



28th Australian Labour Market Research (ALMR) Workshop

To be held in Ballroom 4, the HOTEL REALM on 6-7 December 2017

Location: 18 National Circuit, Canberra ACT 2600, Australia

hotelrealm.com.au

See [map](#)

WEDNESDAY 6 December 2017 (Day 1)

Registrations and coffee from 9am

Session 1

9.30am–10.00am

Leonora Risse (RMIT), 'Applying stochastic frontier analysis to examine gender differentials in labour market outcomes'. Discussant: Raja Junankar

10.00am–10.30am

Lawrence Kahn & Sholeh Maani (University of Auckland), 'Returns to Skill, Collective Bargaining, and the New Zealand Wage Structure'. Discussant: Kostas Mavromaras

10.30am–11.00am

Matthew Gray & Sriram Shankar (ANU), 'Determinants of labour market inefficiency in Australia - a stochastic frontier approach'. Discussant: Stephane Mahuteau

Morning Tea 11.00am–11.30am

Session 2

11.30am–12.00noon

Danielle Venn (ANU), 'Poverty transitions in non-remote Indigenous households: The role of labour market and household dynamics'. Discussant: Anne Daly

12.00noon–12.30pm

Bob Breunig, Syed Hasan & Boyd Hunter (ANU), 'Financial stress of Indigenous Australians: Evidence from NATSISS 2014-15 data'. Discussant: Alison Preston

12.30pm–1.00pm

Elish Kelly (Economic and Social Research Institute, Dublin). 'Atypical Work and Ireland's Labour Market Collapse and Recovery'. Discussant: Boyd Hunter

Lunch 1.00pm–2.00pm

1.40pm Lorraine Dearden (Institute for Fiscal Studies and University College London)
UK administrative data and its impact on labour economics (for those who finish lunch early)

Session 3

2.00pm–2.30pm

Riyana Miranti & Jinjing Li (University of Canberra), 'Working Hours Mismatch, Job Strain and Mental Health among Mature-Age Workers in Australia'. Discussant: Elish Kelly

2.30pm–3.00pm

Greg Connolly & Carl Francia (Department of Employment), 'The Relationship between Labour Underutilisation Rates and the Proportion of Unemployment Allowees'. Discussant: Ben Phillips

3.00pm–3.30pm

Sean Gumley & Linda Richardson (Department of Employment), 'A Methodology for Projecting Employment in Australia'. Discussant: Monica Alexander

Afternoon tea 3.30pm–4.00pm

Session 3

4.00pm–4.30pm

Pipit Pitriyan & Armida Alisjahbana (Universitas Padjadjaran, Indonesia), 'Disconnected Indonesian Youth: NEET Incidence and Its Determinants'. Discussant: Danielle Venn

4.30pm–5.00pm

Nick Biddle & Matthew Gray (ANU), 'The short-term effect of a compulsory work for the dole trial'. Discussant: Phil Lewis

Close of Day 1

Workshop Dinner: OTIS Dining Hall: 29 Jardine St, Kingston ACT 2604, 6.30pm,
\$70 per person (after dinner speaker: Bruce Chapman) — [see map](#)

THURSDAY 7 December 2017 (Day 2)

Coffee available from 9am

KEYNOTE

9.30am–10.30am

Klaus Zimmermann (President, Global Labor Organization: GLO), 'The European Migration Challenge'. Chair: Bruce Chapman

Morning tea 10.30am

Session 4

11.00am–11.30am

Per Johannsena & Ken Ueda (National University of Singapore), 'How do Immigrants Affect Employment for Native Workers? Evidence from Administrative Data'. Discussant: Nick Biddle

11.30am –12.00noon

Tina Rampino (University of Queensland), 'The role of parental education and income on children's aspirations for higher education: a causal estimation'. Discussant: Karen Mumford

12.00noon–12.30pm

Karen Mumford (York University), 'Pay, Job Rank and Job Satisfaction amongst Academic Economists in the UK'. Discussant: Leonora Risse

Lunch 12.30pm

Australian Society of Labour Economists AGM 12.45pm

Close of workshop

ABSTRACTS

WEDNESDAY 6 December 2017 (Day 1)

Session 1: 9.30am–11.00am

Leonora Risse (RMIT), ‘Applying stochastic frontier analysis to examine gender differentials in labour market outcomes’.

