

The Australian labour market

Trends and indicators for disability employment – June 2023

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Agenda

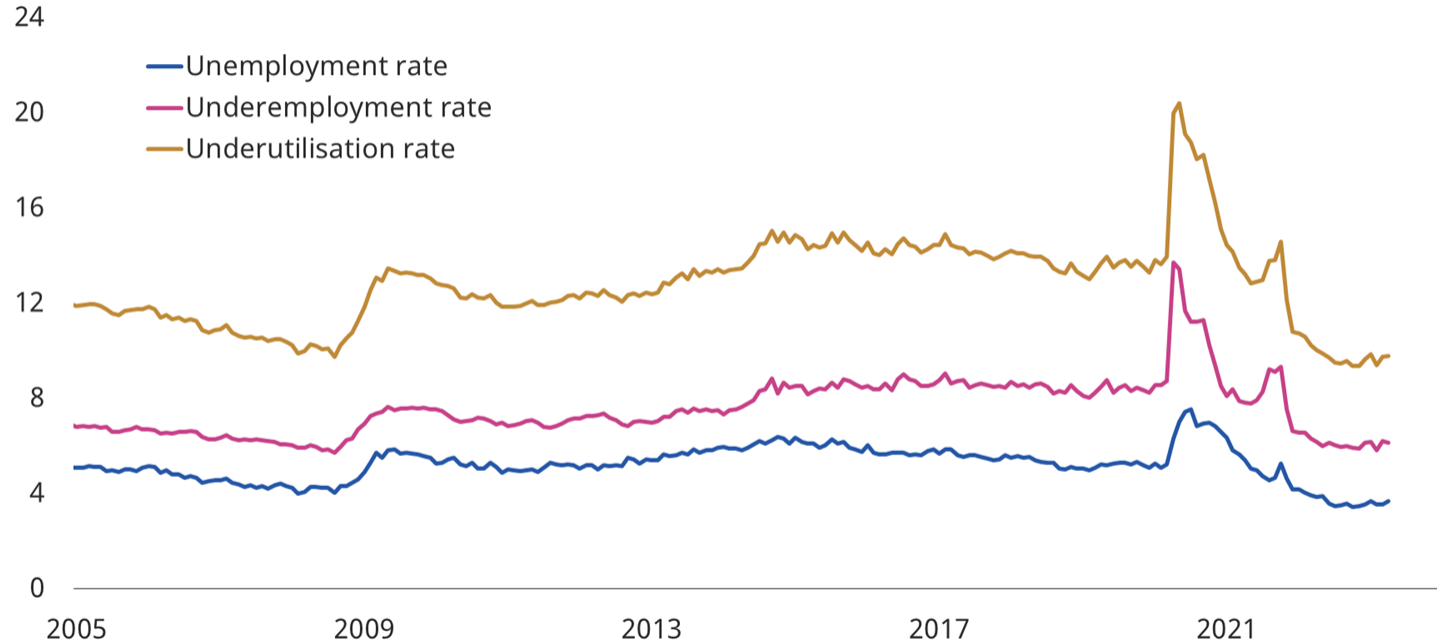
A woman with her hair in a bun is leaning over a table, working on a laptop. She is in a workshop or office environment with another person visible in the background. The scene is dimly lit, with warm tones.

1. Recent labour market developments
2. Disability in the workforce
3. Hiring and jobseeker insights
4. Population and migration
5. Closing thoughts

1. Recent labour market developments

Australian unemployment measures

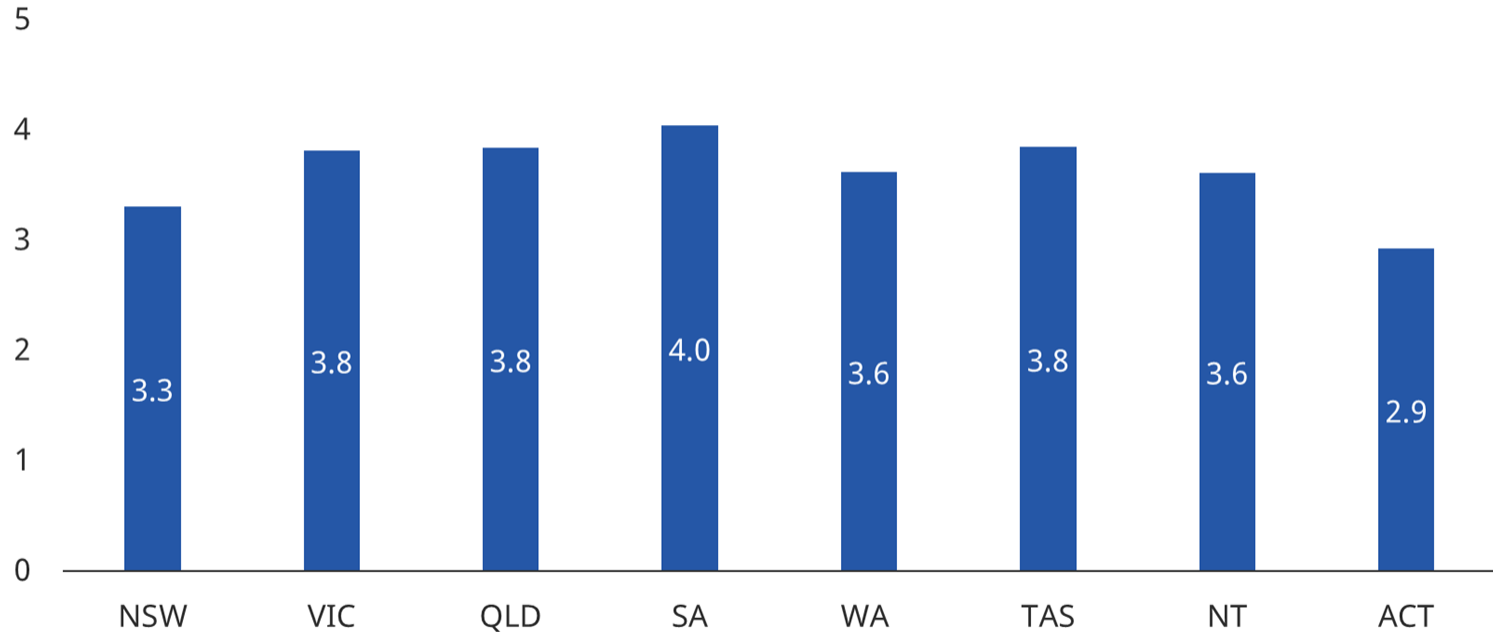
Share of the Australian labour force (%), seasonally-adjusted



