



Australian
National
University



**27TH AUSTRALIAN LABOUR MARKET
RESEARCH WORKSHOP**

**WORKSHOP PROGRAM
1-2 DECEMBER 2016**

Venue: ANU Commons

Lena Karmel Lodge

Cnr. Barry Drive & Marcus Clarke St

Acton ACT 2601

PROGRAM OVERVIEW

THURSDAY 1 December 2016

8:30 am Registration

9:00 am Keynote Session

Presenter: Professor John Ham 'Using random assignment for program evaluation: What it can and cannot do'

Chair: Professor Bob Gregory

10:00 am Morning Tea

10:20 am Session 1

Presenter: Bruce Bradbury 'Spatial inequality of Australian men's incomes, 1991 to 2001'

Discussant: Mathias Sinning

Presenter: Patrick Hamshere 'The effect of targeting labour market programmes towards the disadvantaged: An analysis of streaming in job services Australia'

Discussant: Ben Philips

Presenter: Jilu Zhang 'Trade unions and the welfare of rural-urban migrant workers in China'

Discussant: Bob Breunig

12:20 pm Lunch

12:40 pm Australian Society of Labour Economists AGM

1:20 pm Session 2

Presenter: Timothy Watson 'An aggregate labour market conditions indicator for Australia'

Discussant: P.N. (Raja) Junankar

Presenter: Jennifer Humphrys 'Development of an Australian labour account'

Presenter: Lachlan McColl, David Taylor and Bilal Rafi 'Linked Employer-Employee data and Longitudinal Business Data (BLADE)'

3:10 pm Afternoon tea

3:30 pm Session 3

Presenter: Darcy Fitzpatrick 'Entrepreneurial determinants for employee transitions into self-employment'

Discussant: Boyd Hunter

Presenter: Max Alston 'Labour market transitions for low-paid mature aged workers'

Discussant: Kostas Mavromaras

Presenter: Peter Sloane 'Labour mobility and hours worked mismatch in Australia'

Discussant: Xin Meng

5:30 pm Cocktail party and close of Day 1

PROGRAM OVERVIEW

FRIDAY 2 December 2016

9:00 am **Session 4**

Presenter: Cain Polidano 'Impacts from delaying access to retirement benefits on welfare receipt and expenditure: Evidence from a natural experiment'

Discussant: Stephane Mahuteau

Presenter: Greg Connolly 'The effects of different types of excess labour supply on the Australian job vacancy rate'

Discussant: Rob Bray

Presenter: Rob Bray 'Sending the wife out to work and other changes in the labour market participation of women in Australia'

Discussant: Julie Smith

11:00 am **Morning Tea**

11:20 am **Session 5**

Presenter: Chandra Shah 'Employer-supported training: participation, demand and supply'

Discussant: Phil Lewis

Presenter: Tom Karmel 'School to work transitions in the OECD: do educational systems matter?'

Discussant: Matthew James

Presenter: David Marshall 'Do indigenous university graduates actually fare better in the labour market?'

Discussant: Nick Biddle

1:20 pm **Lunch**

2:00 pm **Session 6**

Presenter: Matthew Gray 'The role of informal wage negotiations in explaining the gender wage gap'

Discussant: Anne Daly

Presenter: Joanne Flavel 'The effects of health on occupation: Evidence from the HILDA Survey'

Discussant: Lixin Cai

Presenter: Joseph Mercante 'Estimates of labour supply elasticities for Australia'

Discussant: Matthew Gray

4:00 pm **End of workshop and afternoon tea**

DETAILED PROGRAM

THURSDAY 1 December 2016

8:30 am Registration

9:00 am Keynote Session

Presenter: Professor John Ham, National University of Singapore

'Using random assignment for program evaluation: What it can and cannot do'

Each country has many social programs, so it is natural to ask 'Which of them work?' The field of Program Evaluation looks at ways to estimate the causal impact of introducing a given program on the affected individuals/families. The emphasis on causal effects is important since one's estimates may be biased by spurious correlations in the data. For example, if you just look at the correlation in the US between having participated in a public training program and future income, the correlation often will be strongly negative, because these programs target very disadvantaged workers.

