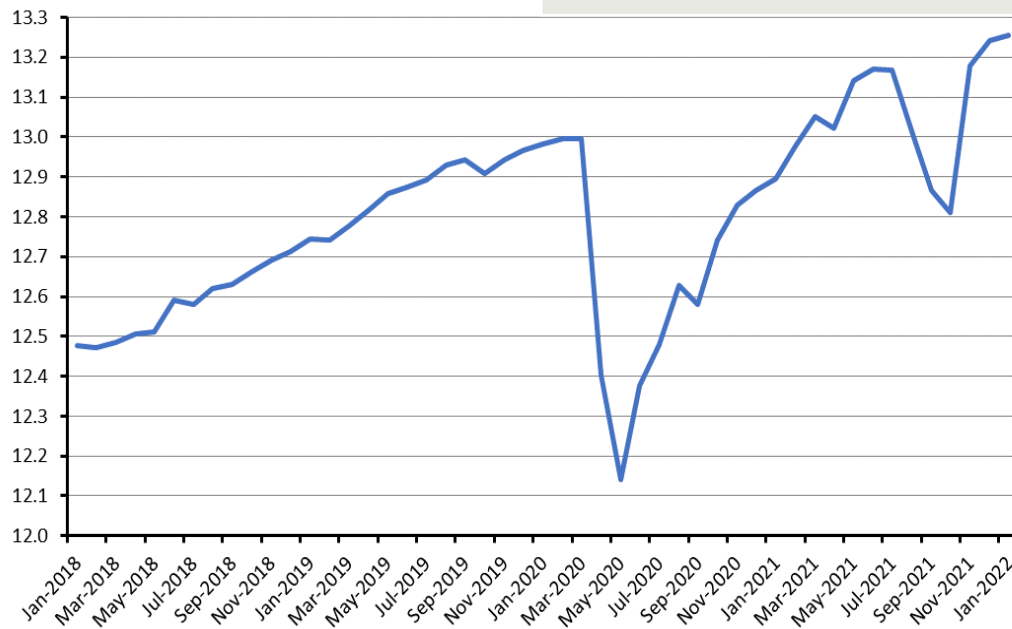
TWO

Employment and unemployment (National – LFS)

Employment

Australia: Number of employed

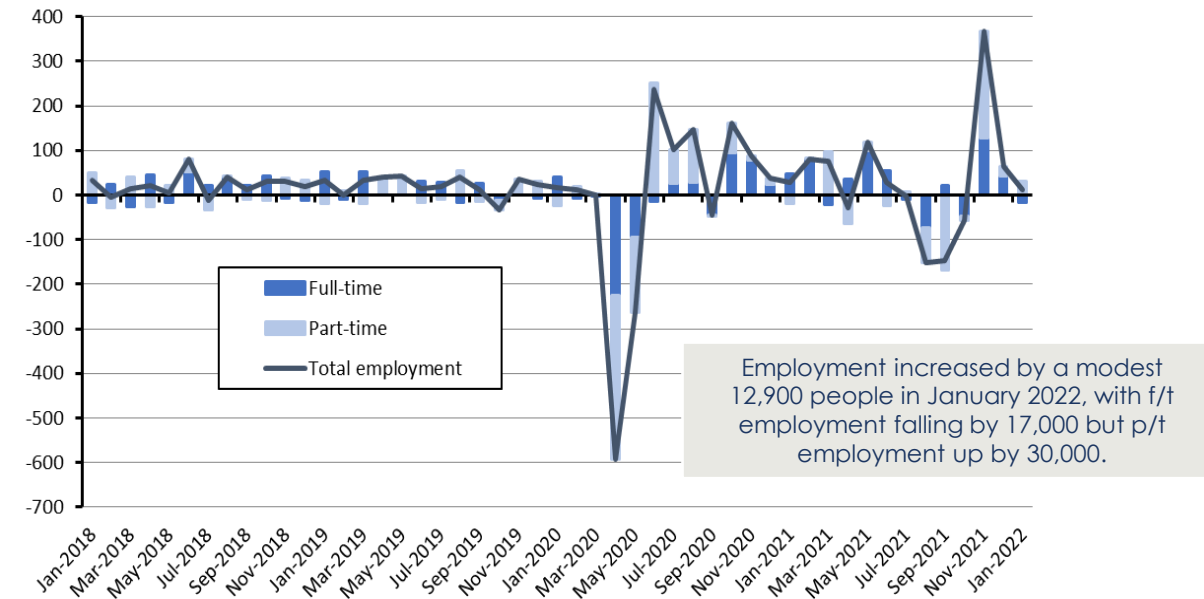
Millions of people, sa



Source: Bloomberg and ABS. Data to January 2022.

Australia: Monthly change in employment

Thousands of people, sa



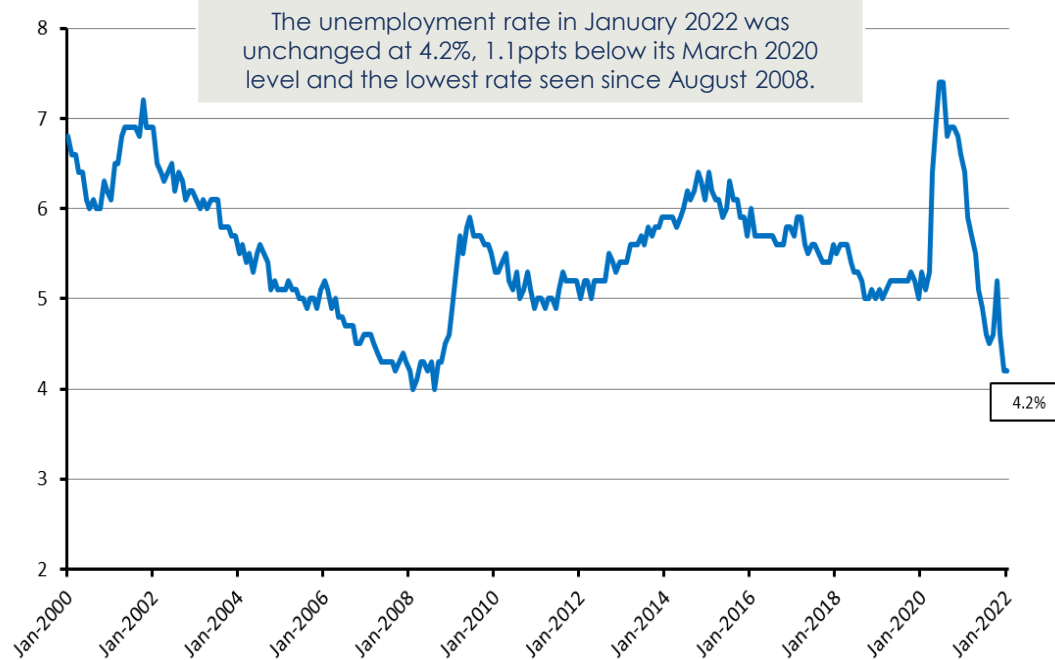
Source: Bloomberg and ABS. Full-time employment covers those who usually work 35 hours or more a week and those who normally work less but worked 35 hours or more during the reference week. Part-time employment comprises employed persons who usually work less than 35 hours a week and either did so in the reference week or were not at work that week. Data to January 2022.

Unemployment

Data Note: Increases in the number of unemployed can reflect (1) a movement from employment to unemployment but also (2) a movement from not in the labour force to unemployment. Likewise, falls can reflect (1) a movement from unemployment to employment but also (2) a movement from unemployment to not in the labour force. In normal times, a change in the unemployment rate would indicate a change in the degree of labour market slack. For example, a fall in the rate would indicate a tightening labour market and vice versa. But in lockdowns the unemployment rate also becomes an indicator of the difficulty of being able to actively look for work / be available for work while public health restrictions are in place. As a result, the reported number of unemployed can drop not only because some people are finding jobs but also because others are giving up looking for work / are unable to look for work, and are exiting the labour force.

Australia: Unemployment rate

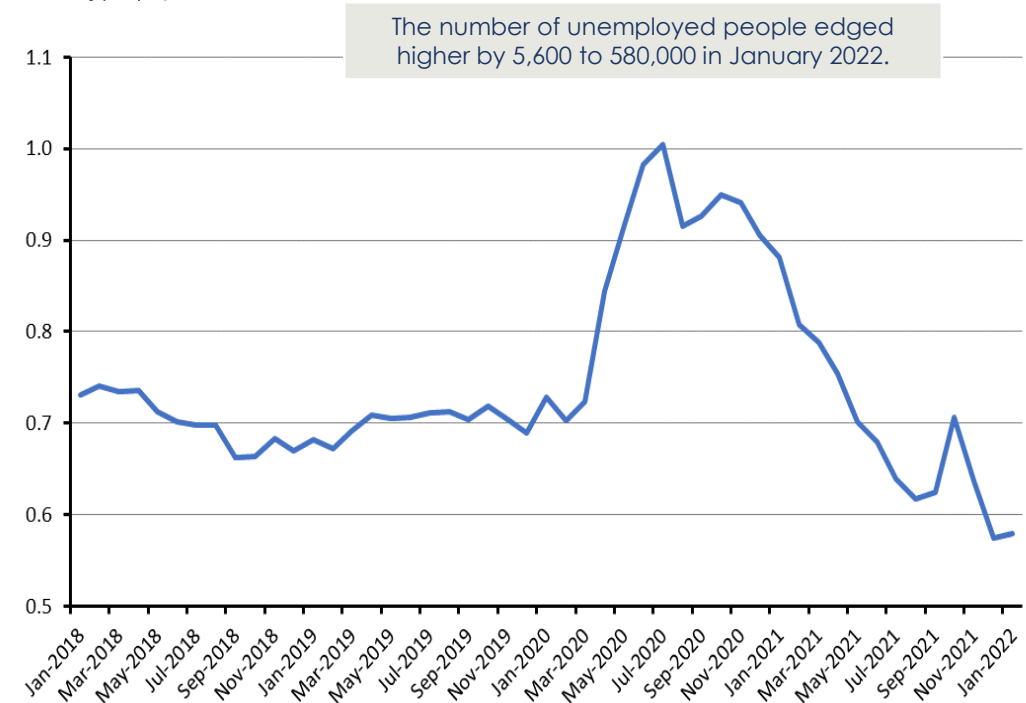
Per cent, sa



Source: Bloomberg and ABS. Unemployed captures persons aged 15 or over who were not employed during the reference week and were either actively looking for work or waiting to start a new job. **Data to January 2022.**

Australia: Number of unemployed

Millions of people, sa



Source: Bloomberg and ABS. **Data to January 2022.**

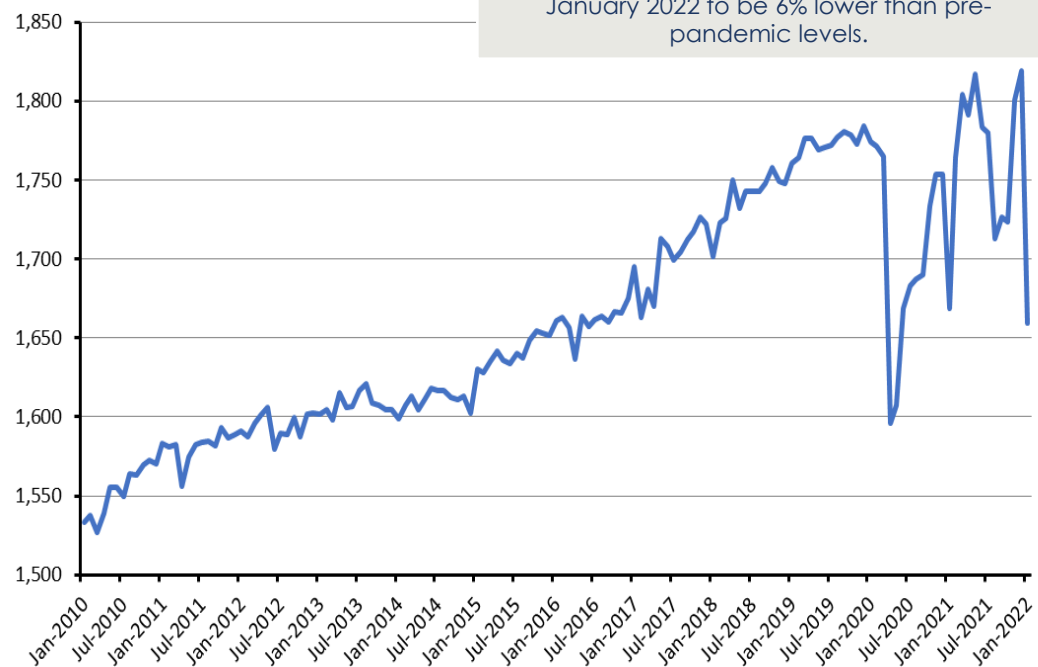
Hours worked

Data Note: During lockdowns, hours worked become a relatively more important guide to labour market conditions than measures such as the unemployment rate, as they are less distorted by the impact of programs such as JobKeeper.

In January 2021, the ABS noted that the large (4.9%) fall in hours worked that month mainly reflected the unusually large numbers of people taking annual leave. In January 2022, it said that the even larger fall in hours worked reflected a much higher number of people than usual with an illness or sick leave. That – in addition to people taking annual leave or working fewer or zero hours due to economic reasons – drove the total fall in hours at the start of this year.

Australia: Hours worked

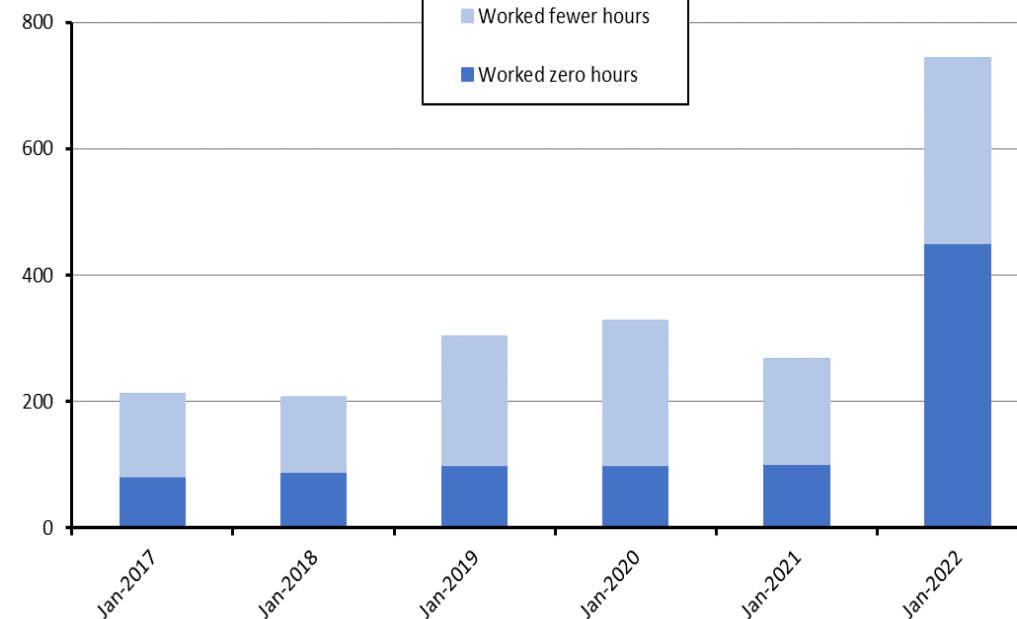
Millions, sa



Source: Bloomberg and ABS. Data to January 2022.

Australia: Number of employed working fewer or zero hours due to own illness, injury or sick leave

Persons '000s, nsa



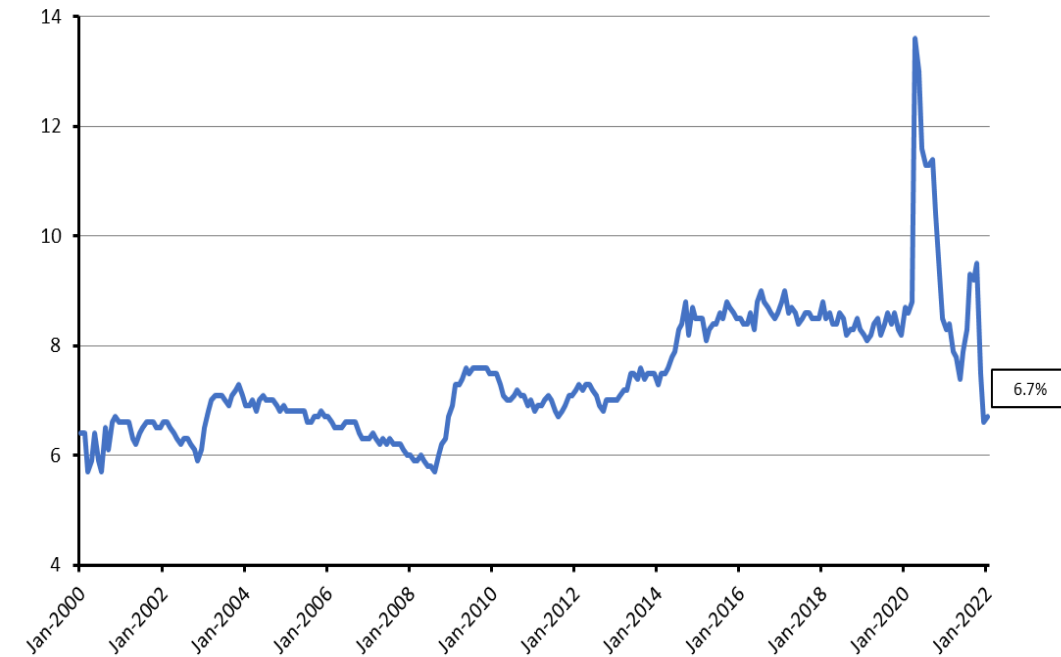
Source: ABS. Series reports number of employed people working fewer or zero hours due to own illness, injury or sick leave. Data to January 2022.

Underemployment and Underutilisation

Despite a 0.1ppt rise in the underemployment rate to 6.7% in January 2022, the unemployment, underemployment and underutilisation rates all remain comfortably below pre-pandemic levels.

Australia: Underemployment rate

Per cent of labour force, sa



Source: Bloomberg and ABS. Underemployed workers are those employed workers aged 15 or over who want and are available for more hours of work than they currently have. **Data to January 2022.**

Australia: Unemployment and Underemployment

Per cent of labour force, sa



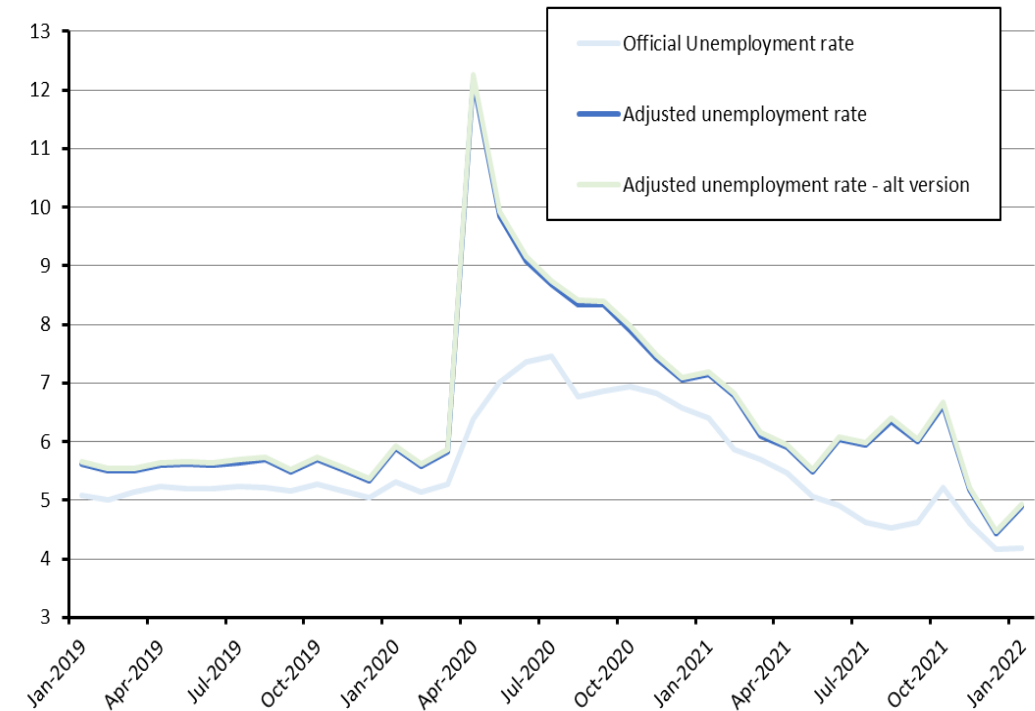
Source: Bloomberg and ABS. Unemployed captures persons aged 15 or over who were not employed during the reference week and were either actively looking for work or waiting to start a new job. Underemployed workers are those employed workers aged 15 or over who want and are available for more hours of work than they currently have. The underutilisation rate is based on the sum of the unemployed and underemployed. All rates are expressed as a share of the labour force. **Data to January 2022.**

Alternative measures of the unemployment rate

Data Note: The introduction of the JobKeeper program in response to the pandemic had a significant impact on labour market conditions. In particular, the ABS reckons that most people in jobs supported by JobKeeper would answer LFS questions indicating that they were employed. One way to gauge the potential impact of JobKeeper on reported unemployment is to adjust the headline unemployment rate by the number of workers reporting being employed but working zero hours. This category includes (1) those working zero hours for economic reasons (no work, not enough work available or stood down); (2) those on annual leave, holiday, flexitime or long service leave; and (3) those working zero hours for other reasons. Adjusting the unemployment rate can therefore involve adding group (1) or adding groups (1) and (3) to the total number of unemployed (there is about a 0.1ppt difference between the two estimates). As would be expected, the difference between the headline and alternative measures of unemployment peaked in early 2020 during the initial lockdowns.

Australia: Adjusted unemployment rate

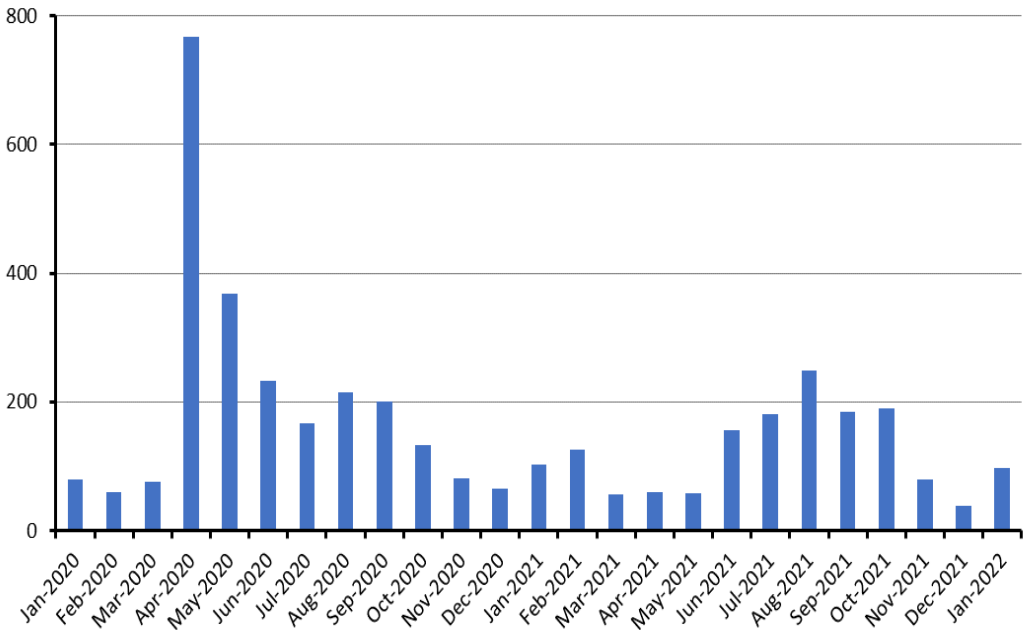
Per cent, sa (except for workers on zero hours where the data are nsa)



Source: Bloomberg and ABS. The adjusted unemployment rate shows the impact of adjusting the official unemployment rate for changes in the number of workers employed but working zero hours due to economic reasons (that is, due to no work, not enough work available, or stood down). The alt version also includes those working zero hours due to 'other reasons.' **Data to January 2022.**

Australia: Number of employed working zero hours for economic reasons

Persons '000s, nsa



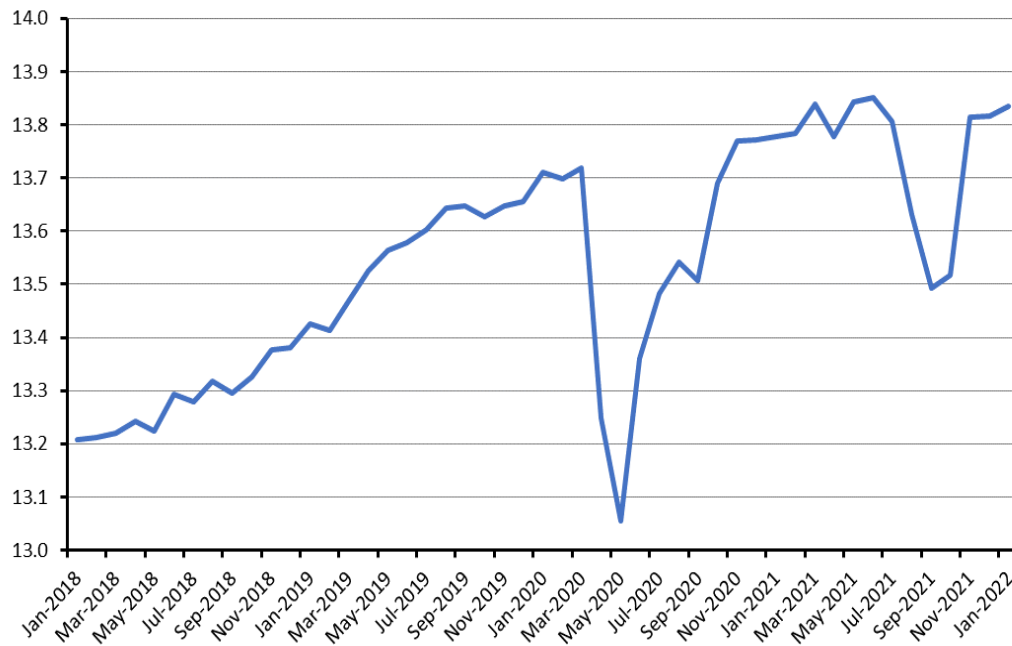
Source: ABS. Series reports number of employed people working zero hours who indicated they had 'no work, not enough work available or were stood down'. **Data to January 2022.**

Labour force

The onset of the pandemic saw a dramatic withdrawal of workers from the labour market. Delta-driven lockdowns delivered a similar but smaller effect with three consecutive monthly falls in July, August and September 2021. The labour force increased again in October and (especially) November. Growth in December 2021 and January 2022 has been modest but has continued despite the Omicron variant.

Australia: Labour force

Millions of people, sa



Source: Bloomberg and ABS. The labour force comprises the sum of employed and unemployed Australians. Data to January 2022.

Slight increases in both the number of employed and unemployed drove the modest total rise in the labour force in January 2022.

Australia: Monthly changes in labour force

Thousands of people, sa

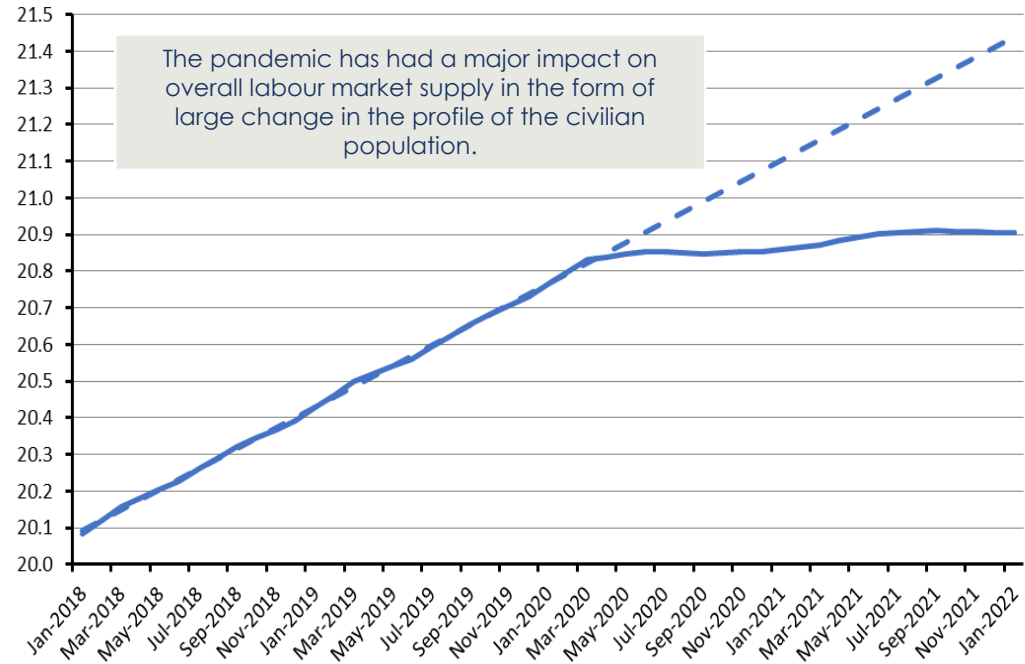


Source: Bloomberg and ABS. Data to January 2022.

Civilian population and those Not in the Labour Force

Australia: Civilian population, aged 15 years and over

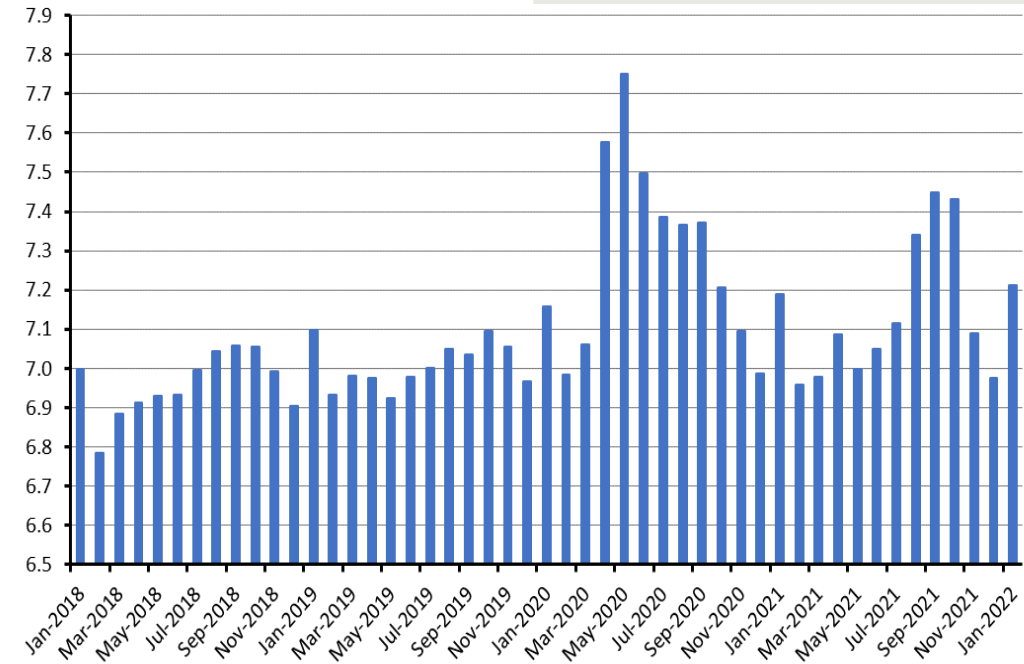
Millions of people, nsa



Source: Bloomberg and ABS. Dashed line is simple linear trend line. Data January 2022.

Australia: People not in the labour force

Millions of people, nsa

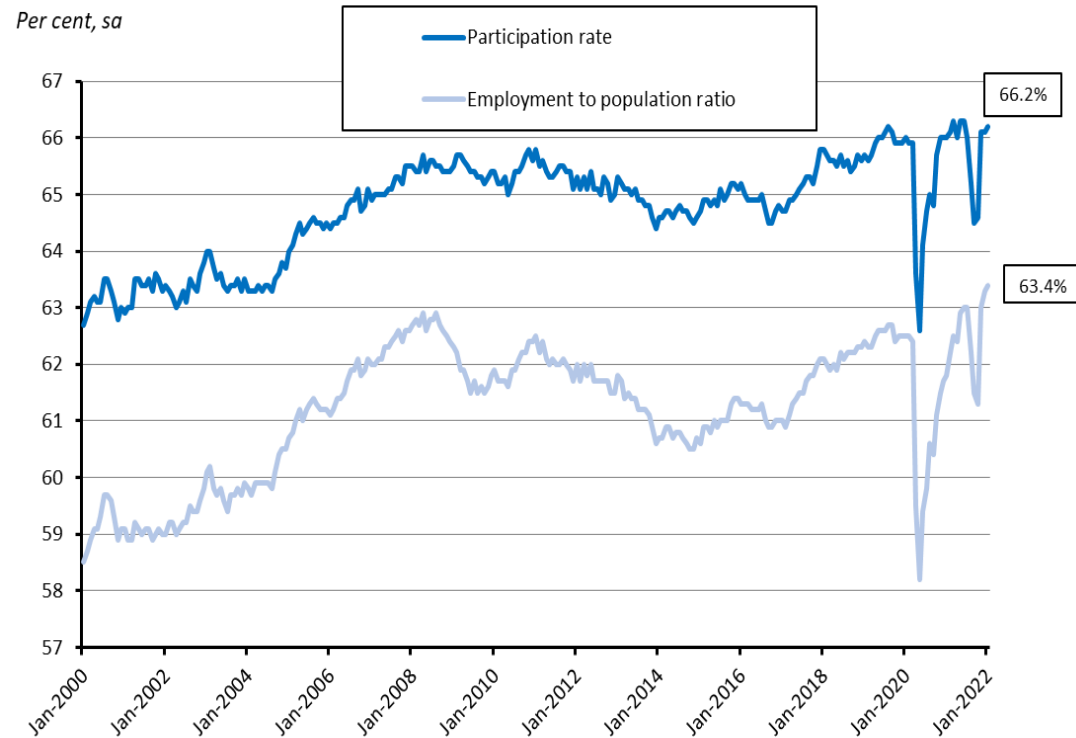


Source: Bloomberg and ABS. Data to January 2022.

Participation rates and Employment to population ratio

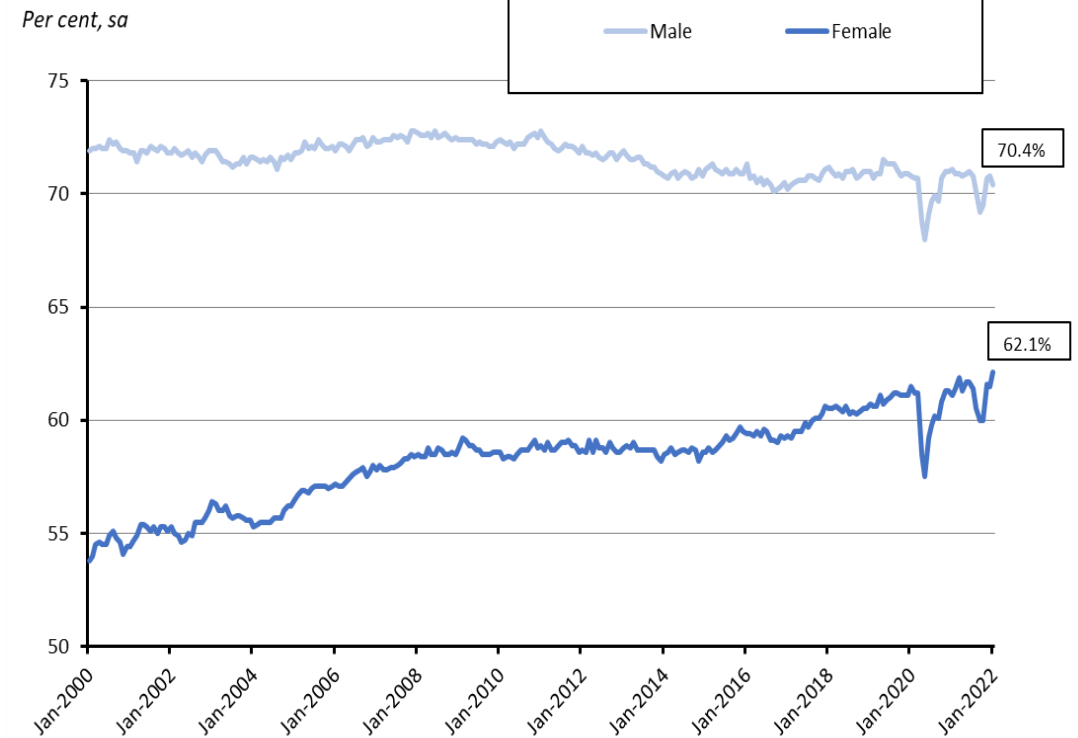
Participation rates and the employment to population ratio have returned to pre-pandemic levels. The employment-to-population ratio is now at a record high while the participation rate is only a little below the record for that series.