Source: Australian Bureau of Statistics

Australian unemployment rate by state & territory

Share of the labour force (%), trend

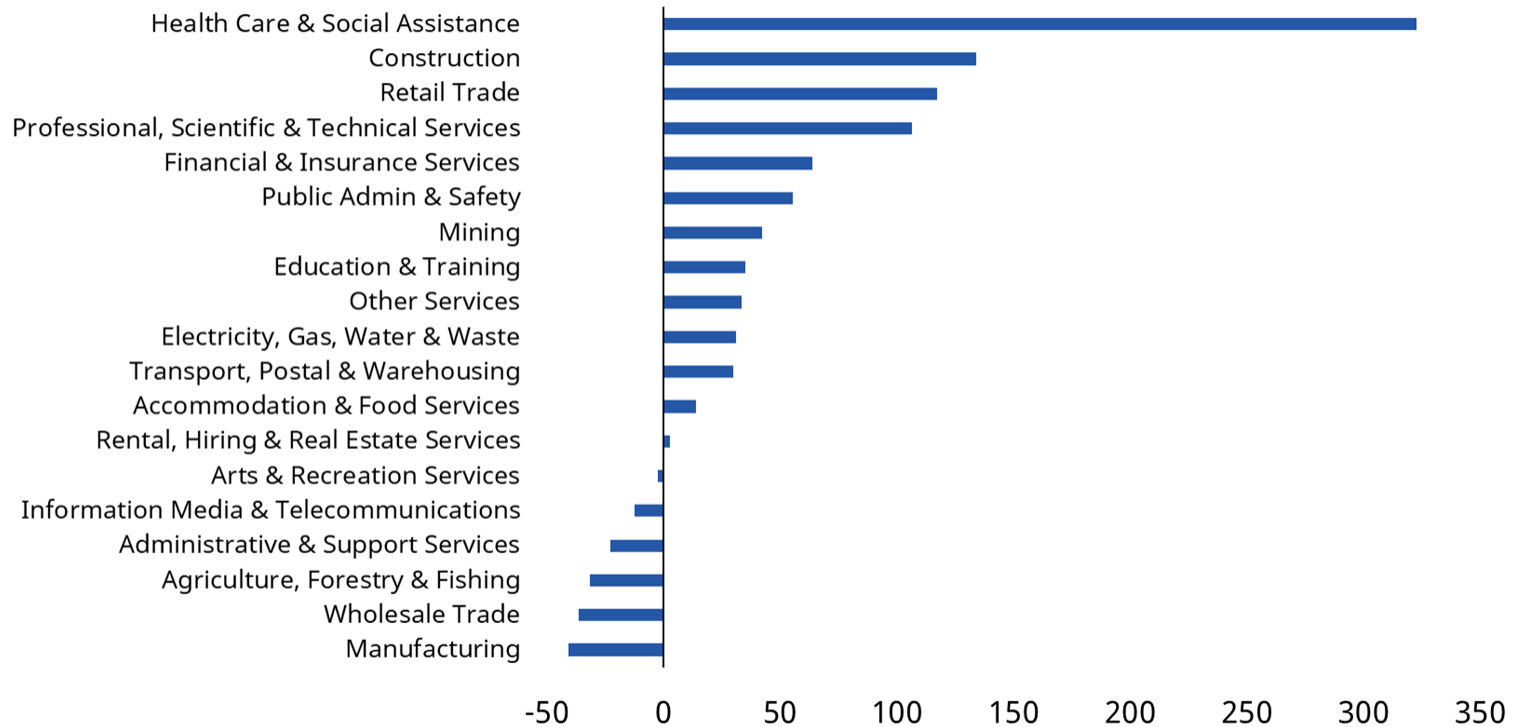


Source: Australian Bureau of Statistics



Australian employment by industry

Employment change since February 2020 ('000s)

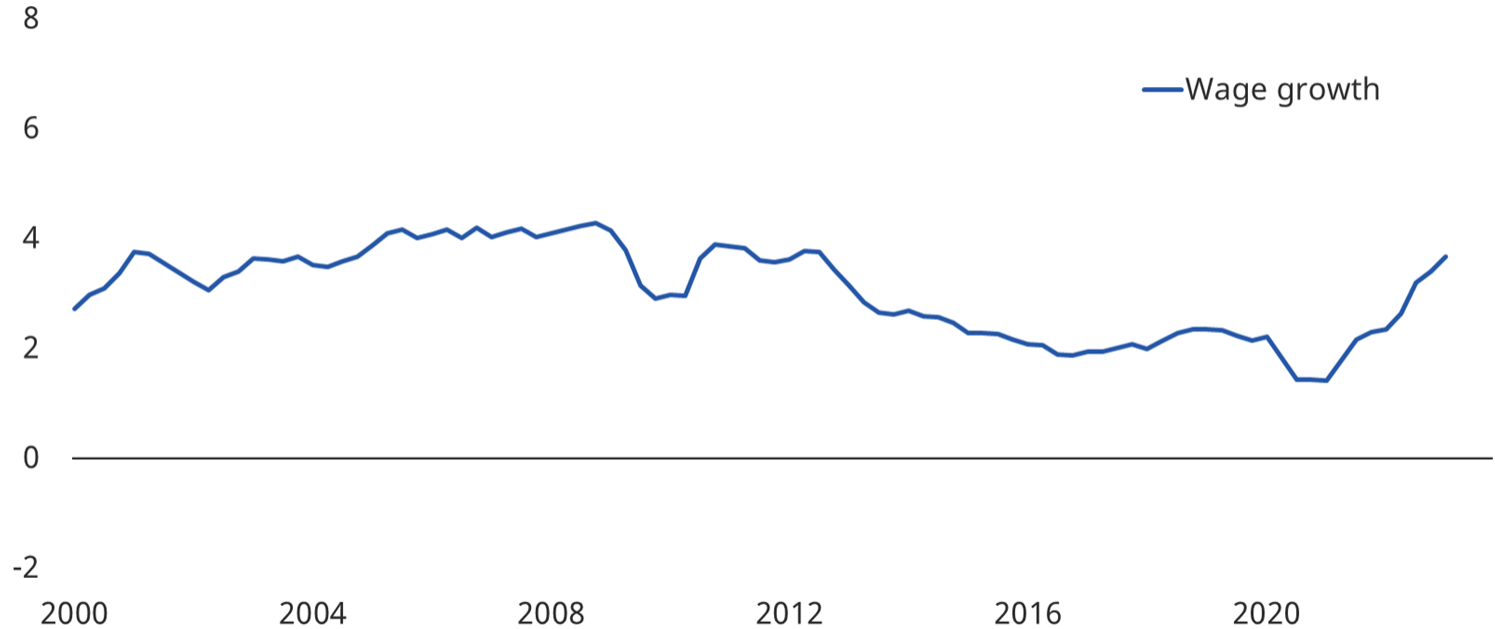


Source: Australian Bureau of Statistics



Australian wage growth and inflation

Year-ended percentage change (%)

