

Indigenous employment: Recent trends, future prospects

Presentation to ANU Public Policy Program

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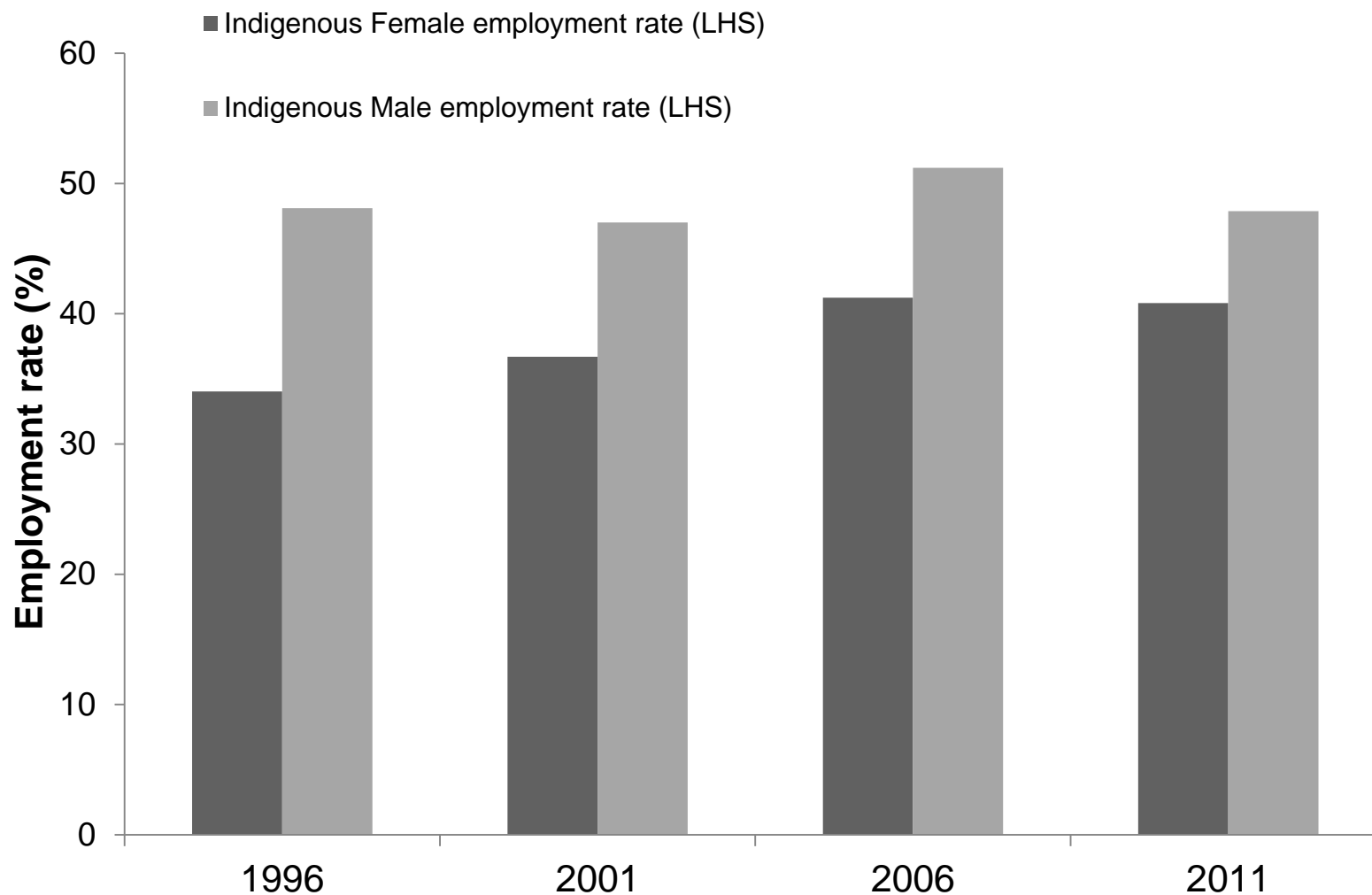


- Presentation draws upon joint work with Boyd Hunter, Monica Howlett and John Taylor from CAEPR