This paper applies stochastic frontier analysis (SFA) to analyse the gender gap in pay and other labour market outcomes. As an innovative alternative to conventional econometric practices, SFA methodology enables us to analyse individual labour market outcomes in the context of how ‘efficiently’ or ‘resourcefully’ individuals transform their human capital into productive value in the labour market. Efficiency can be measured in terms of output maximisation or input minimisation, which allows us to explore two key hypotheses. Firstly, the estimation of output-oriented efficiency scores allow us to detect whether women, despite earning lower average wages and attaining lower occupational ranks than men, may actually be making more efficient use of their human capital. Secondly, input-oriented efficiency estimates allow us to detect whether women need to amass more human capital than men to achieve the same wage and other labour market outcomes. This hypothesis effectively suggests that women ‘work harder’ to achieve the same wage outcomes as men. Empirical findings, using unit-record data from the Household, Income and Labour Dynamics in Australia (HILDA) Survey for 2013, suggest that these hypotheses hold. Women are found to have a higher average output-oriented efficiency scores than men, indicating that they extract a higher productive value on the given inputs that they do possess. At the same time, women are found to have lower average input-oriented efficiency scores than men, signalling that they are obliged to invest in a higher level of inputs in order to extract the same remuneration as men. Such insights add to our understanding of the gender pay gap in ways that go undetected in conventional econometric practices.

Lawrence Kahn & **Sholeh Maani** (University of Auckland), ‘Returns to Skill, Collective Bargaining, and the New Zealand Wage Structure’.

In this paper we study the impact of New Zealand’s 1991 Employment Contracts Act (ECA) on wage inequality and relative employment in New Zealand. This Act led to sharply reduced unionisation by increasing employers’ freedom to operate on a non-union basis. Prior research on unions and the microeconomic theory of trade unions lead one to predict that the legislation lowered relative wages and increased relative employment opportunities for workers at the bottom of the wage distribution. We use microdata from the Household Economic Survey (HES) for the historic period of 1982 to 2001 to test these predictions. The NZ economy since the early 1990’s has experienced two significant economic changes: (a) changes over time in labour market structure, especially wage setting and decreased unionisation, and (b) changes in demand and supply of labour of specific skill levels. The period around the historical implementation of ECA in New Zealand provides evidence on the impact of these distinct factors on labour market outcomes. By examining the wage structure in New Zealand over time, this paper isolates two major separate effects on wages: change in labour market structure, and returns to skill. While both effects are expected to increase the ‘wage’ returns to skill, they are expected to have effects in the opposite directions on ‘employment’ outcomes across skill levels. While higher relative wages for more skilled workers is a phenomenon, which has been experienced by a number of OECD countries, (Bertola, et. al. 2002), the New Zealand case is unique in terms of the extent of its reforms, the wage structure, and unionisation. If the reforms