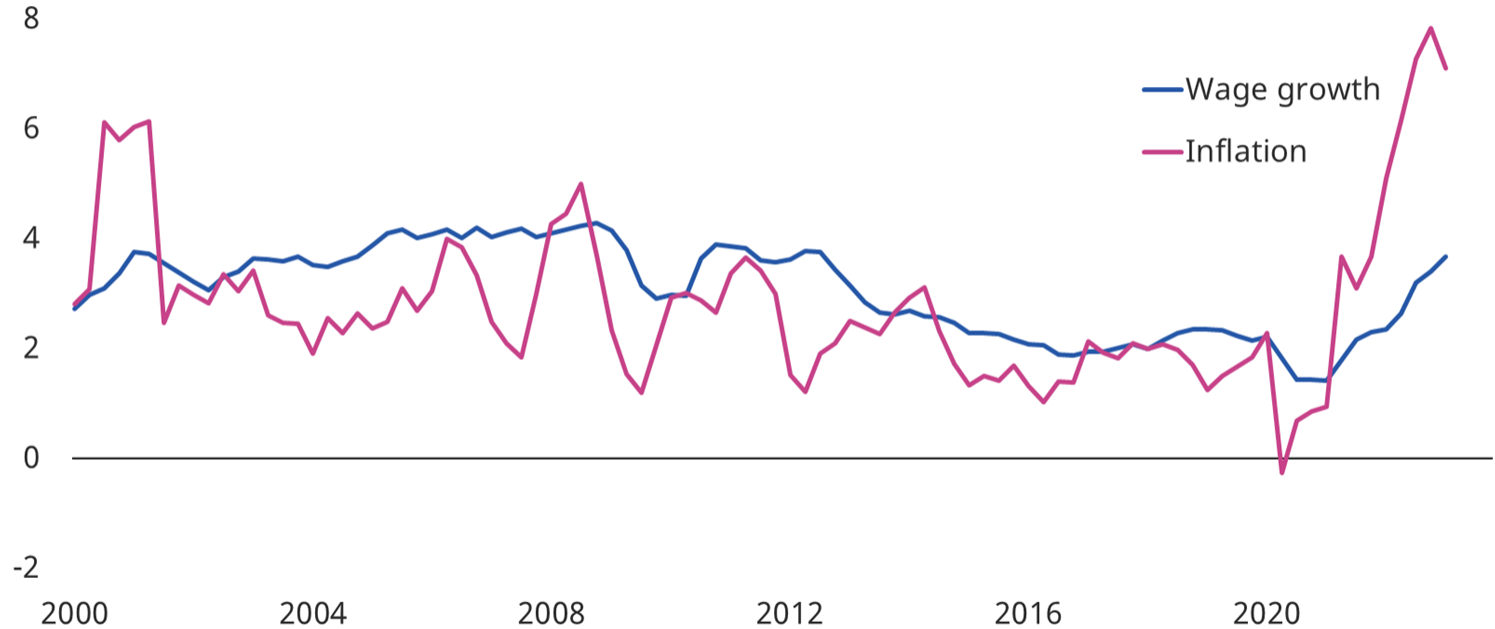


Source: Australian Bureau of Statistics



Australian wage growth and inflation

Year-ended percentage change (%)