Overview of presentation

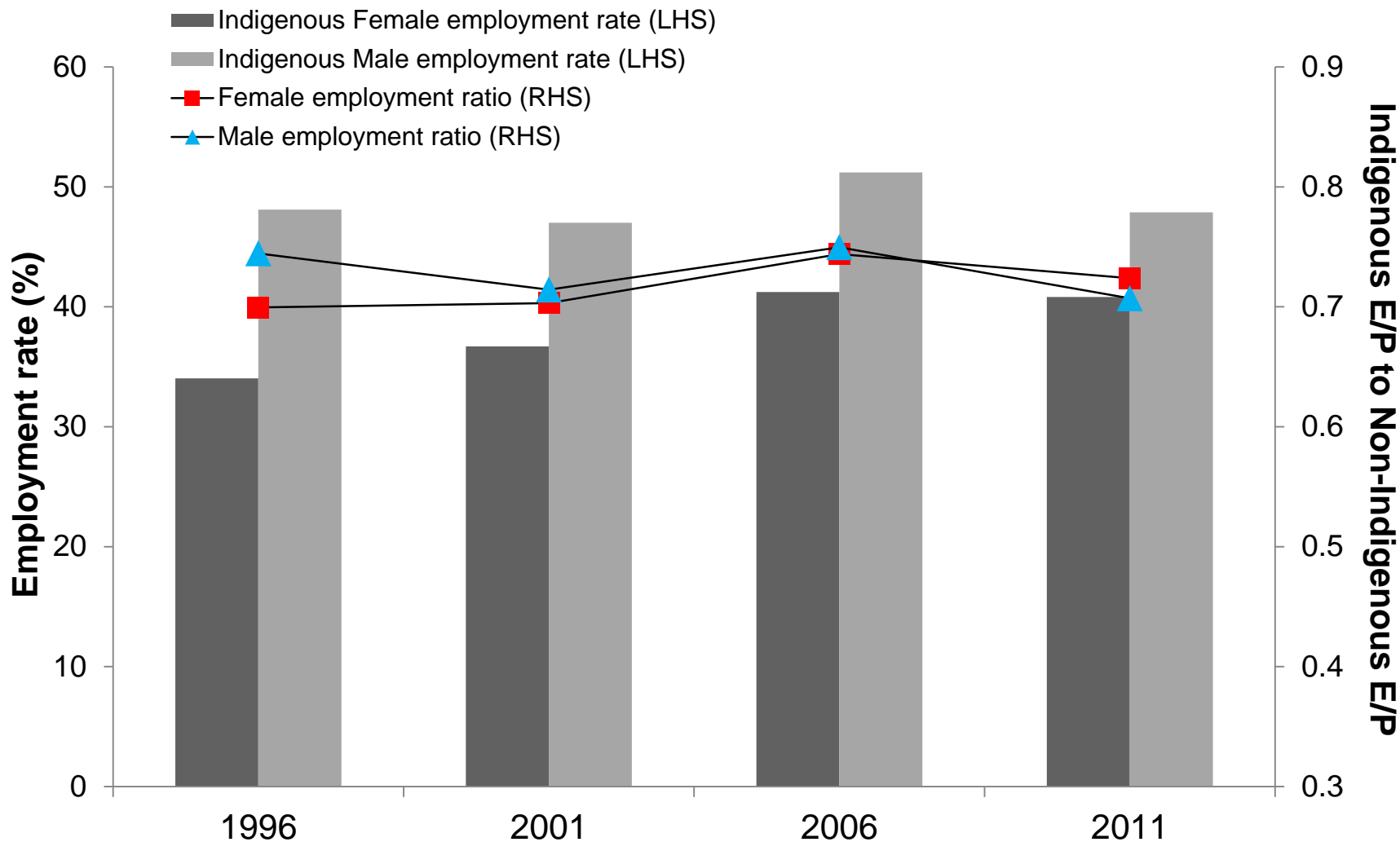
- Trends in Indigenous employment since the mid-1990s
 - The importance of adjusting for CDEP
 - Impact of the Global Financial Crisis
 - Gender, age and geographic remoteness
- Private versus public sector
- Demographic projections, education and future prospects
- Concluding comments

Non-CDEP plus CDEP employment (15+), 1996-2011



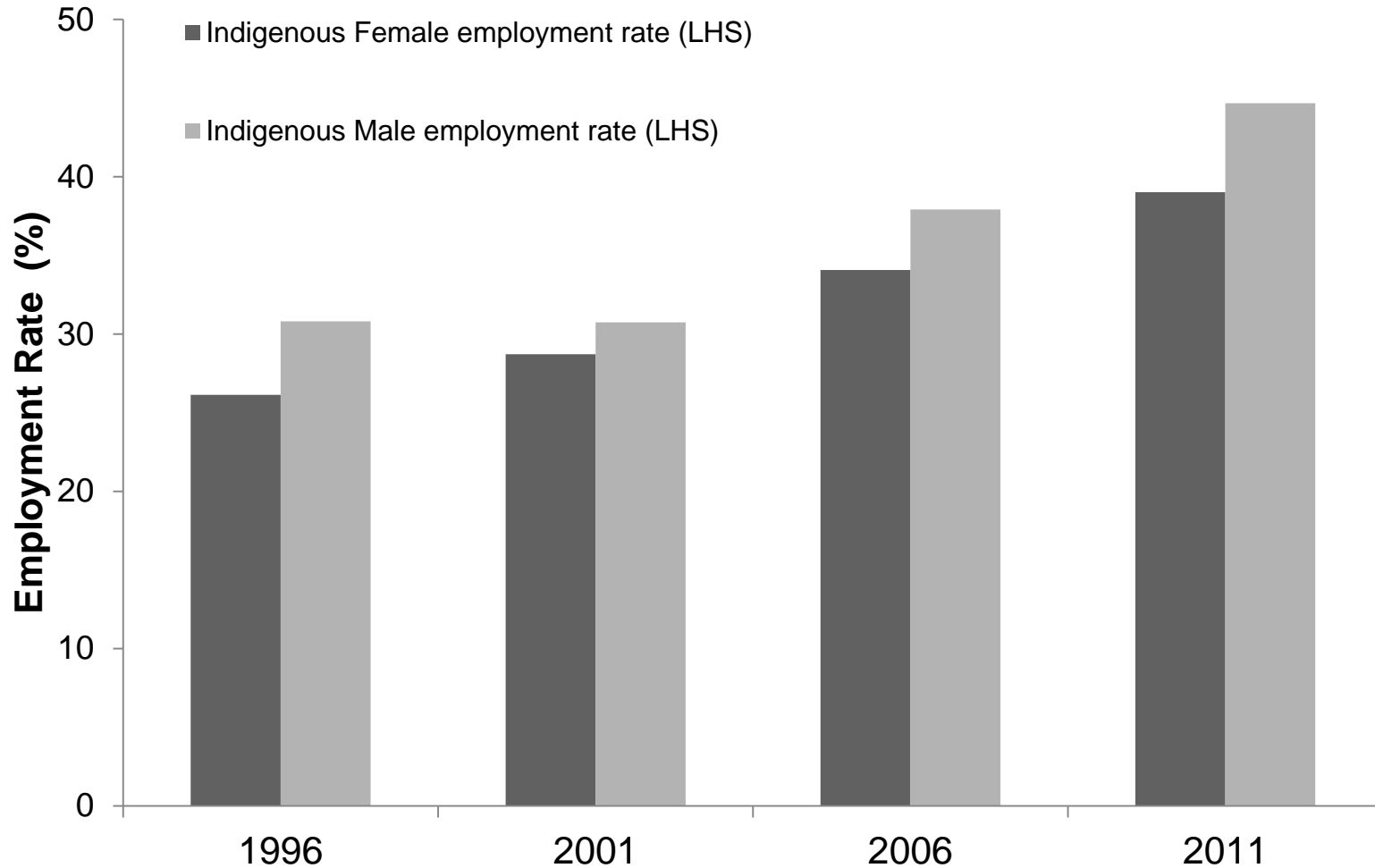
Sources: Census data; CDEP program data; ABS Cat. 3101.0

