

# Wage Review Promises Much

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The Fair Work Commission is busily tackling the research stage of the Annual Wage Review of 2015 -2016.

In preparation for the 2015-2016 review and future reviews, there is a research program aimed at informing commission members and other interested parties of the state of affairs for various topics.

This year, within what the commission calls the “medium term research program” there will be a statistical report and research reports.

The basis of the statistical report will consider whether “award-reliant employees are the sole, main or secondary income earner in their household”. It will look at various types of households in the community and whether the main breadwinner is reliant on an award, or employed under other terms.

Another research team at the FWC will compile reports that consider an international comparison of minimum wages and labour market outcomes.

The Pay Equity Unit will consider how earnings differ by gender, characteristics of female and male workers, and the characteristics of firms that employ female and male workers. Another matter they will consider is how the break in job continuity for low paid women - presumably due to maternity leave - impacts on their ultimate outcomes on returning to work. This pay equity research is set to be published by February, so stay tuned for the outcomes.

For the purposes of the future of annual wage reviews, there will also be consideration of the youth labour market and the characteristics of the underemployed and unemployed - topics that in my humble opinion will feed into important considerations for future wage reviews.

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Elsbeth's articles can be accessed on the Daily Mercury website at <http://www.dailymercury.com.au/topic/elsbeth-ledwy/> or you can find Elsbeth's column “Mind Your Own Business” in the Daily Mercury newspaper each Wednesday.



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