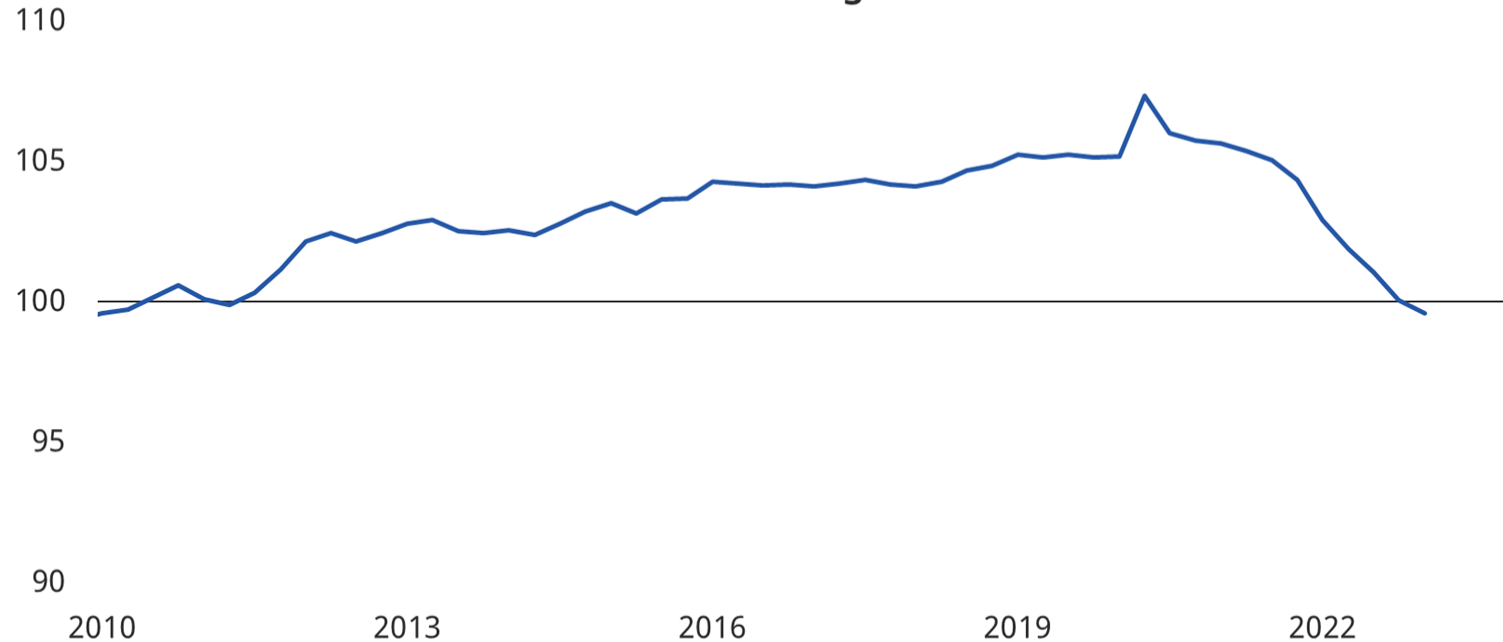


Source: Australian Bureau of Statistics



Australian inflation-adjusted wages

Index: 2010 average = 100

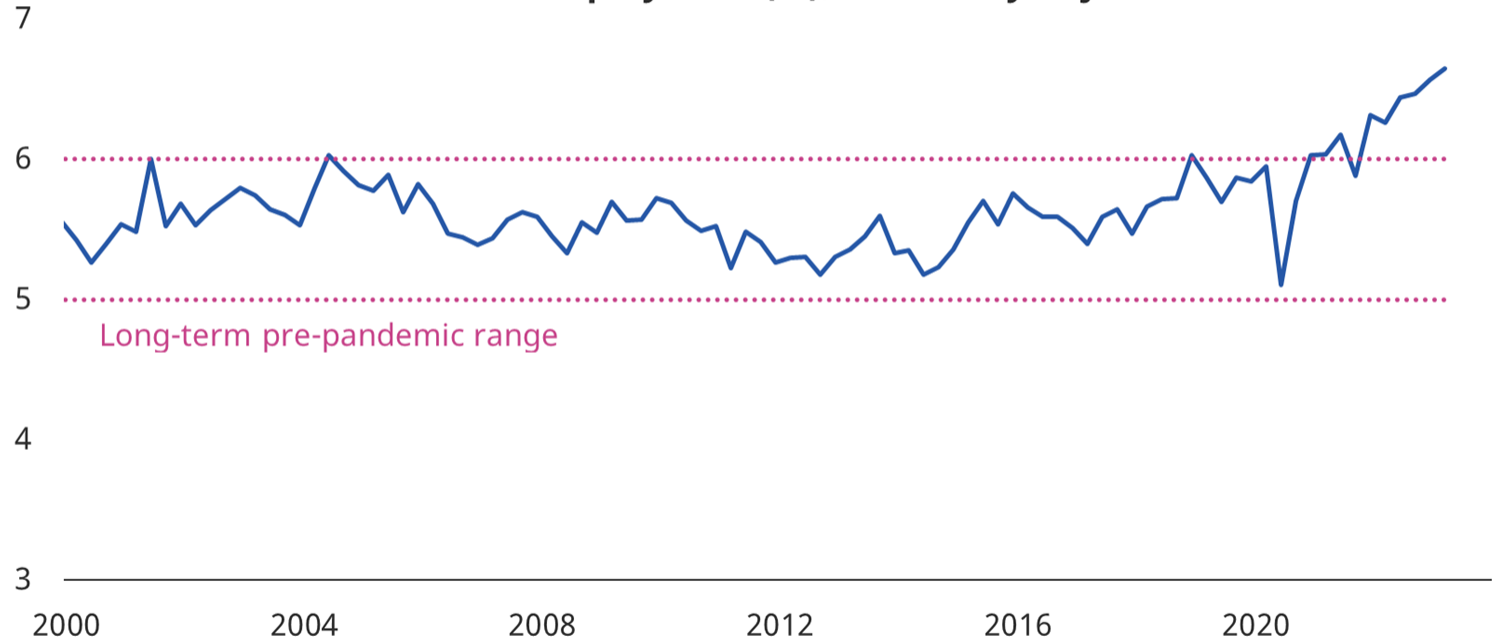


Source: Australian Bureau of Statistics



Multiple job holders in Australia

Share of total employment (%), seasonally-adjusted



Source: Australian Bureau of Statistics



2. Disability in the workforce

Employment and disability

2.1 million Australians aged 15-64 have a disability (2018)

Lower participation in the workforce

- 53% for people with a disability.
- 84% for people without a disability.

Less secure work

- 41% of workers with a disability employed part-time.
- 32% for people without a disability.

Unemployment and disability

Unemployment rate for people with a disability is 10.3% (2018)

- 4.6% for people without a disability.

Varies considerably by disability

- Sensory / speech disabilities: 8.2%
- Psychosocial disabilities: 23.6%

Varies considerably by age

- 25% for those aged 15 to 24.
- 5.6% for those aged 45 to 54.

Australian labour market measures for people with a disability

	2009	2012	2015	2018
Participation (%)	54.3	52.8	53.4	53.4
Unemployment rate (%)	7.8	9.4	10.0	10.3
Part-time employment share (%)	38.2	39.8	43.8	40.9

Source: Australian Bureau of Statistics

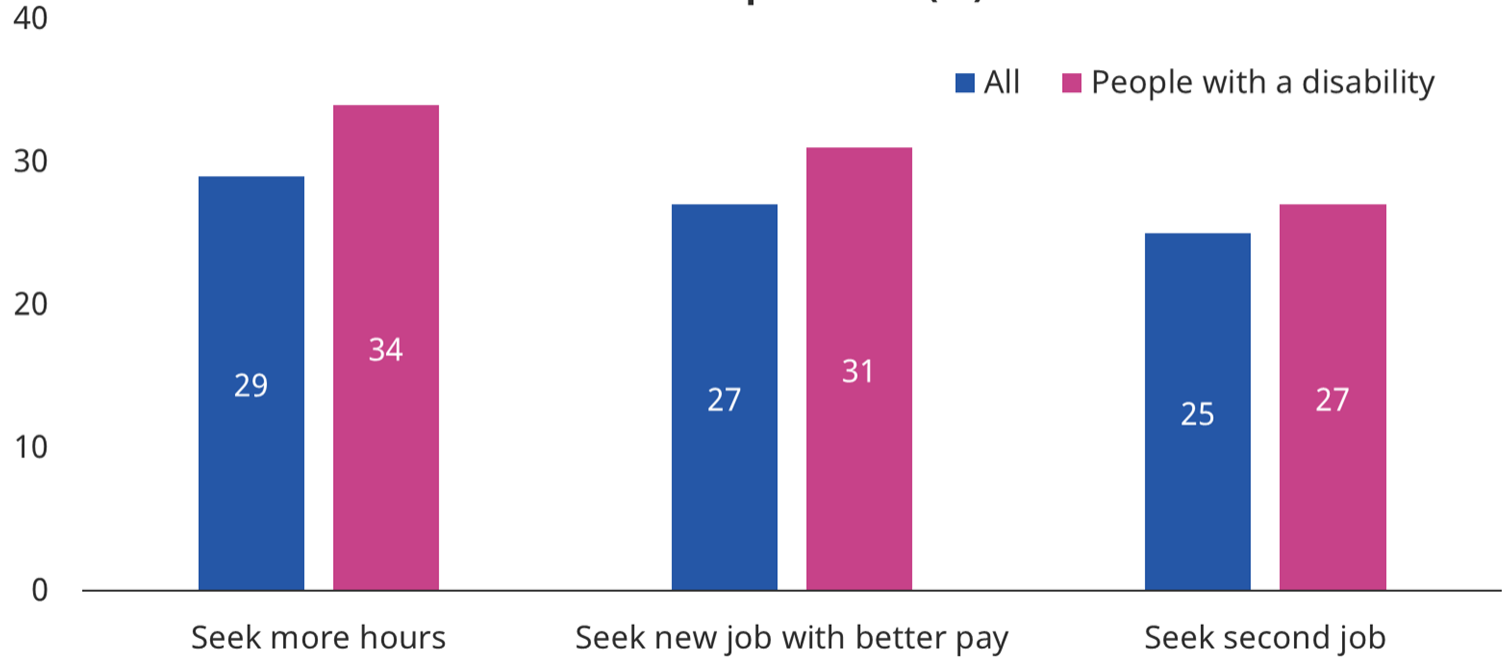


78%

**of workers with a disability feel
they need to **hide part of their
identity** at work.**

How are people dealing with higher cost-of-living?