A randomized experiment can eliminate such spurious correlations for training and other interventions, and indicate the effect of the program for some but not all outcomes. For example, one can simply estimate the effect of being randomly assigned to a treatment group (ITT) in a program on the probability of being employed six months after training. However, if there is noncompliance, this is not true for the effect of actually taking training (ATE) on this outcome. Further, one cannot simply estimate the ITT or ATE of training on the probability of leaving, in a given month, the unemployment spell in progress when randomization takes place. Finally, similar problems occur in estimating the ITT or ATE of training on transitions out of future employment or unemployment spells. Here I give an overview why these evaluation problems occur, and how randomization can help researchers overcome them in situations if it does not allow one to directly estimate treatment effects.

Chair: Professor Bob Gregory

10:00 am Morning Tea

10:20 am Session 1

Presenter: Bruce Bradbury, UNSW

'Spatial inequality of Australian men's incomes, 1991 to 2001'

Australia is one of the most urbanised countries in the world, with over 60 per cent of the population concentrated in just 6 major cities. Like many other countries, it has seen a growth in income inequality over the past two decades, along with an increase in spatial inequality within cities. This study uses census data to examine patterns of within- and between-region inequality for capital city Statistical Local Areas (SLAs) between 1991 and 2011. The main focus is on the gross (pre-tax) incomes of prime-age males. The analysis uses non-parametric methods to take account of the categorical reporting of income and takes account of changes in the census income questions and changes in income support policy over the period. Income inequality is greatest in Sydney, followed by Melbourne, and this gap has increased over the two decades. Across all cities, all three of overall, between-SLA and within-SLA inequality have increased (particularly in the first decade). This has been associated with an increase in spatial segregation as measured by the between share of inequality. Within-region inequality (or heterogeneity) is greater in SLAs which have higher average income, are more densely populated and have more ethnic heterogeneity.

Discussant: Mathias Sinning

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11:00 am Presenter: Patrick Hamshere, Department of Employment

**‘The effect of targeting labour market programmes towards the disadvantaged:
An analysis of streaming in job services Australia’**

A crucial issue in studying active labour market programmes is to what extent the targeting of resources towards the disadvantaged affects their labour market outcomes compared to an untargeted programme. We examine this in the context of the Australian Government’s Job Services Australia programme, an active labour market policy that operated between 2009 and 2015. The formula linking job seeker disadvantage to service intensity has discontinuous changes that allow us to use a regression discontinuity design to estimate the effect of service intensity on outcomes. Using Department of Employment administrative data on job seekers between 2012 and 2015, we document robust service intensity effects on outcomes for some subgroups. We found significant heterogeneity in the service intensity effect by gender, age and income support type. Most strikingly, we found that increased service intensity had a substantial and robust effect on outcomes for males, while the effect was much smaller for females. We conclude that differentiating service intensity by level of disadvantage can be an important factor in addressing unemployment amongst the most disadvantaged; however, such policies may require tailoring to the characteristics of individual subpopulations in order to improve their effectiveness.

Discussant: Ben Philips

11:40 am Presenter: Jilu Zhang, Australian National University

‘Trade unions and the welfare of rural-urban migrant workers in China’

We investigate the welfare of migrant workers in China and how it is affected by trade union presence at the workplace. Using new individual-level data from the Rural-to-Urban Migration in China (RUMiC) Survey, we find that migrant workers in establishments with a trade-union presence receive more favorable remuneration than their counterparts in nonunion establishments. In particular, union-covered workers earn higher monthly income, are entitled to more forms of work-related insurance, and receive more valuable fringe benefits. In addition, we find a union-membership welfare premium when comparing union members with union covered non-members, a premium that likely arises due to variations in the activeness of workplace-level unions. Lastly, we find that both union members and covered non-members are more likely to express work-related grievances through official channels.