Non-CDEP plus CDEP employment (15+), 1996-2011



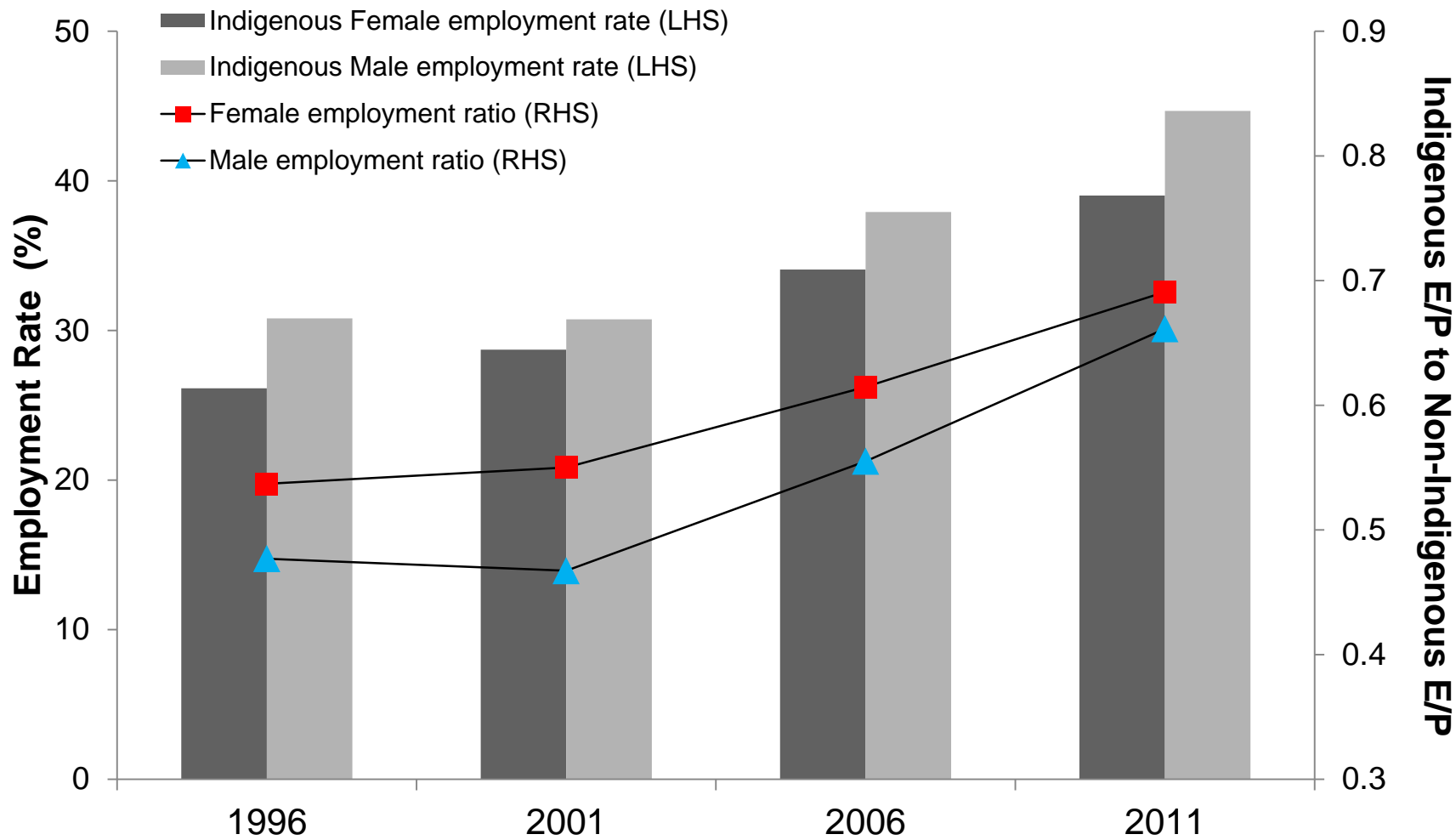
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Non-CDEP employment (15+), 1996-2011