Share of respondents (%)

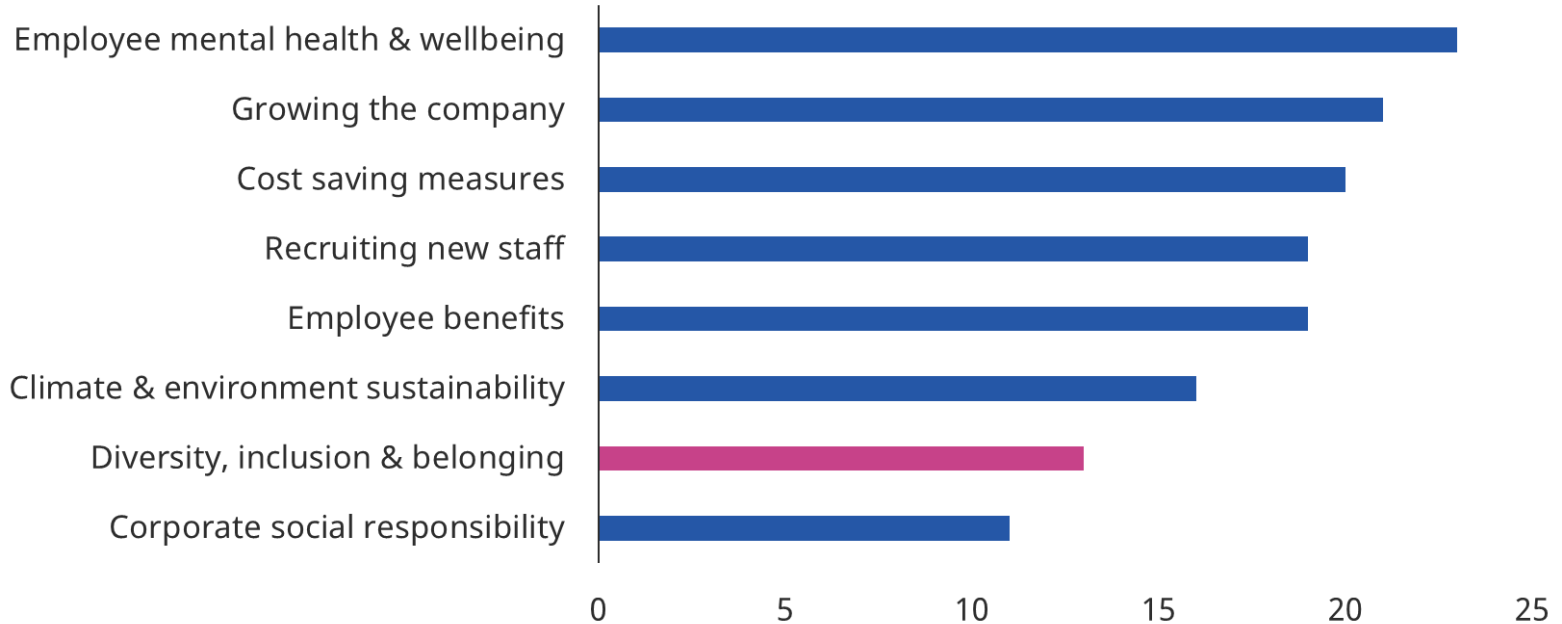


Source: Indeed DEIB survey (2023)



Australian workplace priorities

Q: In the next 12 months, which of the following initiatives will your workplace emphasise first?



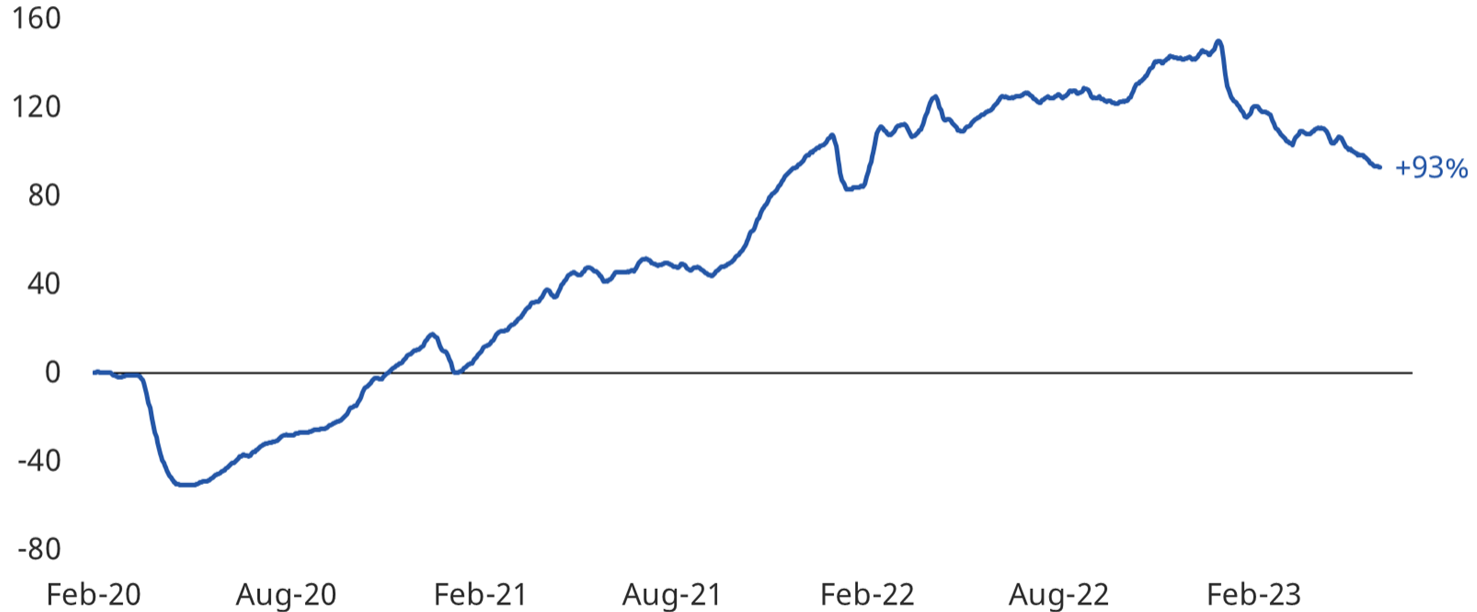
Source: Indeed DEIB survey (2023)