Australia: Participation rate and employment to population ratio



Source: Bloomberg and ABS. The participation rate is the ratio of the labour force to the civilian population aged 15 or over. (The labour force comprises persons who were employed or unemployed.) The employment to population ratio is the ratio of the number of employed persons to the civilian population. **Data to January 2022.**

Australia: Participation rates

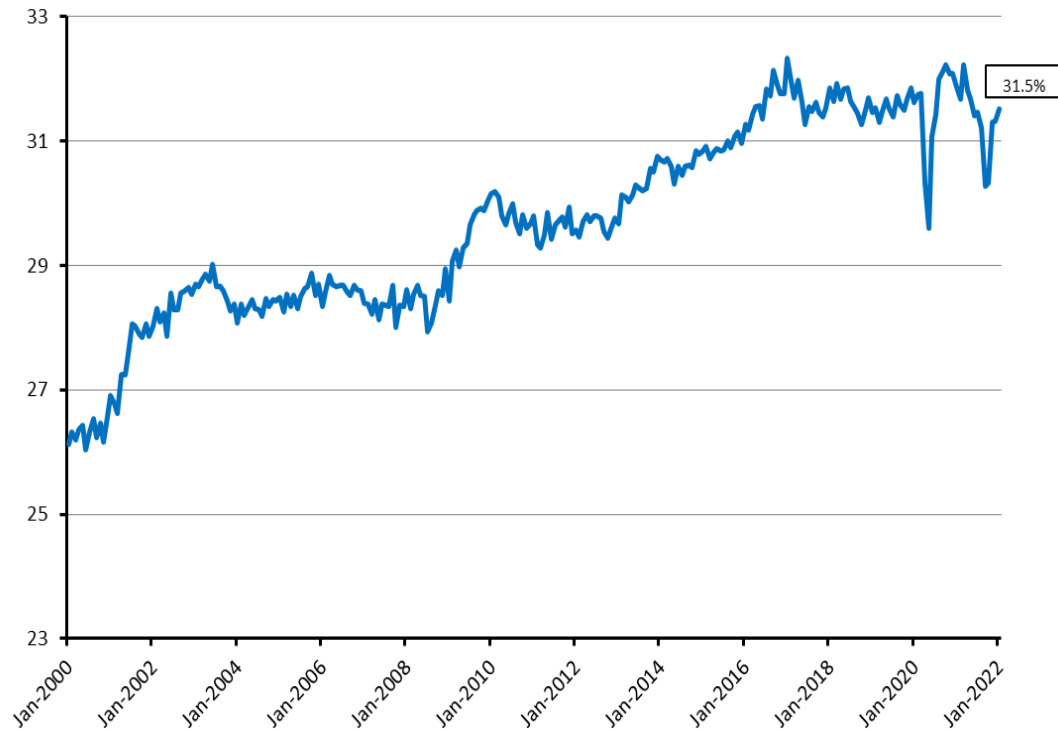


Source: Bloomberg and ABS. The participation rate is the ratio of the labour force to the civilian population aged 15 or over. (The labour force comprises persons who were employed or unemployed.) The employment to population ratio is the ratio of the number of employed persons to the civilian population. **Data to January 2022.**

Part-time employment and casual employment

Australia: Share of part-time employment

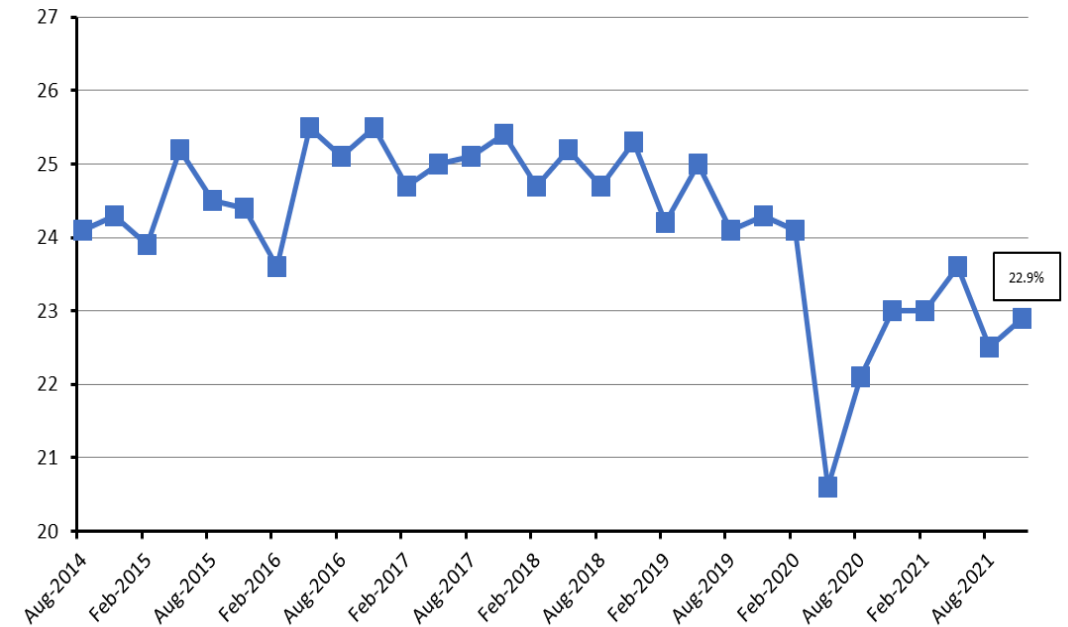
Per cent of total employment, sa



Source: Bloomberg and ABS. Data to January 2022.

Australia: Share of casual employment

Per cent of employees



Source: ABS release on Working Arrangements and LFS quarterly detailed release (Table 13). There is no definitive measure of casual employment, but the ABS uses information on paid leave entitlements as a proxy for measuring casual employment on the basis that paid sick leave and/or annual leave entitlements are usually reserved for non-casual or permanent employment. Hence casual employees defined here as those not entitled to paid leave. Data to November 2021.

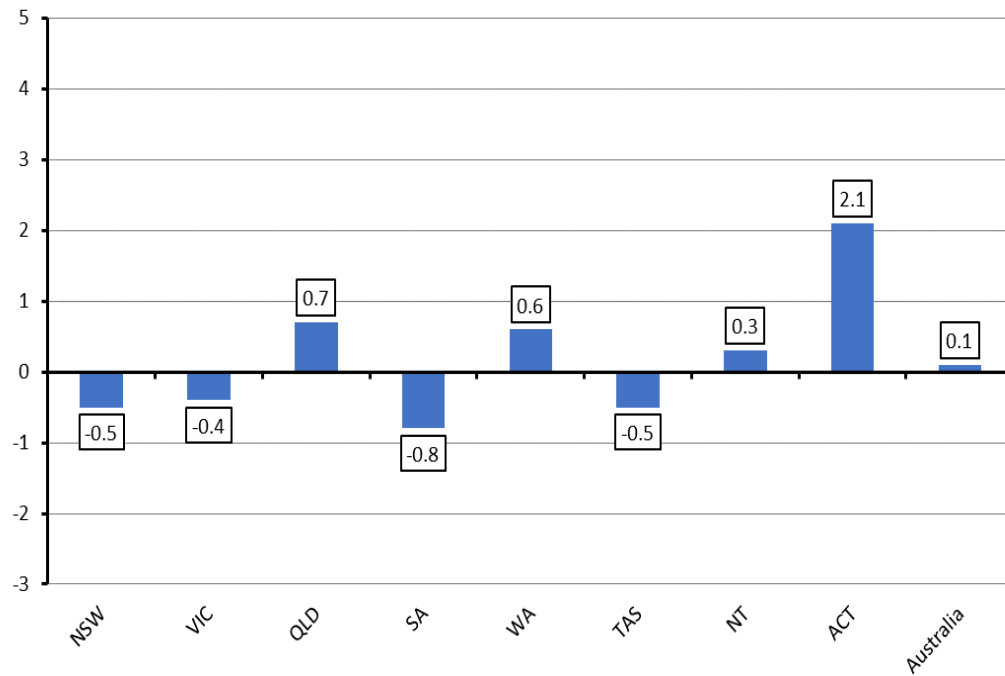
THREE

Employment and unemployment (By State – LFS)

Employment by State

Australia: Change in employment by State and Territory, January 2022

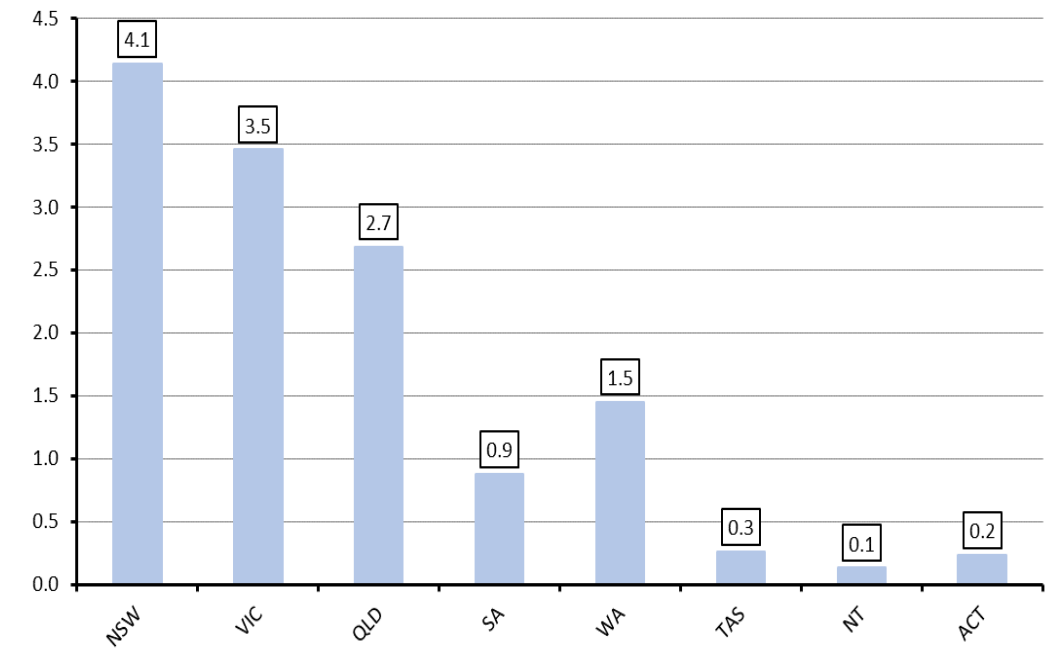
Per cent change over previous month, sa



Source: Bloomberg and ABS.

Australia: Total employment by State and Territory, January 2022

Millions of people, sa

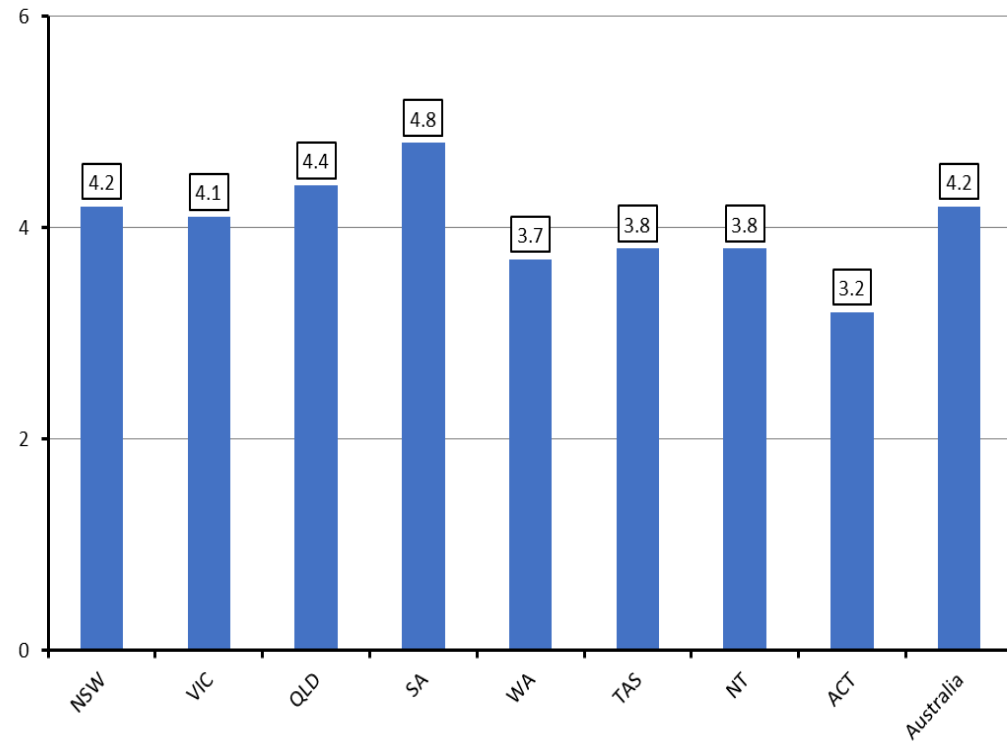


Source: ABS.

Unemployment by State

Australia: Unemployment Rate by State and Territory, January 2022

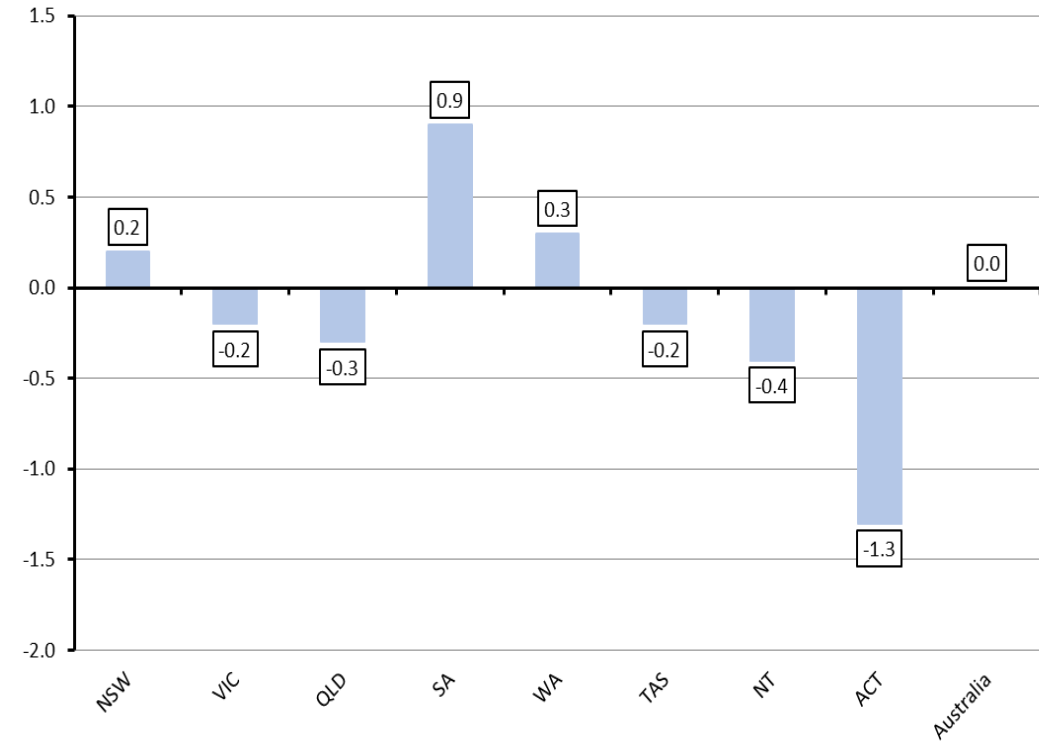
Per cent of labour force, sa



Source: ABS.

Australia: Change in Unemployment Rate by State and Territory, January 2022

Percentage points, change from previous month

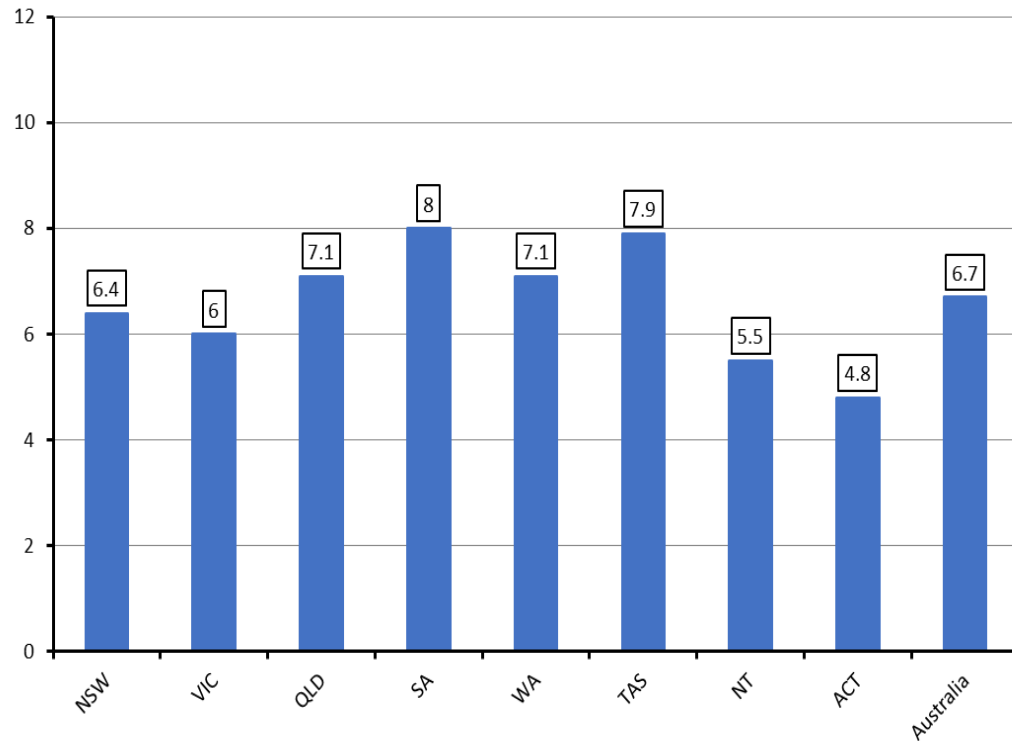


Source: ABS.

Underemployment by State

Australia: Underemployment Rate by State and Territory, January 2022

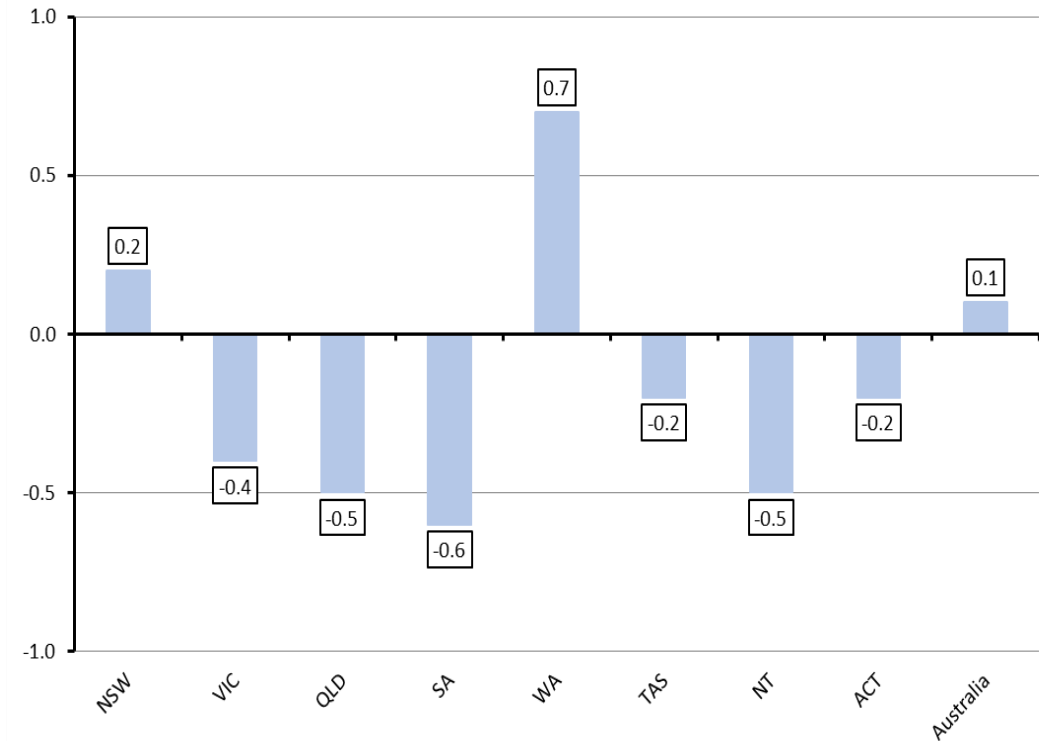
Per cent of labour force, sa



Source: ABS

Australia: Change in Underemployment Rate by State and Territory, January 2022

Percentage points, change from previous month

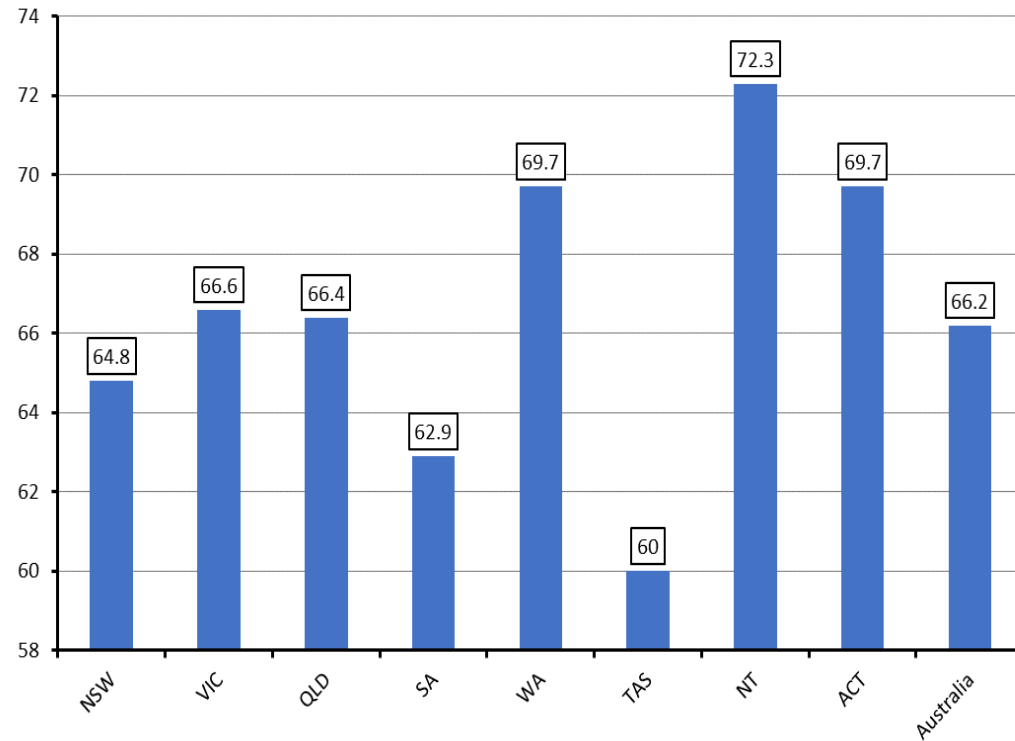


Source: ABS.

Participation rate by State

Australia: Participation Rate by State and Territory, January 2022

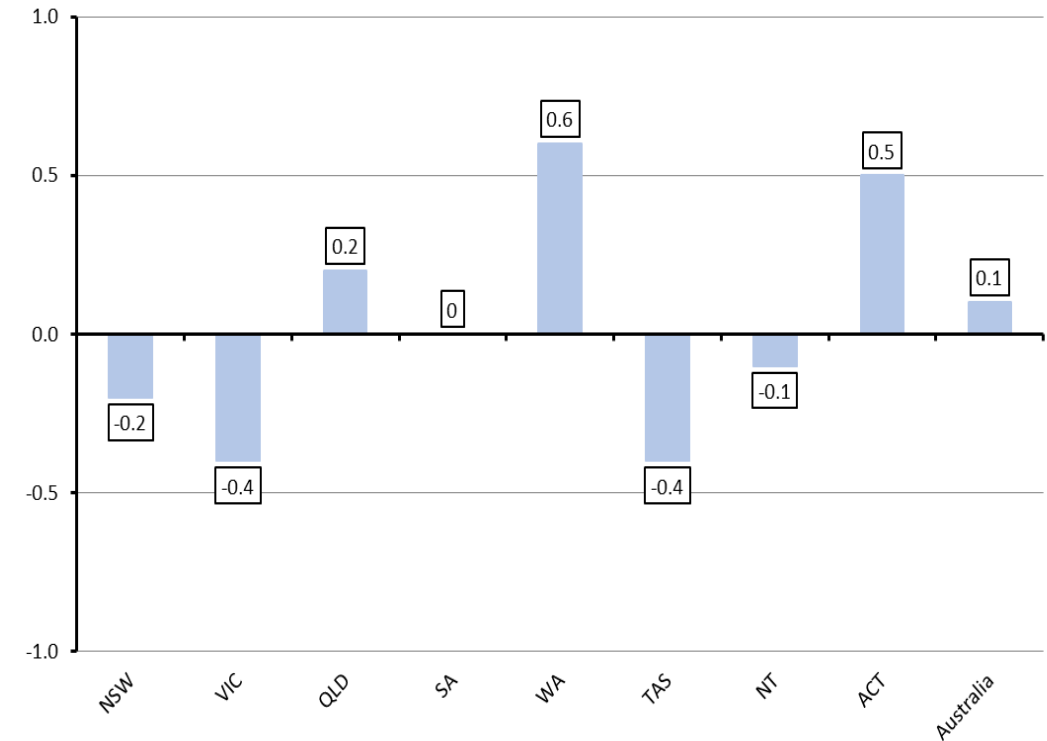
Per cent, sa



Source: ABS.

Australia: Change in Participation Rate by State and Territory, January 2022

Percentage points, change from previous month

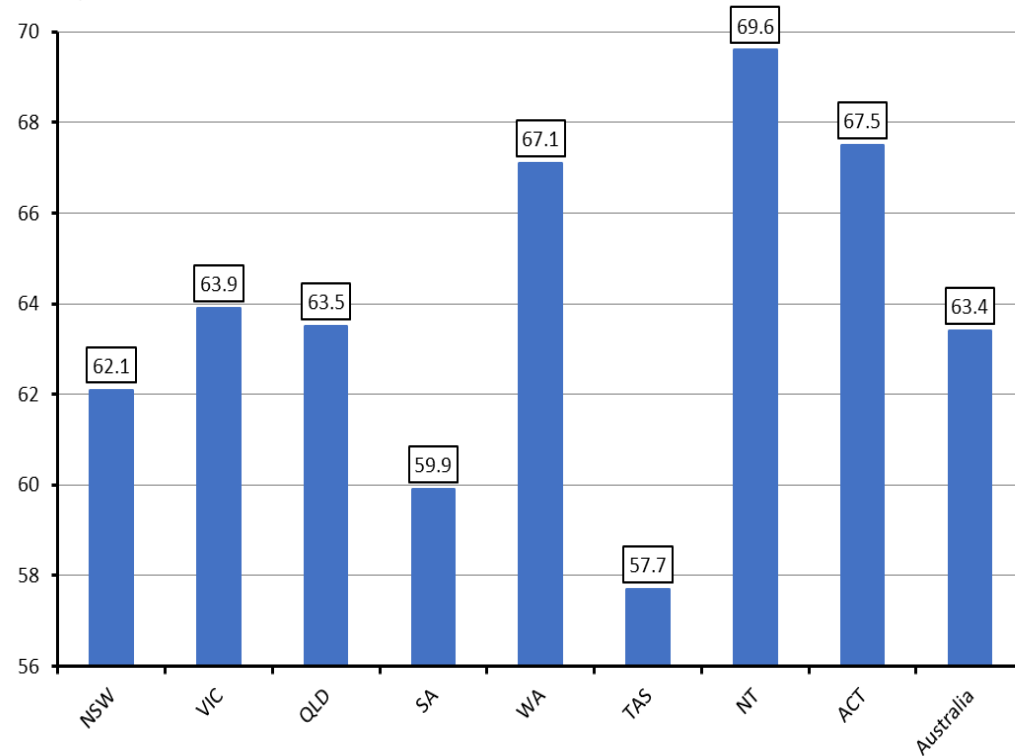


Source: ABS.

Employment to population ratio by State

Australia: Employment to population ratio by State and Territory, January 2022

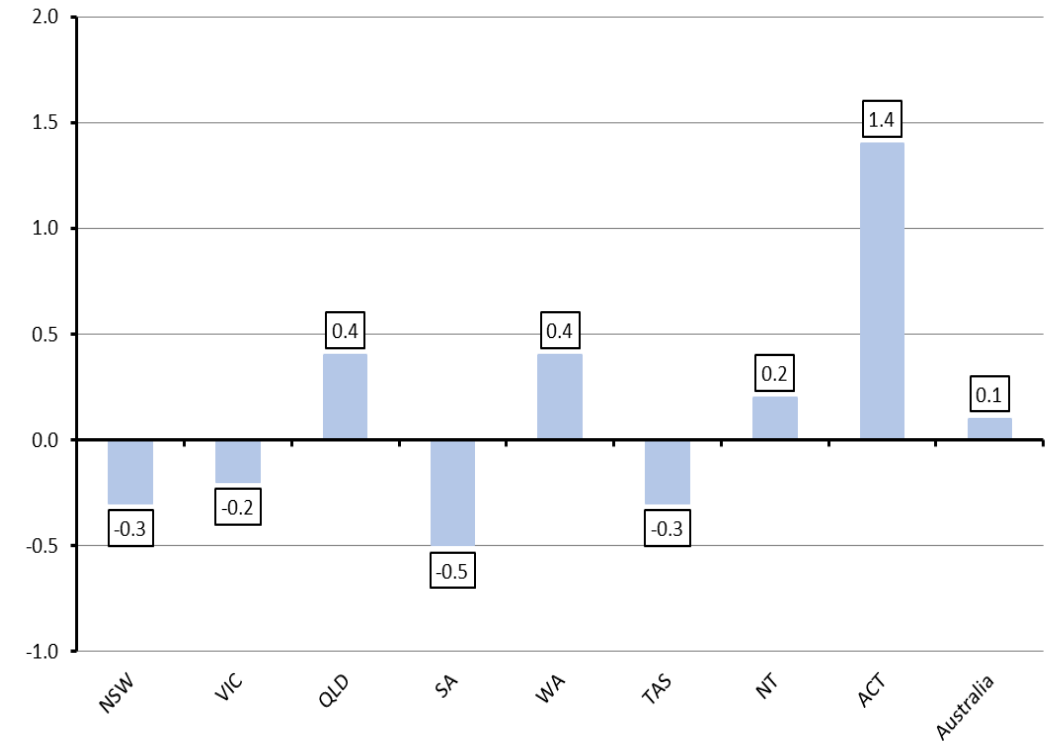
Per cent, sa



Source:ABS.

Australia: Change in Employment to Population ratio by State, January 2022

Percentage points, change from previous month



Source: ABS.

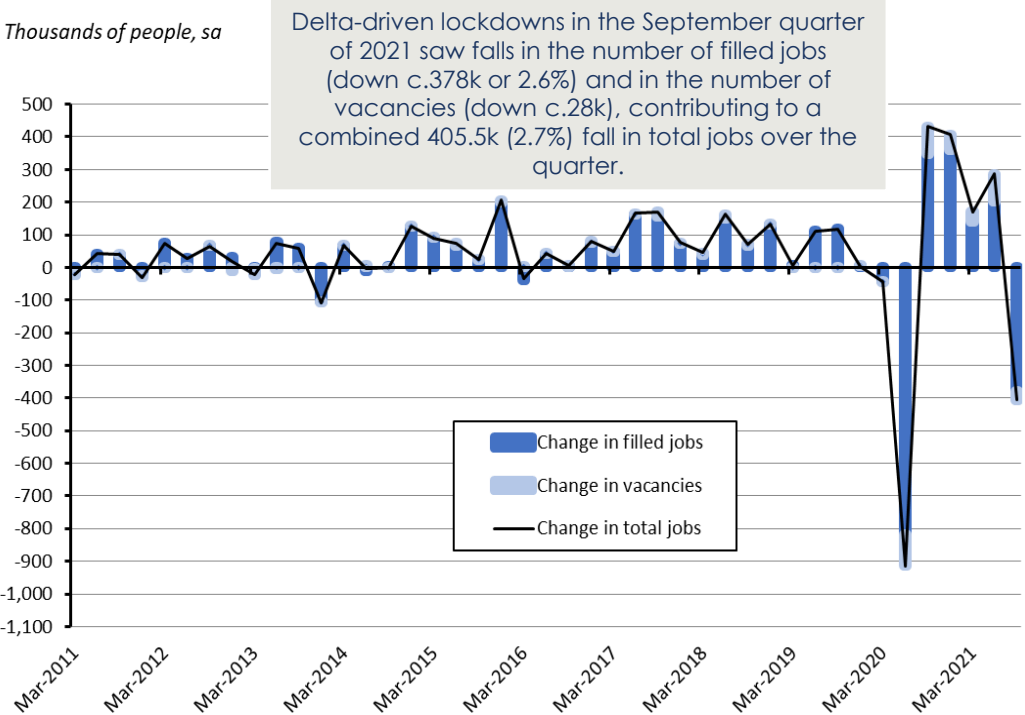
FOUR

Job Numbers and Employment (Labour Account)

Change in total number of jobs, filled jobs and vacancies

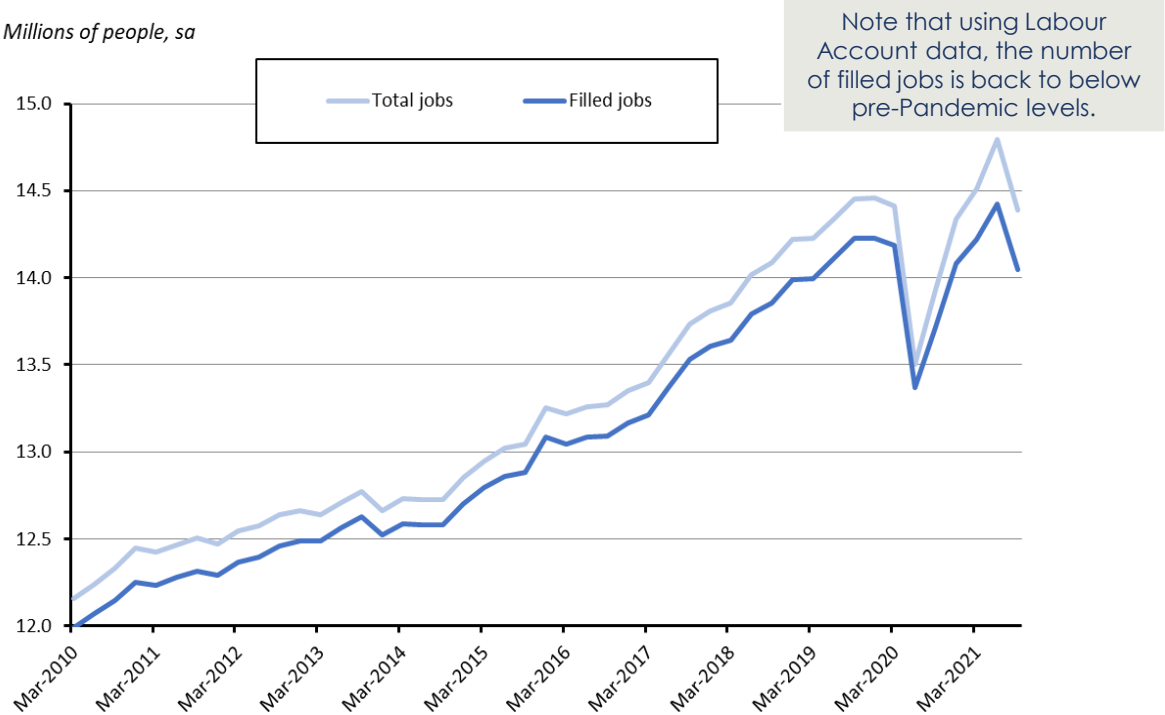
The total number of jobs is equal to the number of filled jobs plus the number of vacancies.

Australia: Quarterly change in number of jobs



Source: ABS Labour Account data. The change in the number of total jobs is equal to the sum of the change in the number of filled jobs and the change in the number of vacancies. **Data to September quarter 2021.**

Australia: Job numbers



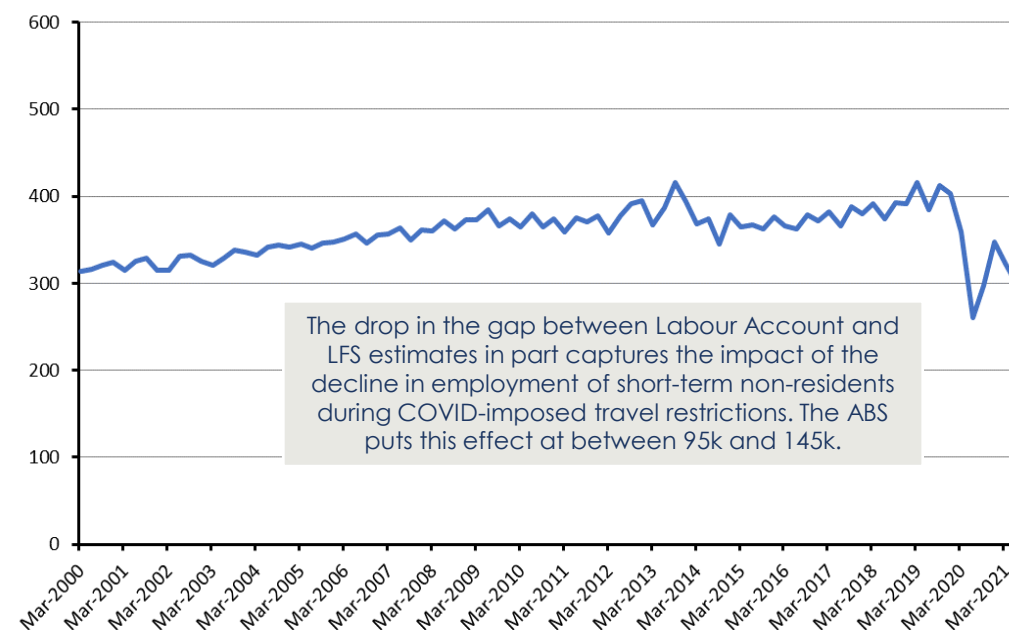
Source: ABS Labour Account data. No data on total jobs for September 2008 to September 2009. Note that the difference between the number of total jobs and the number of filled jobs is equal to the number of vacancies. **Data to September quarter 2021.**

Role of short-term non-residents in the labour force

- The LFS provides data on the 'usually resident civilian population' aged 15 and over while the Labour Account estimates all employed people (and jobs) in the Australian economy. In addition to the count in the LFS, it also includes: (1) people not usually resident in Australia; (2) Australian defence force personnel; and (3) people under the age of 15. The difference between the total number of employed persons reported in the labour account and the total number of employed persons reported in the monthly LFS is therefore an estimate of the total size of those three groups.
- The ABS uses a model to estimate the contribution of short-term / temporary non-residents to the labour force. Starting with the September quarter 2021, the Bureau introduced a new model to estimate the number of short-term/temporary non-residents employed, based on estimates of the stock of short-term visitor arrivals who have a visa with rights to work in Australia, of which a share are estimated to be employed.
- Based on this new model, the ABS estimates that prior to the start of the pandemic there were generally between 100,000 and 150,000 employed short-term non-residents in Australia each quarter. During the pandemic this fell to around 5,000 due to border restrictions.
- The ABS has also adjusted its estimates of the number of child workers, including a downward revision of 60,000 in the June 2020 quarter.