Discussant: Bob Breunig

12:20 pm Lunch

12:40 pm Australian Society of Labour Economists AGM

1:20 pm Session 2

Presenter: Timothy Watson, Department of Prime Minister and Cabinet

‘An aggregate labour market conditions indicator for Australia’

Recently concerns have been raised about increasing error bands around ABS unemployment estimates. Is there potentially a better way to ascertain the cyclical position of the labour market than using unemployment data alone? More data is available with respect to labour market performance (Google searches, administrative data, private surveys) than ever before. How can we use and interpret multiple data sources efficiently? This paper seeks to create a summary statistic that adequately reflects aggregate labour market conditions using principal components analysis/factor analysis and big data techniques. The derived measure (Labour Market Conditions Indicator, LMCI) appears to be a useful summary indicator of the cyclical position of the labour market. Cyclical variation in unemployment, underemployment, vacancies, the participation rate, the employment to population ratio, and Google benefit searches are all highly correlated with the LMCI. The LMCI also suggests

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that the unemployment gap derived using ABS data is a useful summary measure of labour market slack, which is consistent with US results. However more recently the main drivers of the LMCI have been the hours, underemployment and Roy Morgan unemployment series.

Discussant: P.N. (Raja) Junankar

2:00 pm Presenter: Jennifer Humphrys, ABS

‘Development of an Australian labour account’

The Australian Bureau of Statistics (ABS) is developing an Australian Labour Account to provide a conceptual framework through which existing labour market data can be confronted and integrated, with the aim of producing a coherent set of aggregate labour market statistics. The Labour Account is macro-economic in scope, building on the International Labour Organisation (ILO) fundamentals and expanding them to ensure consistency with the Australian System of National Accounts (ASNA). The Australian Labour Account is intended to extend the analytic capacity of national accounts data by providing a labour-specific lens. There are currently no international standards regarding the production of a Labour Account, however a four-step process has been documented by the ILO and was followed (to varying degrees) by the National Statistical Organisations in Denmark, the Netherlands and Switzerland in compiling their own Labour Accounts. The ILO process has been used as a guiding philosophy in compiling the Australian Labour Account. The Australian Labour Account framework incorporates four distinct focus areas: Jobs, Persons, Labour volume (hours), and Labour payments (labour costs and income) and is designed to capture forms of work associated with employment (including employees, self-employed and contributing family workers). The development of an Australian Labour Account, and in particular a quarterly Labour Account disaggregated by industry division, provides an opportunity to continue to improve the quality of aggregates such as the number of jobs occupied within each industry, measures of hours worked, and labour productivity growth. The presentation will seek audience feedback on methodology and utility of the results.

2:30 pm Presenter: Lachlan McColl, Australian Bureau of Statistics

‘Linked Employer-Employee data’

In 2015, the Australian Bureau of Statistics (ABS) created for the first time a Prototype Linked Employer-Employee Database (LEED) and produced experimental statistical output. The Prototype LEED was constructed for the 2011-12 financial year using a combination of administrative data sourced from the Australian Taxation Office and data held by the ABS. Spanning a single financial year, the Prototype LEED includes over ten million employees and over thirteen million jobs which are linked to over six hundred and eighty thousand employing businesses. As such, it captures information about the majority of employment in Australia throughout 2011-12. This article discusses the construction of the Prototype LEED and the ABS’ current and future position as a custodian of LEED data.

2:50 pm Presenter: David Taylor Australian Bureau of Statistics

‘Business Longitudinal Analysis Data Environment (BLADE)’

In partnership with the DIIS the ABS has developed a new statistical asset that allows the integration of financial and business characteristics data for all active businesses in the Australian economy. It enables micro level analysis of macro-economic outcomes. The ABS will provide an overview of BLADE, what it is, why it was created, recent developments and future directions including the addition of an employee dimension.