3. Hiring and jobseeker insights

Australian job postings on Indeed

% change in job postings since 1 Feb 2020, seasonally-adjusted, to 31 May 2023

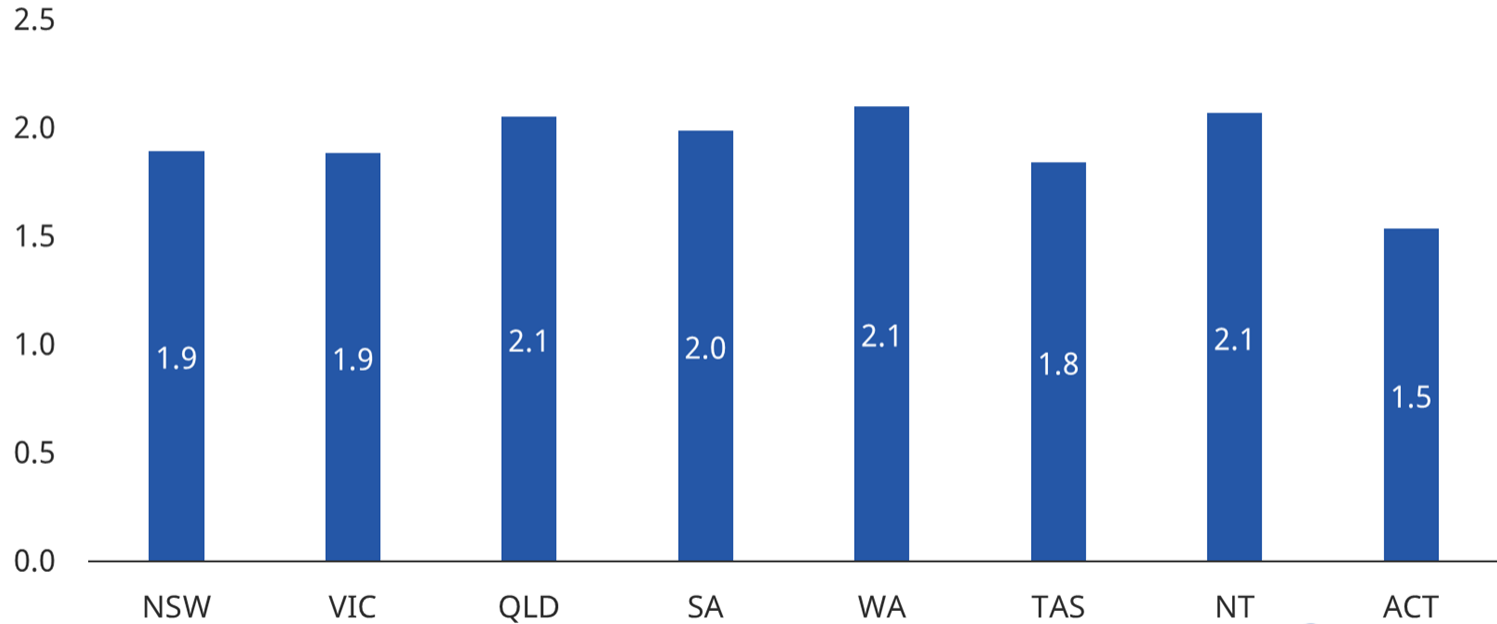


Source: Indeed



Australian job postings by state

Ratio of job postings on 31 May 2023 compared to 1 February 2020



Source: Indeed



How has Australian hiring changed?

% point change in share of job postings since 1 Feb 2020, as at 31 May 2023

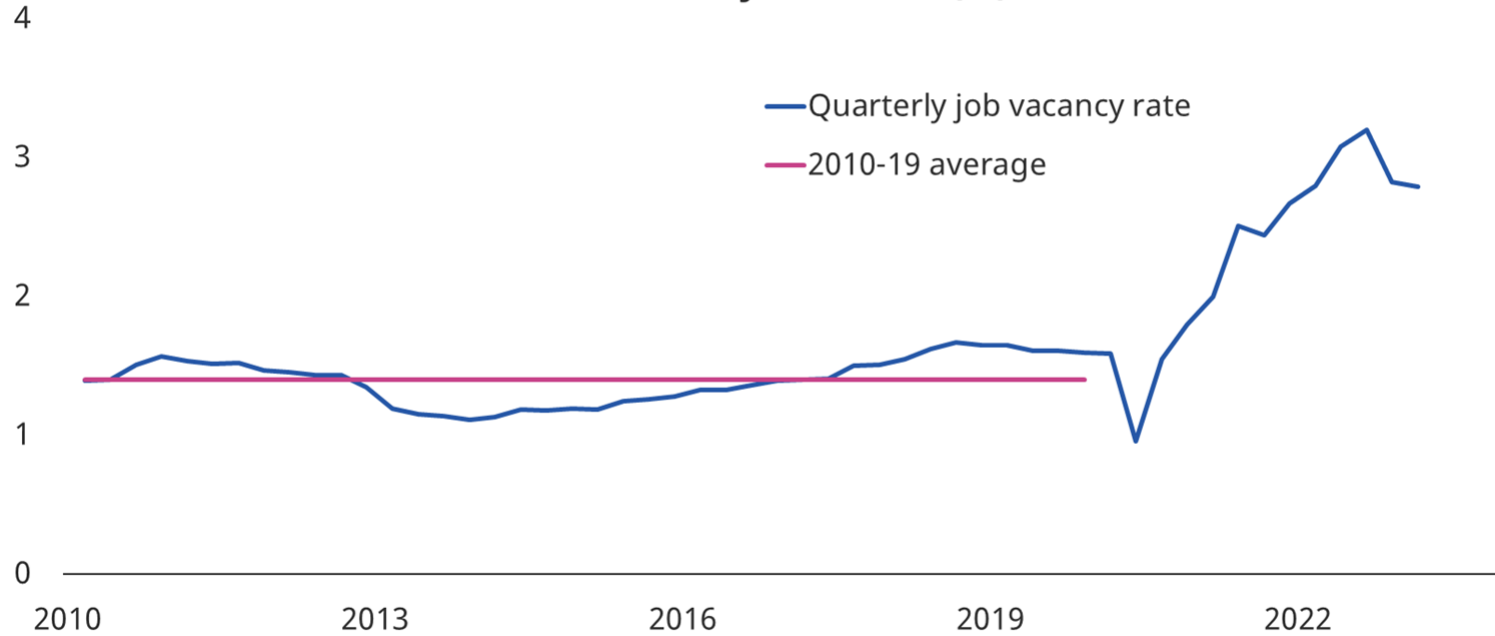
Increasing share	% point change	Declining share	% point change
Personal care & home health	+1.7	Media & communications	-0.2
Education	+1.5	IT operations & help desk	-0.3
Installation & maintenance	+1.0	Legal	-0.4
Loading & stocking	+0.7	Marketing	-0.4
Nursing	+0.6	Information design	-0.5
Community & social service	+0.5	Management	-0.5
Construction	+0.4	Beauty & wellness	-0.6
Cleaning & sanitation	+0.4	Retail	-1.0
Administrative assistance	+0.3	Software development	-1.1
Medical technician	+0.3	Sales	-1.8

Source: Indeed



Australian job vacancy rate

Share of total jobs vacant (%)