Australia: Gap between Labour Account and LFS estimates of number of employed

Thousands of people, sa



Source: Derived from difference in employed persons between the ABS Labour Account and Labour Force Survey. The difference between the two series captures (1) non-residents; (2) ADF personnel; and (3) employed people under the age of 15. **Data to September quarter 2021.**

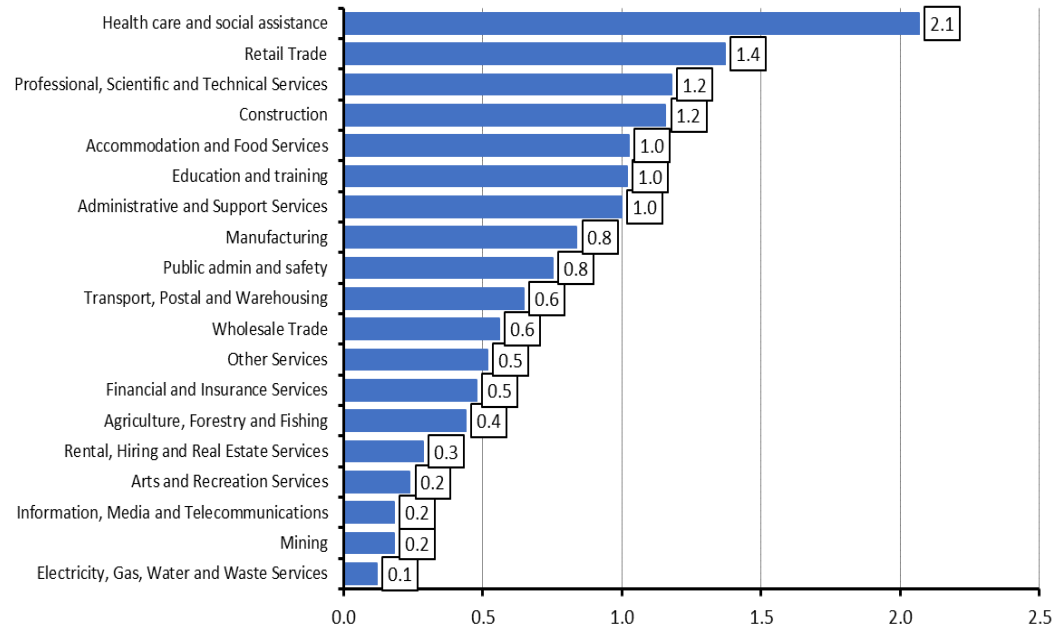
FIVE

Employment by industry (Labour Account)

Filled jobs by industry

Australia: Filled jobs by industry, September Quarter: 2021

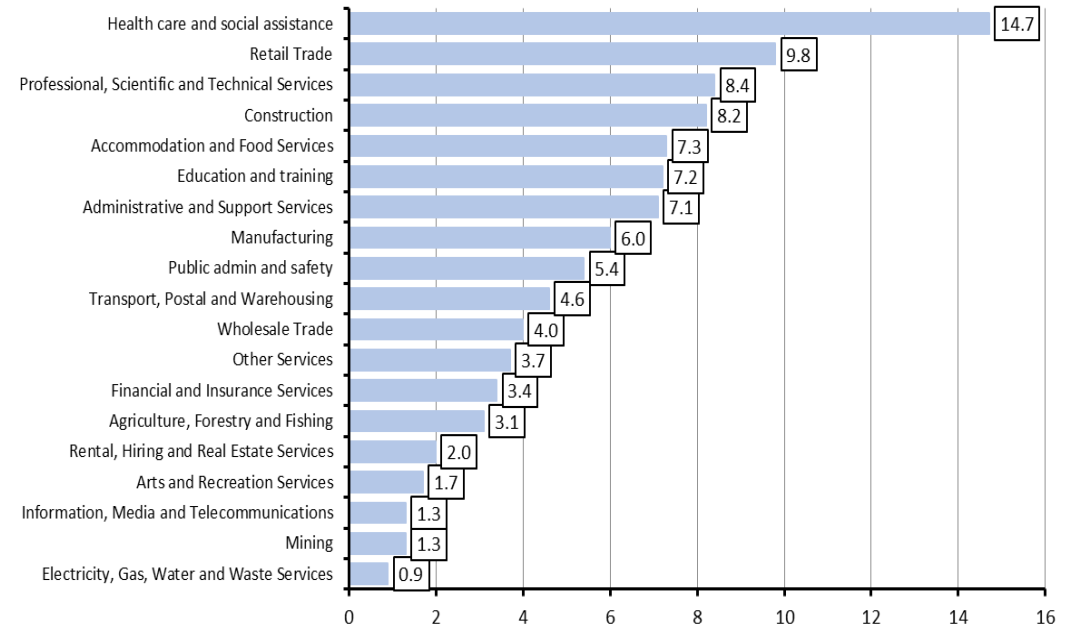
Filled jobs, millions, sa



Source: ABS 6150.0.55.003 - Labour Account Australia. Note, workers can hold more than one job in more than one industry. The ABS considers the Labour Account to be the best source of headline information on employment by industry. Labour Account data are generally drawn from how businesses have been officially categorised, rather than how employed people (mostly employees) describe the business they work in. There are a number of people in the labour market who, when responding to the Labour Force Survey, describe the business activities most relevant to their job, rather than the actual industry of the business that pays their wages / salary. E.g., an employee of a business engaged in engineering construction who works on a coal mine site may incorrectly describe their industry of employment as coal mining and not construction.

Australia: Distribution of filled jobs by industry, September Quarter: 2021

Share of total filled jobs, per cent, sa



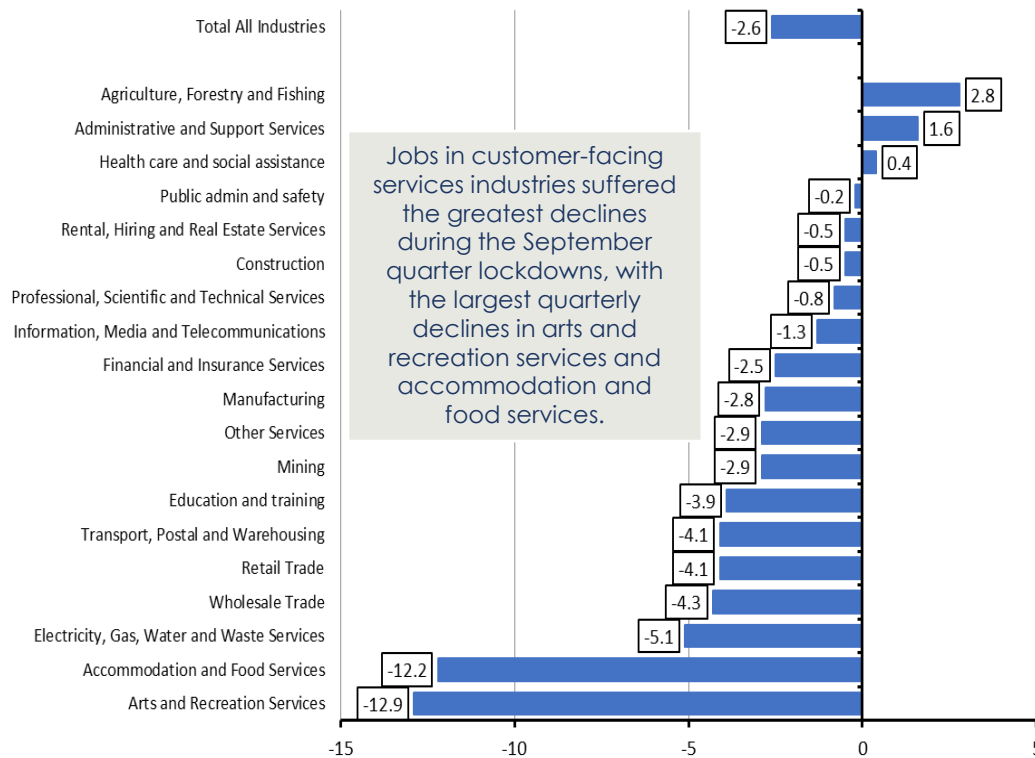
Source: ABS 6150.0.55.003 - Labour Account Australia. Note, workers can hold more than one job in more than one industry. The ABS considers the Labour Account to be the best source of headline information on employment by industry. Labour Account data are generally drawn from how businesses have been officially categorised, rather than how employed people (mostly employees) describe the business they work in. There are a number of people in the labour market who, when responding to the Labour Force Survey, describe the business activities most relevant to their job, rather than the actual industry of the business that pays their wages / salary. E.g., an employee of a business engaged in engineering construction who works on a coal mine site may incorrectly describe their industry of employment as coal mining and not construction.

Change in filled jobs by industry

Sixteen of nineteen industries saw a fall in filled jobs during the September 2021 quarter.

Australia: Change in number of filled jobs by industry, September Quarter: 2021

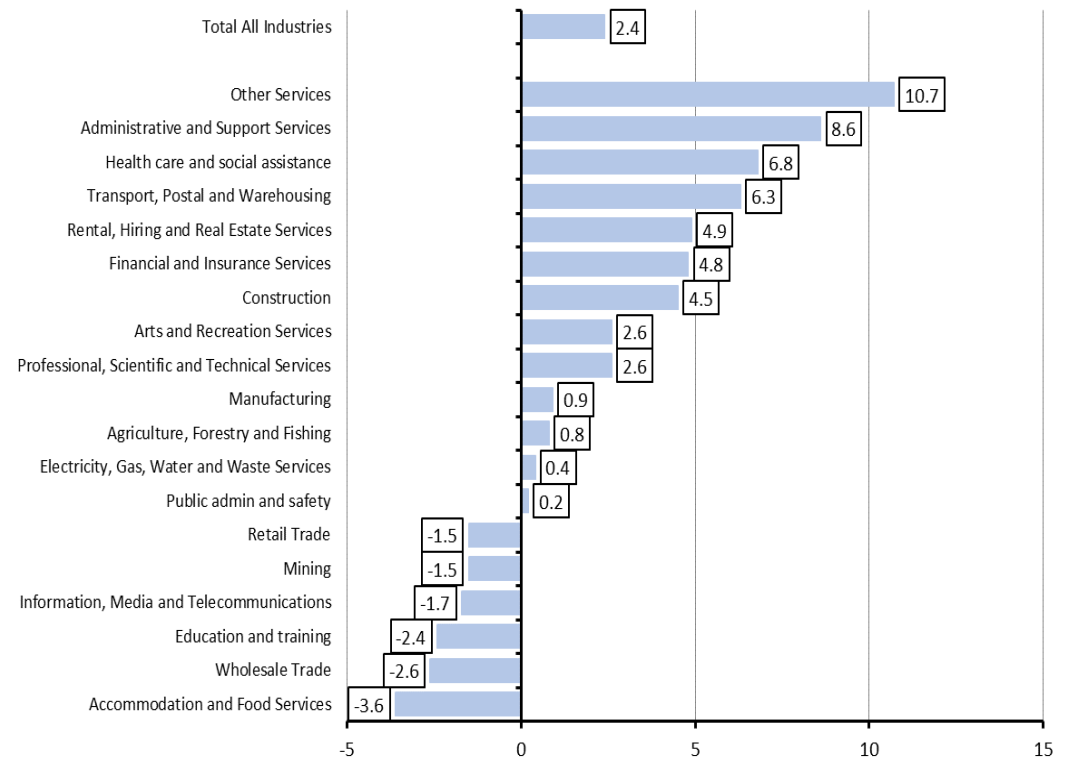
Per cent change in number of filled jobs over previous quarter, sa



Source: ABS 6150.0.55.003 - Labour Account Australia.

Australia: Change in number of filled jobs by industry, September Quarter: 2021

Per cent change in number of filled jobs over previous year, sa



Source: ABS 6150.0.55.003 - Labour Account Australia.

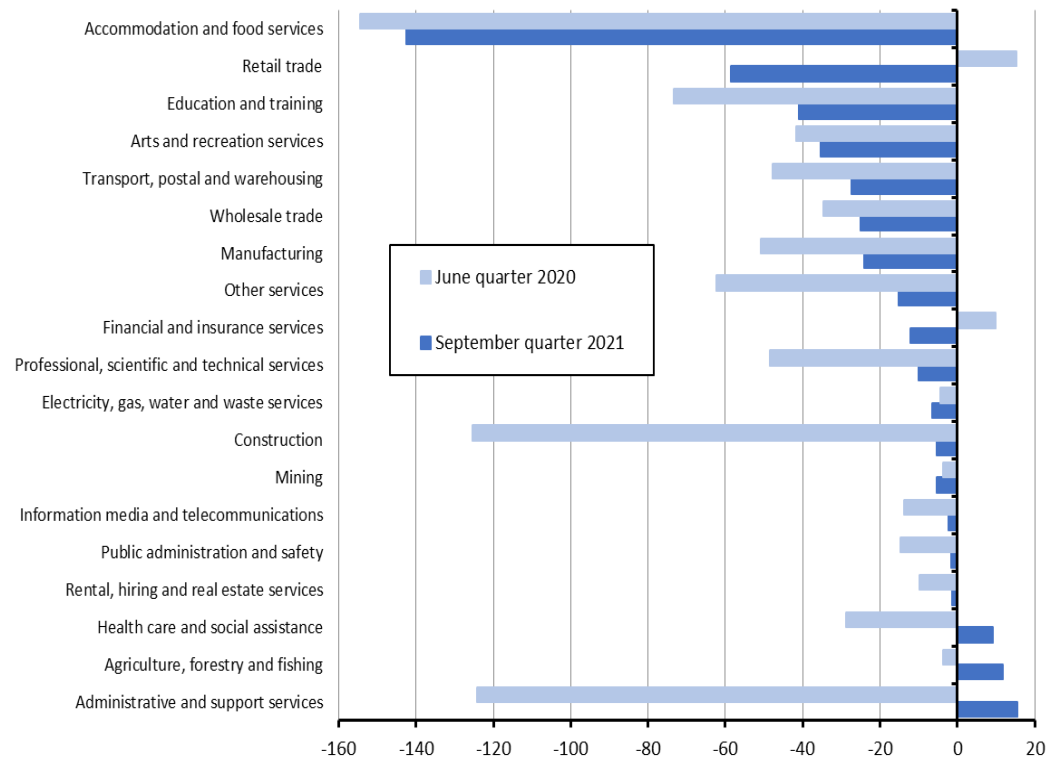
The pandemic and job structure by industry

The pattern of job losses during lockdowns showed both similarities and differences between Q2:2020 and Q3:2021. For example, while accommodation and food services saw large job losses on both occasions, administrative and support services suffered a large decline in job losses in 2020 but added jobs during the latter period.

Thirteen of nineteen industries now have a smaller number of filled jobs than pre-pandemic, with the biggest shortfalls in accommodation and food services, education and training, and arts and recreation services.

Australia: Change in filled jobs by industry during peak lockdown quarters

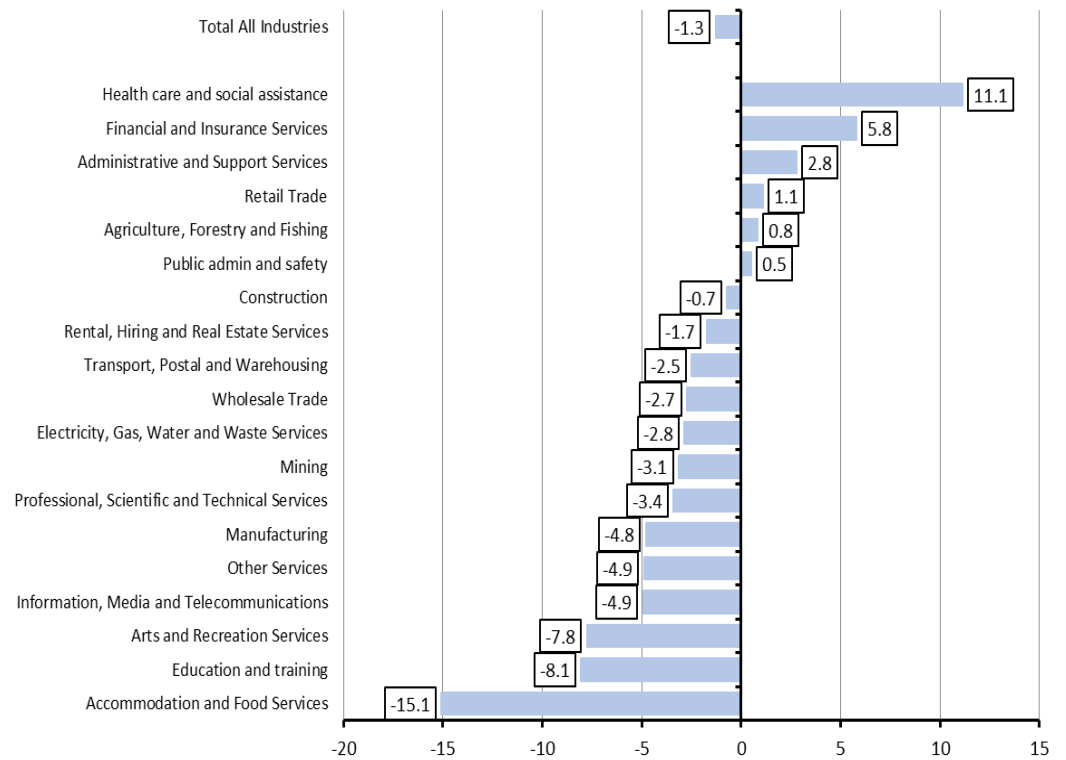
Change in number of filled jobs over quarter, sa, '000s



Source: ABS 6150.0.55.003 - Labour Account Australia. **September quarter 2021.**

Australia: Change in number of filled jobs by industry during COVID-19

Per cent change in number of filled jobs since December quarter 2019, sa



Source: ABS 6150.0.55.003 - Labour Account Australia. **Data to September quarter 2021.**

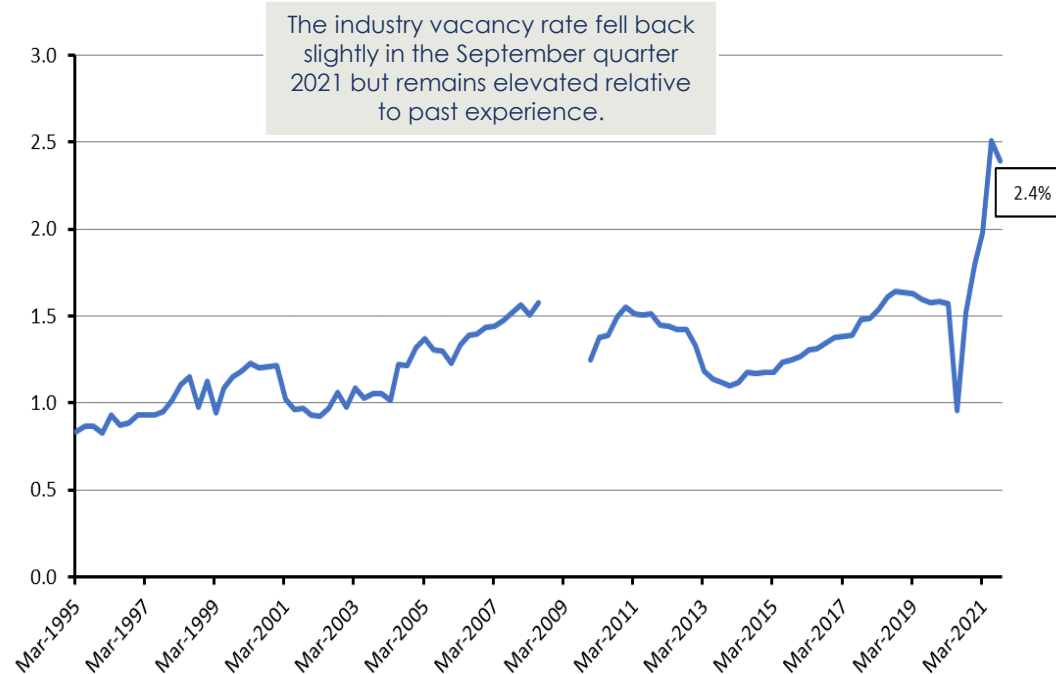
SIX

Vacancy rate and multiple jobs (Labour Account)

Labour Account Vacancy Rate

Australia: Proportion of vacant jobs, all industries

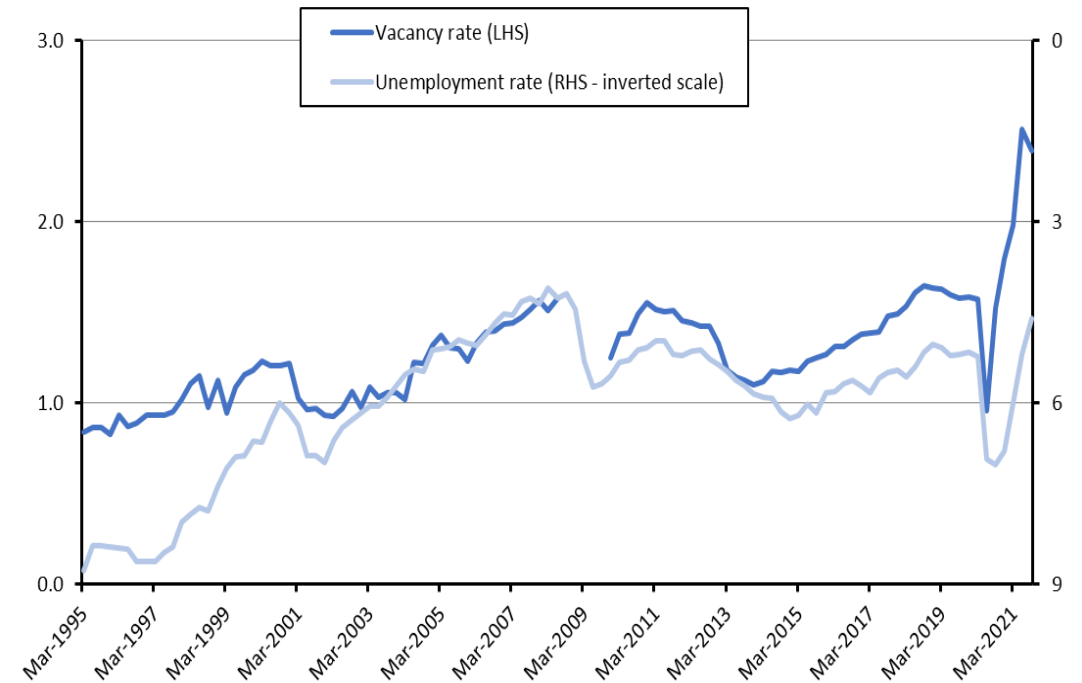
Per cent, sa



Source: ABS Labour Account data. **Data to September quarter 2021.** Note missing data from Sep 2008 to Sep 2009.

Australia: Vacancy rate and unemployment rate

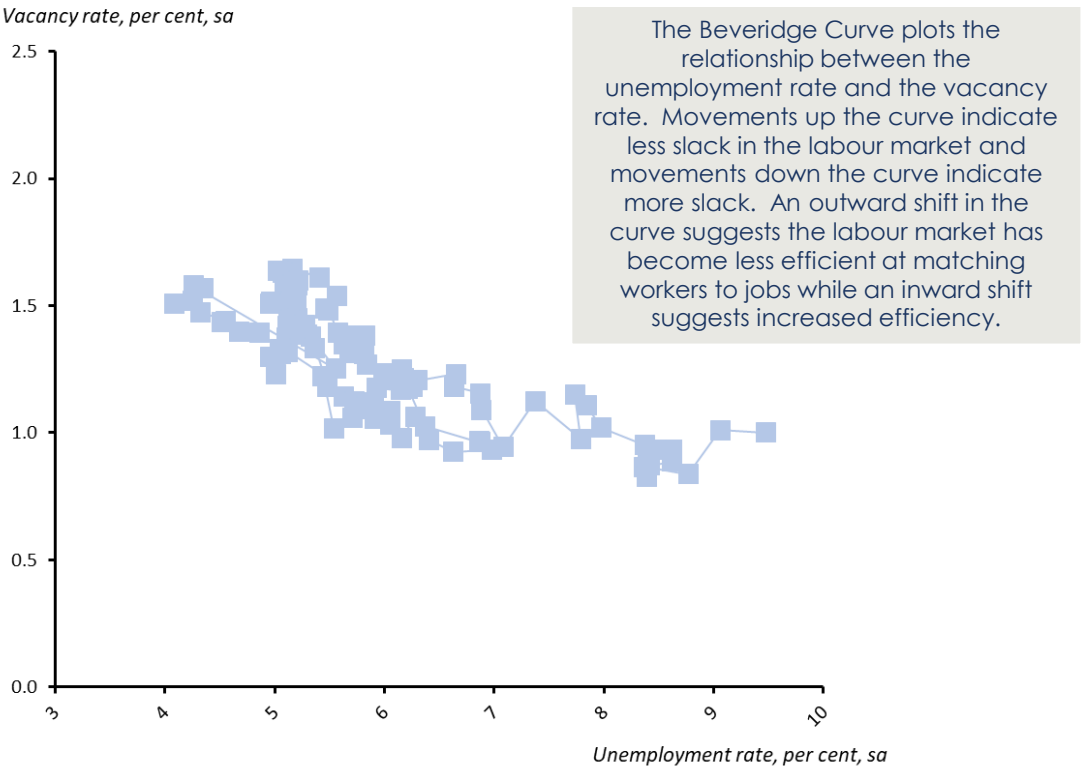
Per cent, sa



Source: ABS Labour Account data for vacancy rate and ABS labour force data for unemployment rate (average rate over the quarter). **Data to September quarter 2021.** Note missing vacancy data from Sep 2008 to Sep 2009.

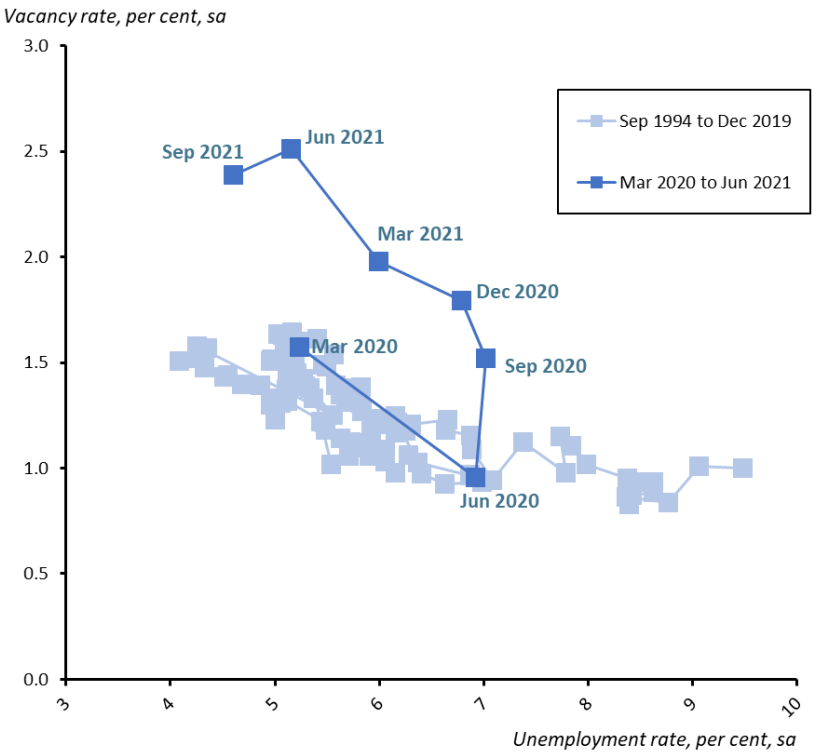
The Beveridge Curve (Labour Account basis)

Australia: Beveridge Curve Sep. quarter 1994 to Dec. quarter 2019



Source: ABS and AICD. Labour Account for vacancy rate, Labour Force Survey for unemployment rate (shown as quarterly average). Missing vacancy data for Sep 2008 to Sep 2009 quarters.

Australia: Beveridge Curve Sep. quarter 1994 to September quarter 2021

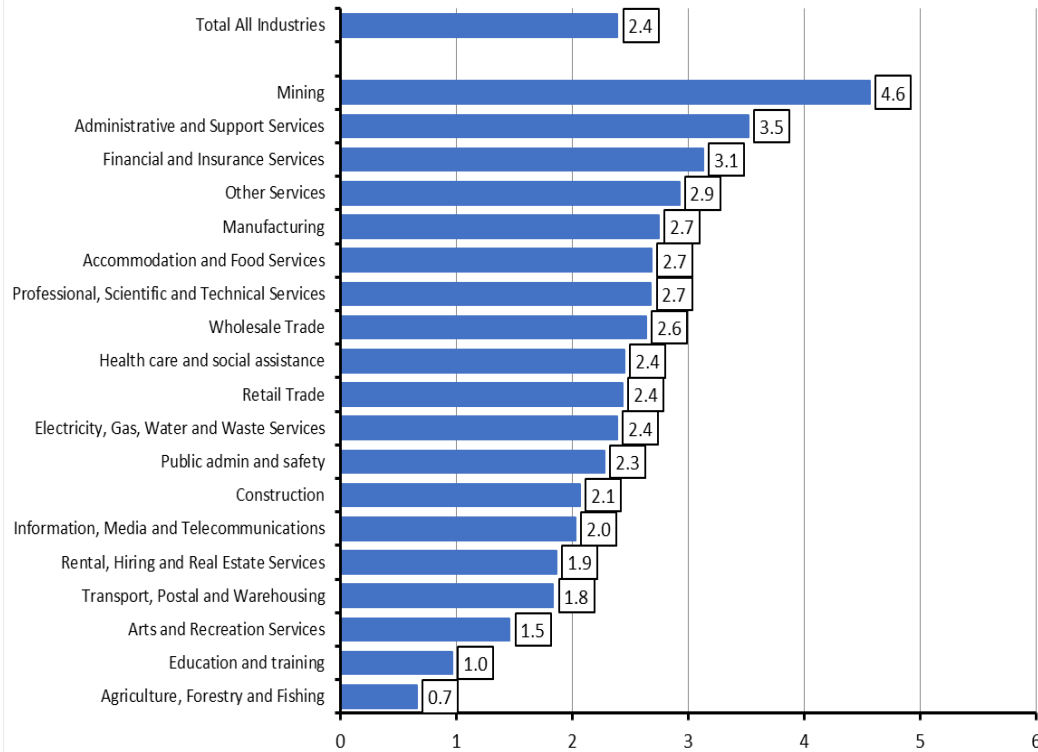


Source: ABS and AICD. Labour Account for vacancy rate, Labour Force Survey for unemployment rate (shown as quarterly average). Missing vacancy data for Sep 2008 to Sep 2009 quarters. Note that unemployment rate does not capture impact of those on zero hours during JobKeeper period.

Vacancy rates by industry

Australia: Proportion of vacant jobs by industry, September quarter 2021

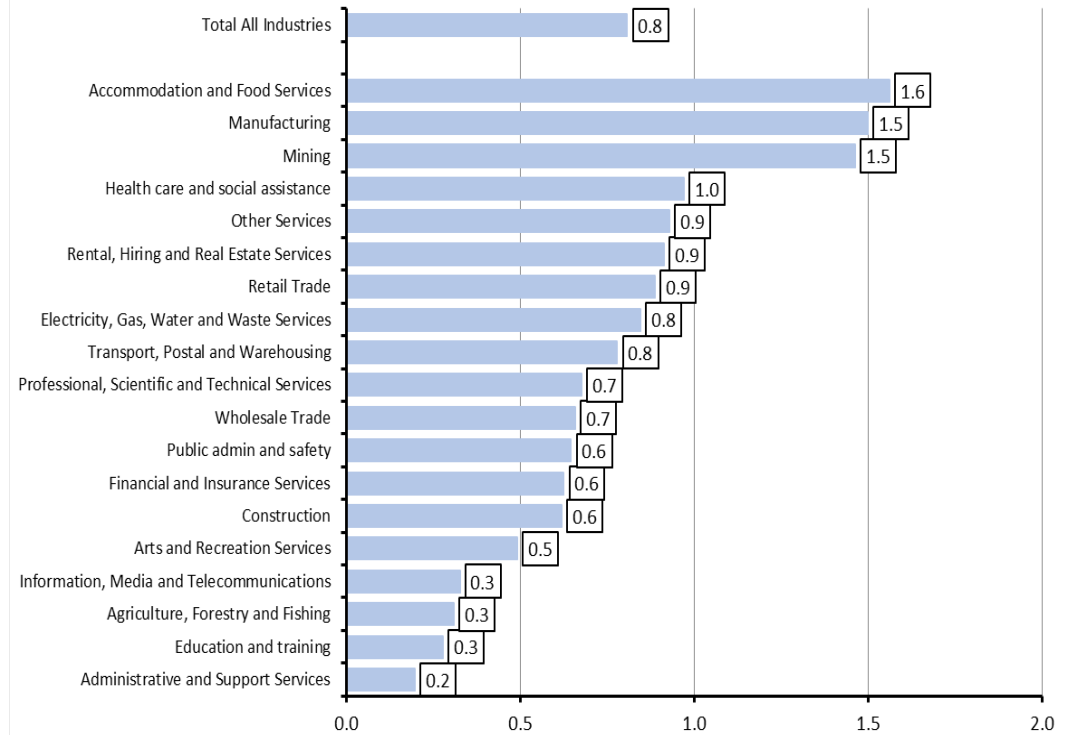
Per cent, sa



Source: ABS.

Australia: Change in share of vacant jobs by industry during pandemic

Change from December quarter 2019, percentage points, sa

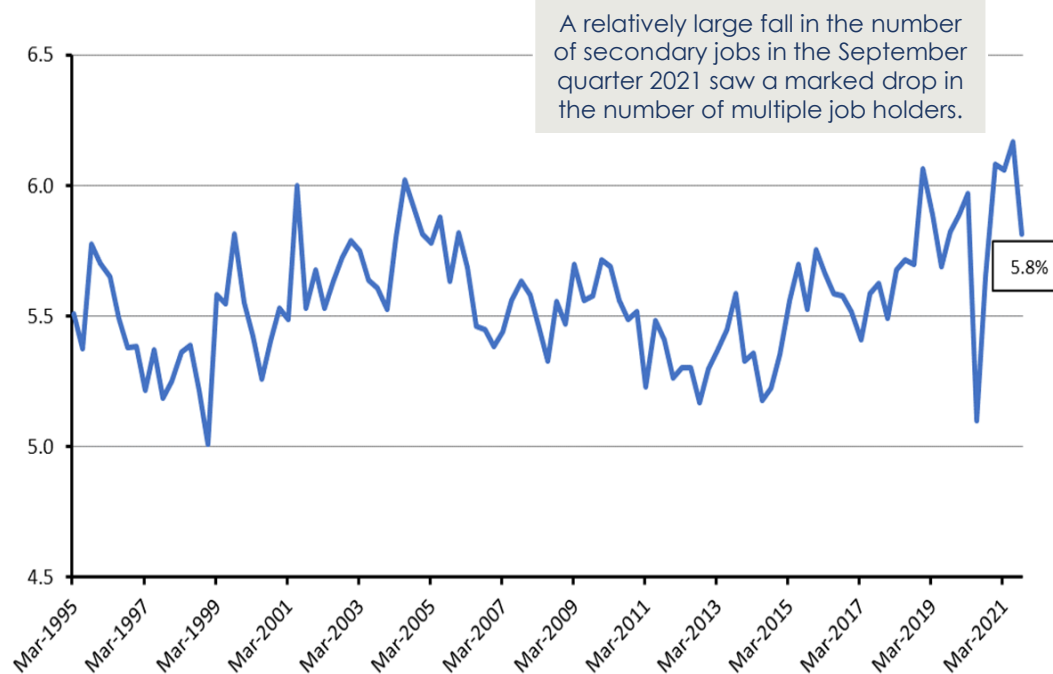


Source: ABS. Data to September quarter 2021.

Vacancy rates and multiple job holding by industry

Australia: Multiple job holders

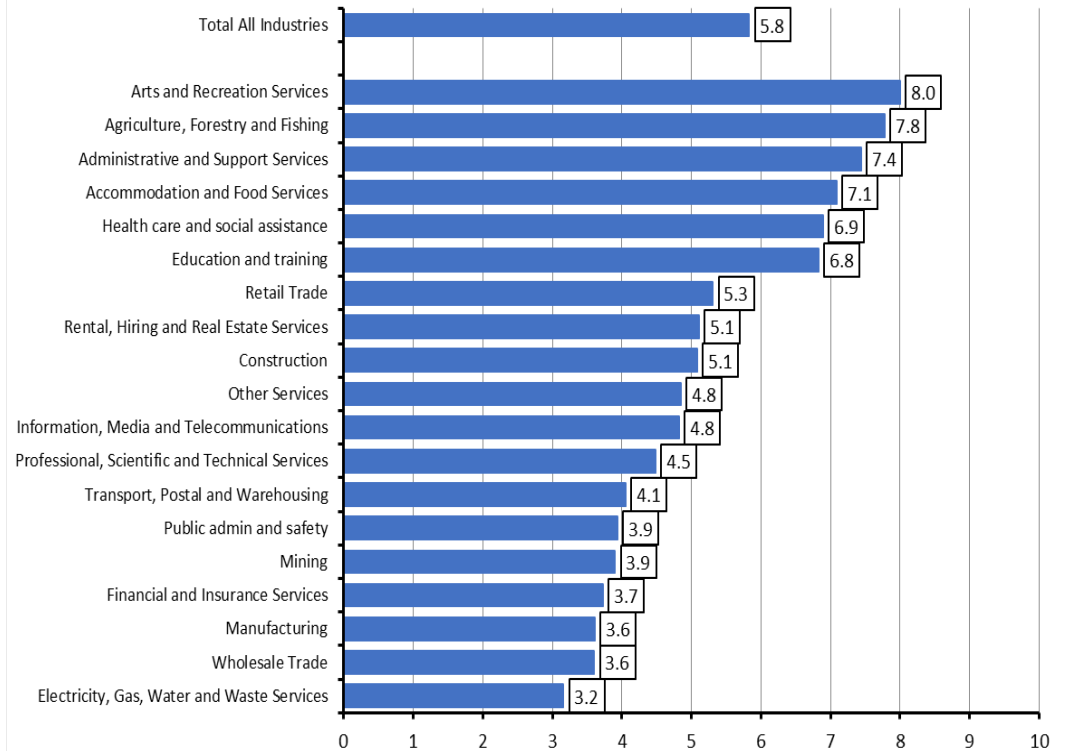
Per cent of total employed persons, sa



Source: ABS Labour Account data. Data to September quarter 2021.

Australia: Rate of multiple job holding by industry, September quarter 2021

Per cent of employed persons, sa



Source: ABS.