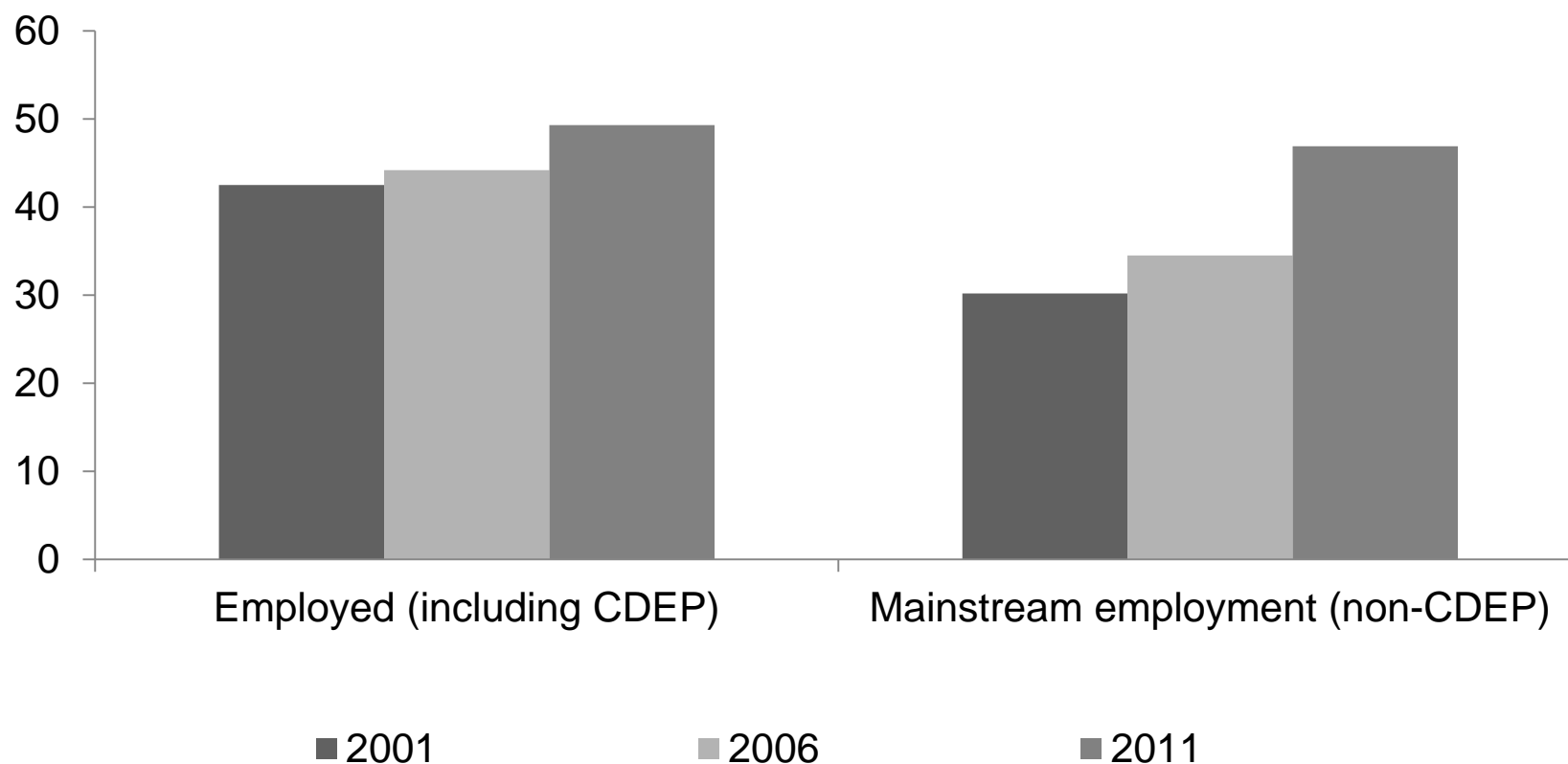
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Non-CDEP employment (15+), 1996-2011