Source: Australian Bureau of Statistics



Australian job vacancy rate by industry

Share of available jobs vacant (%), March quarter 2023

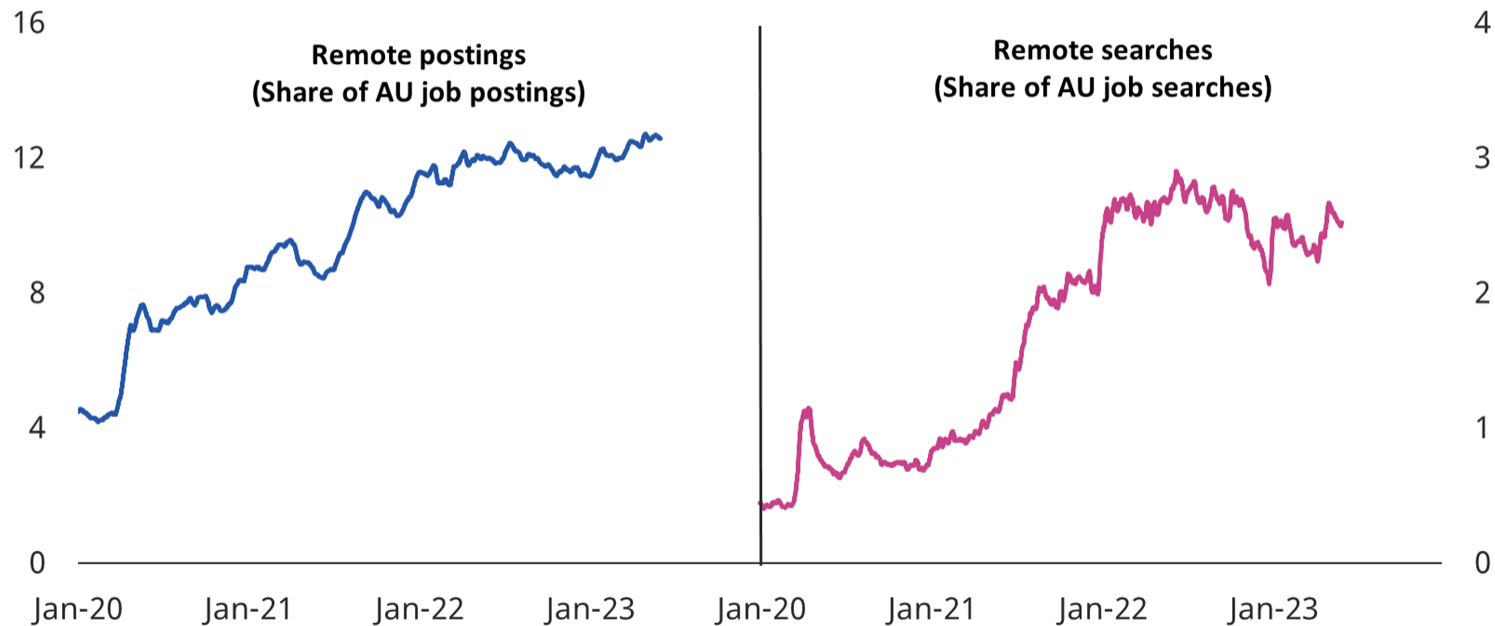


Source: Australian Bureau of Statistics



Australian remote jobs and searches on Indeed

7-day moving average



Source: Indeed



How are employers dealing with talent shortages?

Increasing awareness of company benefits / perks

- Signing bonuses
- Paid parental leave
- Job sharing

More likely to advertise pay

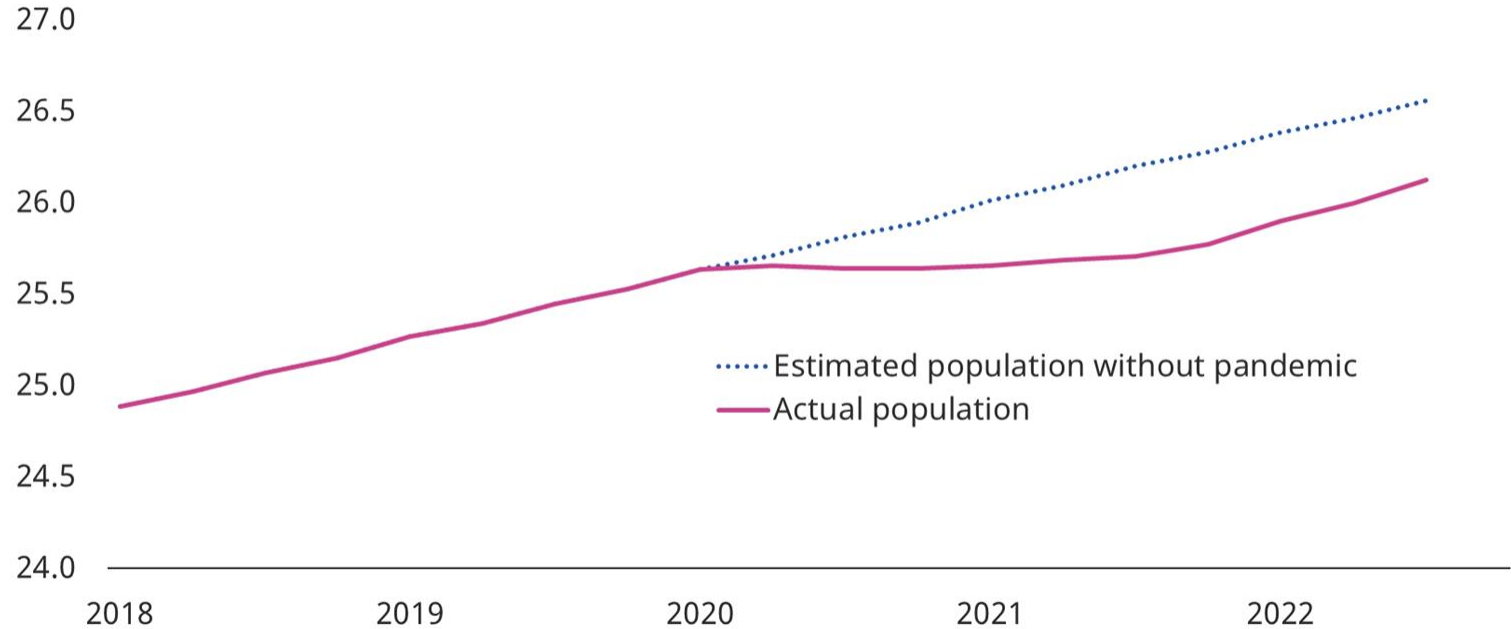
- 35% of Australian job postings have pay information. Up from 27% four years ago.