SEVEN

ABS Vacancy Data (JVS)

Job Vacancies: Number and vacancy rate

Australia: Job vacancies

Thousands, sa

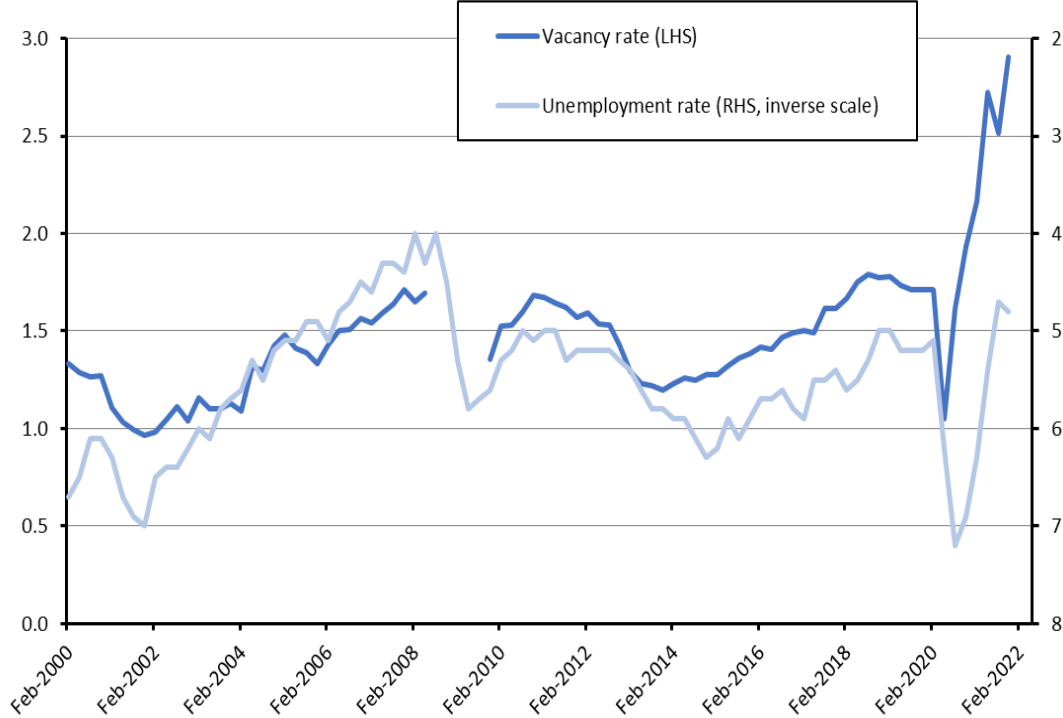


According to the ABS, there were 396,000 job vacancies in November 2021, or 169,000 more than pre-pandemic (74% higher vs February 2020). The 18.5% quarterly increase reflected the easing of lockdowns that had been in effect during the August 2021 quarter.

Source: Bloomberg and ABS. Note series break between August 2008 and August 2009. Based on quarterly job vacancies survey (JVS) of approximately 5,400 employers. **Data to November 2021 quarter.**

Australia: Vacancy rate and unemployment rate

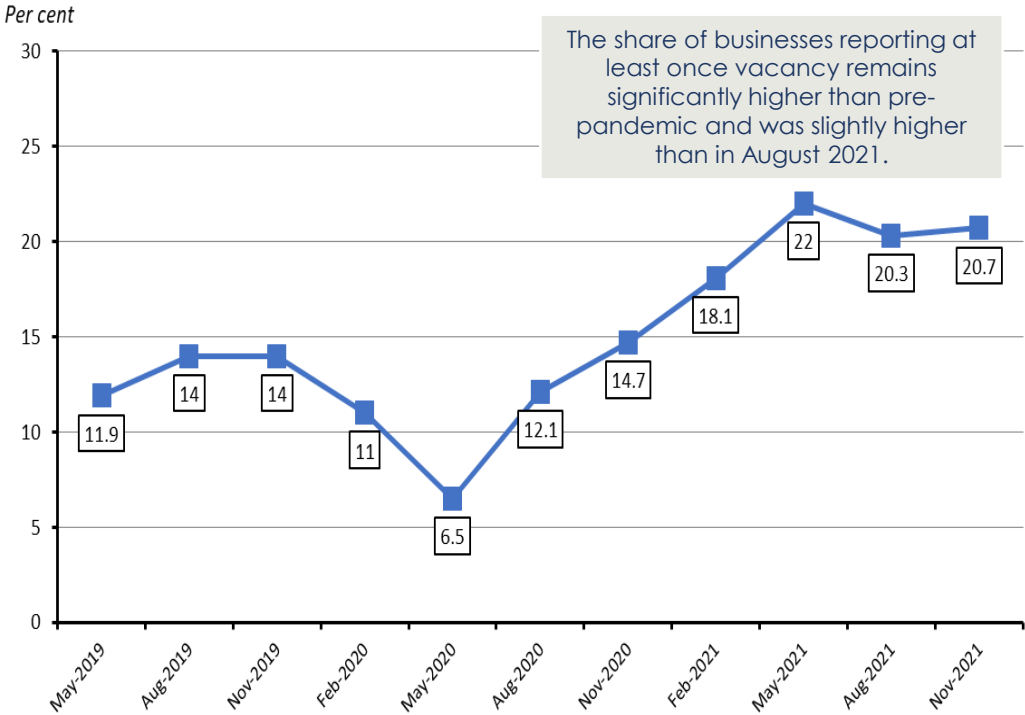
Per cent, sa



Source: Bloomberg, ABS and AICD. Note series break between August 2008 and August 2009. Vacancy rate here is given by the ratio of the ABS job vacancies series to the sum of the total number of employed as reported in the labour force release plus the number of vacancies. **Data to November 2021 quarter.**

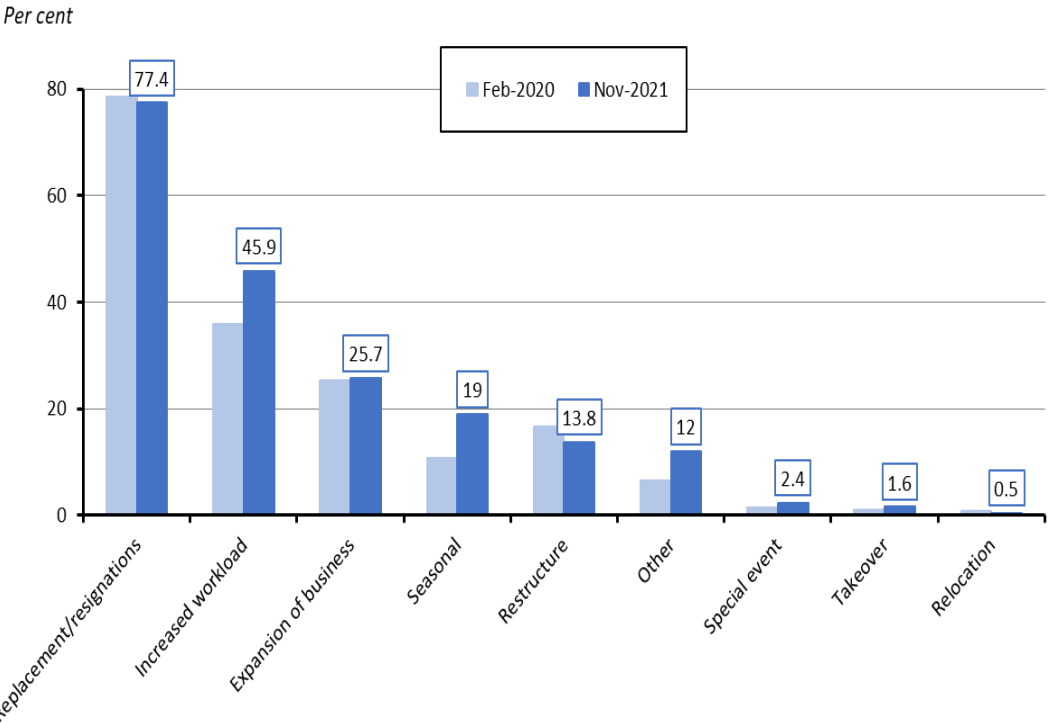
Job Vacancies: Share of businesses and reason for vacancy

Australia: Share of businesses reporting at least one vacancy



Source: ABS. **Data to November 2021.** Note that most small businesses usually report zero vacancies, and small businesses represent the vast majority of businesses in Australia.

Australia: Share of businesses reporting vacancies by state

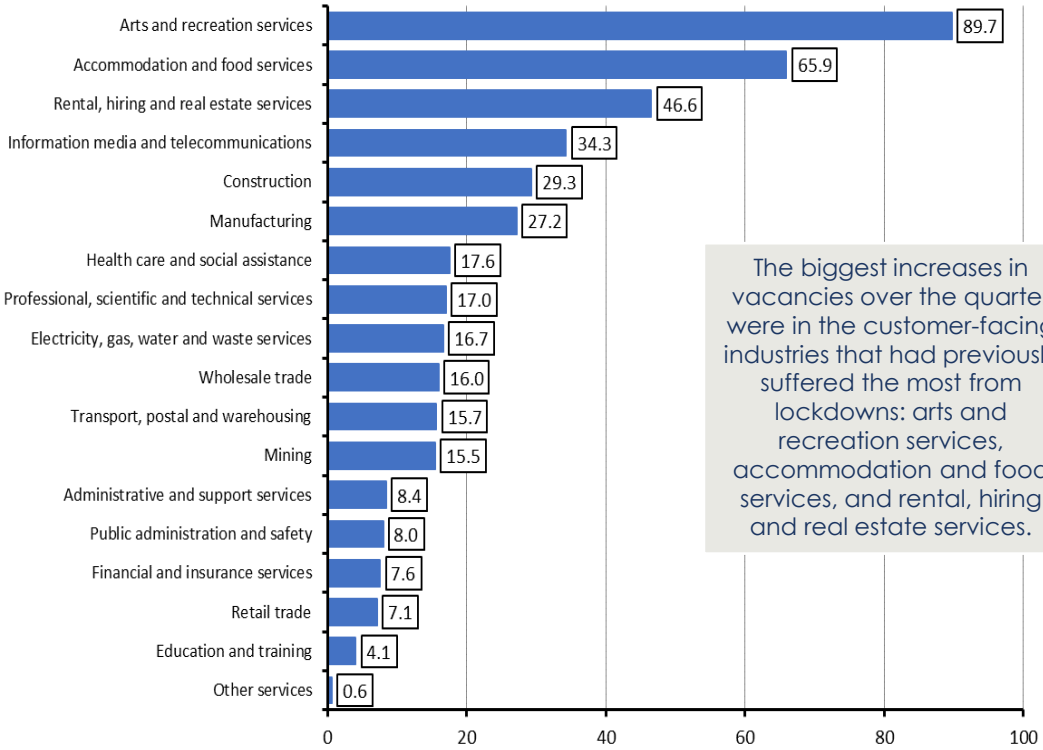


Source: ABS. Shares are of businesses that reported at least one vacancy. Note that businesses may have multiple reasons for reporting a vacancy.

Job Vacancies by Industry

Australia: Change in number of vacancies by industry, November 2021

Per cent change over quarter since August 2021, nsa

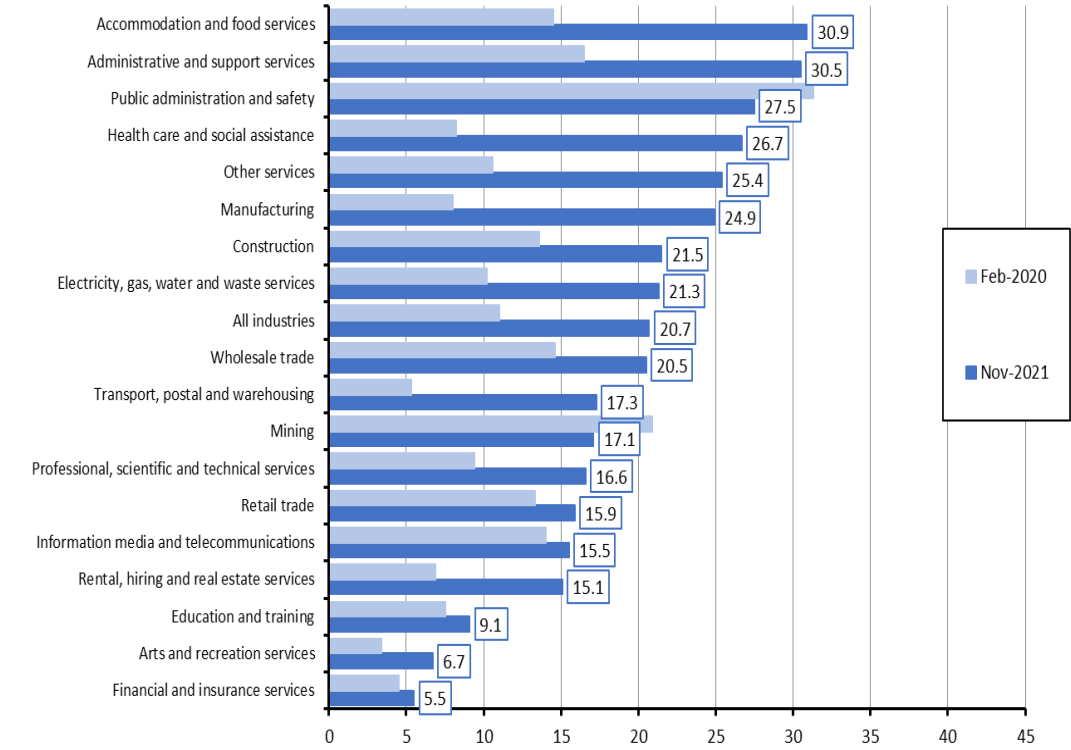


The biggest increases in vacancies over the quarter were in the customer-facing industries that had previously suffered the most from lockdowns: arts and recreation services, accommodation and food services, and rental, hiring and real estate services.

Source: ABS.

Australia: Share of businesses reporting vacancies by industry

Per cent



Source: ABS.

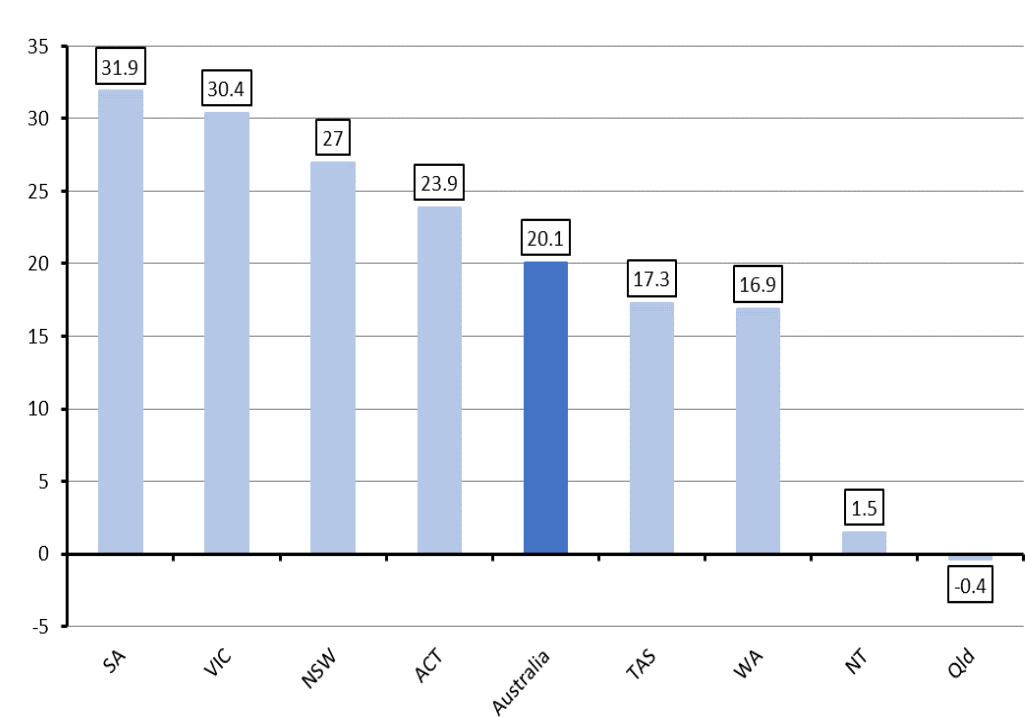
Job vacancies across all industries in November 2021 were much higher than at the start of the pandemic.

Job Vacancies by State and Territory

LABOUR MARKET CHART PACK - FEBRUARY 2022

Australia: Change in vacancies by state, November 2021

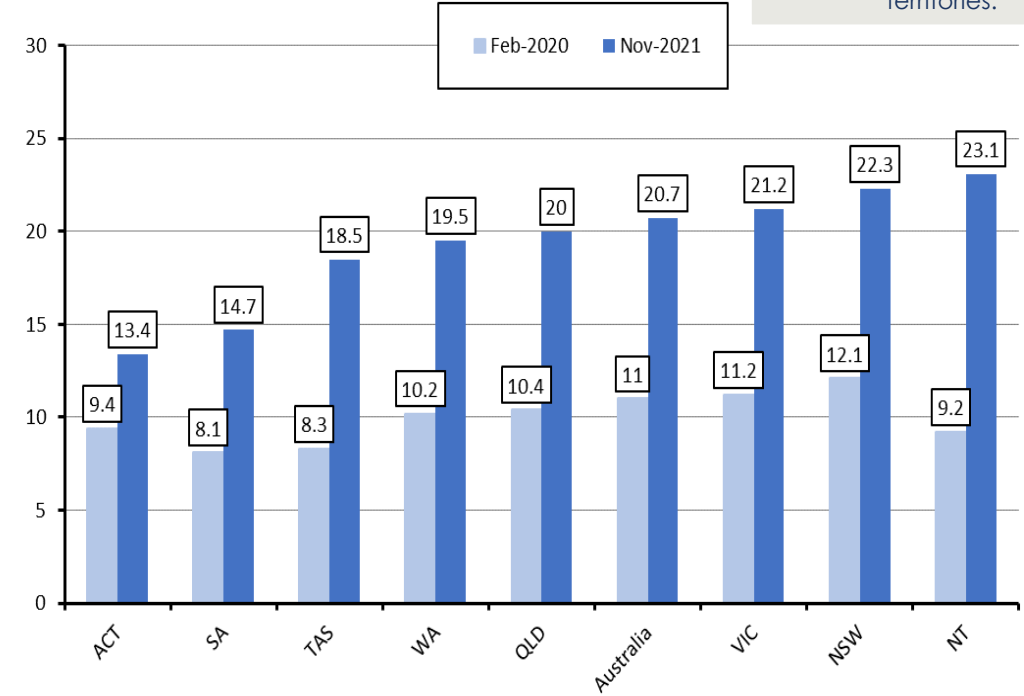
Per cent change over previous quarter, nsa



Source: ABS.

Australia: Share of businesses reporting vacancies by state

Per cent



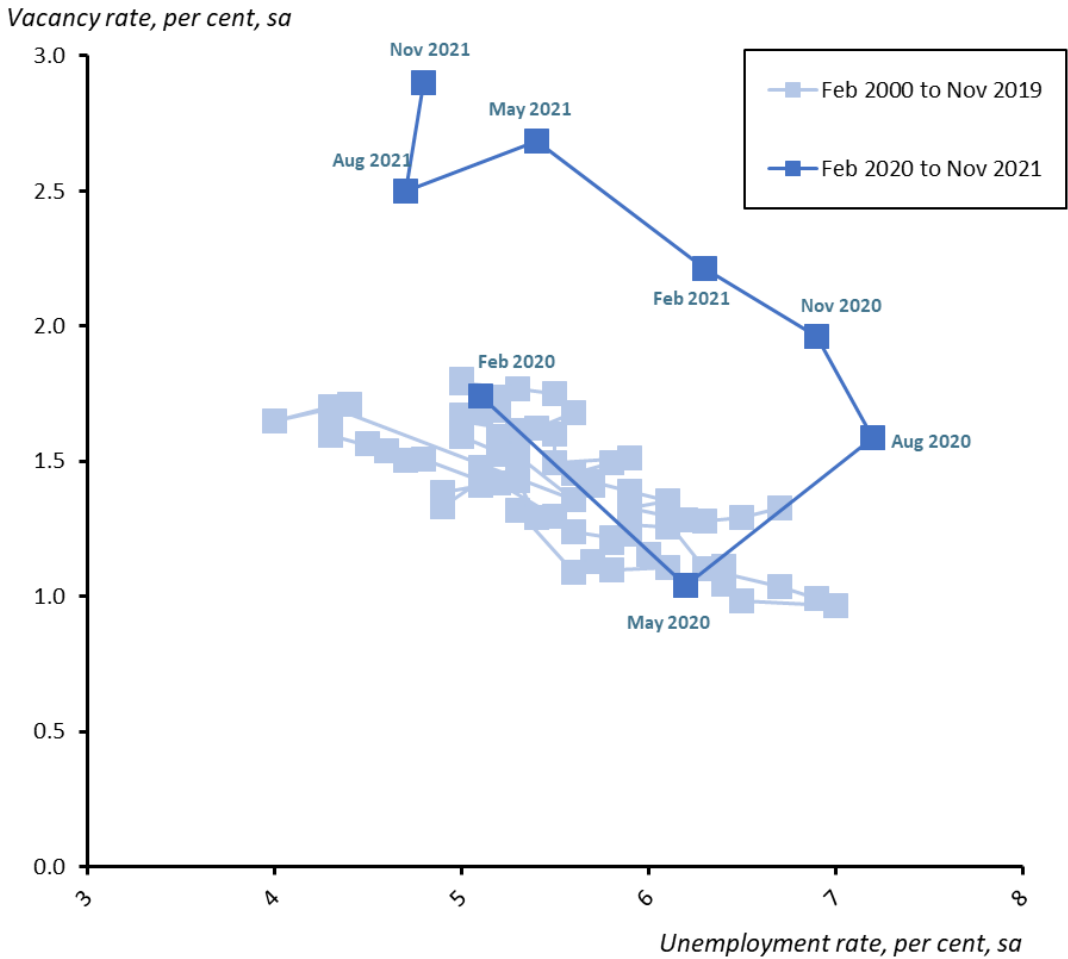
Source: ABS.

Job vacancies are higher than their pre-pandemic levels in all states and territories.

MARK THIRLWELL

The Beveridge Curve (JVS basis)

Australia: Beveridge Curve Feb. quarter 2002 to Nov. quarter 2021



Source: ABS and AICD. **Vacancy rate given by ratio of ABS vacancies series to sum of total employment and number of vacancies.** Labour Force Survey for average quarterly unemployment rate. Missing vacancy data for Aug 2008 to Aug 2009 quarters.

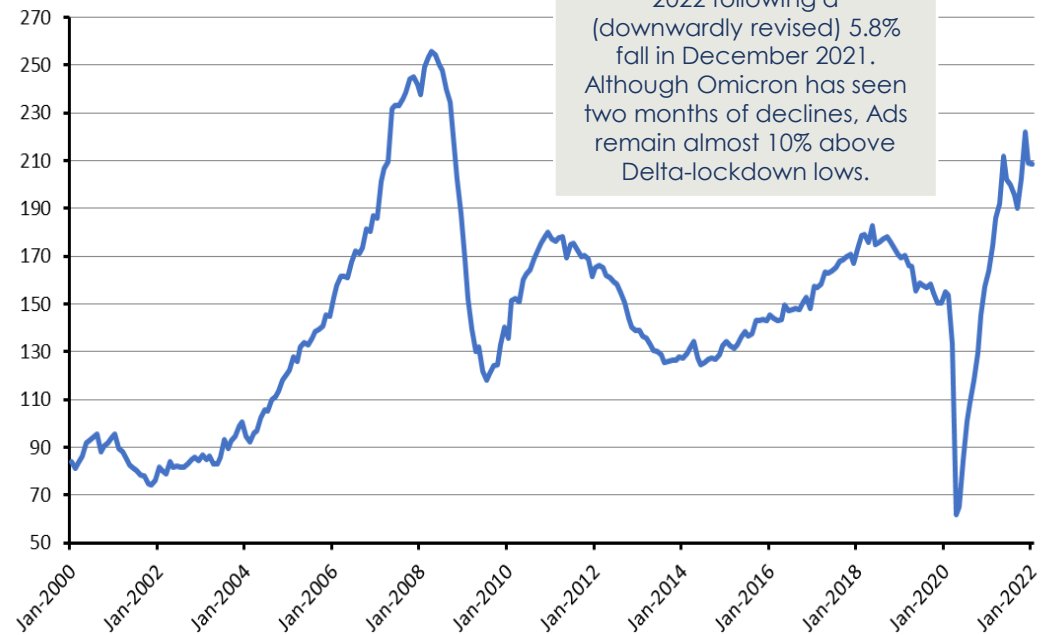
EIGHT

ANZ Job Ads

Job Ads

Australia: ANZ job advertisements

Number of jobs per week, thousands, sa

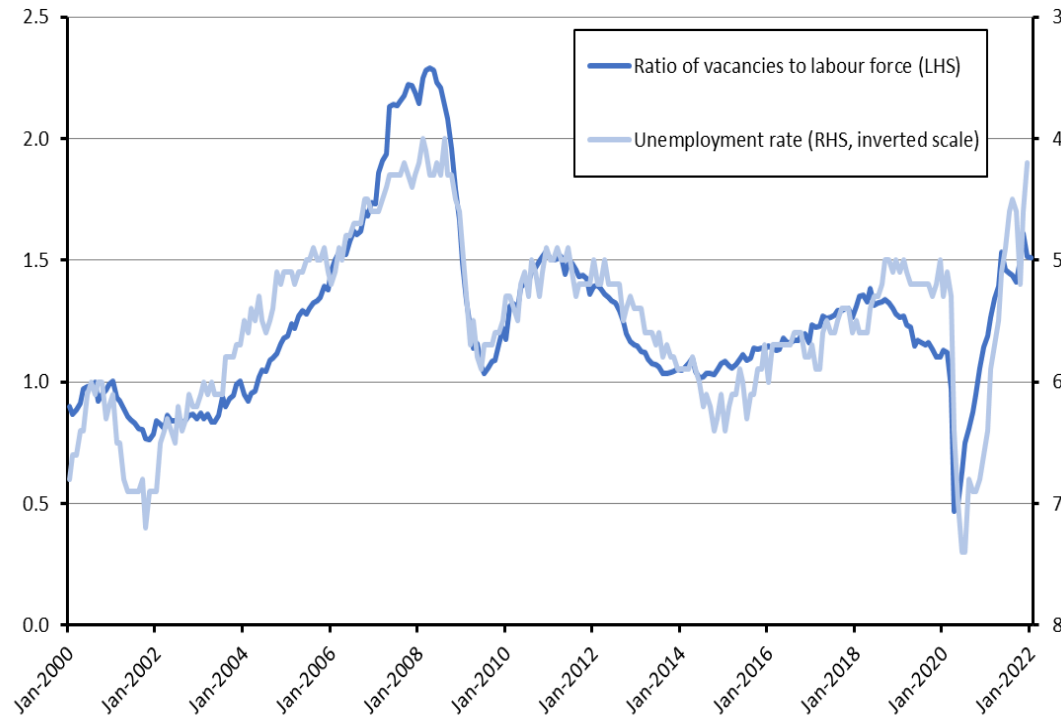


Source: Bloomberg and ANZ. The internet series counts the average number of job ads carried by each site on the same day of each week in the month indicated. The day (which is not necessarily the same for each site) is selected by the site operator as broadly representative of its activity levels. The sites are Seek.com.au and the Department of Education, Skills and Employment's Australian JobSearch site (Jobsearch.gov.au). As of the November 2020 release, newspaper job ads have been excluded from the series from January 2019 onwards. Data to January 2022.

Australia: ANZ job advertisements and the unemployment rate

Per cent

Per cent, inverted scale



Source: Bloomberg and ANZ. Due to time in lag in data release, ratio for most recent month based on previous month's figure for size of labour force. Jobs ads data to January 2022, labour force and unemployment data to December 2021.

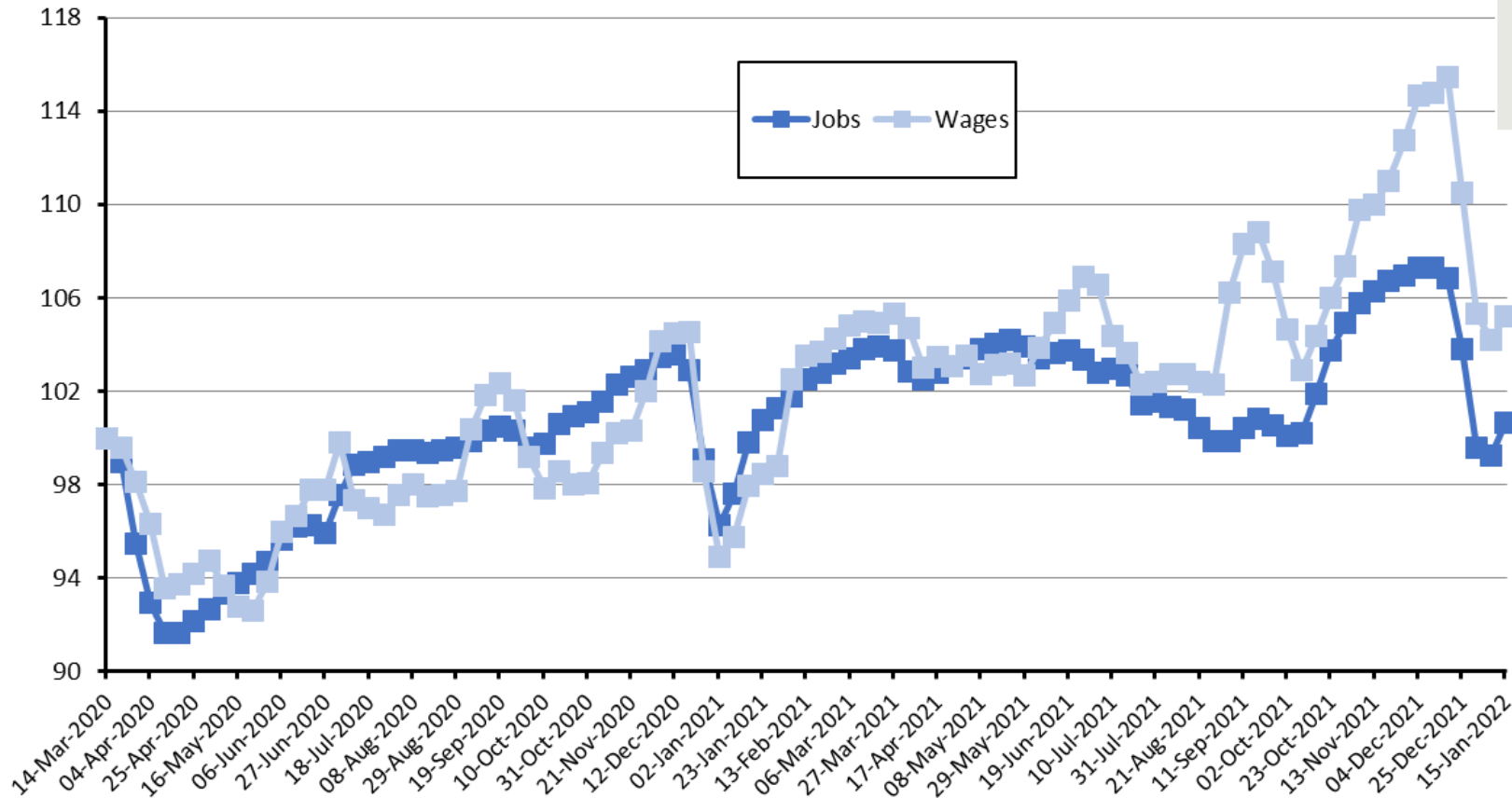
NINE

Payroll Jobs

Payroll jobs

Australia: Employee payroll jobs and total wages

Index, week ending 14 March 2020 = 100

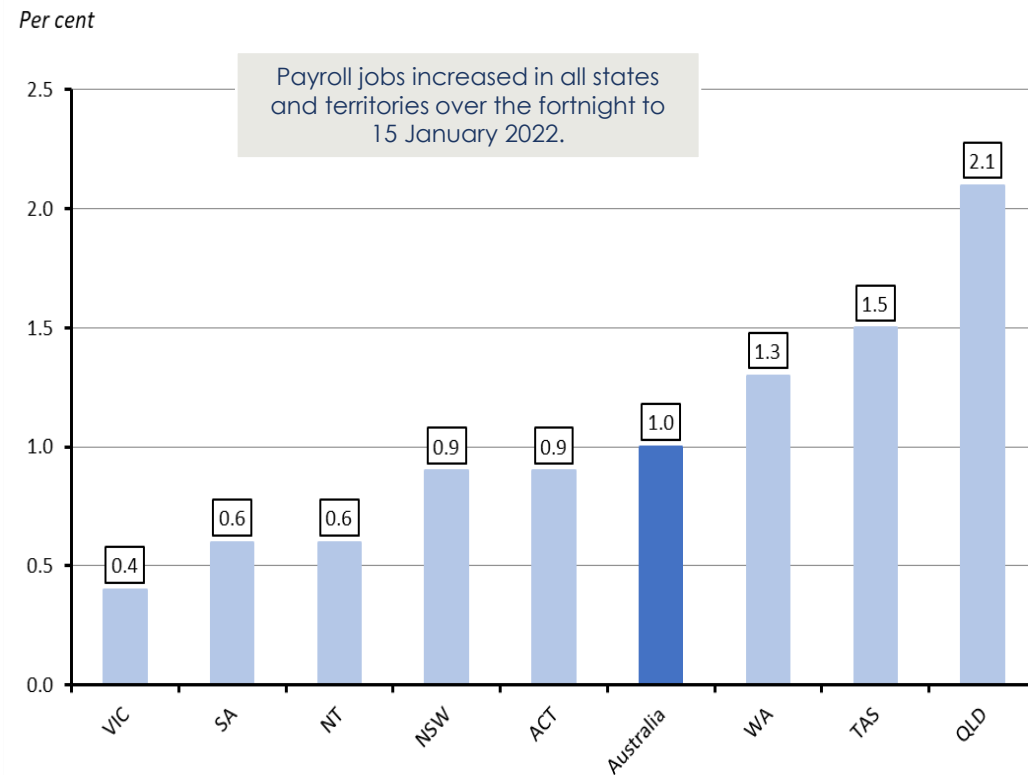


Payroll jobs rose 1% over the two weeks to 15 January 2022, following a fall of 6.8% in the last two weeks of December. Note that there is a seasonal pattern here with payroll jobs falling to a seasonal low at end December before rising in January. However, the pace of increase in January 2022 was slower than in January 2021, likely in part reflecting the impact of the Omicron variant.

Source: Bloomberg and ABS. Estimates derived from Single Touch Payroll (STP) data from the ATO and captures all employee jobs reported to the ATO via STP. Approximately 99 per cent of 'substantial' employers (20 or more employees) report through STP and approximately 71 per cent of small employers (19 or fewer employees). **Data to week ending 15 January 2022.**

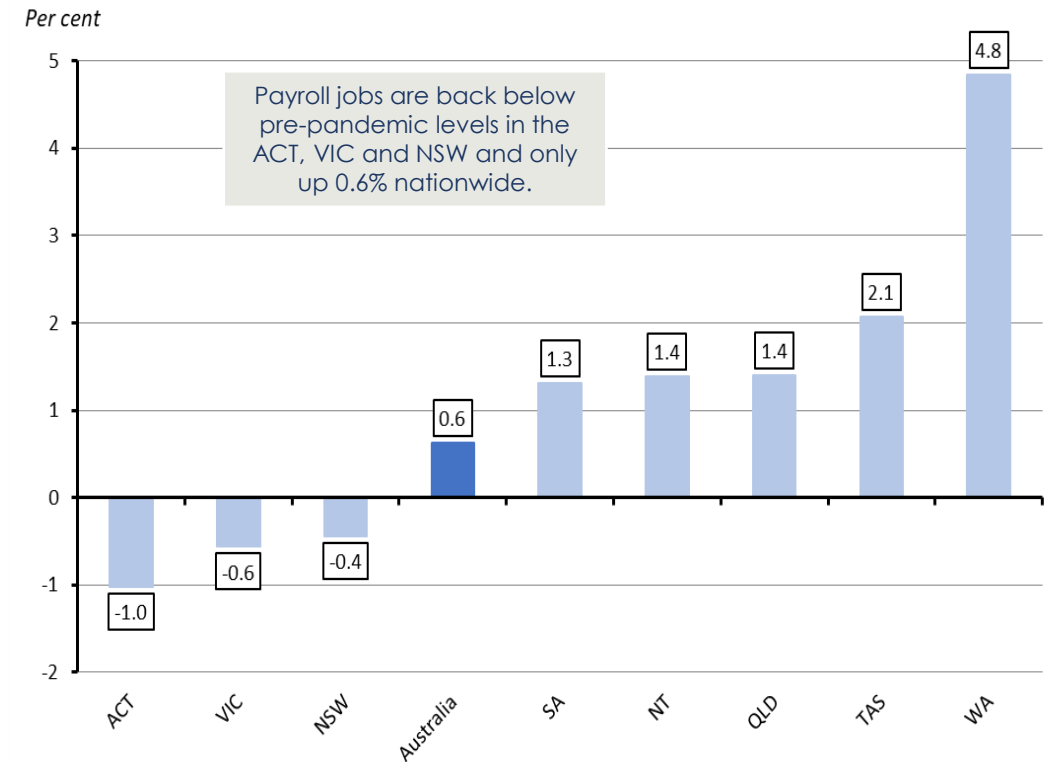
Payroll jobs by state

Australia: Change in payroll jobs, 1 January to 15 January 2022



Source: Bloomberg and ABS

Australia: Change in number of payroll jobs from week ending 14 March 2020

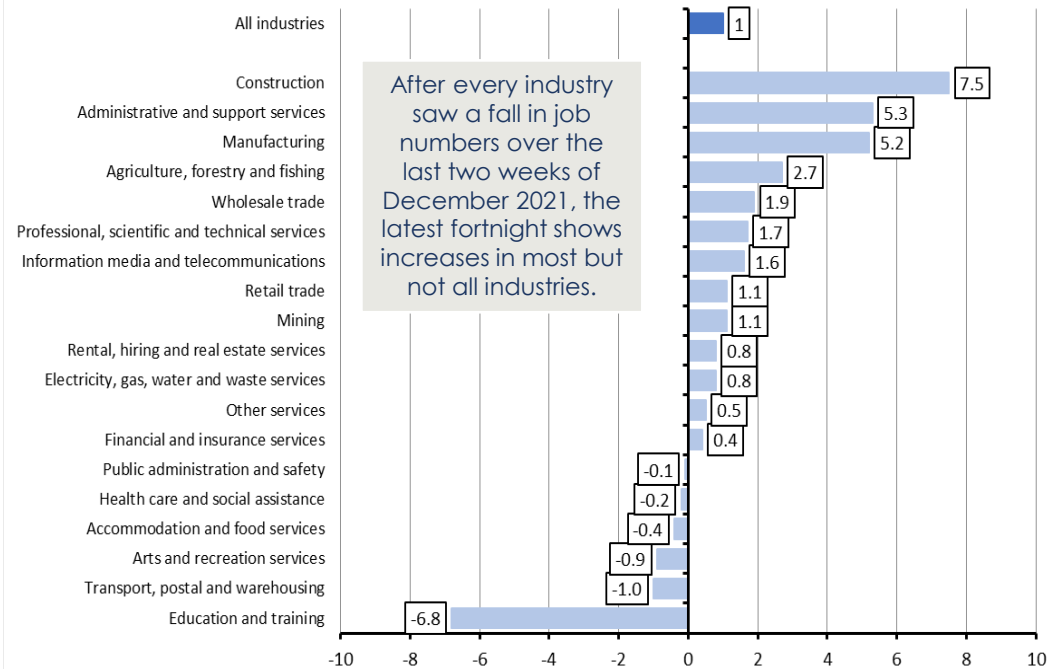


Source: Bloomberg and ABS. Data to week ending 15 January 2022.