3:00 pm Presenter: Bilal Rafi, Department of Industry, Innovation and Science

‘Business Longitudinal Analysis Data Environment (BLADE)-A User Perspective’

Bilal will provide information on DIIS experience in accessing and using the BLADE, including lessons learned.

3:10 pm Afternoon tea

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3:30 pm Session 3

Presenter: Darcy Fitzpatrick, Flinders University

‘Entrepreneurial determinants for employee transitions into self-employment’

Using the longitudinal HILDA data for Australia, this study presents estimates from several dynamic models that examine the extent of genuine state-dependence in determining the probability of current self-employment and the role played in this by the intrinsic quality of the employment outcomes and extant circumstances of employees. Each model separately distinguishes the past employment outcomes or extant circumstances of employees based on the entrepreneurial hypotheses derived from the literature. These models were then estimated using a dynamic random-effects panel probit framework to control for the impact of persistent unobserved individual heterogeneity and the deal with the initial conditions problem. The results reveal several key findings. First, rather than support the notion that entrepreneurial earnings-premium attract higher paid employees into becoming self-employed in the future, the results instead show the relationship between employee earnings and the likelihood of self-employment is U-shaped. Second, there is also little evidence that potential non-pecuniary benefits of entrepreneurship explain the choice of self-employment, and appeal to employees who feel increasingly disenfranchised with their work or employer. Third, entrepreneurially advantageous characteristics play a trivial role in bringing forward the choice of self-employment. Finally, the most important finding is just how inconsequential the influence of the quality of employees past outcomes on the future self-employment prospects are when compared alongside the impact of state-dependence of self-employment. Consistent throughout the results, the past experience in self-employment itself has a much larger impact on the current self-employment status than any of the other outcomes or circumstances as an employee.

Discussant: Boyd Hunter

4:10 pm Presenter: Max Alston, Australian National University

‘Labour market transitions for low-paid mature aged workers’

We use data from the HILDA survey to undertake novel research into the labour force dynamics of low paid workers, with a particular focus on the mature aged. Generally, mature aged low paid workers have similar experiences to their younger counterparts, but they are much more likely to leave the labour force (possibly to retire), rather than become unemployed, when they exit low paid work. Low paid mature aged workers are more likely to exit the labour force compared to higher paid mature aged workers. Given the importance of increasing the labour force participation rate of mature aged workers, this disparity makes policy to facilitate wage progression for mature aged workers important. Female low paid workers of all ages are more likely to exit the labour force than male low paid workers. Workers of all ages tend to work longer hours when they move from higher to low paid work, possibly to maintain their previous earnings, even though low paid workers work less hours on average than higher paid workers. Multinomial logistic regression shows that education, age, health, region, and country of origin are found to have significant effects on the probability of moving out of low paid work.

Discussant: Kostas Mavromaras

4:50 pm Presenter: Peter Sloane, Swansea University

‘Labour mobility and hours worked mismatch in Australia’

Using Australian data drawn from the Household, Income and Labour Dynamics in Australia (HILDA) Survey, this paper examines a relatively under-researched type of labour market mismatch, namely that between actual and preferred working hours. It is found that labour mobility does not always lead to a reduction in the degree of mismatch, but this is partly a function of the level of education of the worker.

Discussant: Xin Meng

5:30 pm Cocktail party and close of Day 1

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FRIDAY 2 December 2016

9:00 am Session 4

Presenter: Cain Polidano, University of Melbourne

'Impacts from delaying access to retirement benefits on welfare receipt and expenditure: Evidence from a natural experiment'

Governments are responding to fiscal pressures associated with aging populations by increasing the eligibility age for publicly-funded retirement benefits. However, recent studies show large resulting increases in the receipt of disability and unemployment benefits, which raises concern that welfare savings are offset by increased inflows into alternative payments. Using administrative data to examine the impacts of female eligibility age increases in Australia, we find little evidence of this. Instead, most of the increase is because the delay mechanically extends the receipt time of people already on alternative payments. The implication is that fiscal savings are not jeopardized by opportunistic behavior.