of the 1980s and the 1990s have truly opened up the labour market, then we would expect falling relative wages, but also rising relative employment of the less skilled. However, if both employment and wages fall, it supports the impact of decreased demand for unskilled workers (e.g. see Kahn 2000 for OECD countries). The study shows the relative importance of these two competing effects. This understanding has significant policy implications, including the increasing role of skills in explaining relative wage levels and returns to skill, in general, and for specific groups, by ethnicity or gender. First, we examine both 'wage inequality' and relative 'employment' by skill level over time. Second, much of the collective bargaining systems in the OECD countries consist of industry level bargaining. We analyse changes in industry wage effects for New Zealand over time (see e.g. Kahn 1998 for Austria, Germany, Norway, Sweden, the UK, and the United States). Finally, since collective bargaining has its biggest effect at the lower skill levels, we report quantile regressions for variability across industries in wages at, the 10th and 20th percentile of wages given skill levels, and conduct (Juhn, Murphy and Pierce, 1993) decompositions of observed and unobserved effects. We find rising wage inequality and a falling gender pay gap with economic deregulation and the break-up of union patterns. These outcomes are perhaps predictable consequences of the ECA: we expect unionisation to fall more for men than women, given the traditionally higher levels of union coverage among men; and, controlling for gender, falling unionisation is expected to lower the relative pay of the less skilled. This combination of findings could reflect the opening up of job opportunities for newer entrants to the labour market occasioned by the increased employer flexibility allowed by the ECA. Specifically, formerly unionised firms, while paying lower wages than before, may have been offering women higher wages than they previously were earning in other, non-union firms. Finally, both measured labour market prices (i.e. the returns to skills and favourable locations in the labour market) and unmeasured prices (residual inequality) for women and unmeasured prices for men ratcheted up permanently after passage of the ECA. This result suggests an impact of the ECA due to the break in the established trend in these outcomes.

Matthew Gray & Sriram Shankar (ANU), 'Determinants of labour market inefficiency in Australia - a stochastic frontier approach'.

In this paper we investigate how gender and bargaining (that is, formal negotiations between employer-employee) related variables explain the difference between the potential and the observed wage that an individual could obtain, given his or her human capital endowment. This gap is estimated using an innovative methodology - the stochastic frontier approach. We use the Fair Work Commission's Australian Workplace Relation study (AWRS) dataset, which is the only (since 1995) Australia-wide statistical dataset linking employee data with data from their employer. Analysis of the 2014 AWRS reveals that gender wage gap exists and is statistically significant and successful (unsuccessful) negotiations reduces (increases) the gap between observed and potential wage.

Session 2: 11.30am–1.00pm

Danielle Venn (ANU) and Boyd Hunter, 'Poverty transitions in non-remote Indigenous households: The role of labour market and household dynamics'.

Using data from the HILDA Survey, this paper estimates year-to-year poverty entry and exit rates for Indigenous and non-Indigenous individuals living in non-remote areas of Australia. Indigenous Australians of working age have a higher probability of entering poverty and a lower probability of exiting than non-Indigenous people. Changes in household size are the biggest triggers of poverty entry and exit for Indigenous people: around one-third of poverty entries are triggered by increases in household size and almost half of poverty exits are

triggered by decreases in household size. Changes in household size are more prevalent for Indigenous than non-Indigenous people, partly due to higher birth rates and partly due to the greater proportion of Indigenous people who live in large and multi-family households. Indigenous people that experience changes in household size have a greater likelihood of entering poverty and a smaller likelihood of exiting than non-Indigenous people. The labour market plays a prominent role in triggering poverty transitions for Indigenous people. Among those in poverty, increased exposure to the labour market (either by having more household members working or higher labour earnings) results in a 70-75% likelihood of exiting poverty, while reductions in employment and labour earnings trigger around one-quarter of poverty entries for Indigenous people. Changes in private income, such as business and investment income, play a much smaller role in triggering poverty entries and exits for Indigenous than non-Indigenous people, largely because Indigenous people get far less of their income from such sources. The results suggest that Indigenous poverty is likely to be more persistent than non-Indigenous poverty, thus having a bigger negative impact on well-being. Greater exposure to the labour market and more access to other sources of private income are likely to reduce poverty incidence among the Indigenous population, but the dynamics of Indigenous households leave them at greater risk of persistent poverty, all other things equal.

Bob Breunig, Syed Hasan & **Boyd Hunter** (ANU), 'Financial stress of Indigenous Australians: Evidence from NATSISS 2014-15 data'.