Payroll jobs by industry (1)

Australia: Change in payroll jobs between 1 January and 15 January 2022

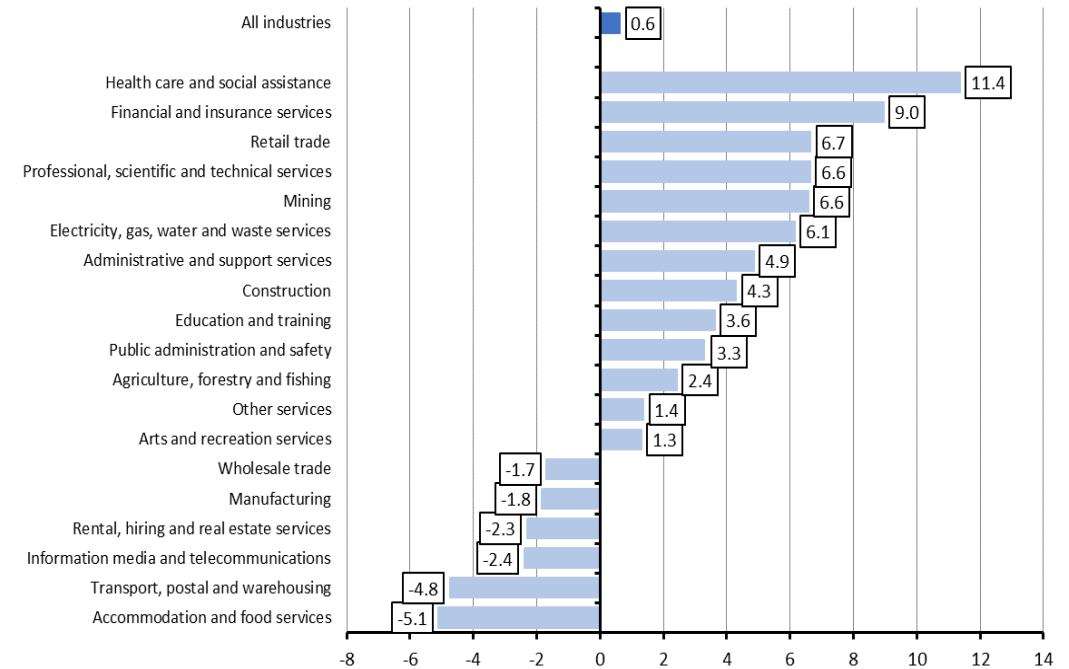
Per cent change



Source: Bloomberg and ABS. Estimates derived from Single Touch Payroll (STP) data from the ATO and captures all employee jobs reported to the ATO via STP. Approximately 99 per cent of 'substantial' employers (20 or more employees) report through STP and approximately 71 per cent of small employers (19 or fewer employees).

Australia: Change in payroll jobs by industry

Per cent change since week ending 14 March 2020



Source: Bloomberg and ABS. Estimates derived from Single Touch Payroll (STP) data from the ATO and captures all employee jobs reported to the ATO via STP. Approximately 99 per cent of 'substantial' employers (20 or more employees) report through STP and approximately 71 per cent of small employers (19 or fewer employees). **Data to week ending 15 January 2022.**

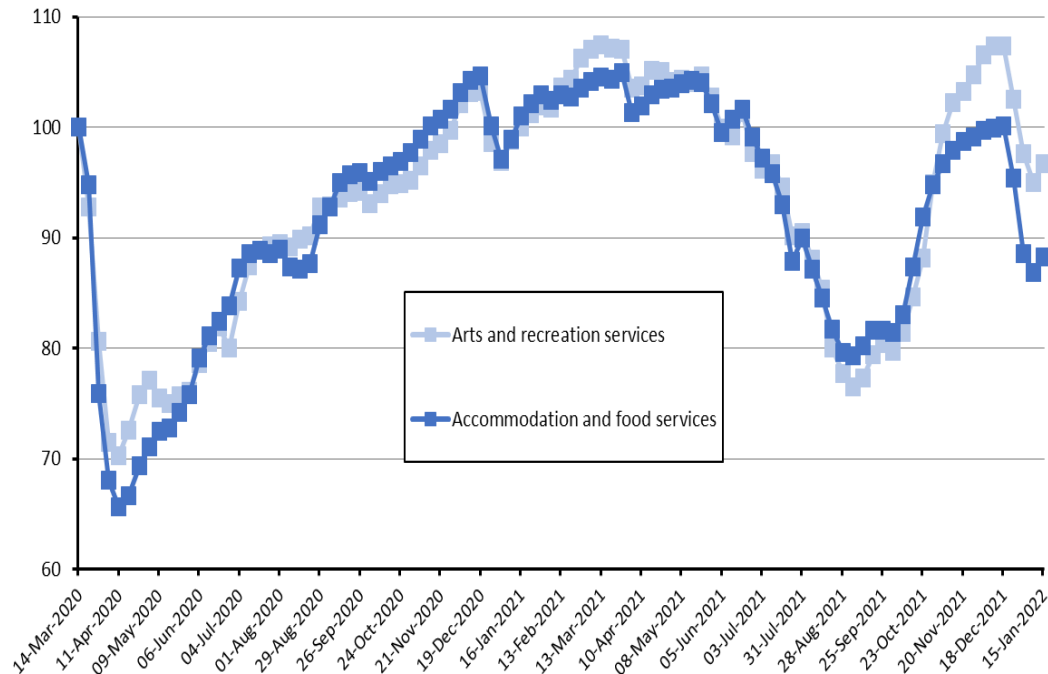
Since the start of the pandemic, job numbers are up the most in health care and social assistance services, and down the most in accommodation and food services.

Payroll jobs by industry (2)

Arts and recreation services and accommodation and food services have suffered the largest falls in payroll jobs during the pandemic and have been hit particularly hard by lockdowns and (voluntary) shutdowns.

Australia: Payroll jobs by selected industry

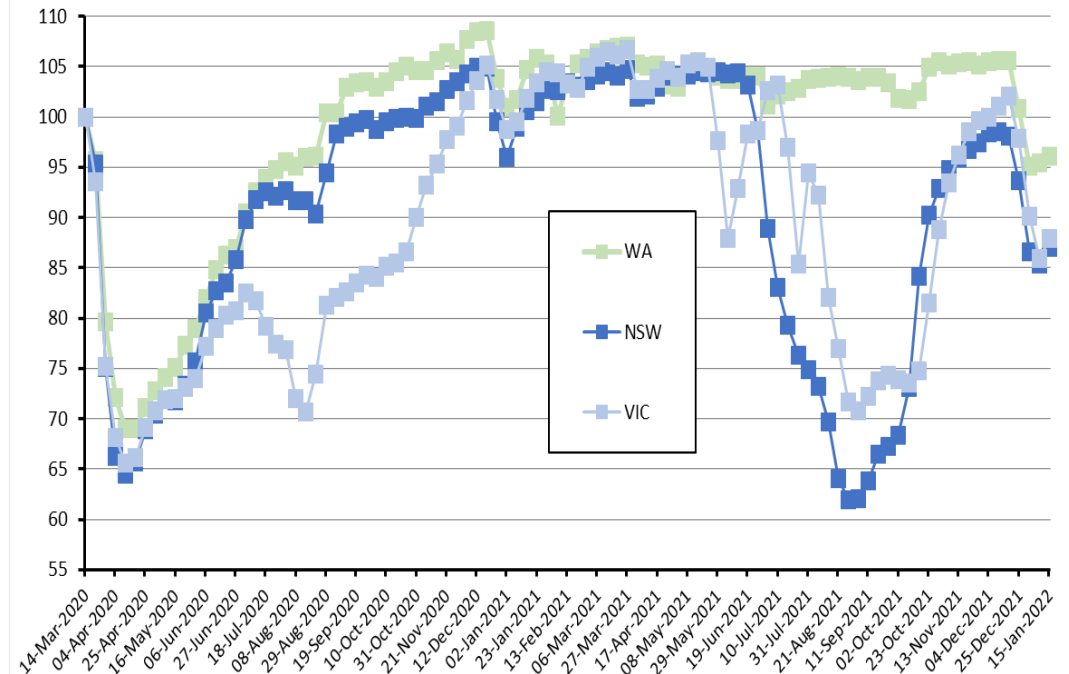
Index, week ending 14 March 2020 = 100



Source: Bloomberg and ABS. Estimates derived from Single Touch Payroll (STP) data from the ATO and captures all employee jobs reported to the ATO via STP. Approximately 99 per cent of 'substantial' employers (20 or more employees) report through STP and approximately 71 per cent of small employers (19 or fewer employees). **Data to week ending 15 January 2022.**

Australia: Payroll job numbers in accomodation and food services by state

Index, week ending 14 March 2020 = 100

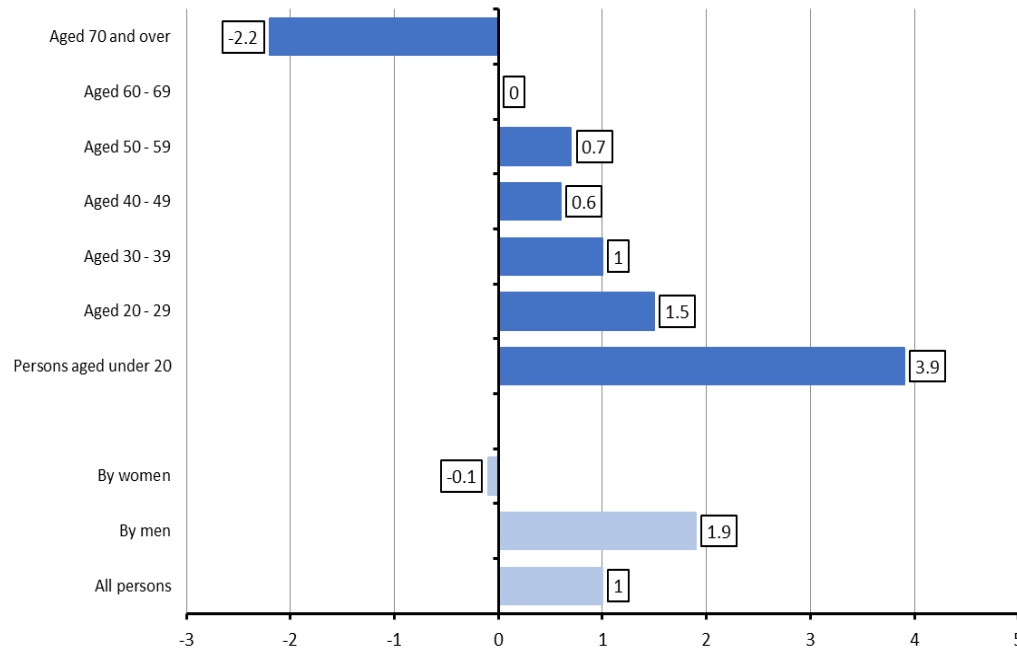


Source: Bloomberg and ABS. Estimates derived from Single Touch Payroll (STP) data from the ATO and captures all employee jobs reported to the ATO via STP. Approximately 99 per cent of 'substantial' employers (20 or more employees) report through STP and approximately 71 per cent of small employers (19 or fewer employees). **Data to week ending 15 January 2022.**

Payroll jobs by demographics and firm size

Australia: Change in payroll jobs by demographics

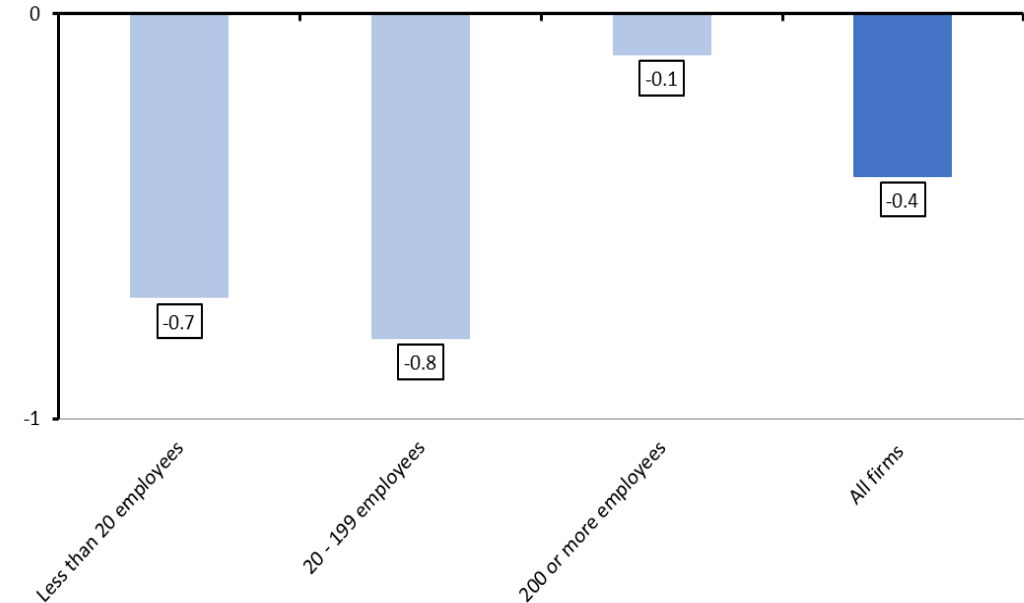
Per cent change in the two weeks to the week ending 15 January 2022



Source: Bloomberg and ABS. Estimates derived from Single Touch Payroll (STP) data from the ATO and captures all employee jobs reported to the ATO via STP. Approximately 99 per cent of 'substantial' employers (20 or more employees) report through STP and approximately 71 per cent of small employers (19 or fewer employees). Note that the indices for males and females can move independently from the all persons index because the latter also includes persons where the sex is reported as 'unknown.' **Data to week ending 15 January 2022.**

Australia: Change in payroll jobs by firm size

Per cent change in the two weeks to the week ending 18 December 2021



Source: Bloomberg and ABS. **Data to week ending 18 December 2021.** Note that the ABS cautions that care should be exercised when focusing on recent movements in payroll jobs by employment size, as they are subject to higher than usual levels of revision and over a longer period than other estimates. This is particularly the case for small employers (with under 20 employees). Because of this volatility, the ABS has introduced a month lag in the reference week for this data set relative to the other payroll data reported here.

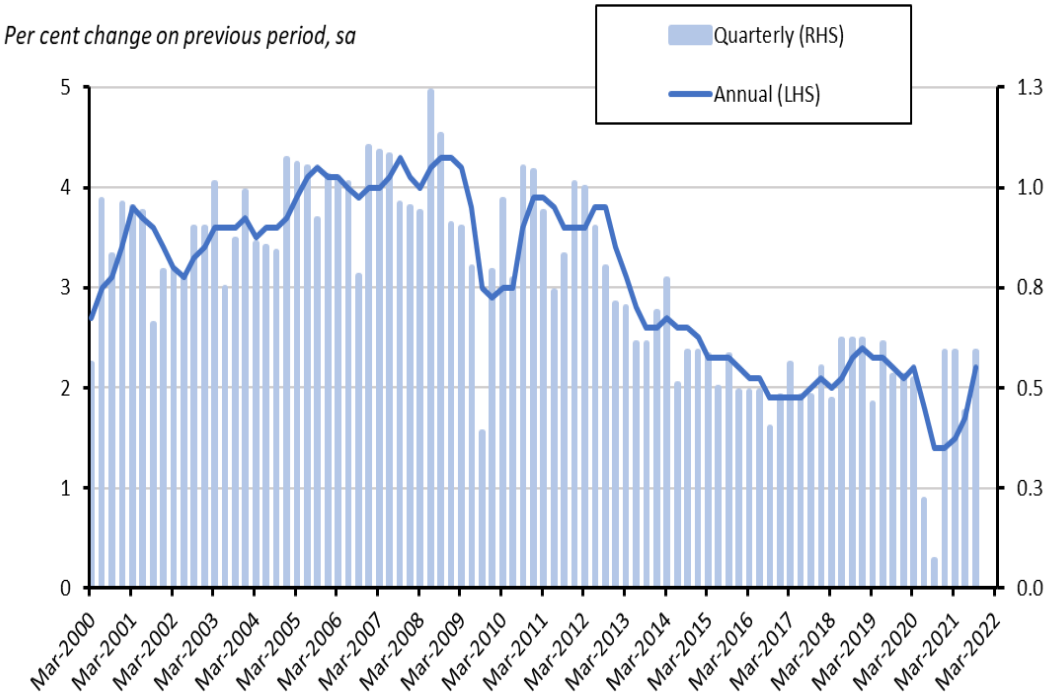
TEN

Wage Price Index (WPI)

Wage growth

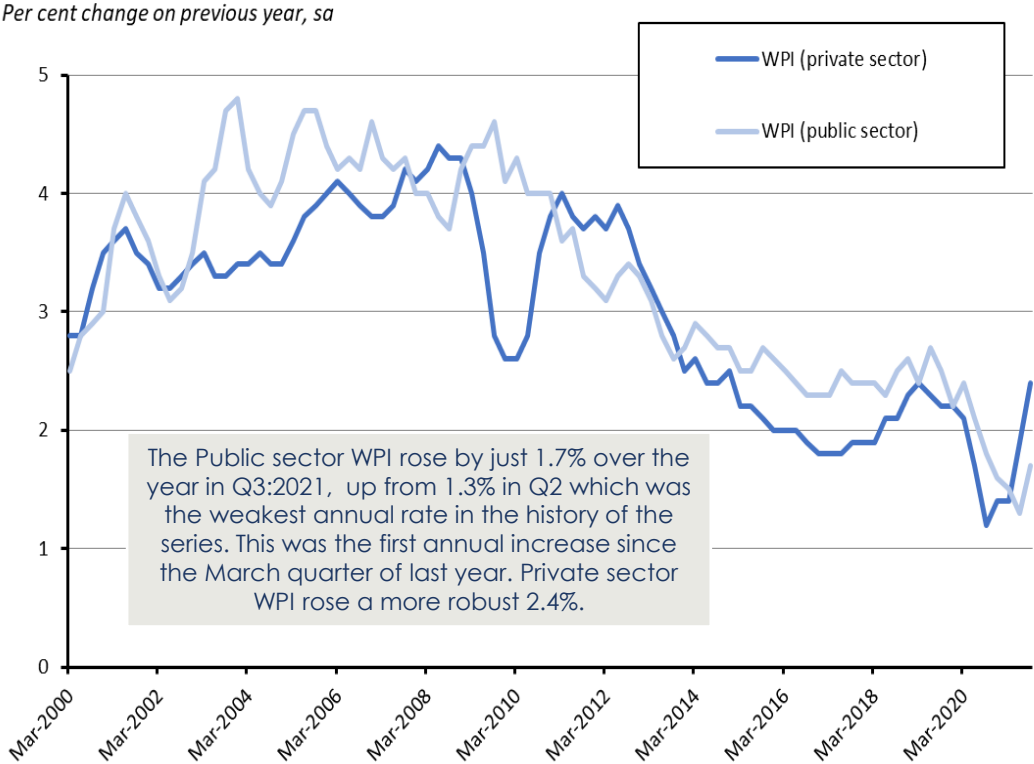
The WPI rose 0.6% over the quarter and 2.2% over the year in Q3:2021. The ABS said that the September quarter 2021 data marked a reversion to a pre-pandemic pattern of wage growth.

Australia: Wage Price Index (WPI)



Source: Bloomberg and ABS. WPIs measure changes in the price of wages and salaries unaffected by changes in the quality of work (different tasks or responsibilities), quantity of work (number of hours worked) performed or by changes in the characteristics (age, experience) or location of the worker, or by changes in labour market composition. The series measure total hourly rates of pay, capturing changes in wage and salary rates plus overtime rates. **Data to September quarter 2021.**

Australia: Wage Price Index

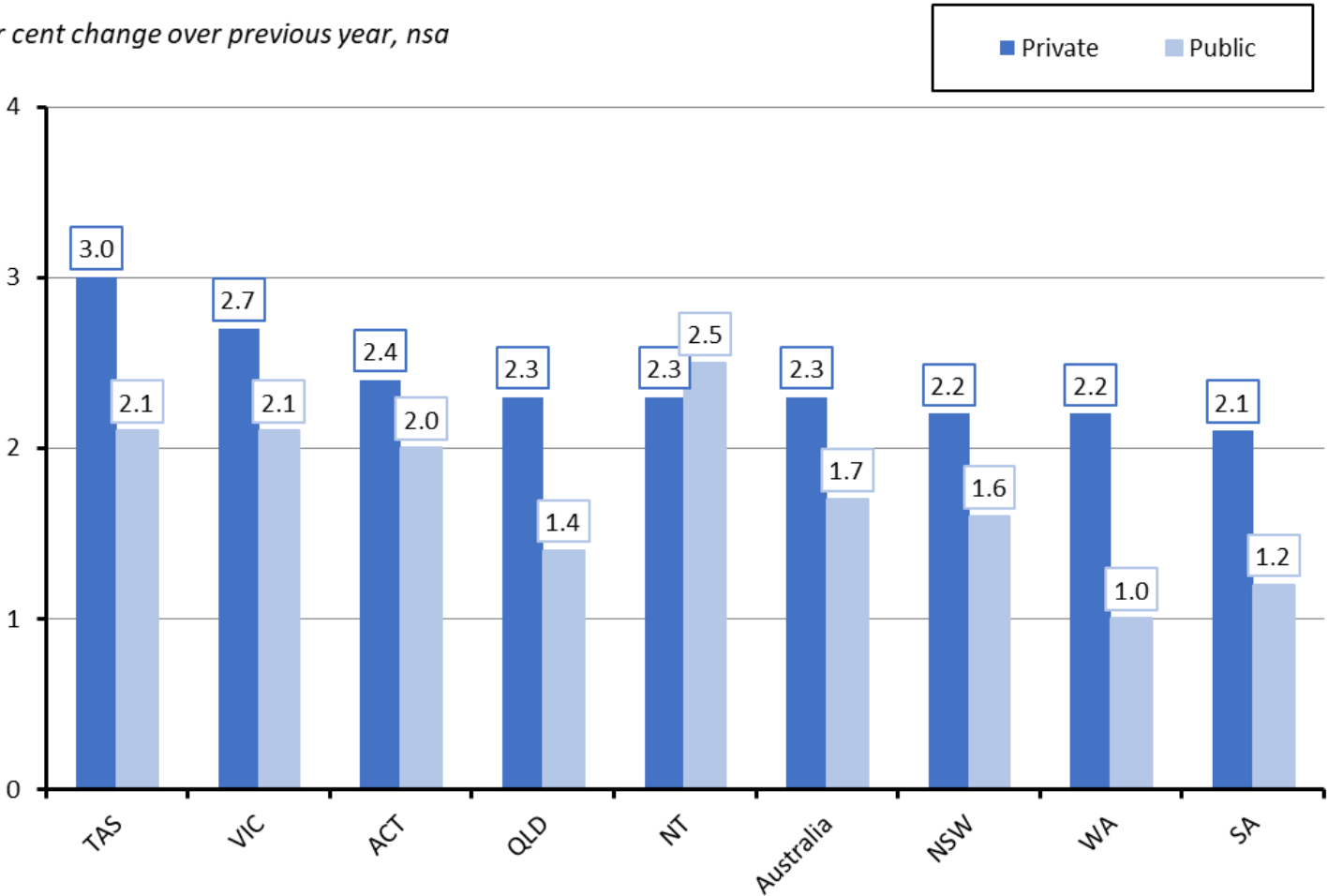


Source: Bloomberg and ABS. **Data to September quarter 2021.**

Wage growth by State and Territory

Australia: Wage Price Index by State, September quarter 2021

Per cent change over previous year, nsa

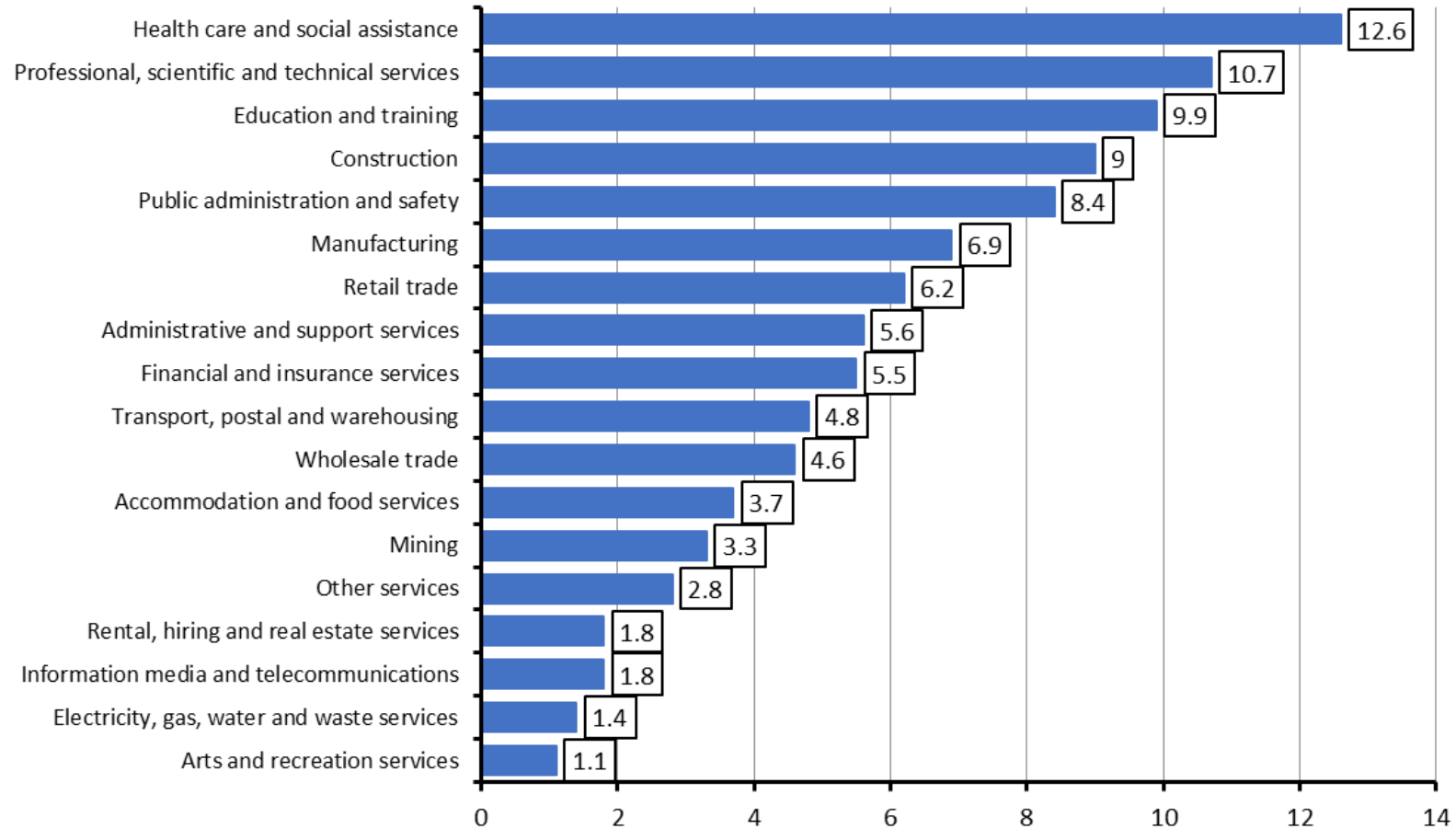


Source: ABS. WPI series is total hourly rates of pay excluding bonuses.

WPI weights by Industry

Australia: Wage Price Index weights by Industry

Per cent of total, all (public and private) sectors



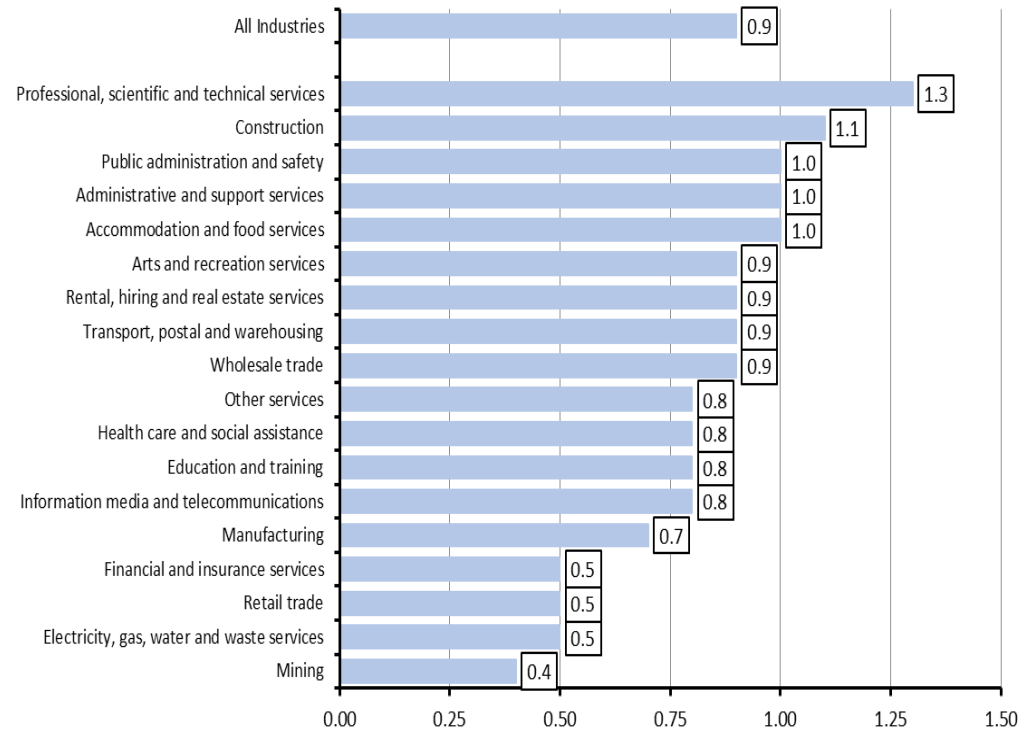
Source: ABS. Weights last updated December quarter 2018. The WPI will be reweighted in the December quarter of 2021.

Wage growth by Industry

The ABS pointed to 'pockets of wage pressure' for skilled construction-related, technical and business services roles.

Australia: Wage Price Index by Industry, September quarter 2021

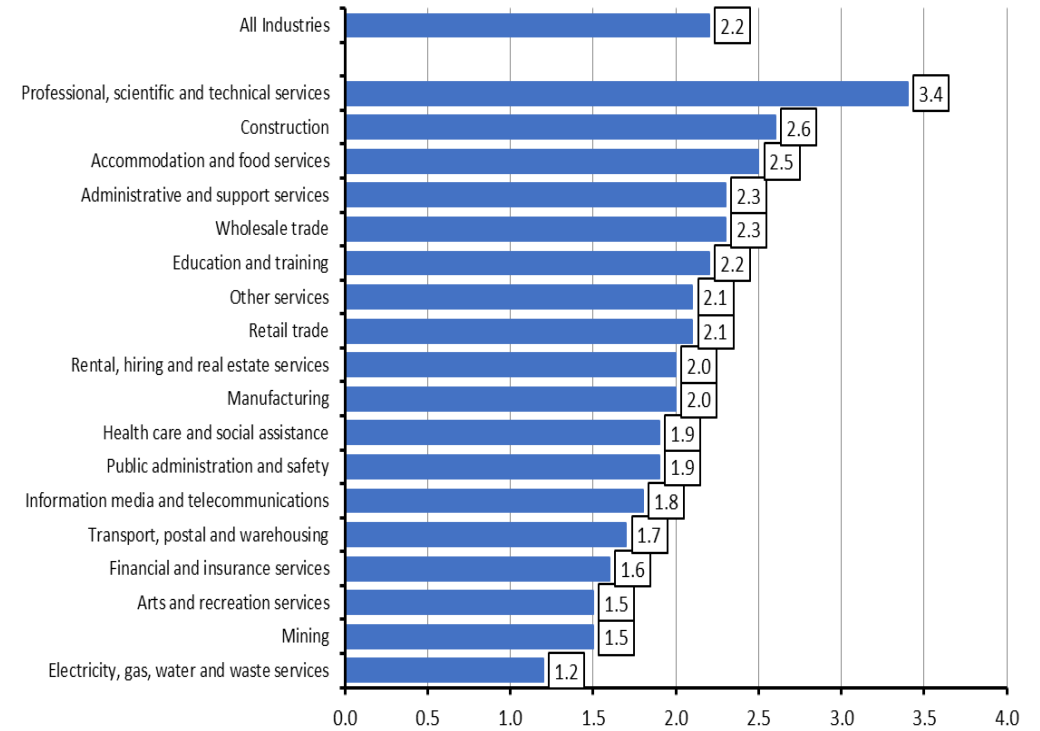
Per cent change over previous quarter, nsa



Source: ABS.

Australia: Wage Price Index by Industry, September quarter 2021

Per cent change over previous year, nsa

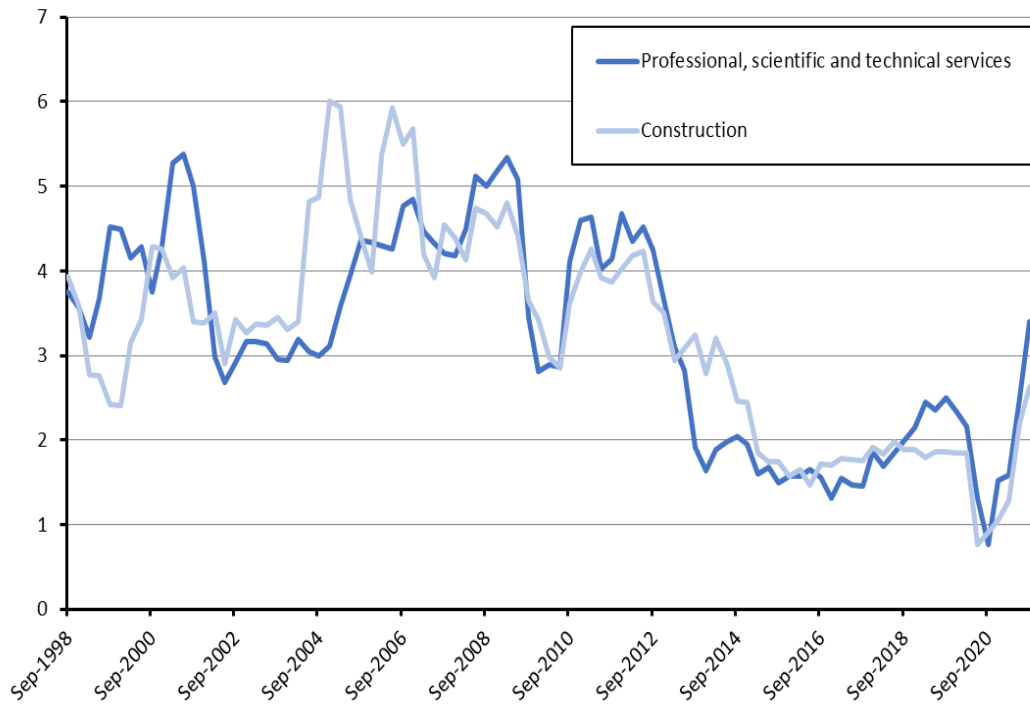


Source: ABS.