Discussant: Stephane Mahuteau

9:40 am Presenter: Greg Connolly, Department of Employment

'The effects of different types of excess labour supply on the Australian job vacancy rate'

The Beveridge Curve, which is the relationship between the job vacancy rate and the unemployment rate, has been used in many countries since shortly after the end of World War II to examine the relationship between excess labour demand (in the form of job vacancies) and excess labour supply (usually in the form of unemployment) and to examine the efficiency of the labour market through analysis of shifts in this curve. In this paper, we extend the standard Beveridge Curve framework by examining the effects of different types of excess labour supply (different durations and types of unemployment and underemployed people) on the job vacancy rate in Australia. It is important to know the drivers of job vacancies and the job vacancy rate, because there are links at the economy-wide level, between job vacancies (on the one hand) and wages and labour demand (on the other hand). In accordance with our expectations and the findings in the literature, we estimate that those who are structurally unemployed (former workers and those who have never worked before) have less effect in reducing the job vacancy rate than the short-term unemployed and the underemployed, for a given state of the economy. Other drivers of the job vacancy rate are estimated to be economic activity, real labour costs to business, real costs of business investment, the real unemployment benefit payment rate and the degree of regional labour market mismatch.

Discussant: Rob Bray

10:20 am Presenter: Rob Bray, Australian National University

'Sending the wife out to work and other changes in the labour market participation of women in Australia'

In 1911 some 4.1 per cent of married women aged 15-59 years in Australia worked in the paid labour market. Half a century later in 1961 this has increased to 18.8 per cent, in 2011 it had reached 71.2 per cent – a level it remains at today. While 48.1 per cent of the female workforce in 1911 were single women aged under 24 years, today it is 7.9 per cent. This paper will consider several aspects of this transition, the broad trends of which are illustrated in Figure 1 below. A broad focus of the paper is the extent to which this pattern was shaped by specialisation within families and the burden of domestic production, reinforced, or alternatively recognised, within the industrial relations system and the concept of a family wage, and the extent to which this was shaped, at least until the 1960s, by domestic technology. Within this consideration several specific aspects of women's participation will be considered including the extent to which female participation varied over the war years and the question of female labour force participation and equal pay. With respect to these two questions the paper will: Note that in large part while there was an increase in market based employment of women

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associated with both world wars this largely involved single women; Re-examine the range of explanations relating to the impact of the equal pay decisions on female workforce participation. The paper will also reflect on the wider economic and social contexts including maternalist attitudes in the context of population policy and the legal framework – especially the specific obligations of males in the role of husbands. In this examination the paper will lead towards the current pattern of labour force participation and the policy environment including the policy objective ‘to meet our nation’s long term challenges, we need to encourage parents to re-enter the workforce when a child reaches school age’ (K. Andrews, Supporting parents through a sustainable, better targeted family payments system, Media Release 13 May 2014 (2014), <http://kevinandrews.dss.gov.au/media-releases/91> (Accessed February 2015)).

Discussant: Julie Smith

11:00 am Morning Tea

11:20 am Session 5

Presenter: Chandra Shah, Monash University

‘Employer-supported training: participation, demand and supply’

This report provides an analysis of employer-supported training in Australia. In the medium term the majority of the workforce will still comprise of individuals who are currently in the workforce and their continuing training is, therefore, important for competition, innovation and productivity growth. Employer-supported training accounts for the largest share of adult education and training in all OECD countries. Its benefits flows to individuals, firms and society. This study analyses data from the 2011-12 Programme for International Assessment of Adult Competencies (PIAAC) for Australia to understand the determinants of participation in employer-supported training. It then investigates how these determinants are related to employees’ willingness to train (demand) and employers’ willingness to provide training (supply). The results show that employer-supported training is unequally distributed across different groups of employees. Some factors that contribute to the unequal distribution in participation are related to employee behaviour and others to employer behaviour. This information is important for developing policy.