Like poverty, financial stress is often associated with inadequate financial resources relative to household need. The problems of constructing a valid comparisons in household need between Indigenous and non-Indigenous Australians are still considerable and are well known. The lack of reliable measures of income and expenditure for Indigenous Australians means that there are limited options for identifying the distinct Indigenous-specific needs with respect to financial and other resources. Unlike income and poverty studies there are several large scale data set with accurate and comparable data on financial stress for both Indigenous and other Australian and hence it should possible to identify the Indigenous-specific factors underlying financial stress in Australia. This paper uses the 2014 National Aboriginal and Torres Strait Islander Social Survey (NATSISS), and wave 14 data of the Household Income and Labour Dynamics in Australia (HILDA) survey that was also collected in 2014, to illustrate whether the processes underlying Indigenous financial stress are really different from those factors affecting the phenomenon among other Australians. Breunig and Cobb-Clark (2006) outline a model of financial stress that allows us to construct equivalence scales for financial stress that equates utility between households of very different sizes and composition.

Elish Kelly (Economic and Social Research Institute, Dublin). 'Atypical Work and Ireland's Labour Market Collapse and Recovery'.

Across many countries, the rise of atypical work has been noted whereby employees are increasingly in less secure contractual situations. While this might lead to more flexible labour markets, there are potential downsides for individuals. We explore the prevalence of atypical work in Ireland which provides a fascinating case-study. Ireland experienced a dramatic deterioration in its labour market around the Great Recession with unemployment rising from 4.8 percent in 2007 to 15 percent in 2012. This situation was also reversed somewhat quickly with unemployment falling to 8 percent by 2016. Such dramatic swings provide the context in which we explore whether atypical work increased for new job holders with the onset of recession and whether or not this weakened as the economy recovered. We find that atypical work did increase with the recession and, although moderating, the likelihood of new jobs

being atypical persisted into the recovery. This raises important questions about whether economic recovery alone will improve job quality, in addition to jobs numbers.

Session 3: 2.00pm–3.30pm

Riyana Miranti & Jinjing Li (University of Canberra), ‘Working Hours Mismatch, Job Strain and Mental Health among Mature-Age Workers in Australia’

Previous literature has discussed the relationships between non-participation and underutilisation in the labour market with psychological wellbeing. Some interesting key empirical results have been found although not particularly in the case of mature age workers. For example, the mismatch between the actual number of hours work and people’s preference has association with mental health. Nevertheless empirically, there are still mixed findings on the association between underemployment (working lower hours than the preference) and overemployment and mental health. Mental health of a worker can be also affected by requirement to do the job and whether he/she has control over the job. This issue has been discussed in the job strain literature. This paper aims to fill the gap by exploring the association between working hours mismatch, job strain and mental health in Australia, focusing mature age workers, a group of workers that have not been explored much in the literature. Results from four different SF-36 scores suggest a robust pattern that working hour mismatch, both in the form of overtime and underwork, significantly worsen one’s psychological well-being. The finding also suggests that a low-control-high-demand job has a significant negative impact on the reported mental health scores. Designing flexible working environment and granting more autonomy should be priorities in order to improve the general psychological well-being of the mature age workers.

Greg Connolly & Carl Francia (Department of Employment), ‘The Relationship between Labour Underutilisation Rates and the Proportion of Unemployment Allowees’.

The proportion of working-age people who are unemployment allowees is an important parameter for understanding the labour market and determining Australian Government Budget expenditures and government policies. Unemployment allowees also constitute the vast majority of the caseload for jobactive employment services, so knowledge of what determines their percentage of the population is important for service providers and the Department of Employment. In this paper, estimates of separate sets of econometric equations are presented to explain the male and female unemployment allowee to population ratios. These are modelled as being primarily dependent on the full-time unemployment to population ratios. They are also dependent on the underemployment to population ratios, because many allowees are underemployed rather than unemployed after the reforms to the income-support system in the 1990s. Other explanatory variables include Government policy changes, the economic growth rate, the real cost of labour, and seasonal variability. The equations that are used to explain the male and female unemployment to population ratios are used in the FoCUS macroeconomic model, which is used in the Department of Employment for policy and scenario analysis.

Sean Gumley & Linda Richardson (Department of Employment), ‘A Methodology for Projecting Employment in Australia’.