Wage growth by selected industry over time

Australia: Wage Price Index for Selected Industries

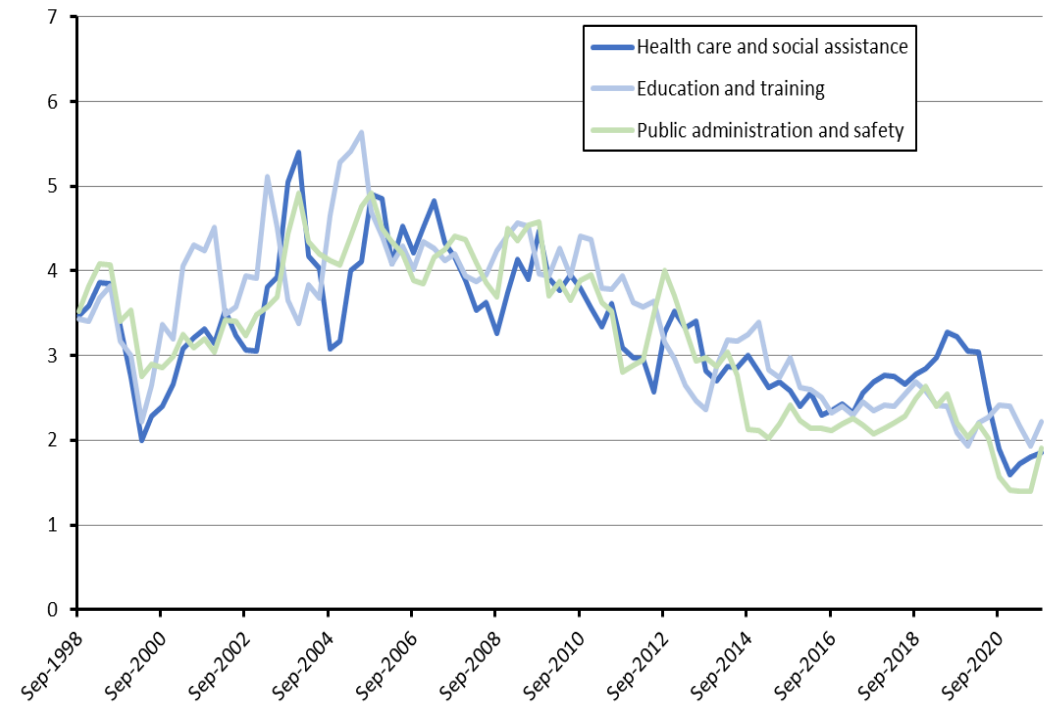
Per cent change on previous year, nsa, all (public and private) sectors



Source: ABS.WPI for total hourly rates of pay excluding bonuses. **Data to September quarter 2021.**

Australia: Wage Price Index for Selected Industries

Per cent change on previous year, nsa, all (public and private) sectors

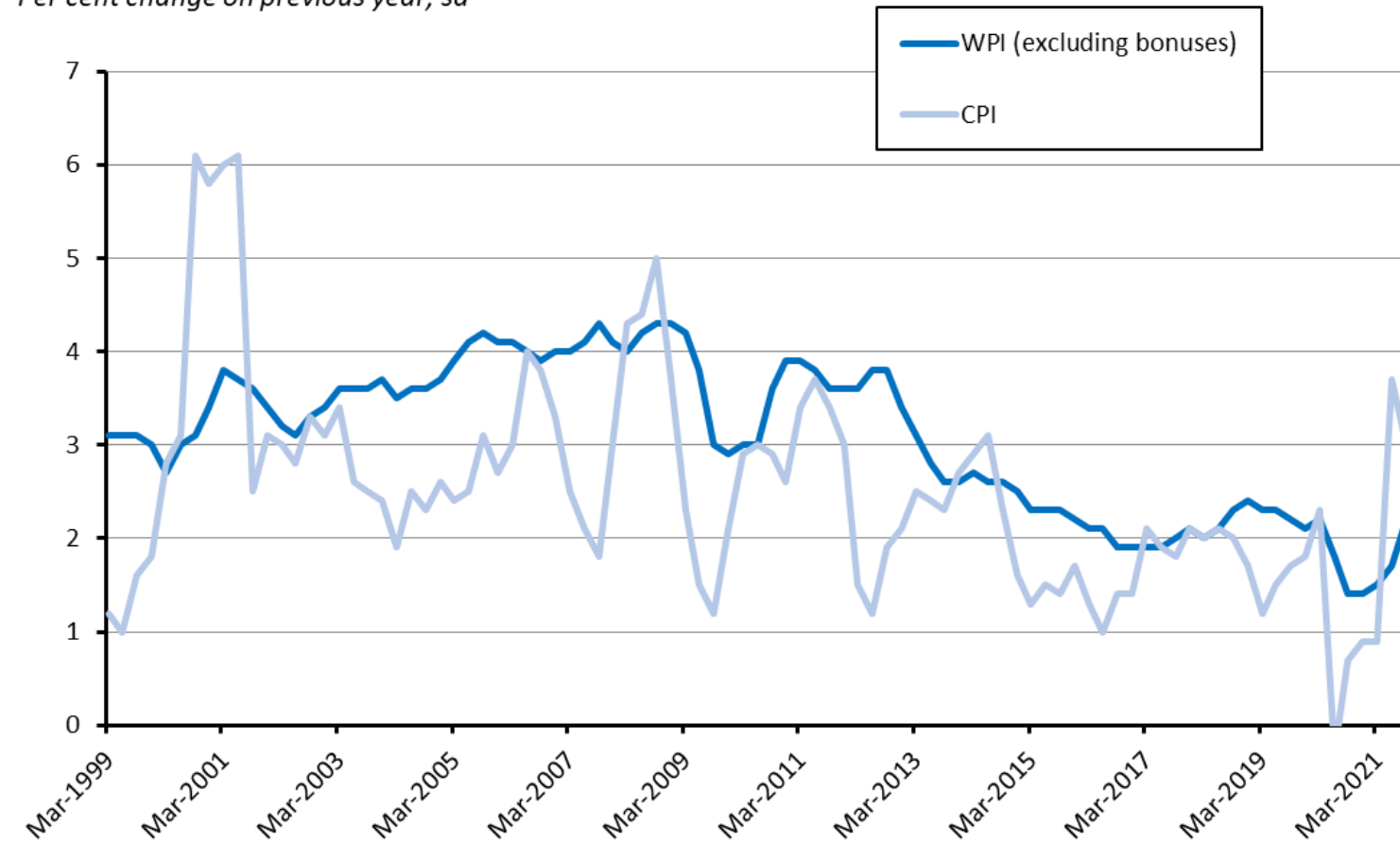


Source: ABS.WPI for total hourly rates of pay excluding bonuses. **Data to September quarter 2021.**

Real wages

Australia: Implied real wage growth

Per cent change on previous year, sa



Source: Bloomberg and ABS. The WPI measures changes in the price of wages and salaries unaffected by changes in the quality of work (different tasks or responsibilities), quantity of work (number of hours worked) performed or by changes in the characteristics (age, experience) or location of the worker, or by changes in labour market composition. The series measures total hourly rates of pay, capturing changes in wage and salary rates plus overtime rates. **Data to September quarter 2021.**

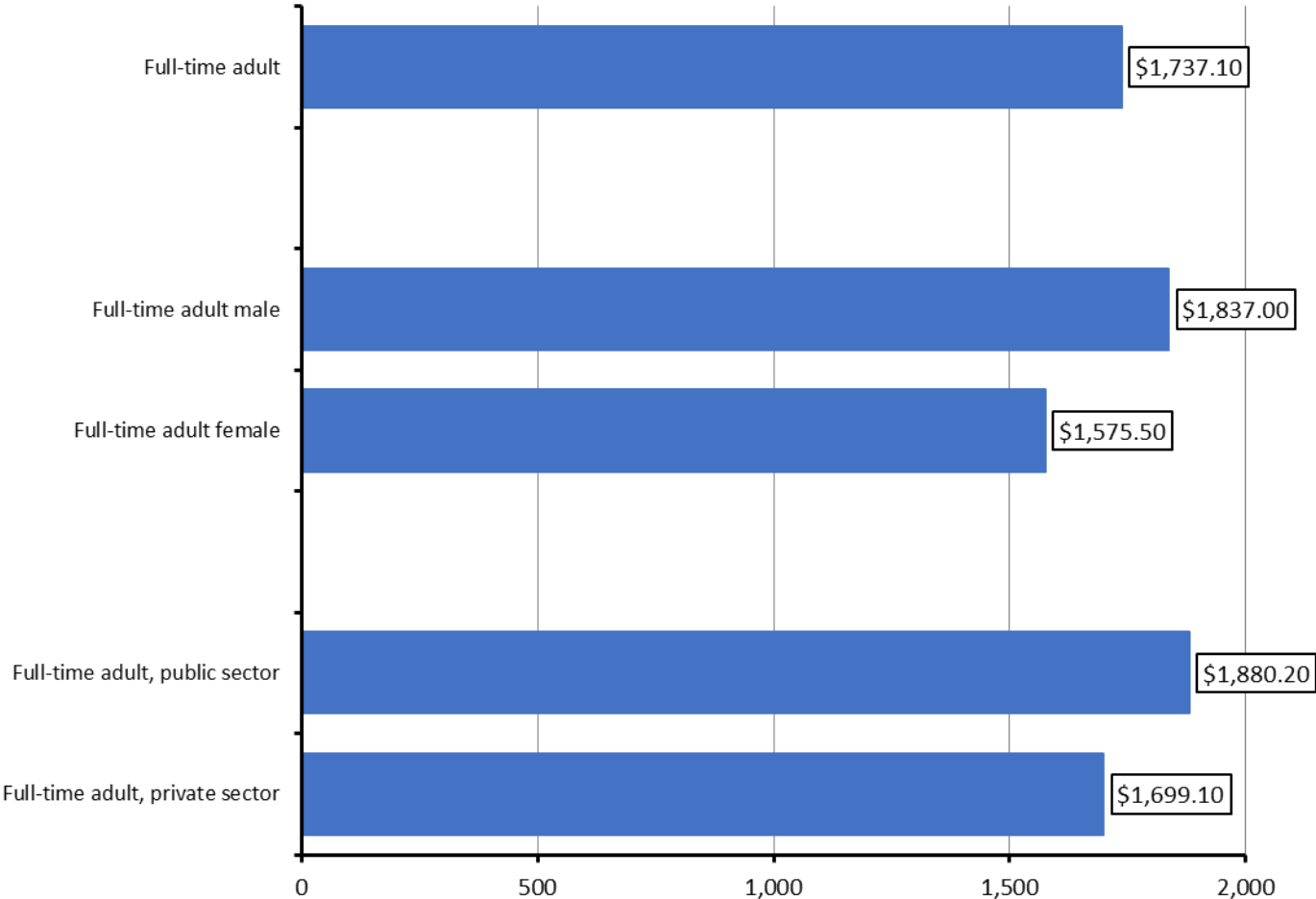
TEN

Average Weekly Earnings (AWE)

Average weekly ordinary time earnings

Australia: Average weekly ordinary time earnings, May 2021

\$, nsa



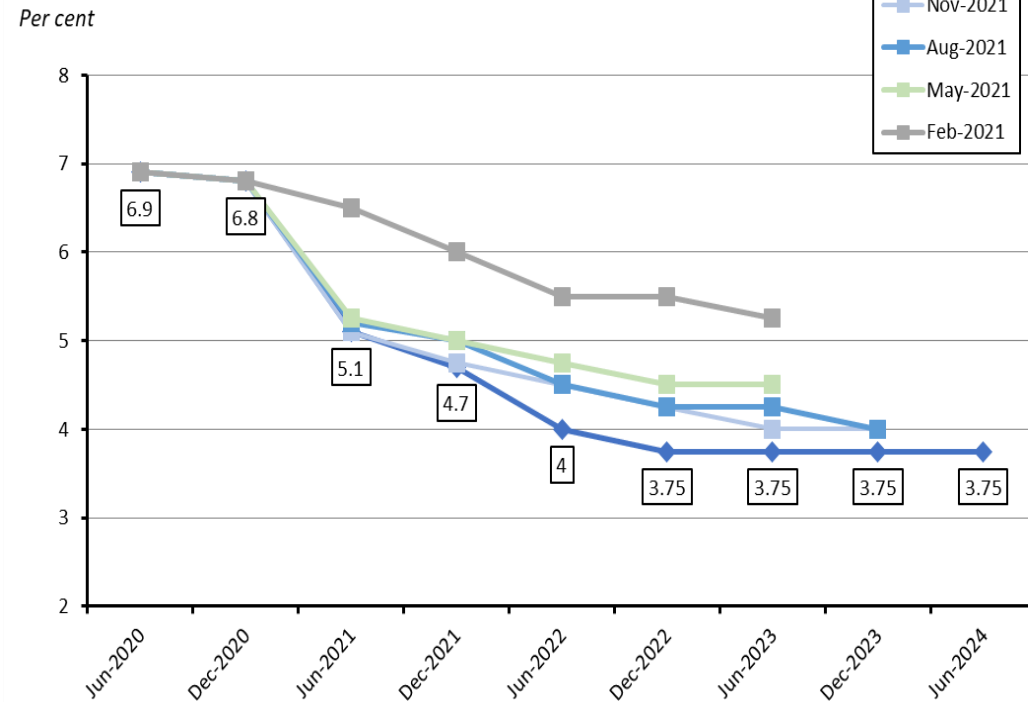
Source: ABS.

ELEVEN

SELECTED OTHER CHARTS

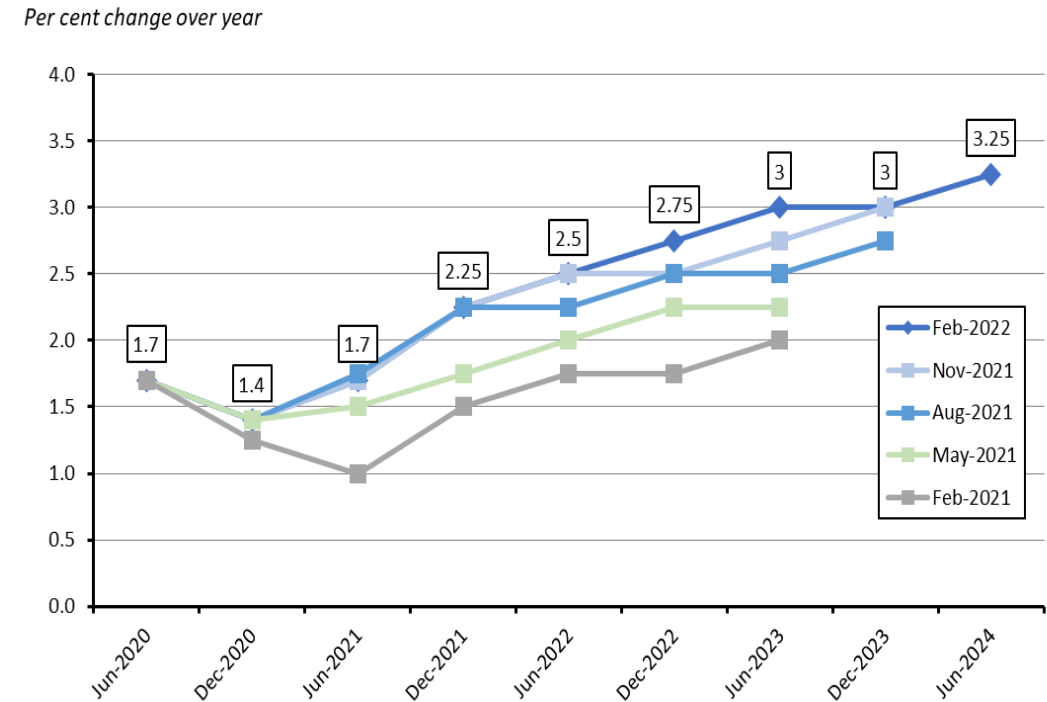
RBA labour market forecasts

Australia: RBA forecasts for unemployment rate (quarterly average)



Source: RBA Statement on Monetary Policy (SOMP), various. Labels for historical data and February 2022 SOMP projections only.

Australia: RBA forecasts for Wage Price Index (WPI)

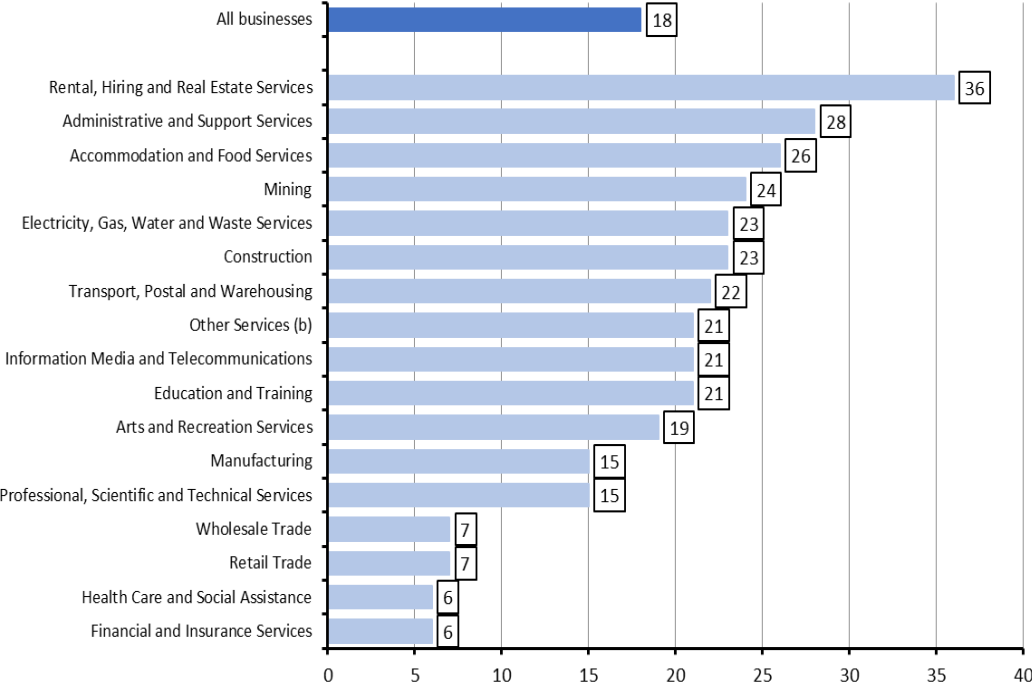


Source: RBA Statement on Monetary Policy (SOMP), various. Labels for historical data and February 2022 SOMP projections only.

Staff shortages

Australia: Businesses having insufficient number of employees, by industry

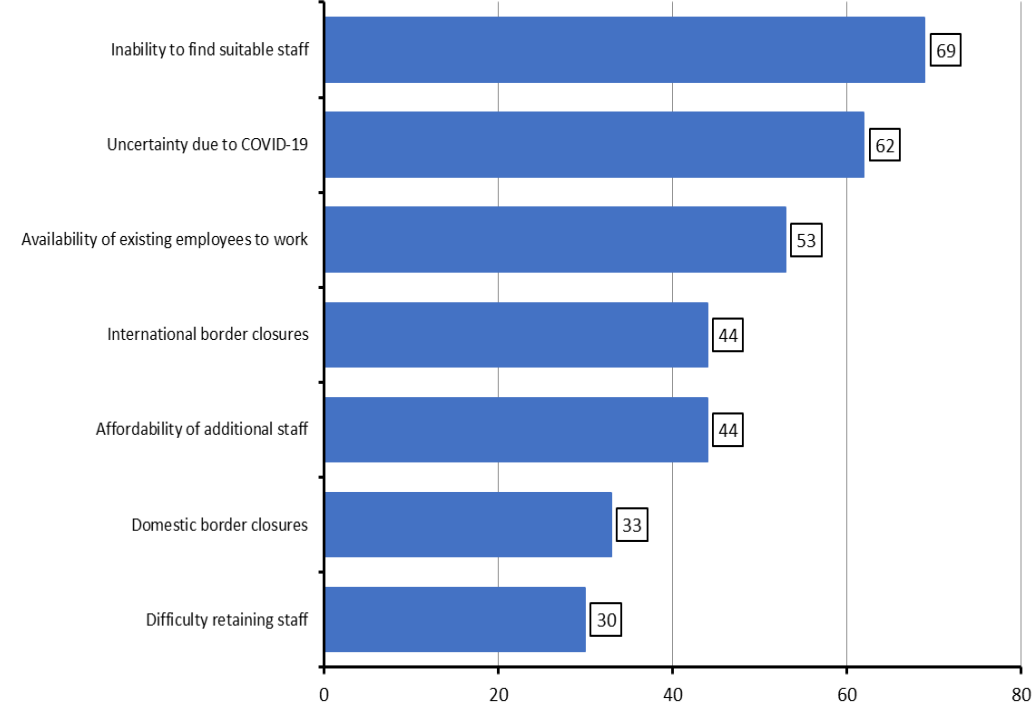
Per cent share of all employing businesses



Source: ABS Business Conditions and Sentiments Survey, February 2022. Survey period 27 January 2022 to 4 February 2022.

Australia: Factors impacting employee numbers for businesses with staff shortages

Per cent share of businesses reporting insufficient staff

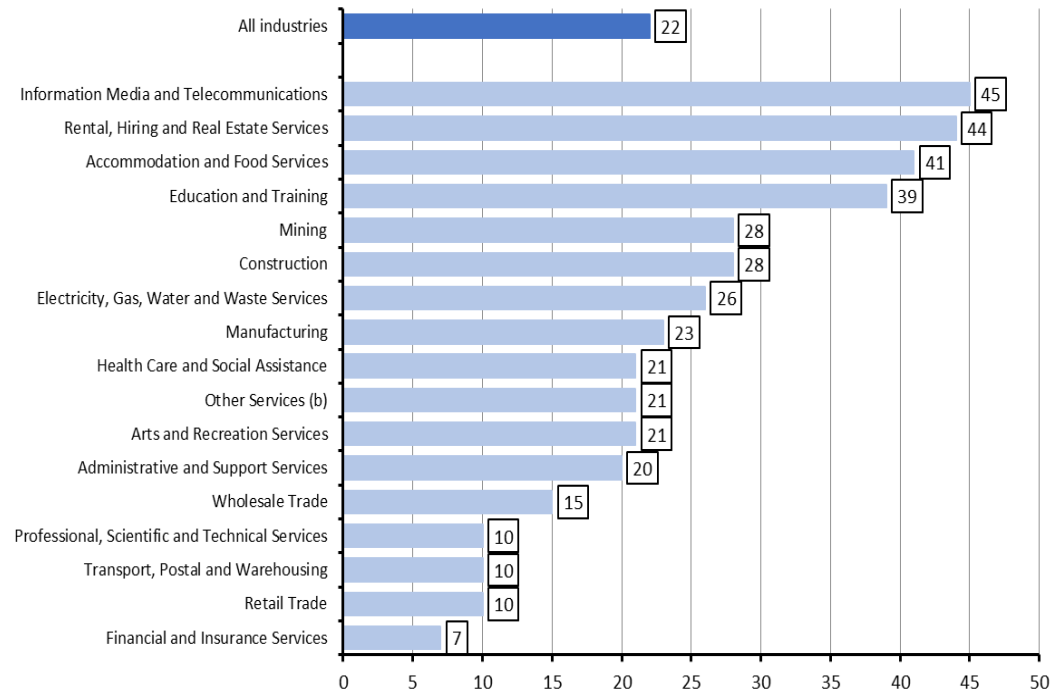


Source: ABS Business Conditions and Sentiments Survey, February 2022. Note, businesses could select more than one response. Survey period 27 January 2022 to 4 February 2022.

Employee availability and COVID-19

Australia: Employees unavailable due to COVID-19, by industry

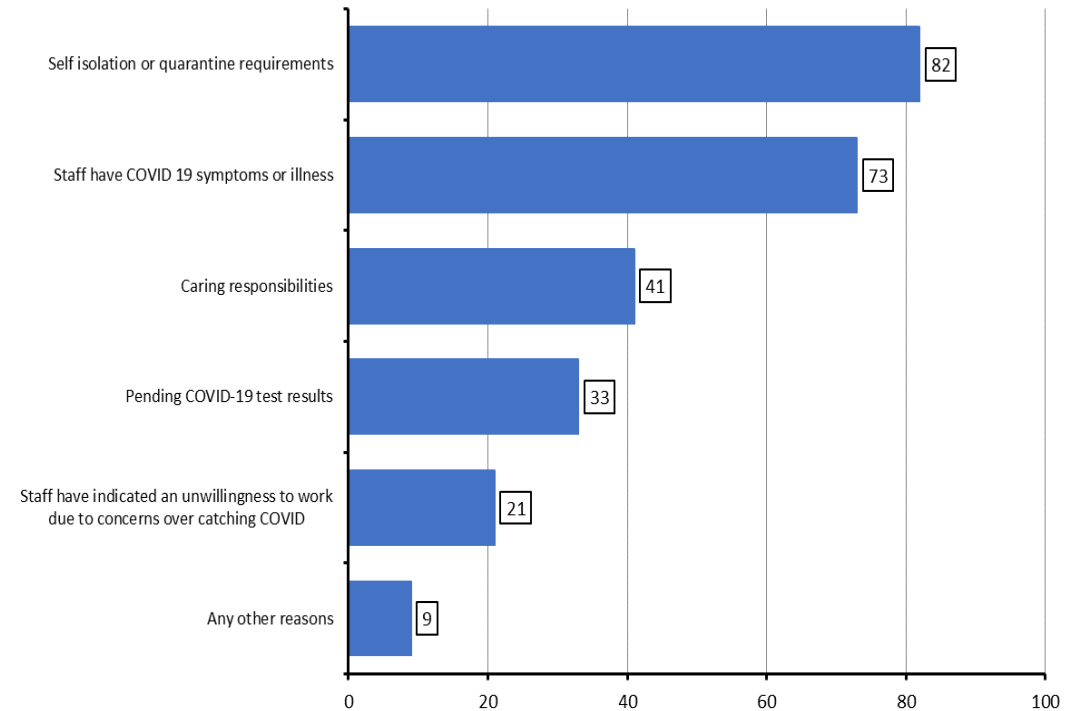
Per cent share of all employing businesses



Source: ABS Business Conditions and Sentiments Survey, February 2022. Survey period 27 January 2022 to 4 February 2022.

Australia: COVID-19 related factors affecting employee availability

Per cent share of employing businesses reporting existing employees unavailable due to COVID-19

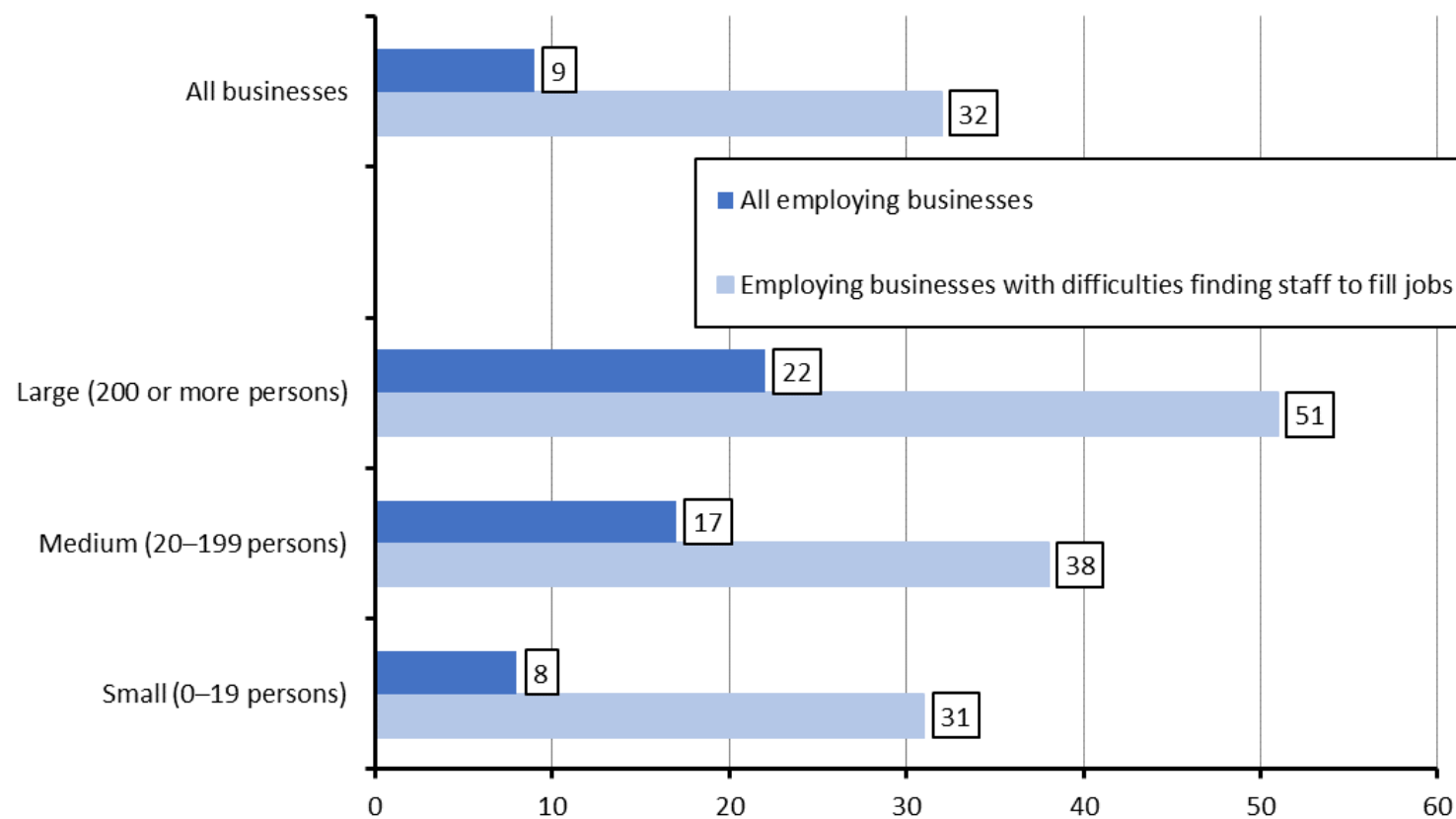


Source: ABS Business Conditions and Sentiments Survey, February 2022. Note, businesses could select more than one response. Survey period 27 January 2022 to 4 February 2022.

Labour shortages and international border closures

Australia: Labour shortages and international border closures

Per cent of businesses reporting that international border closures limited their recruitment pool

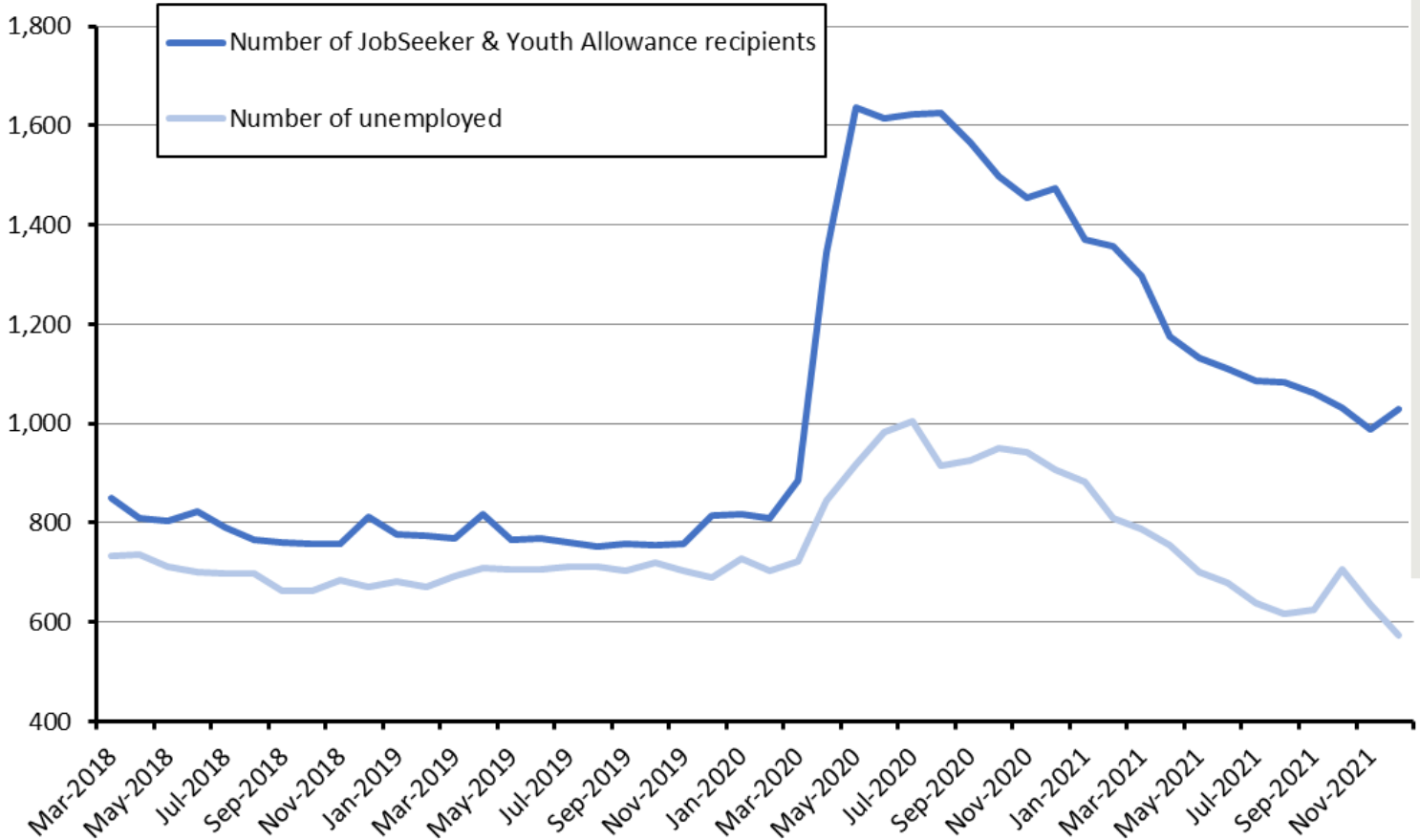


Source: ABS COVID Business Survey June 2021

JobSeeker claimant count vs number of unemployed

Australia: JobSeeker/youth allowance recipients and number of unemployed

Persons, '000s



There is a significant gap between the reported number of recipients and the ABS count of unemployed Australians. That's because they measure two different things.

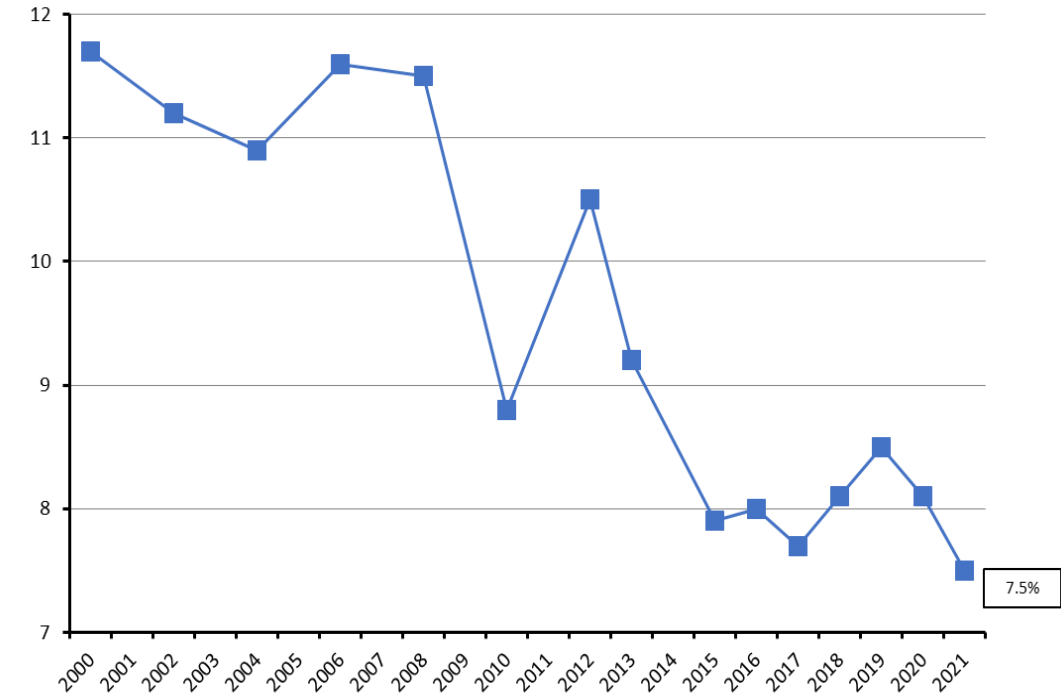
People who receive JobSeeker are not automatically classified as unemployed (and those classified as unemployed will not necessarily be in receipt of JobSeeker). JobSeeker is paid to people who are looking for work or are sick or injured and cannot undertake their usual work or study for a short time, and who meet the eligibility requirements. For example, people can receive the JobSeeker payment if they have a job, provided they meet a low-income test. Note also that some of the government's changes to JobSeeker in response to COVID-19 saw temporary relaxations of the mutual obligation requirements, such as looking for work.

Source: Bloomberg, ABS and Services Australia. Note, chart plots recipients of Newstart Allowance until February 2020 and then recipients of JobSeeker payment from March 2020. **JobSeeker data to December 2021, unemployment data to December 2021.**

Job mobility and mobility by industry

Australia: Job Mobility

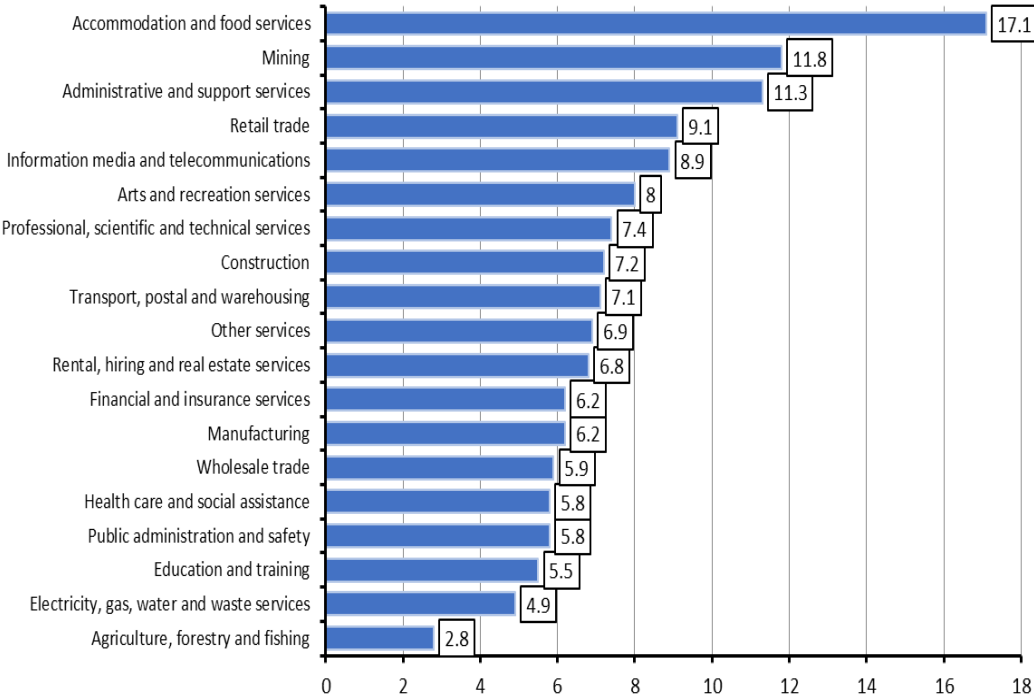
Share of employed persons who changed jobs over the year, per cent



Source: ABS release on Job Mobility. Job mobility is the number of people who changed jobs during the year as a proportion of people who were employed at the end of the year. Annual data to year ending February 2021.

Australia: Job mobility by industry, Year ending February 2021

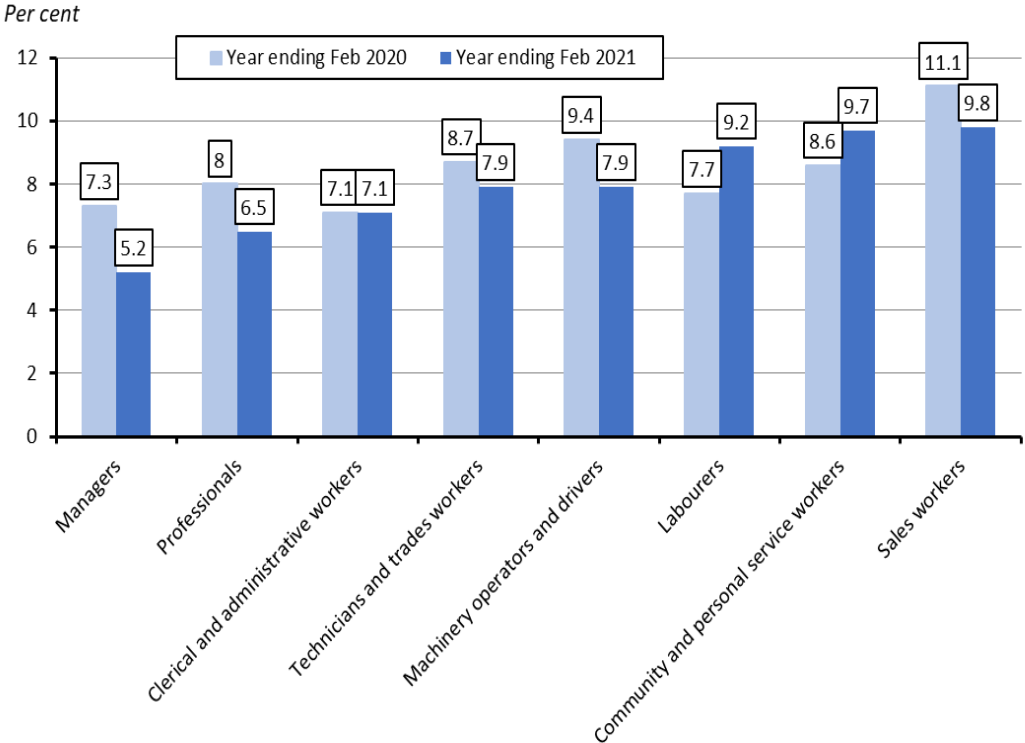
Per cent of employed



Source: ABS Job Mobility. Refers to industry division at the start of the year.