Discussant: Phil Lewis

12:00 pm Presenter: Tom Karmel, Flinders University

‘School to work transitions in the OECD: do educational systems matter?’

School to work transitions have been a long standing issue but current levels of high youth unemployment in a number of OECD countries make it of particular interest to policy makers. In this paper I look at whether it is possible from a simple cross-section aggregate analysis of 34 OECD countries to draw any conclusions about the role of education systems in impacting on the transition. Education to work transitions are captured by unemployment to population ratios for those 20-24 and 25-29 years. As well as looking at the role of the aggregate labour market and educational structures we test whether demographics, employment protection, industry structure and quality of schooling have any discernible impact. Of course we are bedevilled by the problem that country specific factors are no doubt important, but unfortunately the inclusion of 34 dummies is not an option.

Discussant: Matthew James

12:40 pm Presenter: David Marshall, University of Western Australia

‘Do indigenous university graduates actually fare better in the labour market?’

Little is known about the labour market outcomes of Indigenous Australian university graduates which is imperative for meeting the ‘Closing the Gap’ targets. This paper estimates differences in the probability of finding work and earnings for Indigenous and non-Indigenous university graduates, using Blinder-Oaxaca decomposition methods. It finds that Indigenous graduates fare equally as well as non-Indigenous graduates in

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terms of finding work and better in terms of finding full-time employment. However, they fare worse in terms of earnings than non-Indigenous graduates, particularly in the public sector. The findings can be used to formulate policy related to education and employment for broader Indigenous population.

Discussant: Nick Biddle

1:20 pm Lunch

2:00 pm Session 6

Presenter: Matthew Gray, Australian National University

‘The role of informal wage negotiations in explaining the gender wage gap’

It is well known in the gender wage gap literature that wage differentials between men and women can be explained by a range of factors including differences in productivity, occupational segregation, and wage discrimination. In this paper we use the Fair Work Commission’s 2014 Australian Workplace Relation study (AWRS) linked Employer- Employee data set to estimate the contribution that individual level negotiation of wage/salary between the employee and employer makes to the gender wage gap. Preliminary analysis of the 2014 AWRS reveals that men are more likely to attempt to gain a better wage/salary through negotiation with their manager and are more likely to be successful if they attempt to negotiate than are women. The paper uses regression based Blinder-Oaxaca (BO) decomposition we measure (both in terms of sign and magnitude) how much each of the variables capturing how bargaining about wage/salary contributes (both in dollar and percentage terms) towards the overall gender wage gap. Our results indicate that once we control for bargaining the gender wage gap is significantly reduced. In other words gender wage gap is found to be much less among those who bargain relative to those who don’t.

Discussant: Anne Daly

2:40 pm Presenter: Joanne Flavel, Flinders University

‘The effects of health on occupation: Evidence from the HILDA Survey’

Maintaining individuals with health limitations in the labour force is a challenge of increasing importance given the ageing of the population. Determining the effect of health on occupation may tell us how people adapt to their limitations, and what types of jobs make this harder or easier. This paper uses the first 14 waves of the Household, Income and Labour Dynamics in Australia Survey (HILDA) to examine the effect of health and changes in health on occupation for the working-age population. We use dynamic panel models which account for selection into employment. Two measures of occupation are used to capture two aspects of occupation highlighted in the literature as being linked to health: physical job demands and status. The results of the analyses provide some evidence that a health shock reduces the likelihood of manual employment for men, suggesting that men may adapt to a health shock by reducing physical job demands. Worsening health and work-limiting long-term conditions are found to have a negative effect on occupational status for men and women, suggesting health selection into lower-status jobs, and an adverse effect of poor health on occupational mobility.