Each year, the Department of Employment produces employment projections by industry, occupation, skill level and region for the following five years, the latest being the five years to May 2022. These projections are designed to provide a guide to the future direction of the labour market. However, like all such exercises, they are subject to an inherent degree of uncertainty. Caution should be exercised when using these projections. All efforts have been

made to ensure these projections are as accurate as possible, however data used is inherently volatile and there are a large number of very small series. The projections have been derived from best practice time series models that summarise the information that is in a time series and convert it into a forecast. The projections are made by combining forecasts from autoregressive integrated moving average (ARIMA) and exponential smoothing with damped trend (ESWDT) models, with some adjustments made to take account of research undertaken by the Department of Employment and known future regional and industry developments. These projections are produced using detailed Australian Bureau of Statistics (ABS) employment data from the May 2017 Labour Force Survey. As such, they do not reflect labour market developments since then. The projection for total employment growth is consistent with the Government's forecasts and projections for total employment growth, as published in the latest Budget (May 2017). The projections for total employment by state and territory are not directly comparable with the forecasts and projections published in state and territory budgets, which typically have shorter forecast horizons and different base periods. The Department of Employment's projections are also medium term and point-in-time projections, and are thus not indicative of expected employment growth in the short term. Further information on Department of Employment's projections, including downloadable spreadsheets, can be found at: <http://lmip.gov.au/default.aspx?LMIP/EmploymentProjections>. Additional labour market information can be obtained from the following links: Job Outlook (joboutlook.gov.au) ; Labour Market Information Portal (LMIP) (<http://lmip.gov.au>) ; Australian Jobs (http://docs.employment.gov.au/system/files/doc/other/australian_jobs_2015.pdf)

Session 4: 4.00pm–5.00pm

Pipit Pitriyan & Armida Alisjahbana (Universitas Padjadjaran, Indonesia), 'Disconnected Indonesian Youth: NEET Incidence and Its Determinants'.

Around 17.5 million, or 27.5% out of 65 million Indonesian youth are categorized as "Not in Education, Employment nor Training (NEET)" during 2010 (ILO, 2012). This number exacerbates the high rate of Indonesian youth unemployment rate, recorded as 25% in the same year. NEET people are considered as lagging behind and become one of the most vulnerable groups prone to poverty. However, study in 2013 by Understanding Children Work (UCW) observing Indonesian youth data during 2000-2004 and 2004-2010 concluded that recent cohort of female seems to have greater opportunity to be in education longer than their predecessors. While, a more recent study in OECD (2015) reveals that the 2008 crisis affected the labor market by increasing the number of NEET in all OECD countries. Half of a decade since the last study on Indonesian NEET, Indonesian economy faces significant challenges. The country has experienced a slowing down economy starting in 2013 due to a sluggish global economy. Relevant with that situation, this research tries to answer three questions: (1) Does economic performance affect the NEET among male and female differently?; (2) What is the most influential factor explaining the magnitude of NEET?; (3) What are key alternative policies channelling the youth NEET to the labor market?. We employ a probit regression using the National Labor Force (SAKERNAS) data year 2012 and 2015. We limit observation to youth, i.e. person aged 15-24 years old. Our preliminary findings are: (1) economic slowing down worsen the female NEET much compared to male ones; (2) gender and location serve as the main determinant of NEET. Results of this study is expected to be inputs to policy making decision process related to labor market policy.

Nick Biddle & Matthew Gray (ANU), 'The short-term effect of a compulsory work for the dole trial'.