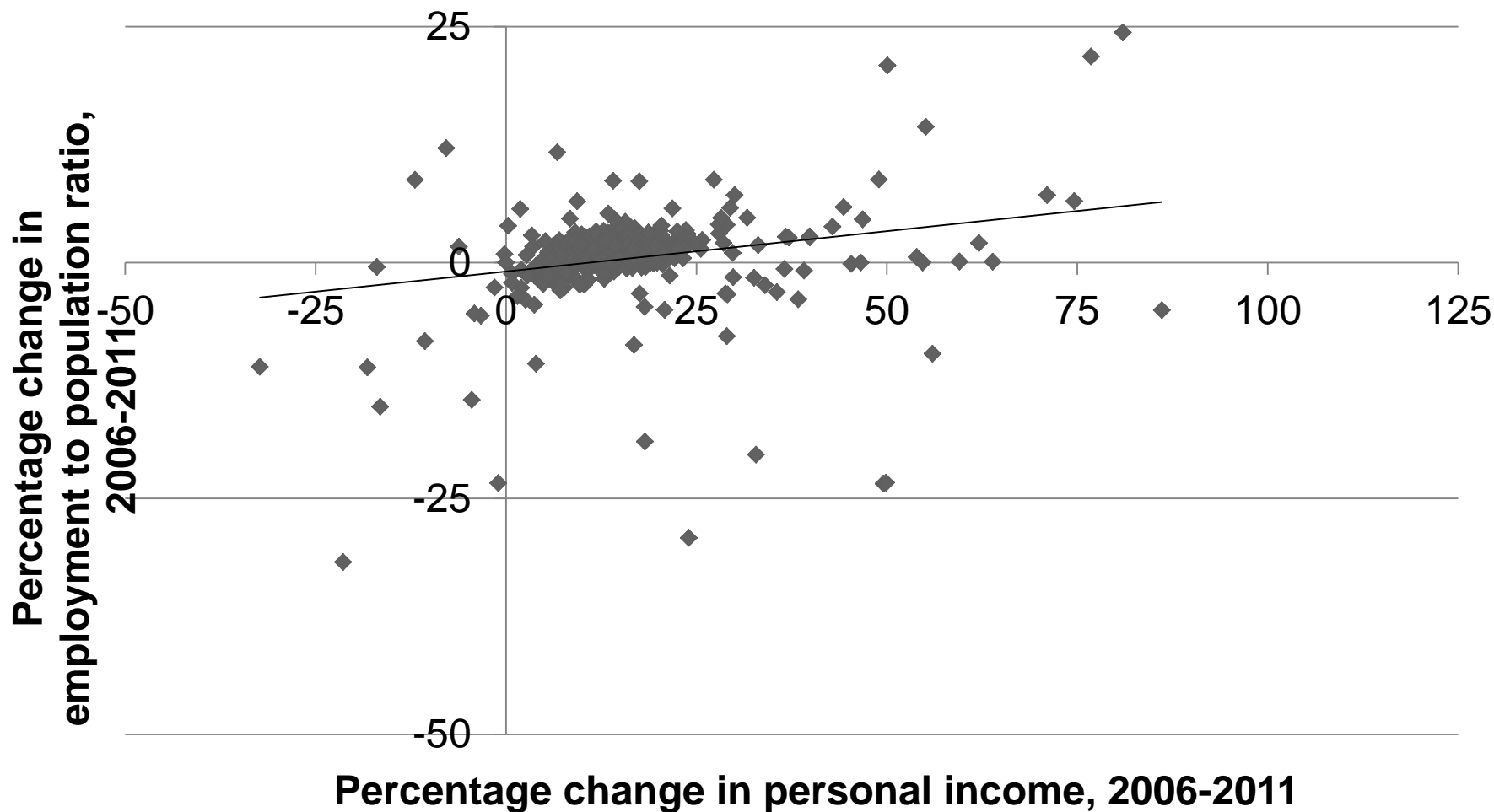
Sources: Census data; CDEP program data

Indigenous Labour Force Status in the Pilbara: 2001-11

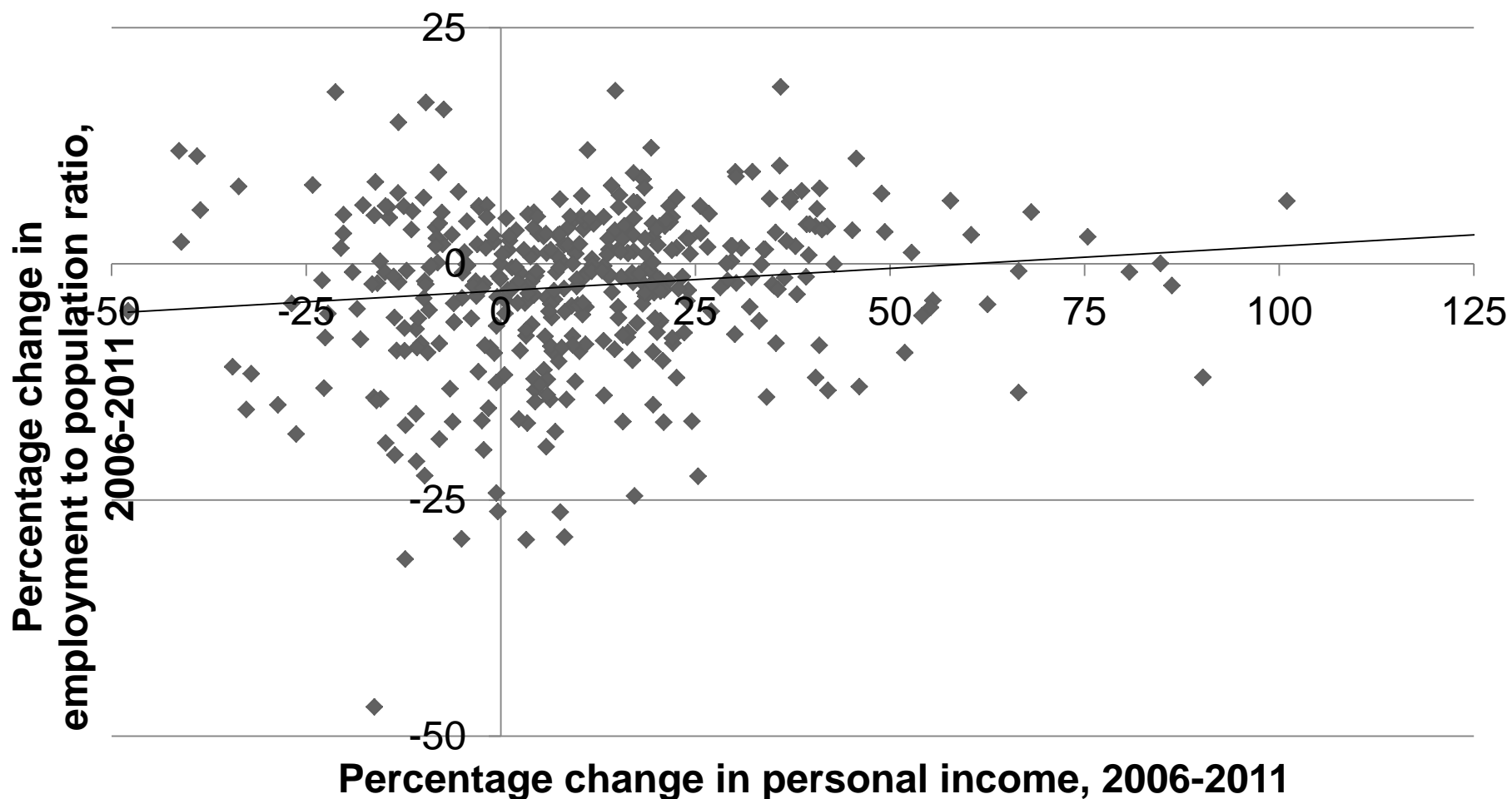