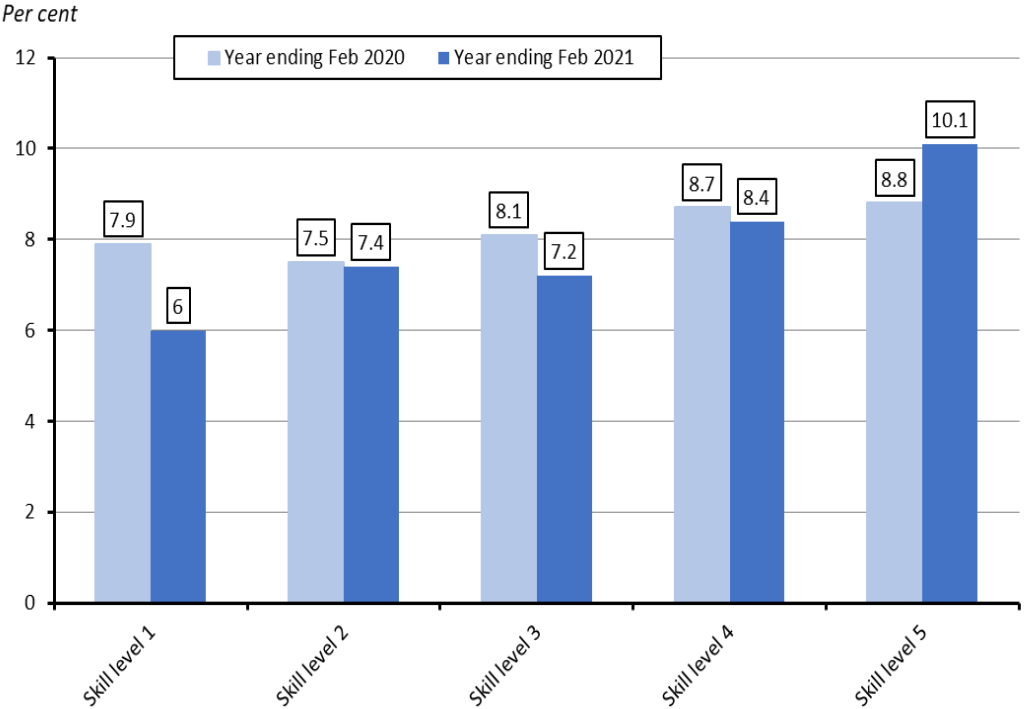
Job mobility by occupation and skill

Australia: Job mobility by occupation



Source: ABS, Job Mobility. Job mobility is the number of people who changed jobs during the year as a proportion of people who were employed at the end of the year.

Australia: Job mobility by skill

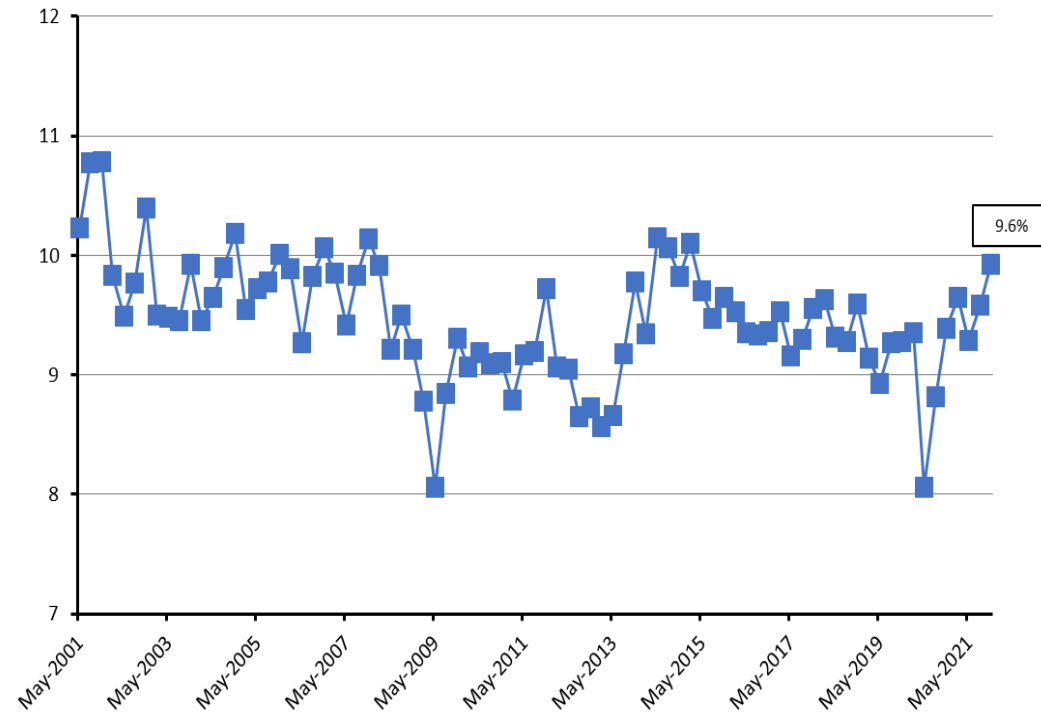


Source: ABS, Job Mobility. Job mobility is the number of people who changed jobs during the year as a proportion of people who were employed at the end of the year. Skill level is measured by the amount of formal education and training, previous experience and on-the-job training. Skill level 1 corresponds to a level of skill commensurate with a bachelor degree or higher qualification, or at least five years of relevant training. Skill level 5 corresponds to a level of skill commensurate with compulsory secondary education.

Expectations about future employment duration

Australia: Employees not expecting to be with current employer / business in 12 months

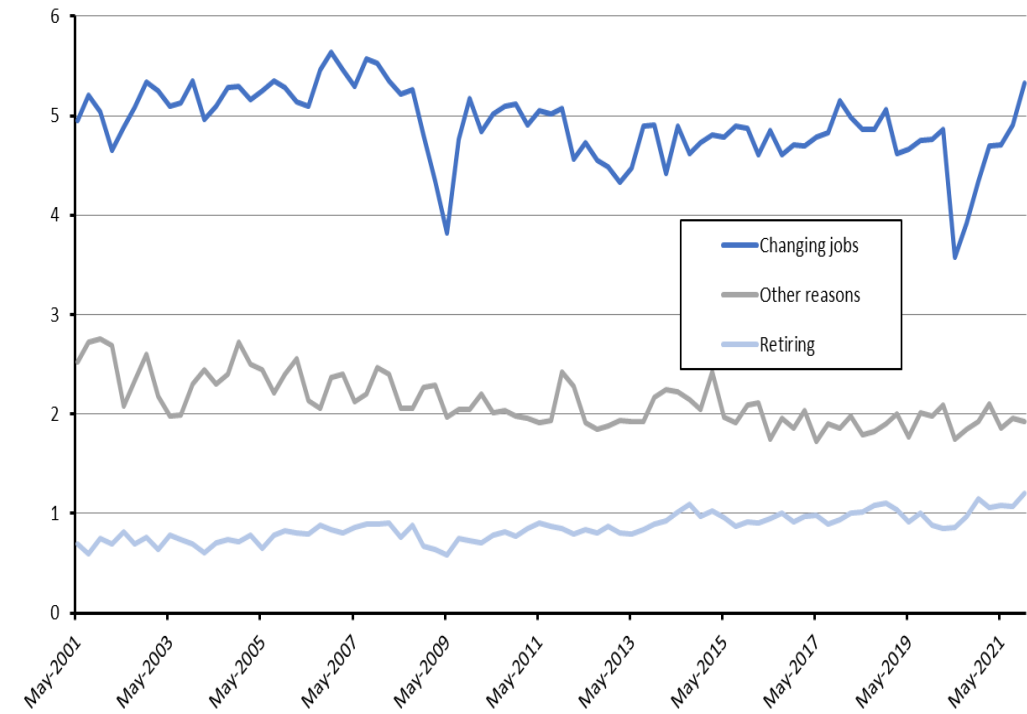
Share of total employed persons, per cent



Source: ABS Detailed LFS release. Data to November 2021.

Australia: Employees not expecting to be with current employer / business in 12 months.

Selected reasons for change, share of total employed persons, per cent

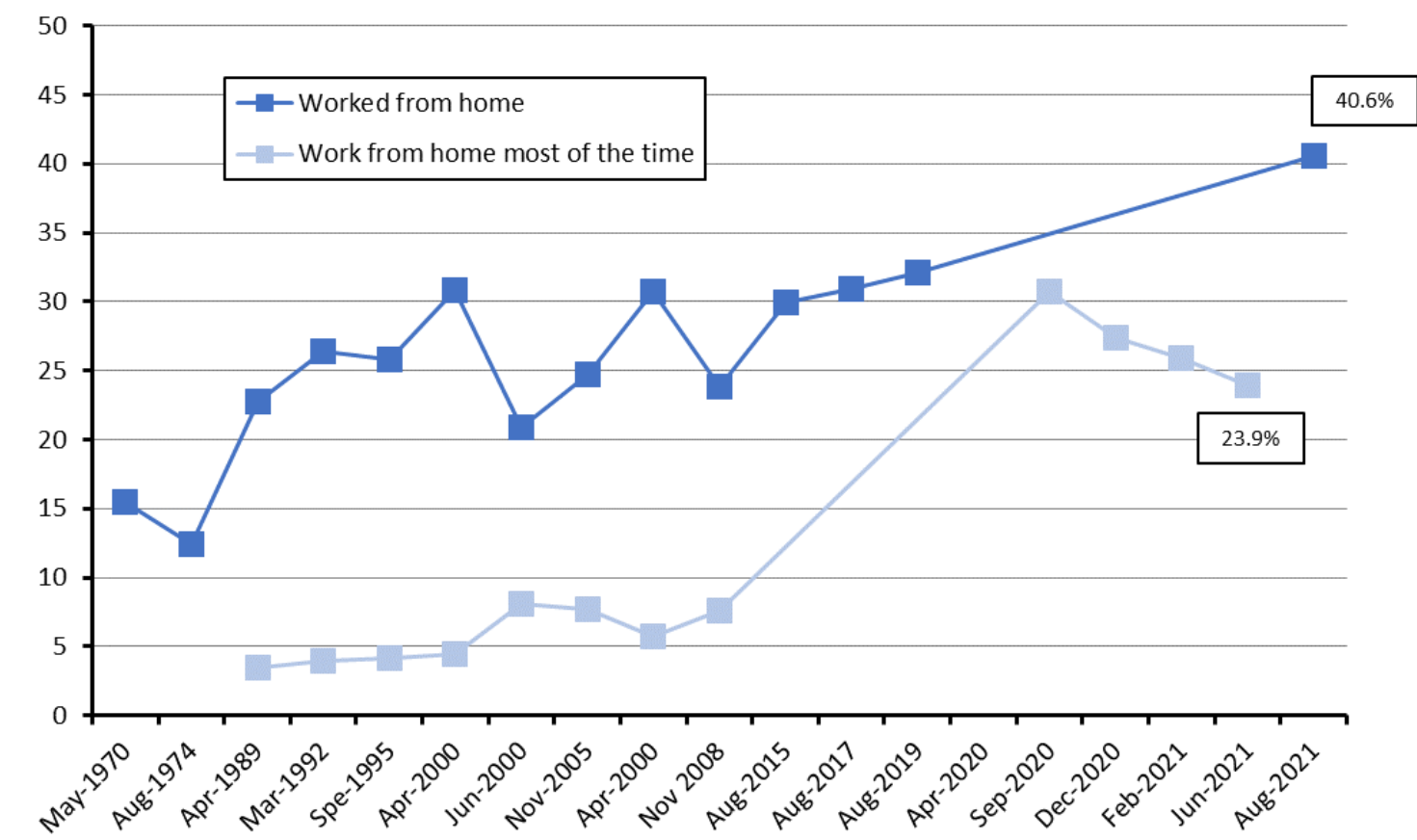


Source: ABS Detailed LFS release. 'Other reasons' includes returning to study, travelling, family reasons and other. Reasons not shown here business closing or downsizing and reasons related to seasonal/temporary/fixed contract/casual jobs. Data to November 2021.

The rise in WFH

Australia: Working from home (WFH)

Proportion of employed (per cent)

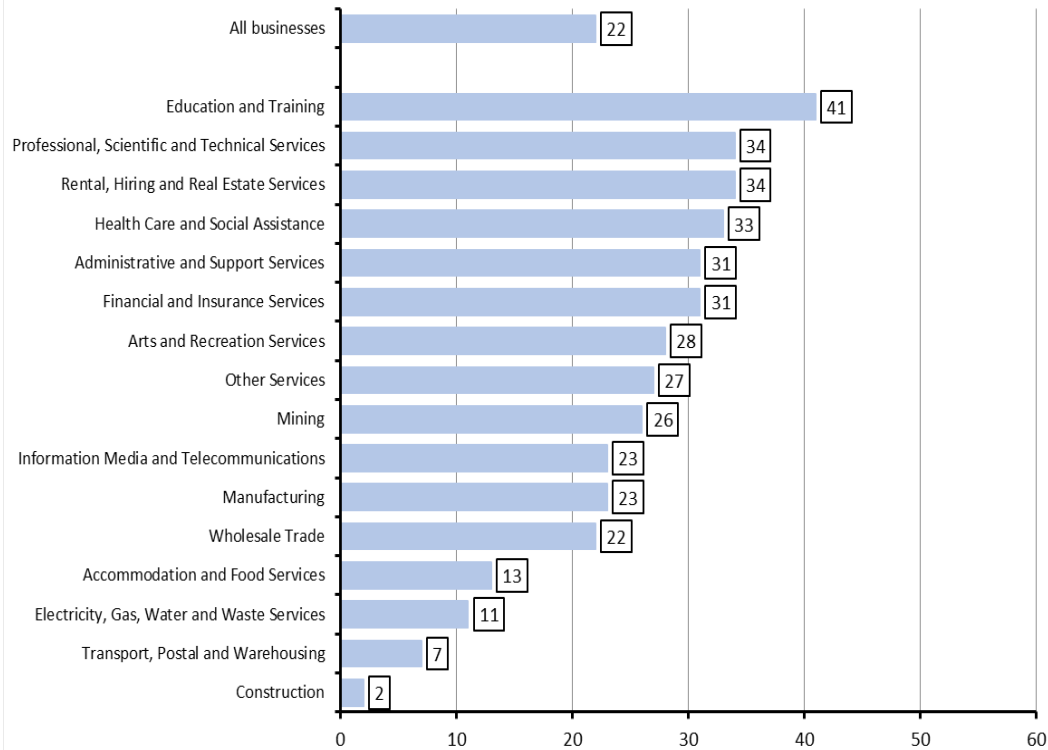


Source: ABS release on Working Arrangements. The chart presents WFH estimates constructed on two different bases. Note there are no estimates available for the 'Worked from home' series for the Apr-2020 to Jun-2021 period while there are no estimates for the 'Work from home most of the time' series between Aug-2015 and Apr-2020. **Latest data point is for 'Worked from home' series, August 2021.**

Teleworking and the pandemic

Australia: Businesses that introduced teleworking in response to COVID-19

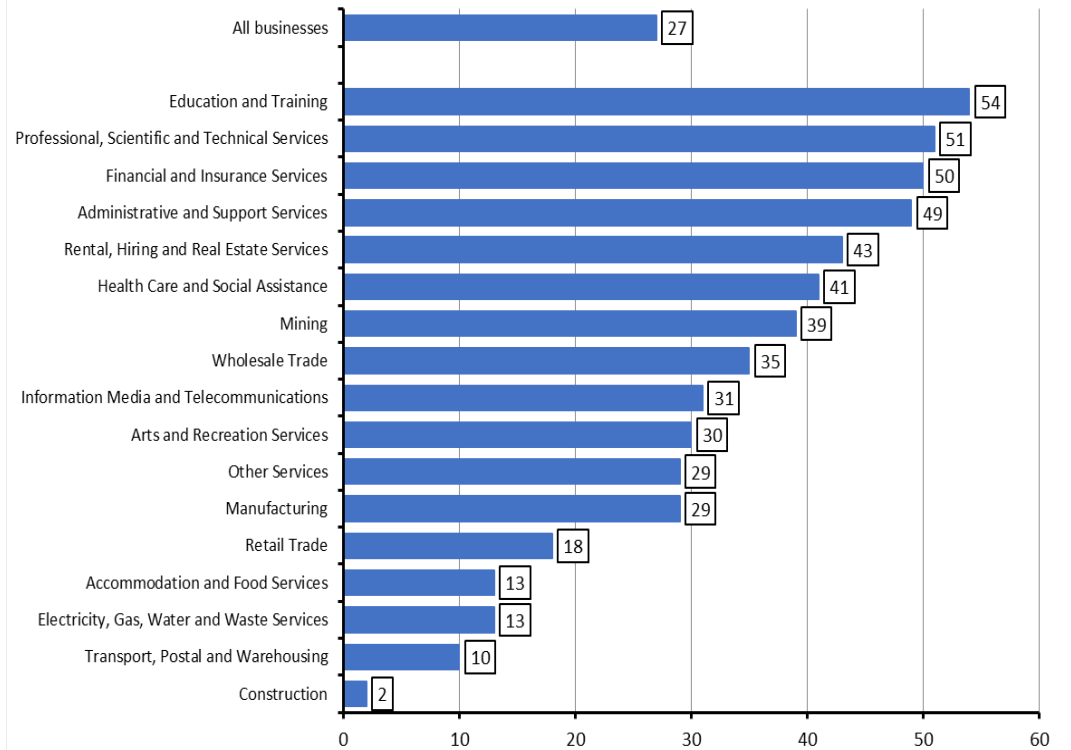
Per cent of all employing businesses



Source: ABS COVID-19 Business Survey April 2021. Note, no data reported for the retail industry.

Australia: Businesses that introduced teleworking in response to COVID-19

Per cent of businesses with no staff teleworking prior to COVID-19

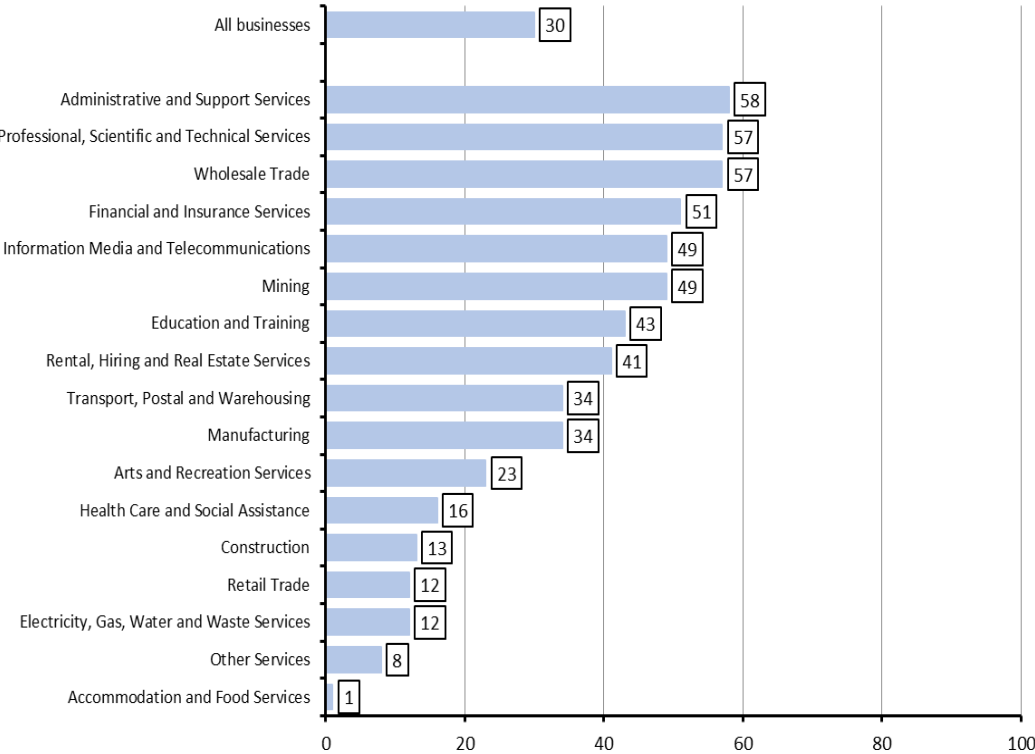


Source: ABS COVID-19 Business Survey April 2021

Teleworking now and in the future

Australia: Share of business workforce currently teleworking

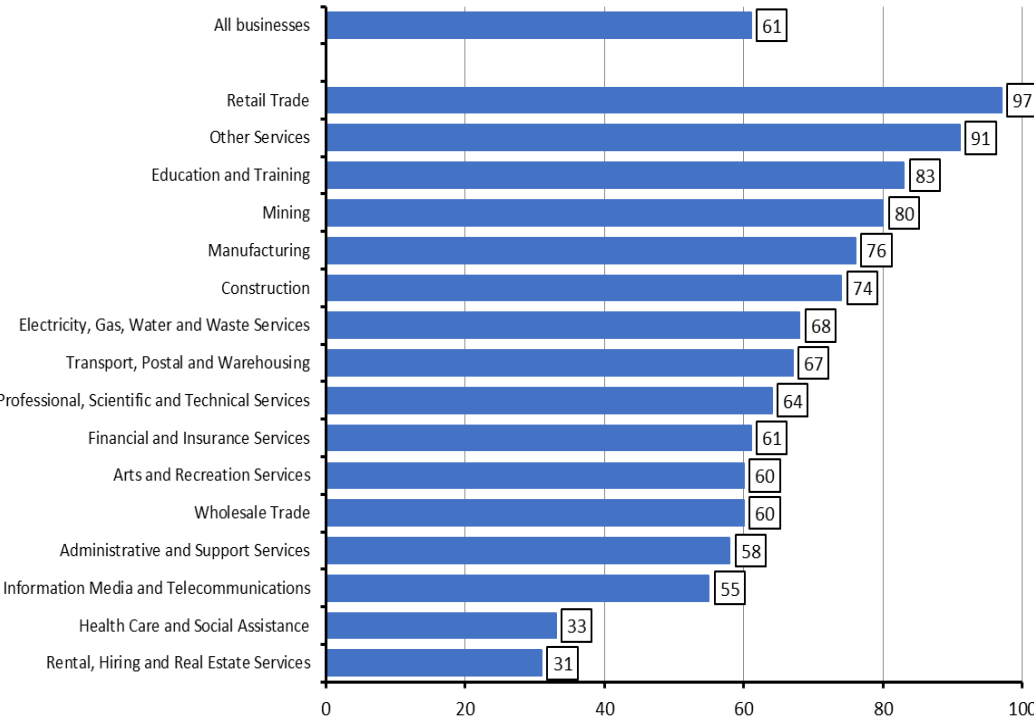
Per cent of all employing businesses



Source: ABS COVID-19 Business Survey April 2021.

Australia: Businesses that see share of teleworkers staying the same or increase

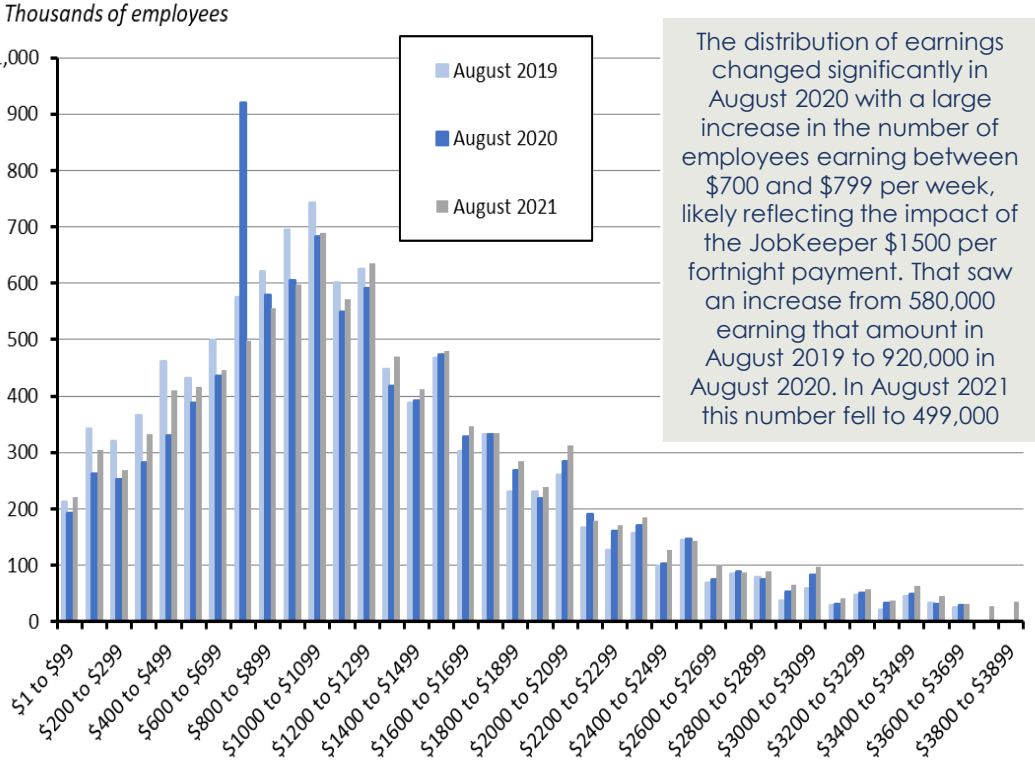
Per cent of businesses with any employees currently teleworking



Source: ABS COVID-19 Business Survey April 2021. Question asks about expected long-term change. No data published for Accommodation and food services industry.

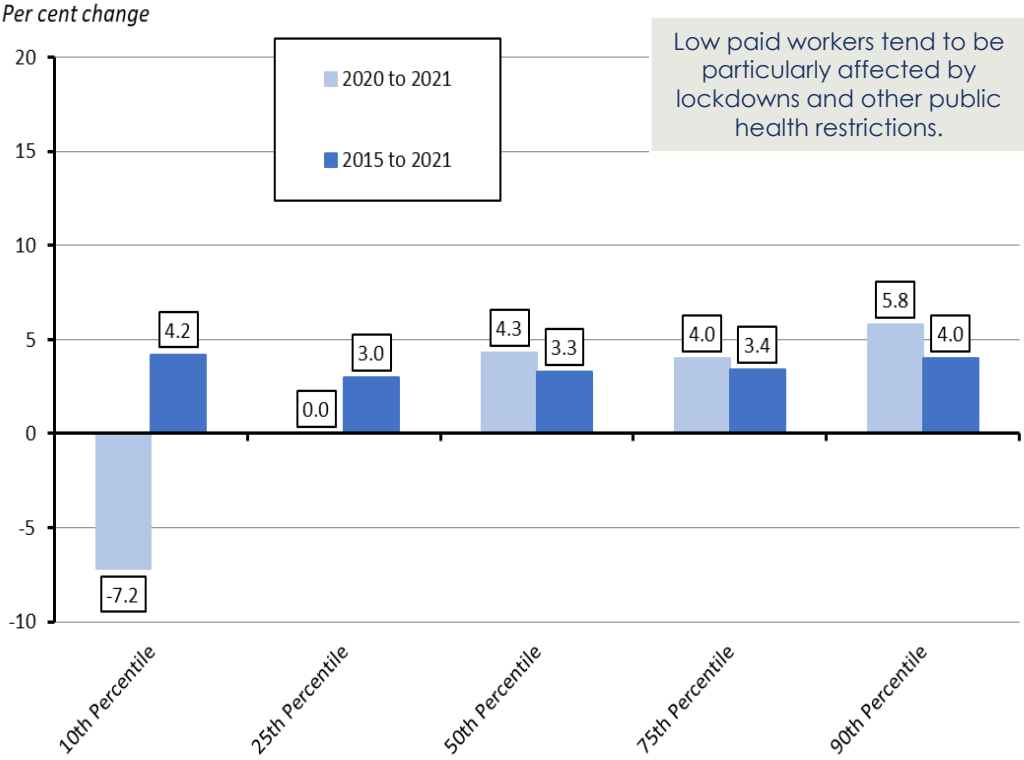
Changes in distribution of weekly earnings

Australia: Distribution of weekly earnings



Source: ABS, Employee Earnings.

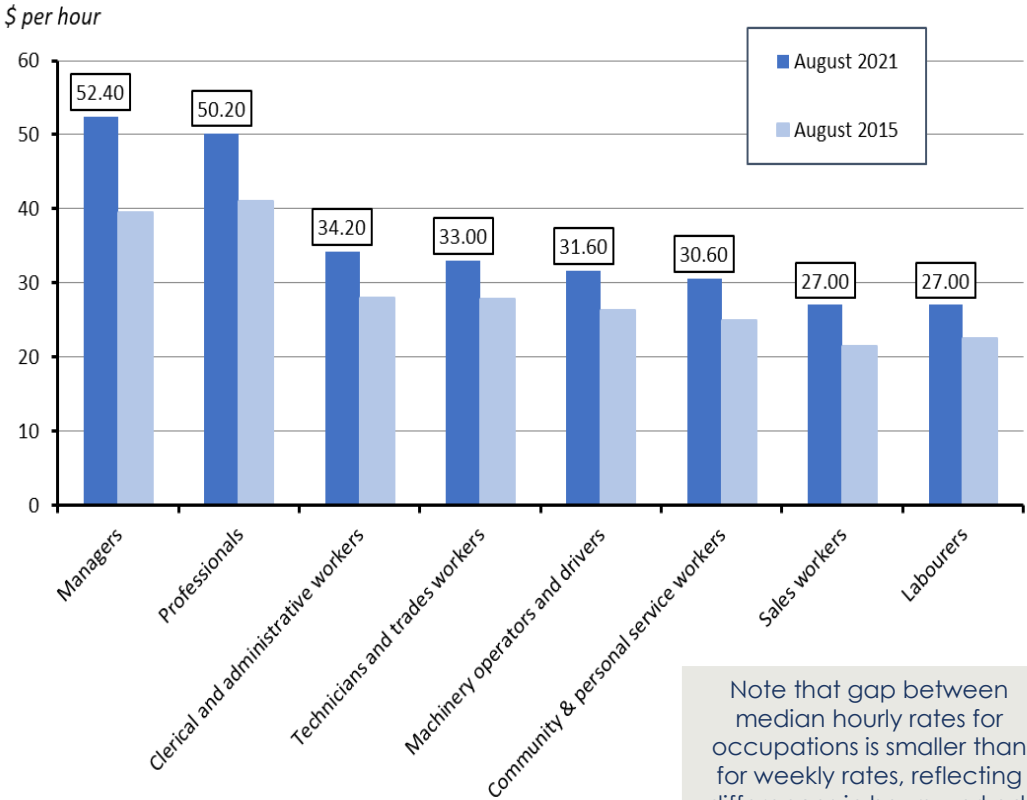
Australia: Growth in weekly earnings by percentile



Source: ABS, Employee Earnings.

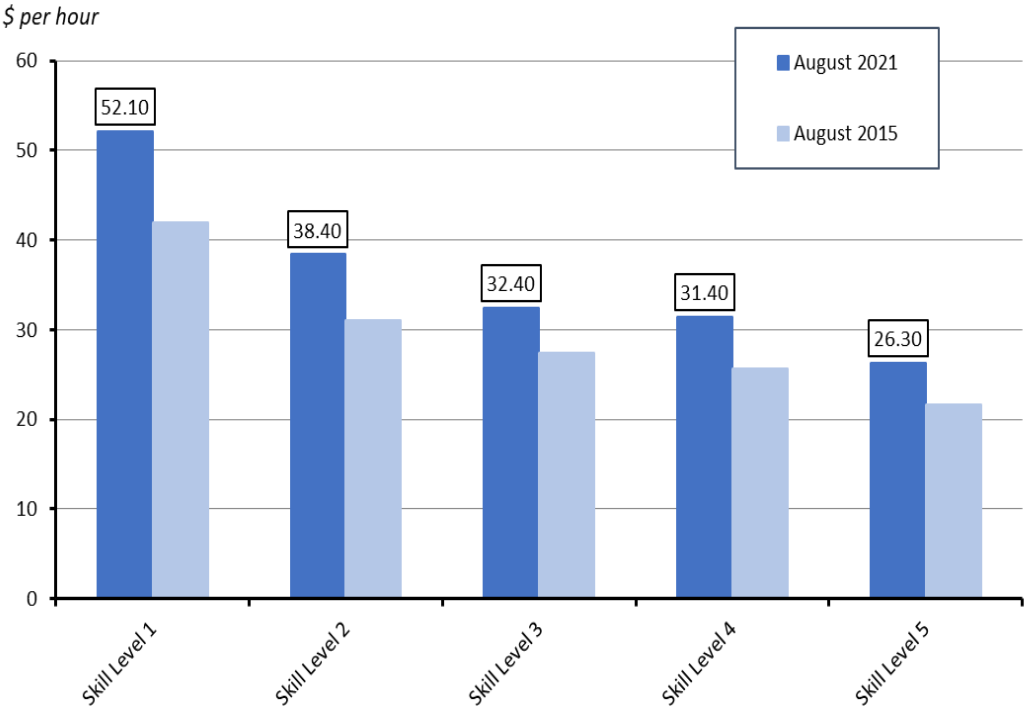
Median hourly earnings by occupation and skill level

Australia: Median hourly earnings by occupation



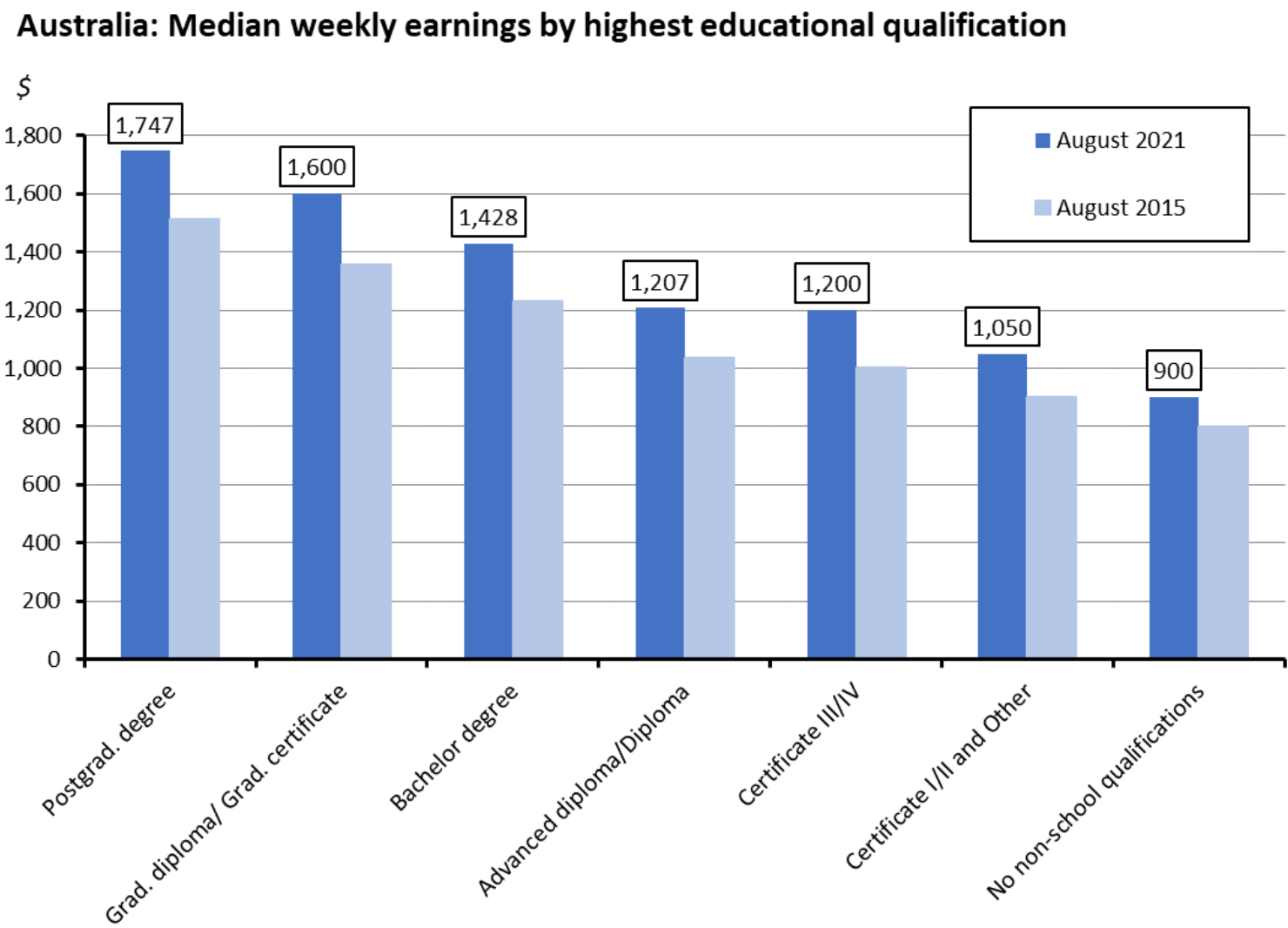
Source: ABS, Employee Earnings.

Australia: Median hourly earnings by skill level



Source: ABS, Employee Earnings. Skill level is measured by the amount of formal education and training, previous experience and on-the job training. Skill level 1 corresponds to a level of skill commensurate with a bachelor degree or higher qualification, or at least five years of relevant training. Skill level 5 corresponds to a level of skill commensurate with compulsory secondary education.

Median weekly earnings by education

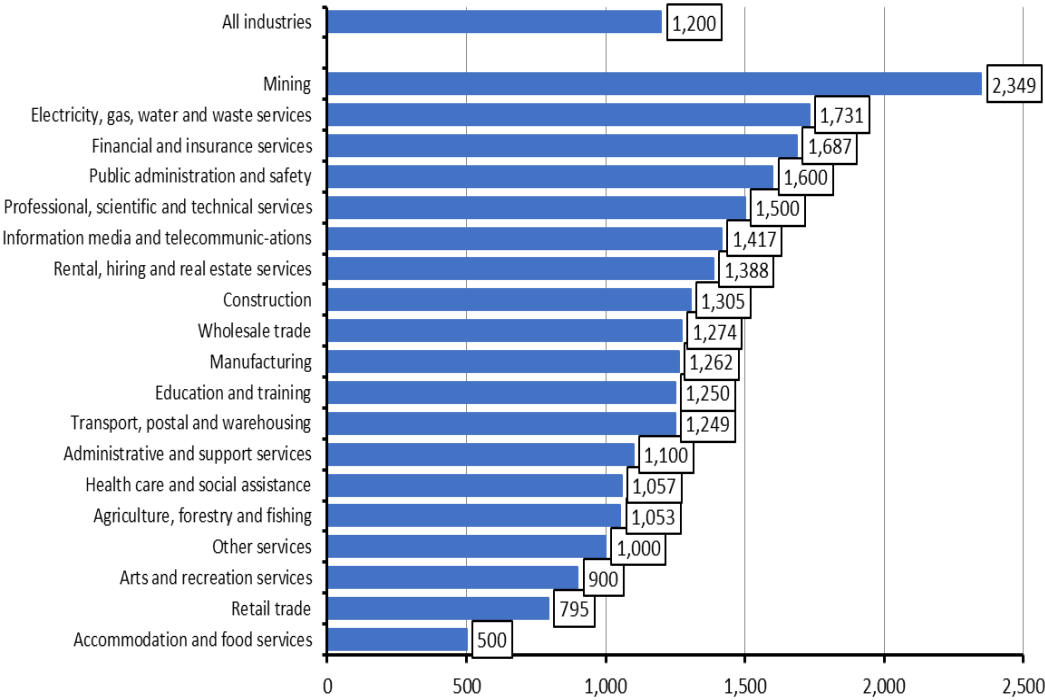


Source: ABS, Employee Earnings.