Discussant: Lixin Cai

3:20 pm Presenter: Joseph Mercante, Department of Employment

‘Estimates of labour supply elasticities for Australia’

Labour supply elasticities are a useful policy tool to investigate labour supply responsiveness to changes in financial incentives including from changes to taxes and transfers. In this study we use the STINMOD-B microsimulation model to calculate wage, income, substitution and cross-wage elasticities for population groups disaggregated by demographic and household characteristics. As with previous studies, we find that partnered women and single parents have the most responsive labour supply and confirm that responsiveness

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in relation to participating in work is higher than responsiveness in relation to working hours. We find that responsiveness varies by the level of household income and is lowest for the highest income groups. The presence of children influences the responsiveness of partnered women and single parents and is highest for those with younger children. Income elasticities are small; however income effects can be substantial for singles and single parents. Finally, we measure the influence of partner earnings on the labour supply of women and find that for high income households, partner earnings can have a substantial negative influence on partnered women's working hours.

Discussant: Matthew Gray

4:00 pm End of workshop and afternoon tea

PRESENTERS

Max Alston

Max Alston is a Bachelor of Politics, Philosophy and Economics student at the ANU. His research on low paid mature aged workers was undertaken while working at the Department of Employment. He is currently working at the RBA and will study honours in economics in 2017.

Bruce Bradbury

Bruce Bradbury is an associate professor at the Social Policy Research Centre at UNSW. He has a longstanding research interest in the measurement of poverty and inequality, with recent research examining Australian and international poverty patterns, socio-economic disparities in children's learning outcomes, housing and retirement living standards and the interactions between demographic and labour market outcomes.

Rob Bray

Rob Bray is a research fellow at the ANU Centre for Social Research and Methods. He joined the ANU in 2010 after a long career in the Australian public service focussed on social policy including employment, income support, poverty and urban development. He is currently undertaking a PhD as a part-time student analysing the history of the Australian minimum wage and related tax and transfer systems in providing for the needs of families.

Greg Connolly

Dr Greg Connolly is the Director of the Labour Economics Section in the Department of Employment. This Section provides economic analysis, modelling, advice and briefings on issues relevant to the labour market and job seekers, focusing on the macro-economic aspects. He has been working with the Department in its various incarnations since early 1993 and is a regular ALMRW presenter.

Darcy Fitzpatrick

Darcy is a part-time PhD Candidate and part-time Research Assistant at the National Institute of Labour Studies (NILS), located at Flinders University in Adelaide, South Australia. Darcy has a strong research background in applied microeconomics and a diverse knowledge of topics related to labour economics. Most recently, through his PhD studies, Darcy has developed an in-depth knowledge of the economics of self-employment and entrepreneurship and of the self-employed workforce in Australia.

Joanne Flavel

Jo Flavel is a Research Fellow at the National Institute of Labour Studies at Flinders University. Her PhD, awarded in April this year, analysed interactions between health and labour market outcomes over the life course. She specialises in applied labour economics and quantitative analysis. Her research interests include labour economics, health, ageing and applied econometrics.

Professor Matthew Gray

Professor Matthew Gray is Director of the ANU Centre for Social Research and Methods. Previous positions include Director of the Centre for Aboriginal Economic Policy Research, Director of Research for the College of Arts and Social Sciences and Deputy Director of the Australian Institute of Family Studies (2005–2010). He has published research on a wide range of social and economic policy issues including those related to Indigenous Australians. He has particular expertise in work and family issues, labour economics, social capital and social inclusion, measuring wellbeing, the economic consequences of divorce, child support, and social and economic policy development.

Professor John Ham

John Ham received his BA from the University of Toronto and his PhD from Princeton University. His research interests are in applied microeconomics and econometrics, and he is on the editorial board of Labour Economics and the Journal of Population Economics. He is a Provost's Chair in Economics, and Deputy Director at the Centre for Population Research, at the National University of Singapore.

Patrick Hamshere

Patrick is an economist in the Economic Strategy Group at the Department of Employment. Prior to this he was an economist at the Department of Finance and at the Australian Bureau of Agricultural and Resource Economics.