Sources: Census data; CDEP program data

Local changes (IAREs) in non-Indigenous employment & income



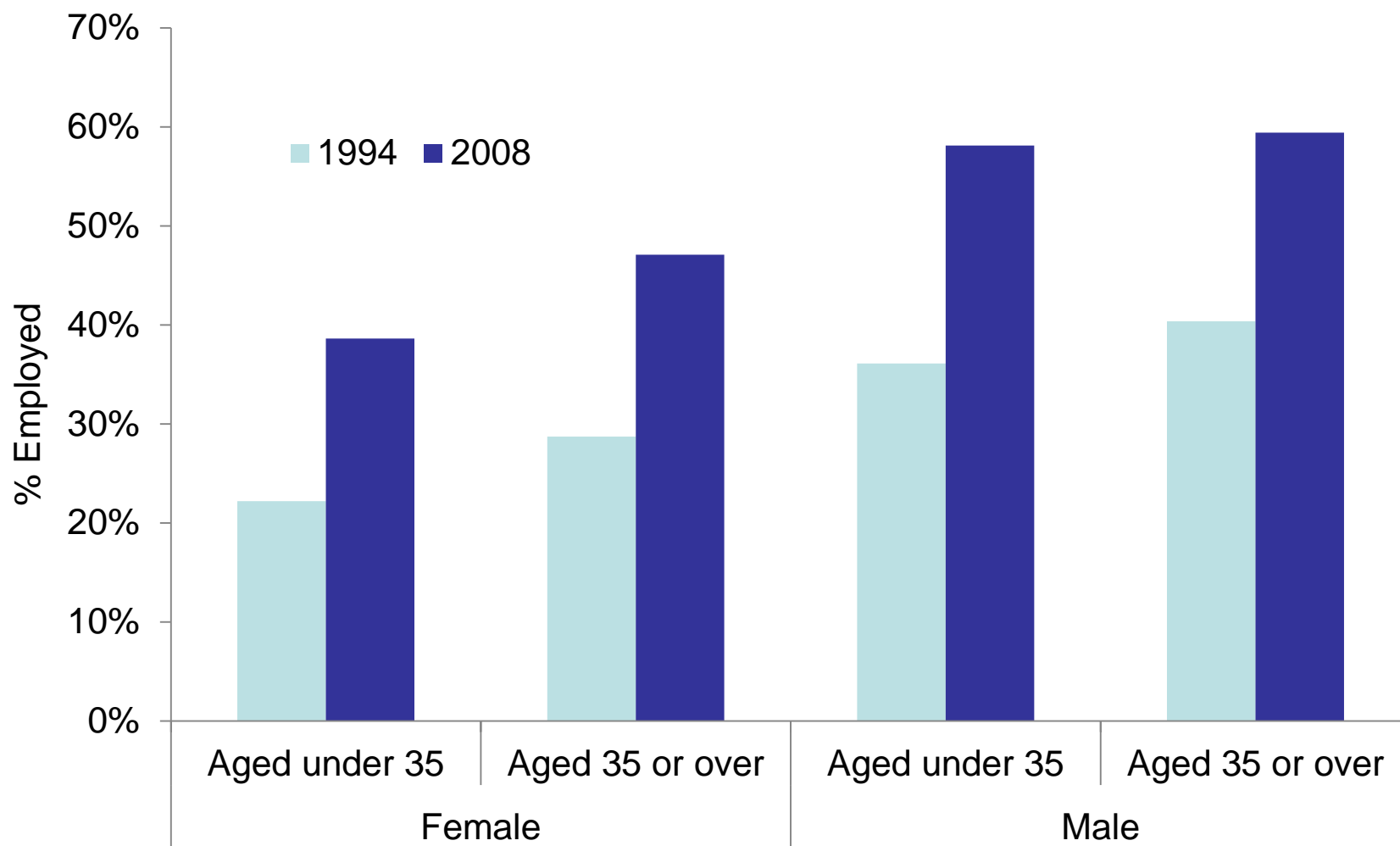
Local changes (IAREs) in Indigenous employment and income, 2006 to 2011