Median weekly earnings by industry

Australia: Median weekly earnings by industry, August 2021

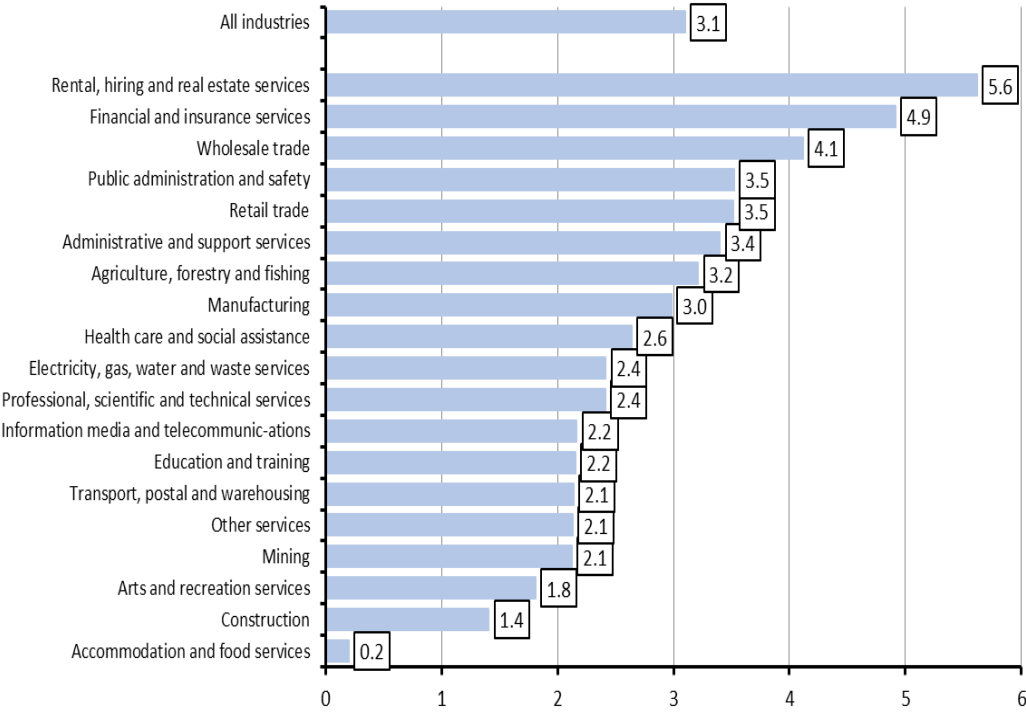
\$



Source: ABS

Australia: Growth in median weekly earnings by industry, Aug. 2015- Aug. 2021

Compound annual growth rate, per cent

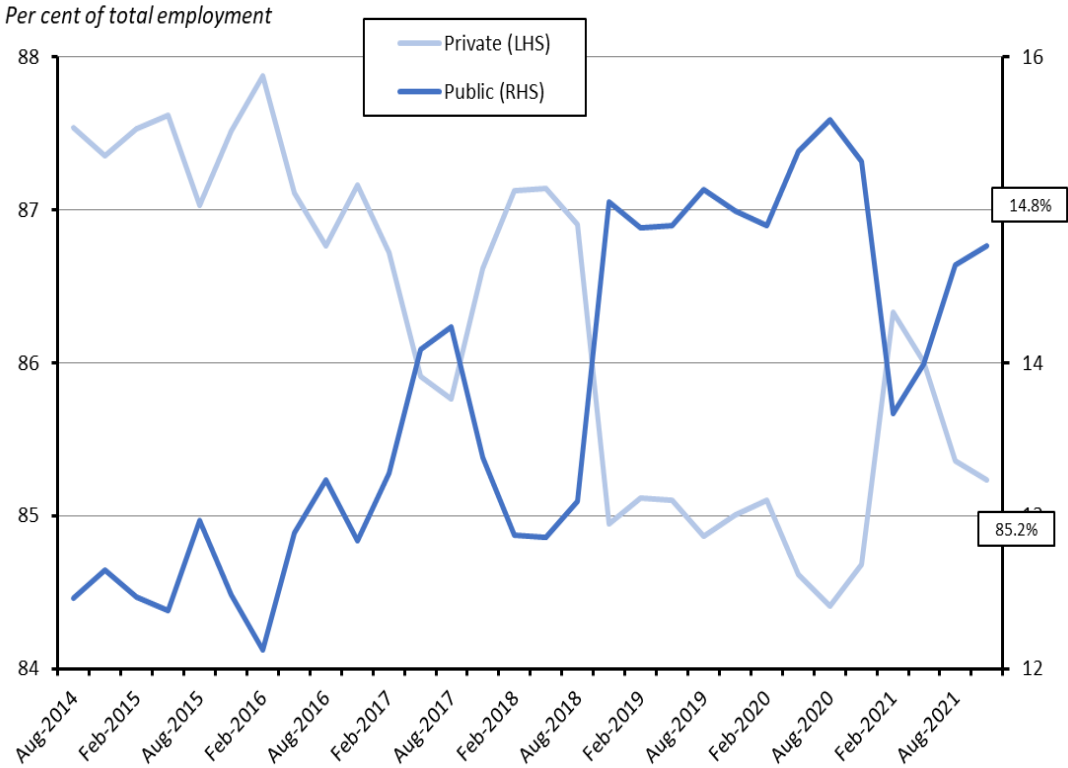


Source: ABS

Public and private sector employment

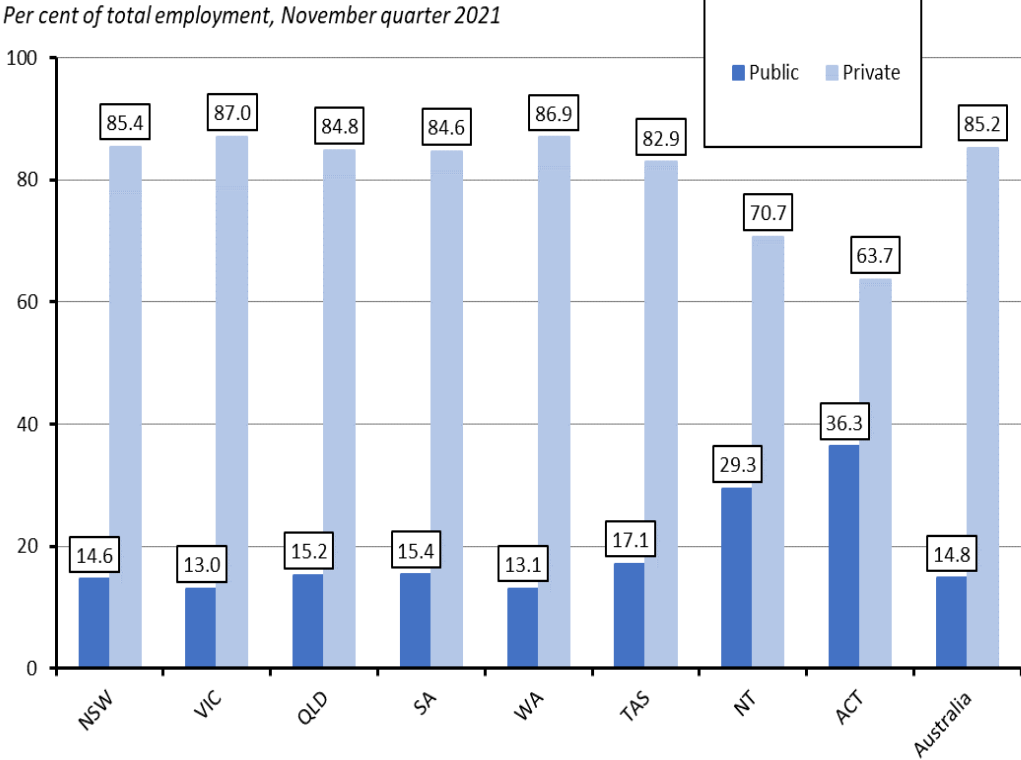
LABOUR MARKET CHART PACK - FEBRUARY 2022

Australia: Public and private sector employment



Source: ABS Quarterly LFS, Table 26a. Data to November 2021.

Australia: Public and private sector employment by state and territory



Source: ABS.

MARK THIRLWELL

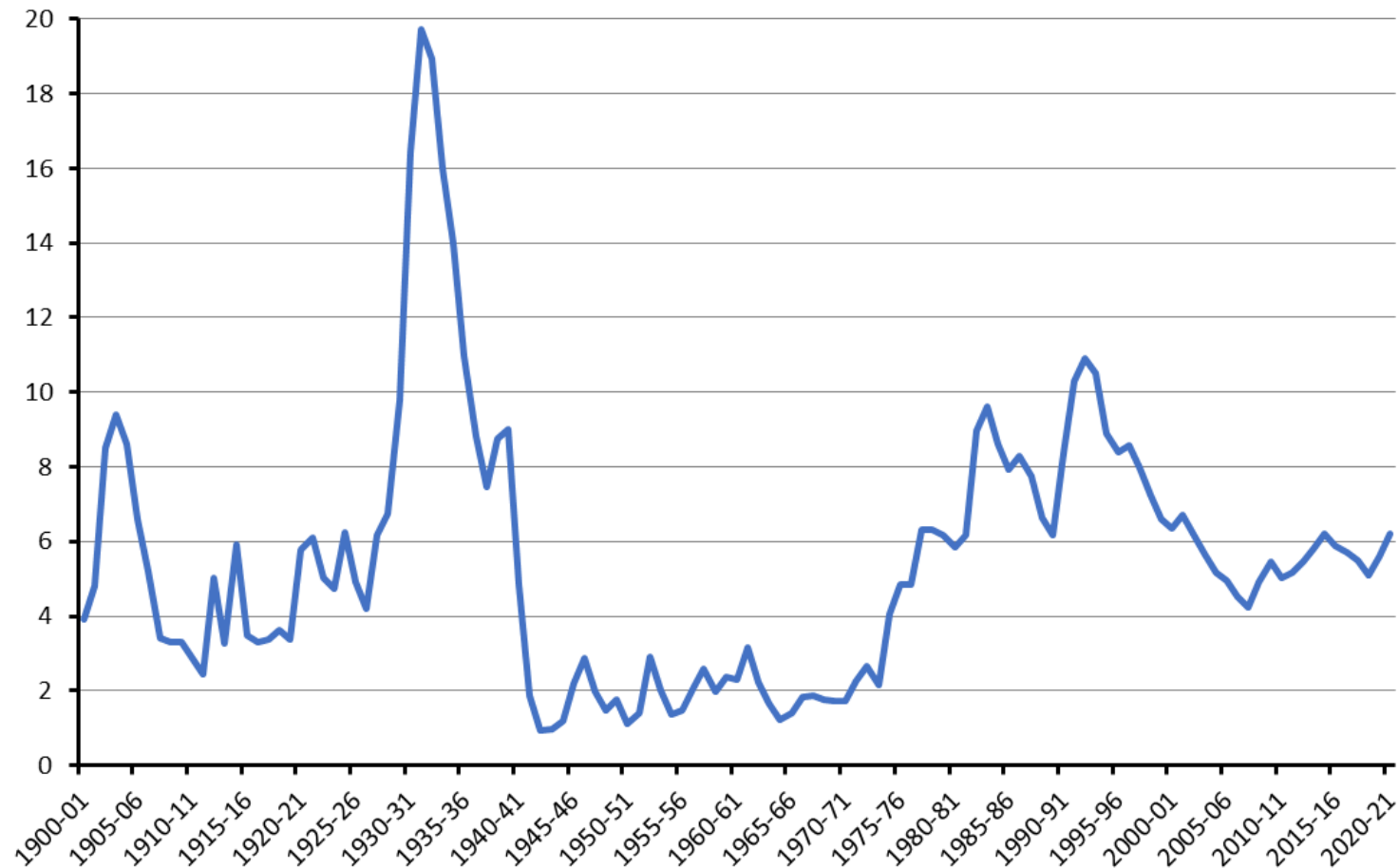
TWELVE

HISTORICAL COMPARISONS

Unemployment over the long run

Australia: Unemployment rate since Federation

Per cent

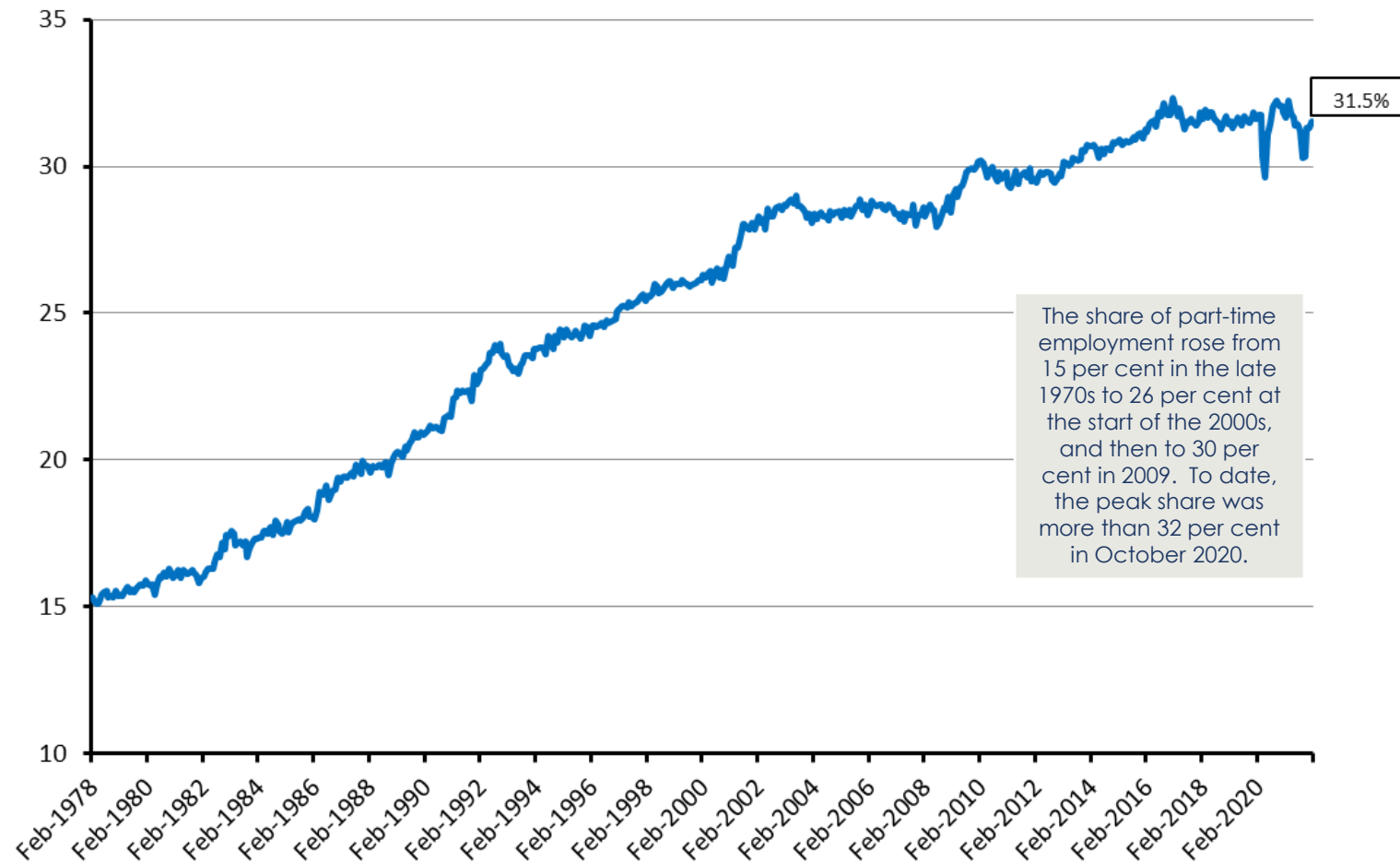


Source: DFAT and ABS. Annual data to FY2020-21.

Rise in part-time work

Australia: Share of part-time employment

Per cent of total employment, sa

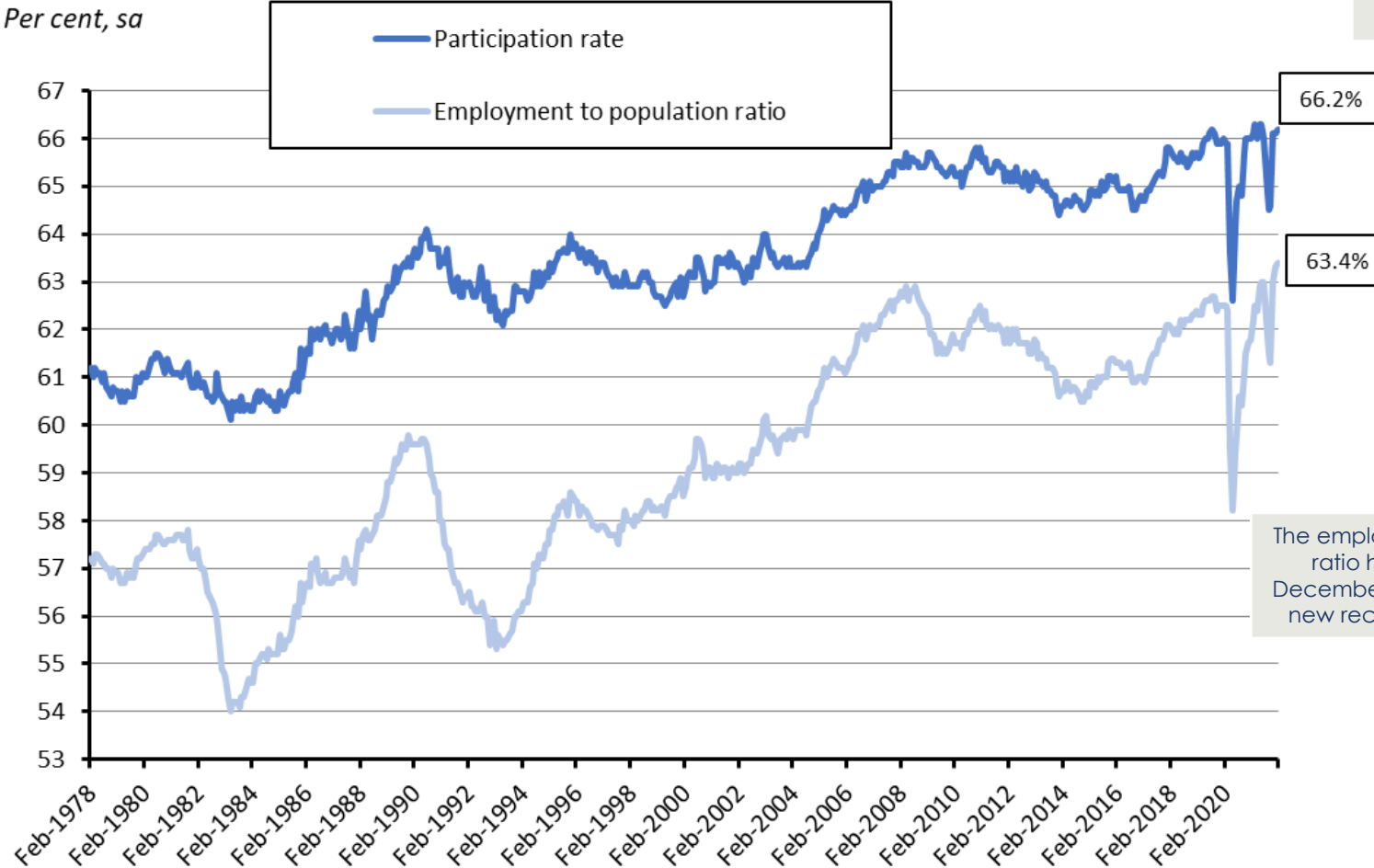


Source: Bloomberg and ABS. Data to January 2022.

Rise in labour market participation

Australia: Participation rate and employment to population ratio

Per cent, sa



The highest recorded participation rate is 66.3%, achieved in March, May and June 2021.

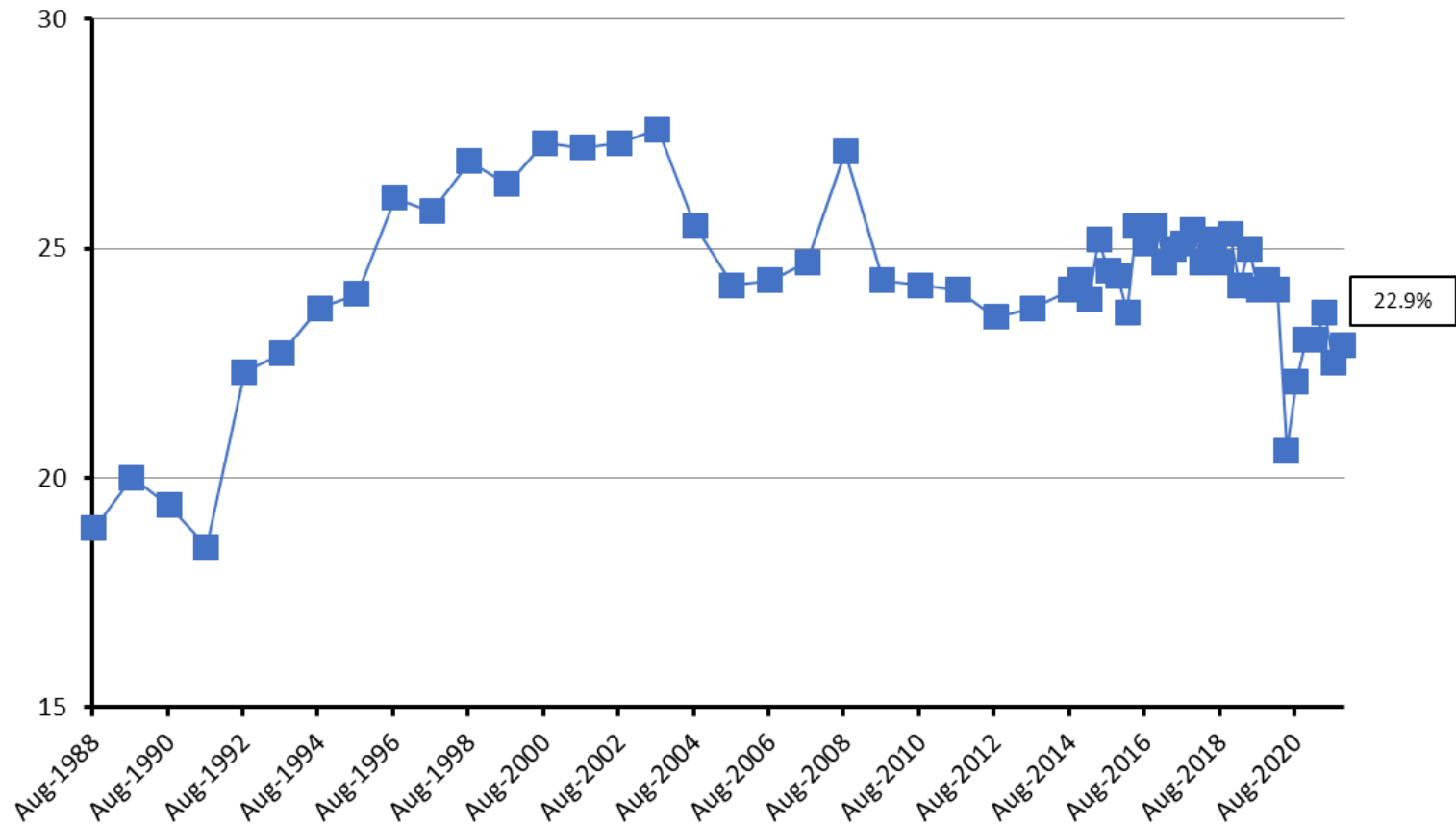
The employment to population ratio hit a record high in December 2021 and then set a new record in January 2022.

Source: Bloomberg and ABS. The participation rate is the ratio of the labour force to the civilian population aged 15 or over. (The labour force comprises persons who were employed or unemployed.) The employment to population ratio is the ratio of the number of employed persons to the civilian population. **Data to January 2022.**

Trends in casual employment

Australia: Share of casual employment

Per cent of employees

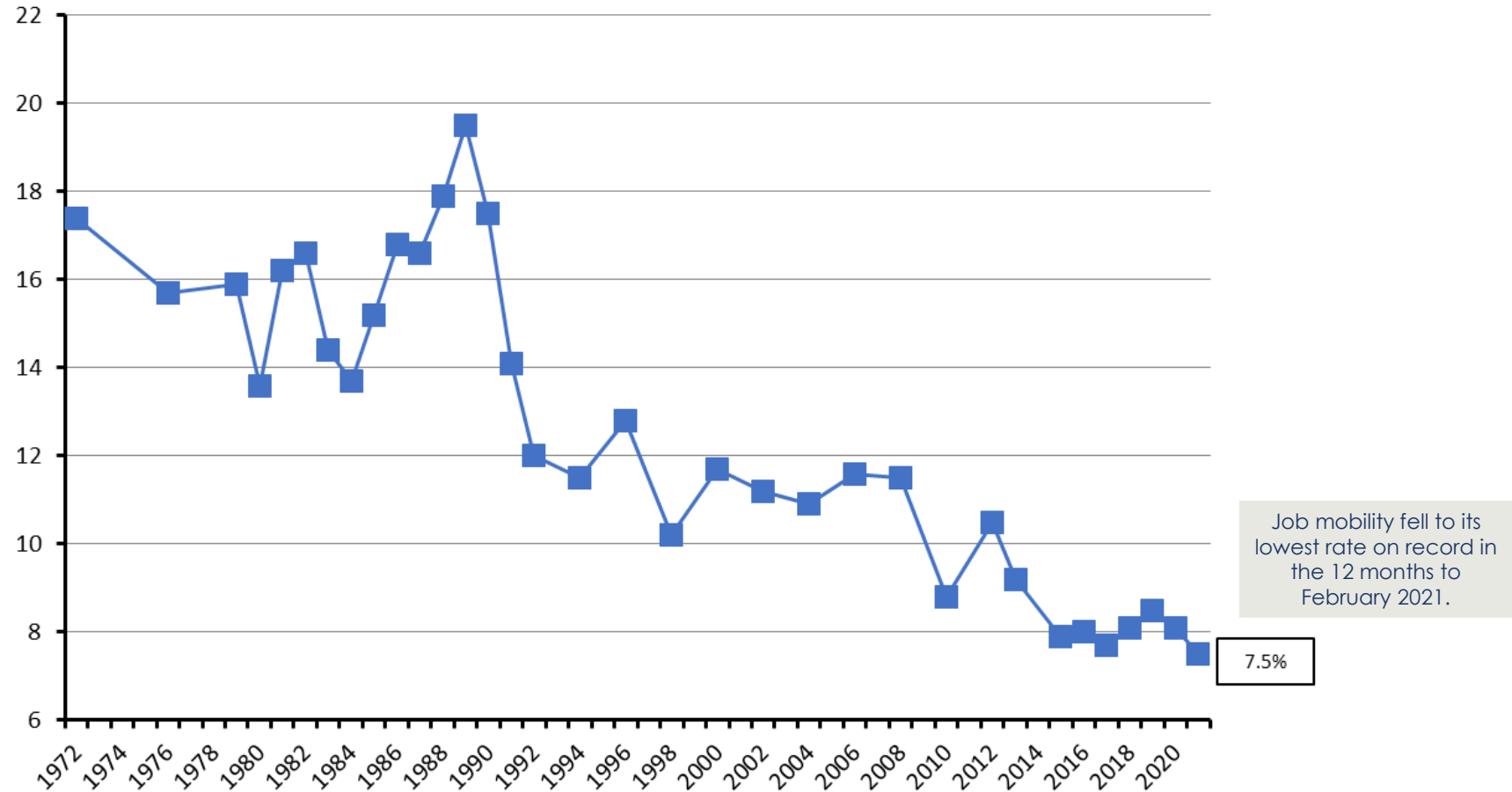


Source: ABS release on Working Arrangements and detailed LFS release. There is no definitive measure of casual employment, but the ABS uses information on paid leave entitlements as a proxy for measuring casual employment on the basis that paid sick leave and/or annual leave entitlements are usually reserved for non-casual or permanent employment. Hence casual employees defined here as those not entitled to paid leave. Series break in 2004. **Data to November 2021.**

Decline in job mobility

Australia: Job Mobility

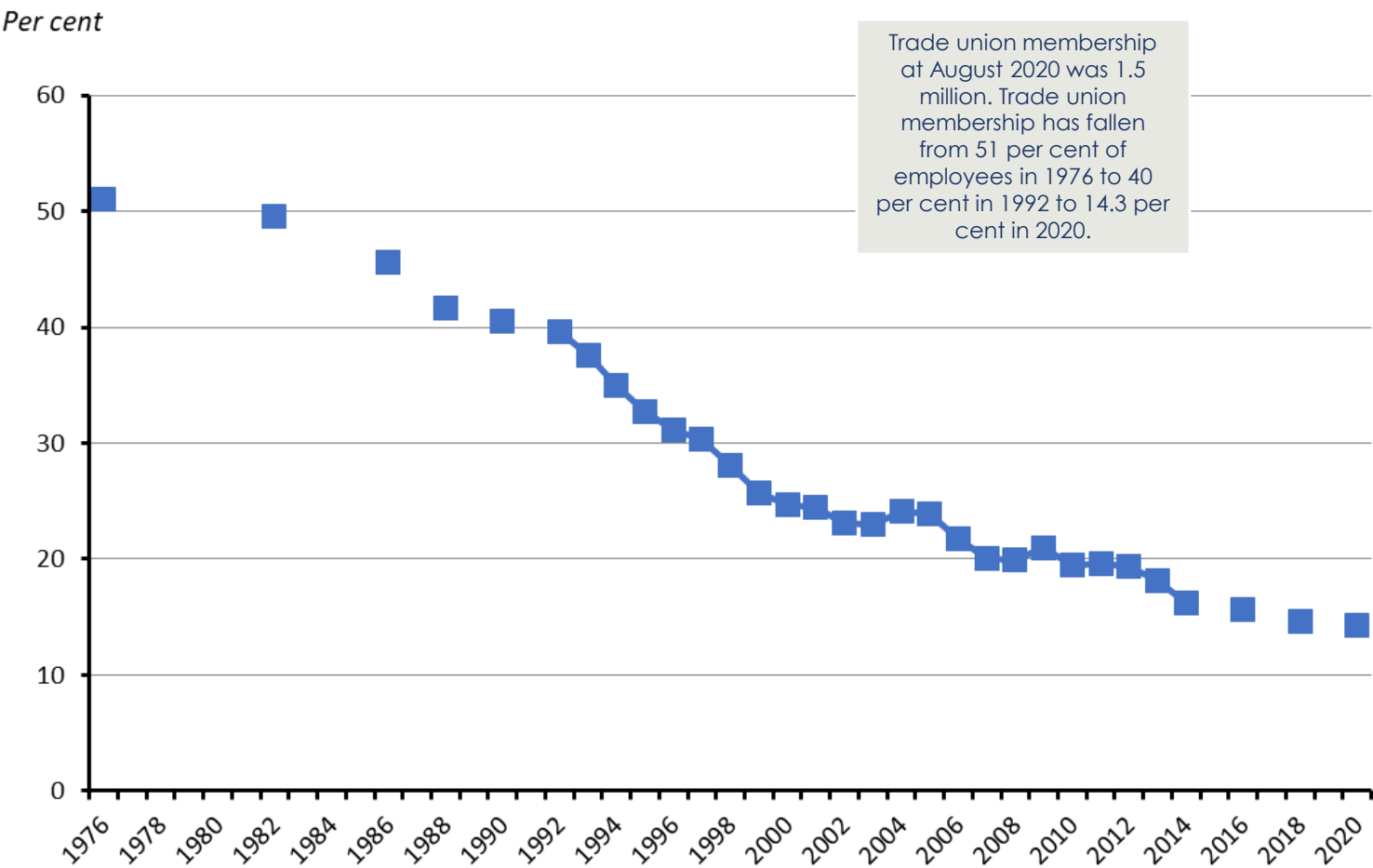
Share of employed persons who changed jobs over the year, per cent



Source: ABS release on Job Mobility. Job mobility is the number of people who changed jobs during the year as a proportion of people who were employed at the end of the year. **Annual data to year ending February 2021.**

Decline in Union membership

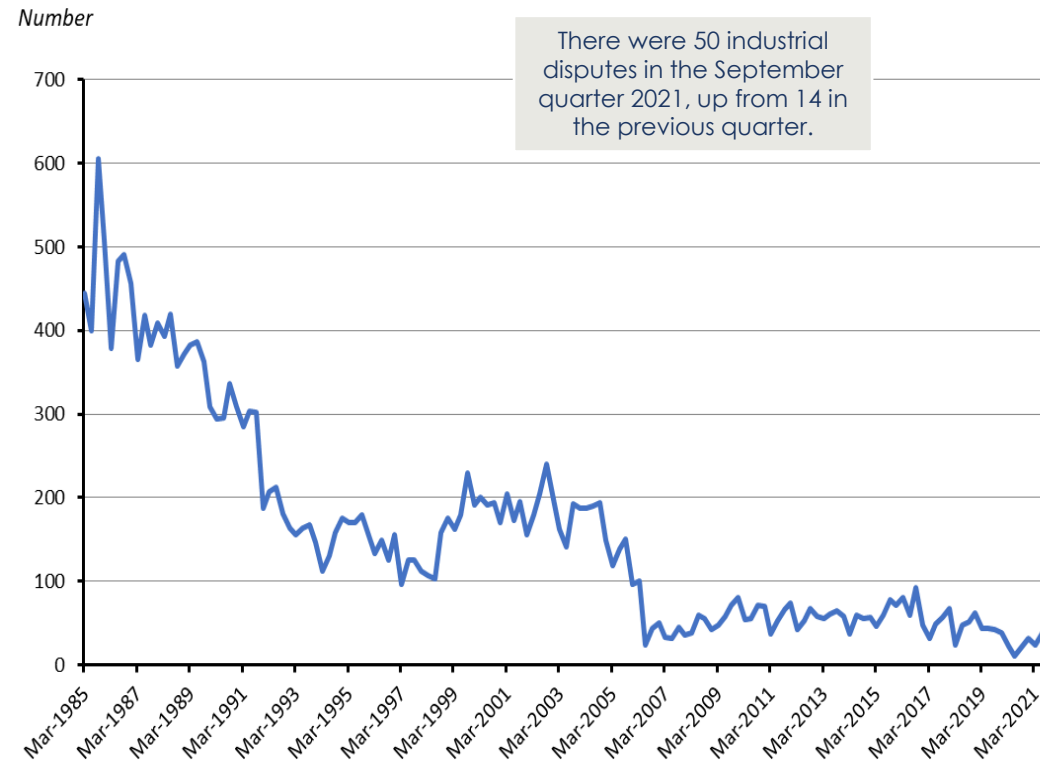
Australia: Trade Union Membership



Source: ABS. Note series break at 2004. Pre-2004 series includes owner managers of incorporated enterprises (OMIEs) while series from 2004 onwards excludes OMIEs. **Annual data to 2020.**

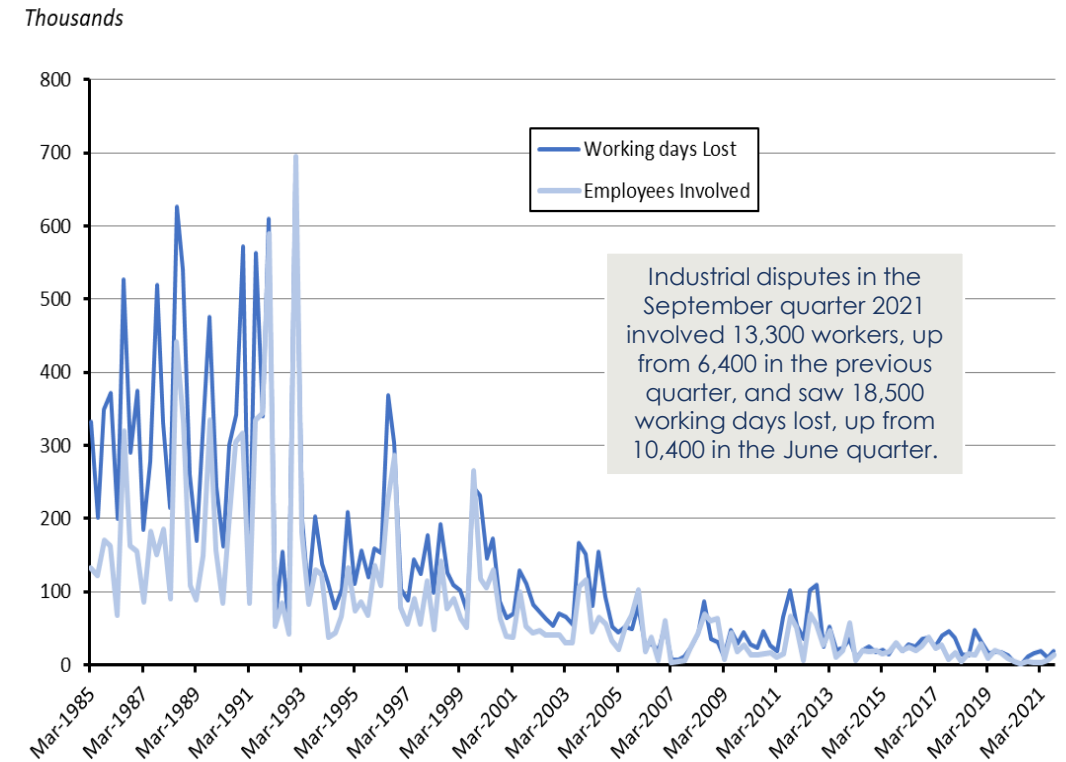
Decline in industrial disputes

Australia: Number of industrial disputes



Source: ABS, Industrial Disputes Australia, September 2021. Data to September 2021 quarter.

Australia: Industrial disputes by working days lost and employees involved



Source: ABS, Industrial Disputes Australia, September 2021. Data to September 2021 quarter.



Find more AICD economics...

- ✓ **Subscribe to the *Weekly Note***
- ✓ **Listen to *The Dismal Science* Podcast**
- ✓ **Sign up for our Economics webinars**