For Australian jobseekers receipt of an income support payment requires meeting ‘mutual obligation’ requirements that relate to actively seeking employment and taking steps to improve their chances of finding employment. These obligations can be met by participating in approved education or training courses, attending job interviews and accepting offers of suitable work. One of the options is participation in Work for the Dole (WfD), a program that has been operating since 1998. Between July 2014 and June 2015 WfD the Australian government trialled making WfD the mandatory activity requirement for jobseekers aged 18 to 29 years living in 18 geographic areas. This was referred to as Work-for-the-Dole 2014-15 in Selected Areas, or WfD14-15. The aim of this paper is to use administrative data to estimate the impact of WfD14-15 on: intermediate outcomes directly related to participation in mutual obligation activities; and participant outcomes related to the employability of job seekers. The data used in this paper are administrative records on people receiving income support payments who were eligible to participate in WfD. The administrative data available for this paper is for July to December 2014. Data is also available for the period July to December 2013 for people who at that time would have been eligible to participate in WfD14-15 had the program operated at that time. The evaluation is therefore of the short-run impacts of WfD14-15. The broad approach taken to estimating the impact of WfD14-15 is to compare outcomes for jobseekers living in areas in which WfD14-15 applies with outcomes for otherwise similar job seekers who live in other areas in which only the standard WfD applies. This approach makes use of the fact that WfD14-15 was implemented in only selected geographic areas which allows the experience of jobseekers in other areas to be used to construct the counterfactual of the outcomes in the absence of WfD14-15. Furthermore, by including data from both the treatment areas and the control areas from before the implementation of the program (via a difference-in-difference approach), as well as observable characteristics of the individuals in scope, it is possible to control to a large extent for other area and person-level characteristics that may impact on participation in WfD and the outcomes of WfD. The first findings from the analysis was that there was a large difference in the intermediate outcomes attributable to the program, particularly in terms of the probability of undertaking mutual obligation requirements. The main finding though, was that there was a small, but statistically significant effect on employment probabilities and the probability of going off income support. By utilising the timing of transitions, we are also able to show that much, but not all, of the change could be attributed to the ‘threat effect’ with many jobseekers obtaining employment before, or just upon their mutual obligation requirements commencing.

Close of Day 1

Workshop Dinner: OTIS Dining Hall: 29 Jardine St, Kingston ACT 2604, 6.30pm,
\$70 per person (after dinner speaker: Bruce Chapman)

THURSDAY 7 December 2017 (Day 2)

KEYNOTE: 9.30am–10.30am

Klaus Zimmermann (President, Global Labor Organization: GLO), 'The European Migration Challenge'. Chair: Bruce Chapman

Session 4: 11.00am–12.30am

Per Johannsena & **Ken Ueda** (National University of Singapore), 'How do Immigrants Affect Employment for Native Workers? Evidence from Administrative Data'.

We evaluate the relationship between immigrant and native employment using the Swedish administrative employer-employee linked LOUISE database. We find that if firms increase employment of immigrant workers by 10 percent, they increase employment of Swedish workers within the same occupation of the immigrants by 2.82 percent, and they increase employment of Swedish workers within other occupations by 0.50 percent. We find that immigrant employment changes outside of the firm have very little effect on the firm's decision to hire Swedish workers. We show that the majority of the Swedish employment increases is due to employer to employer transitions, and not nonemployment to employment transitions. We find some evidence that firms increase employment to nonemployment transitions when they hire immigrant workers. We find that all of these relationships are stronger within private firms, and that Swedish immigrant employment increases are greater when firms increase employment of immigrant who have resided within Sweden for multiple years. We also find that high-human capital workers produce larger positive effects, and Swedish workers and immigrants with high human capital are more likely to be complements in labor rather than substitutes.

Tina Rampino (University of Queensland), 'The role of parental education and income on children's aspirations for higher education: a causal estimation'.

We evaluate the impact of parental education and household income on 10 to 15 year olds' aspirations for higher education. OLS estimates reveal no maternal education effects but positive paternal education and household income effects. IV estimates of the model, which simultaneously account for endogeneity in parental education and household income, find no significant effects of household income on children's aspirations for higher education but positive, even though very imprecisely identified, paternal education effects.

Karen Mumford (York University), 'Pay, Job Rank and Job Satisfaction amongst Academic Economists in the UK'.

Combining a rich source of data from surveys of individual academic economists in 2016 with institutional information collected from the Royal Economic Society Womens Committee Surveys, the determinants of pay, job rank, and job satisfaction are explored for academic economists in the UK. We find the conditional gender pay gap is some 10 log percentage points and has not decreased between 1999 and 2016. The within job rank gender pay differentials have been alleviated for Lecturers but the relative ability of women to move into higher paid job ranks has diminished: the overall gender pay gap in 2016 is strongly influenced by the relative concentration of men in the higher paid job ranks (especially Professor). We also find that gender is not robustly related to reported job satisfaction, nor are relative or own wages.