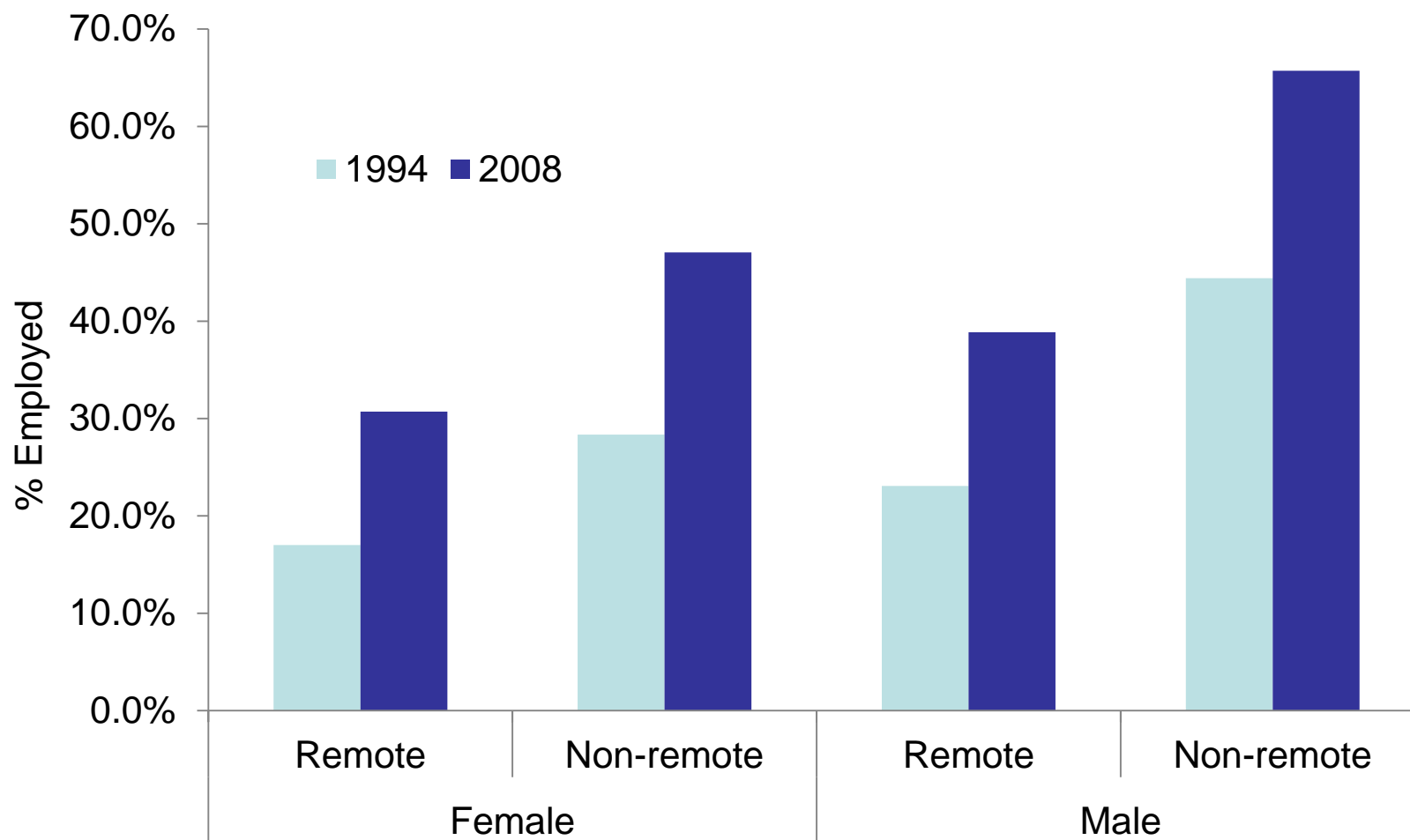
Areas with largest decrease in Indigenous employment (CDEP + non-CDEP), 2006-11