Job postings on Indeed with pay information receive 30% more apply starts

4. Population and migration

Australian population

Comparison between current population and pre-pandemic trend, millions

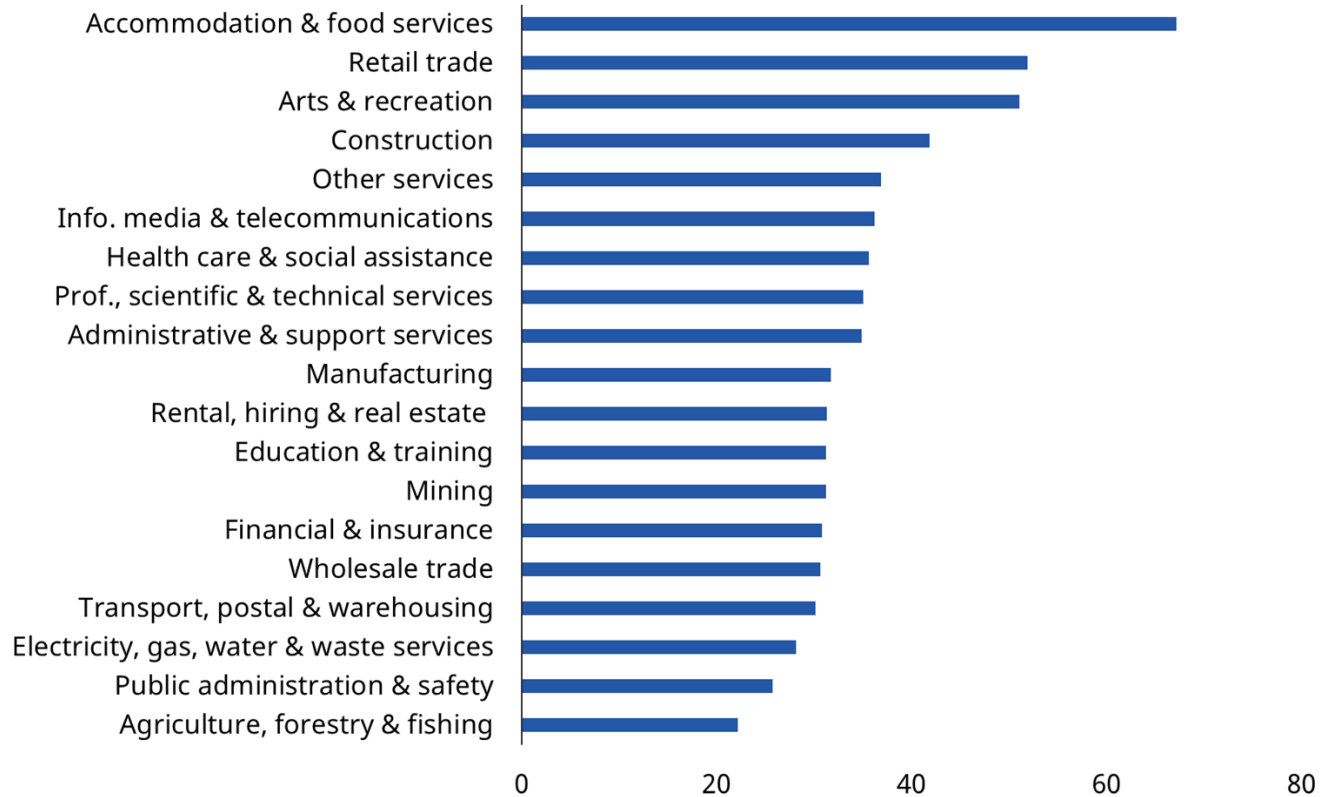


* Estimated population based on 3-year average net overseas migration per quarter.

Source: Australian Bureau of Statistics

Australian youth employment

Share of industry employment ages 15-34, annual average to February 2023

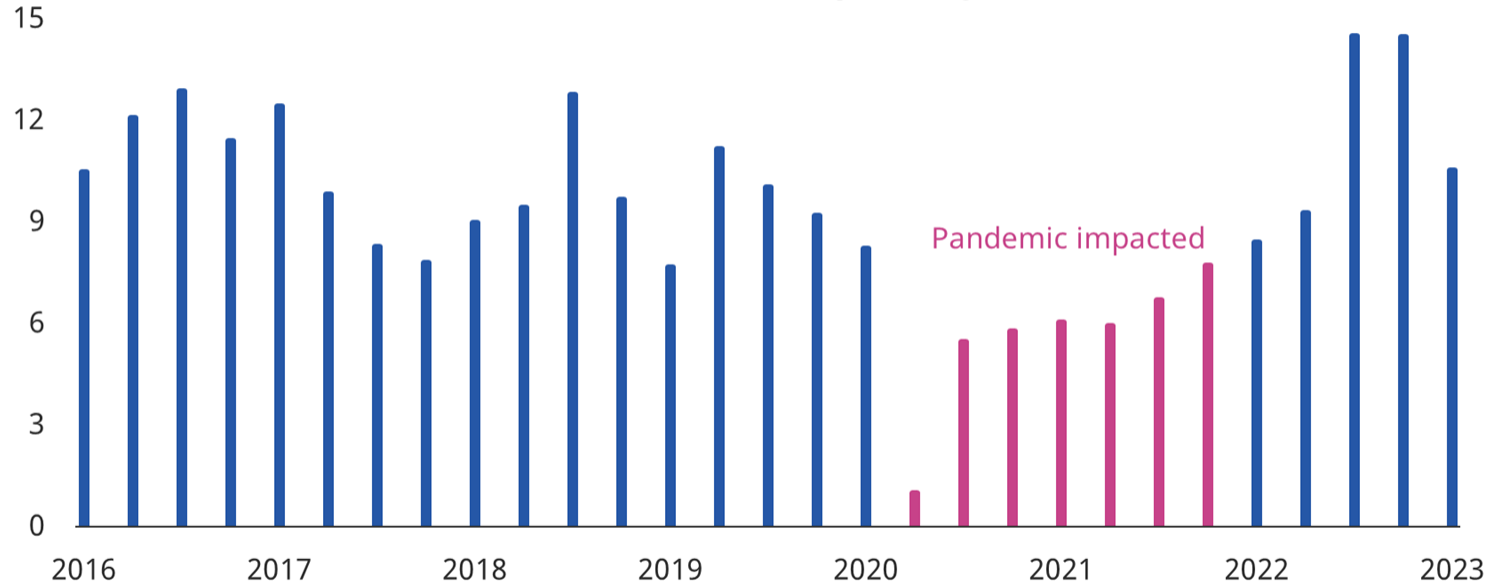


Source: Australian Bureau of Statistics



Australian temporary skilled visa grants

Thousands ('000s), quarterly



Source: Department of Home Affairs



5. Closing thoughts

Australian labour market expectations

Labour demand

- 2022 → record job vacancies
- 2023 → likely to ease considerably.

Labour supply

- 2022 → Large shortage of candidates.
- 2023 → High immigration helps ease shortages.

Unemployment rate expected to remain low but considerable uncertainty.

Recruitment will still be difficult, just less difficult.

Final thoughts on disability, employment and cost-of- living

Still a lot of work to do

- Participation in the workforce unchanged.
- Unemployment higher than it should be.

Cost-of-living crisis

- People with a disability more vulnerable to cost-of-living pressures.
- More likely to be unemployed or in an insecure job.
- More likely to be lower-income or below median.

Thank you



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hiringlab.org/au/