Close of workshop

BIOGRAPHIES

Prof. Dr. **Klaus F. Zimmermann** is a Visiting Professor Princeton University, Co-Director POP at UNU-MERIT, Professor of Economics at Bonn University and President of the Global Labor Organization (GLO). Since 2001 Honorary Professor of the Free University Berlin, since 2006 Honorary Professor of the Renmin University of China in Beijing and since 2016 Honorary Professor of Maastricht University. He is a member of the Leopoldina (the German Academy of Sciences), the Academia Europaea (the European Academy of Sciences) and the Regional Science Academy. Since 1988 Zimmermann is Editor-in-Chief of the Journal of Population Economics.

Danielle Venn is a Research Fellow at the Centre for Aboriginal Economic Policy Research. She holds a PhD in Economics from the University of Melbourne and a Bachelor of Economics (Hons) from the University of New England. Prior to joining CAEPR, Danielle worked as a Research Fellow at the National Centre for Epidemiology and Population Health at the ANU. From 2006 to 2012, she was a Labour Economist working on a range of employment and social policy issues for the Organisation for Economic Cooperation and Development.

Ken Ueda was awarded a PhD in economics from the University of Maryland-College Park in 2016. His doctoral thesis was on Displaced Workers and Residential Migration. He is currently Postdoctoral Fellow at the National University of Singapore working with John C Ham (who provided the Keynote to the 2016 ALMR Workshop), and primarily uses Swedish administrative data for his research. His primary interests are in immigration economics and health insurance policy effects.

Leonora Risse earned her PhD in Economics from the University of Queensland in 2008. She worked as a Senior Research Economist at the Productivity Commission for 5 years before returning to academic lecturing and research roles at RMIT University where she currently holds a Vice-Chancellor's Postdoctoral Fellowship. Her research interests encompass labour and human capital economics, psychological/personality traits, wellbeing and disadvantage, gender differentials and demographics. Leonora is a founding committee member of the Women in Economics Network (WEN) in Australia.

Tina Rampino works at the Institute for Social Science Research (The University of Queensland) as an applied economist with experience in education and labour economics. She has worked with large longitudinal surveys from both developed and developing countries and the purpose of her research is to uncover the mechanisms behind inequality with a specific focus on education, the intergenerational transmission of disadvantage and the role of perceptions. She has conducted research on educational aspiration and attitudes of young people coming from less advantaged backgrounds.

Alison Preston is a Professor of Economics within the UWA Business School. Her expertise is in labour economics with a particular interest in wage relativities and wage structures. She teaches in the area of public policy. Alison has published more than 100 scholarly works including peer reviewed journal articles, commissioned works, industry reports, submissions and a book on wage determination. During her career Alison has held a number of academic leadership roles, including, more recently, Deputy Dean of the Faculty of Business at UWA (September 2013 to December 2016). Prior to joining UWA she was Director of the Curtin Graduate School of Business (2009-2013). She has also spent time in industry and held senior appointments in the public service in Canberra.

Pipit Pitriyan is a Lecturer and researcher at the Department of Economics, Padjadjaran University where she has worked since 2001. Ms. Pitriyan earned her bachelor degree in

economics and development studies in 2000 and a Masters degree in labor economics in 2004. Ms. Pitriyan's research interest is in the area of the economics of labor issues, human resources and poverty and her recent research topic is on the cost effectiveness of HIV interventions. Ms. Pitriyan is affiliated with the Center for Sustainable Development Goals Studies and Faculty of Economics and Business, Universitas Padjadjaran, Indonesia

Karen Mumford is an Australian Labor Economist who has spent most of her career working in the UK. She has a long history of investigating the relative position of men and women amongst academic economists: including starting the RES annual survey of academic economists in 1996; and carrying out the first gender survey of Australian Economics departments in 2000. Karen is currently exploring the gender pay gap amongst academic economists in the UK and how it has (not) changed this century.