Jennifer Humphrys

Jennifer Humphrys is a Director at the Australian Bureau of Statistics where she has worked for over ten years in macro-economic statistics. In 2014 Jennifer worked in the Seychelles National Statistical Office assisting the country produce quarterly GDP and Labour Force estimates for the first time. She is currently studying her MBA (Economic Analysis) through Charles Sturt University.

PRESENTERS

Tom Karmel

Tom Karmel is an adjunct professor at the National Institute of Labour Studies. Previously, he was the managing director of NCVET after holding senior positions in the Commonwealth Public Service centred around employment and education. He is a member of the council of the University of Canberra and joint editor of the Australian Bulletin of Labour.

David Marshall

David Marshall is a first class honours graduate in economics from the University of Western Australia. For the past two years he has worked as a Research Associate on exploring the disadvantage faced by Indigenous Australians. David also resides on the board of the Boab Network and works as a youth mentor for Indigenous adolescents in the Kimberley.

Lachlan McCoil

Lachlan is a PhD candidate (Classics) at the Australian National University and has worked for the Australian Bureau of Statistics (ABS) since 2009, first in population and then in labour statistics. In 2015 he worked on the ABS' Linked Employer-Employee Database (LEED) Foundation Projects to develop a Prototype LEED based on 2011-12 taxation data from the Australian Taxation Office.

Joseph Mercante

Joseph Mercante is a senior modeller in the Economics Branch of the Australian Department of Employment. Joseph has previously worked at the New Zealand and Australian Treasuries. He has degrees in Political Science and Economics.

Cain Polidano

Cain graduated with a PhD in Econometrics from Monash University in 2010. His expertise is in using econometric methods and large datasets to answer questions that inform education, health and social policy. His research interests include measuring the outcomes from education and exploring ways to supporting educational choices. Prior to undertaking his PhD, Cain worked as a Senior Research Economist with the Productivity Commission.

Bilal Rafi

Bilal Rafi is a research economist within the Office of the Chief Economist at the Department of Industry, Innovation and Science. He previously worked as an academic and private economic consultant to the mining industry. He holds a PhD in economics and

his research interests include migrant labour market outcomes, international trade and micro-econometric analysis of firm and industry performance.

Chandra Shah

Chandra Shah is currently an affiliate of the Faculty of Education, Monash University and Adjunct Associate Professor at Victoria University in Melbourne. Prior to this he was Associate Professor (research) in the Centre for the Economics of Education and Training at Monash University for 21 years. Chandra has worked on issues relating to the labour market and economics of education for various governments. He has had a number of grants from NCVET to undertake research.

Professor Peter Sloane

Peter Sloane is an Emeritus Professor of both Aberdeen and Swansea Universities, Adjunct Professor, NILS, Flinders University and Research Fellow, IZA, Bonn. His research interests encompass labour economics, economics of education and the economics of sport. His publications span a period of 50 years and include 30 books and monographs, 45 book chapters and over 100 refereed journal articles. He is a Fellow of the Royal Society of Edinburgh.

David Taylor

David Taylor graduated from the University of Kent in 1991 with a Bachelor of Science degree in Applied Mathematics. After completing a Master degree in Statistics and Operational Research at the University of Essex David emigrated to Australia and joined the Australian Bureau of Statistics where he has gained vast experience in the fields of Labour, Innovation and Technology statistics.

Timothy Watson

Timothy Watson is a Policy Adviser from the G20 and Economic Policy Branch at the Department of Prime Minister and Cabinet. He has previously worked for the Treasury, the Department of Treasury and Finance in Victoria and Ernst & Young. Timothy is also currently an economics PhD student at the Crawford School of Public Policy at ANU.

Jilu Zhang

Zhang Jilu is a Ph.D. candidate in Research School of Economics, ANU. Jilu is interested in experimental economics and currently working on behavior change after negative shock. Jilu has accumulated great experiences in designing and implementing both field and lab experiments. Besides, Jilu is also interested in the function of the Trade Union in China.

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