Riyana (Mira) Miranti has a strong research interest in the areas related to social wellbeing and equity. Her work has been around the issues of disadvantage and wellbeing including poverty, social exclusion and inequality affecting children, youth and older people. Mira has been working extensively under several ARC grants in this field and was previously a CI on the ARC project which investigated workforce vulnerabilities among mature age workers. Mira has two countries of specialisation, Australia and Indonesia.

Stéphane Mahuteau is a Senior Research Fellow and Deputy director at the National Institute of Labour Studies (NILS), Flinders University in Adelaide. He has a PHD in Economics from the University of Lyon and is a research fellow at the IZA, Bonn Germany. His research interests include: Labour Economics, Immigration, Applied Econometrics, Applied Microeconomics, Policy Evaluation, Economics of Education, skills development and utilisation, Scarring effects of Overeducation and Overskilling. He has contributed to reports for the Gonski review, the Commonwealth Grants Commission, the Department of Immigration, the Department of Social Services, Department of Veteran Affairs and State governments.

Sholeh Maani is a Professor of Economics at The University of Auckland who specialises in applied microeconomics, in particular the economics of the labour market, and the economics of education. She is a research fellow of IZA. She has served as a member of the Royal Society of New Zealand, Social Science Advisory Committee, and as the President of the New Zealand Association of Economists. Sholeh has a PhD from the University of Illinois at Urbana-Champaign. She is a co-editor of the Australian Journal of Labour Economics.

Phil Lewis is Emeritus Professor of Economics at the University of Canberra, Director of the Centre for Labour Market Research (CLMR) and Visiting Professorial Fellow at the University of New South Wales, Canberra. He has over a hundred academic publications and produced number of major reports for the private and public sectors. He has served in a number of professional roles including that of National President of the Economic Society of Australia. In 2008 he received the Honorary Fellow Award by the Society for his contribution to the economics profession. Phil is the editor of the Australian Journal of Labour Economics.

Elish Kelly is a Senior Research Officer in the Economic Analysis Division at the Economic and Social Research Institute (ESRI) and Adjunct Assistant Professor at Trinity College, Dublin. Post-graduate studies and research conducted at Trinity College Dublin (Ph.D.). Her main research interest, and published work, is in labour economics, with a particular focus on unemployment and active labour market programmes, migration, and wages and pay bargaining institutions. Dr. Kelly has also undertaken research on equality and on education issues, along with participation in sport and physical activity.

Professor P.N. (**Raja**) **Junankar** is Honorary Professor, Industrial Relations Research Centre, University of New South Wales; Emeritus Professor, University of Western Sydney; and Research Fellow of the Institut zur Zukunft der Arbeit (IZA) in Bonn, Germany. Prof Junankar was born and brought up in India, and his university education was in the UK. He obtained a B.Sc.(Econ) and M.Sc.(Econ) from the London School of Economics, and a Ph.D. in Economics from the University of Essex.

Boyd Hunter is an IZA Research Fellow and Senior Fellow at the Centre for Aboriginal Economic Policy Research, The Australian National University. He is currently on the Expert Advisory Panel for the Try, Test and Learn Fund. Until recently, he was also working on the Scientific Reference Group for the National Indigenous Clearinghouse. He has been the Managing Editor and Editor of the Australian Journal of Labour Economics and the Australian Journal of Social Issues. He has published over 120 peer reviewed publications on labour economics, public policy, economic history and a wide range of social sciences.

Sean Gumley works in the Occupation and Industry Analysis Section of the Department of Employment. This section is responsible for developing the Department's employment projections and maintaining the Internet Vacancy Index (IVI). He previously worked on the Department's Star Ratings tool that assesses employment services provider performance. Sean graduated the ANU with a Bachelor of Economics and has been working at the Department for six years.

Professor **Matthew Gray** is Director of the ANU Centre for Social Research and Methods. He has published on a wide range of economic and social policy issues. Former roles include as Director of Centre for Aboriginal Economic Policy Research and Deputy Director of the Australian Institute of Family Studies.

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