	Change employment 2006-11	%	Change income 2006-11
Yarrabah (QLD)*	-47		-16.2
Fitzroy River (WA)	-31		-12.3
Halls Creek – Surrounds (WA)	-29		3.3
Fitzroy Crossing (WA)	-29		-5.0
Hope Vale (QLD)	-29		8.2
Warburton (WA)	-26		7.6
Kowanyama (QLD)	-26		-0.4
Great Sandy Desert (WA)	-26		17.2
North Kimberley (WA)	-24		-0.6
Broome – Surrounds (WA)	-22		25.3
Argyle – Warmun (WA)	-22		-9.8
Aurukun (QLD)	-20		-10.8
Cherbourg (QLD)	-20		-13.6

Non-CDEP employment rates by age group, males and females, Indigenous, 1994 & 2008



Non-CDEP employment by geographic remoteness, males & females, Indigenous, 1994 & 2008



Proportion of employment in private sector by gender and remoteness, 2006-2011

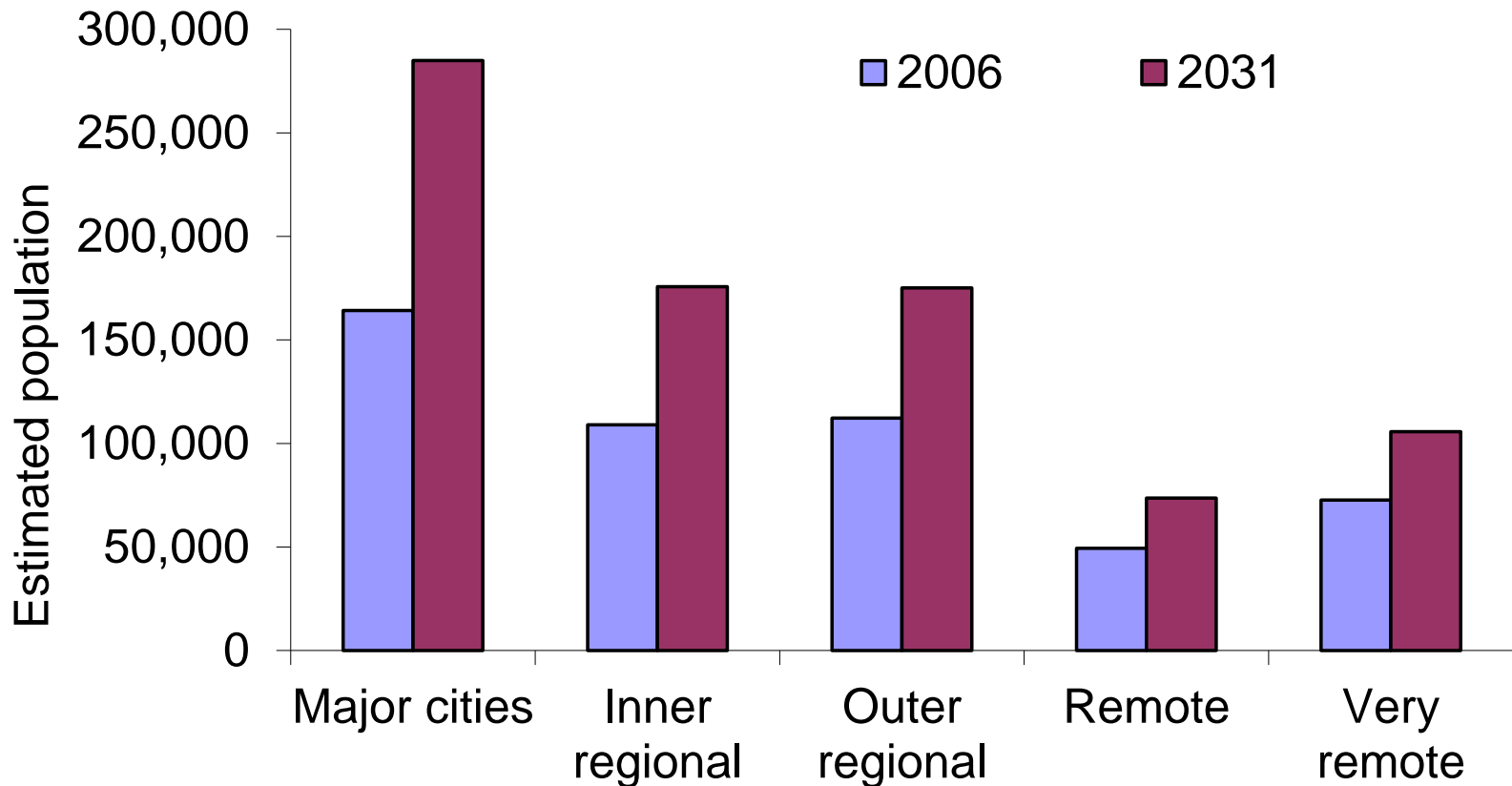
	Indigenous		Non-Indigenous	
	Remote	Non-remote	Remote	Non-remote
	Female			
2006	57.3	74.9	77.9	82.4
2011	63.0	74.2	75.7	80.5
	Male			
2006	57.4	82.9	88.0	88.2
2011	71.0	83.3	88.6	87.6

Source: Census data

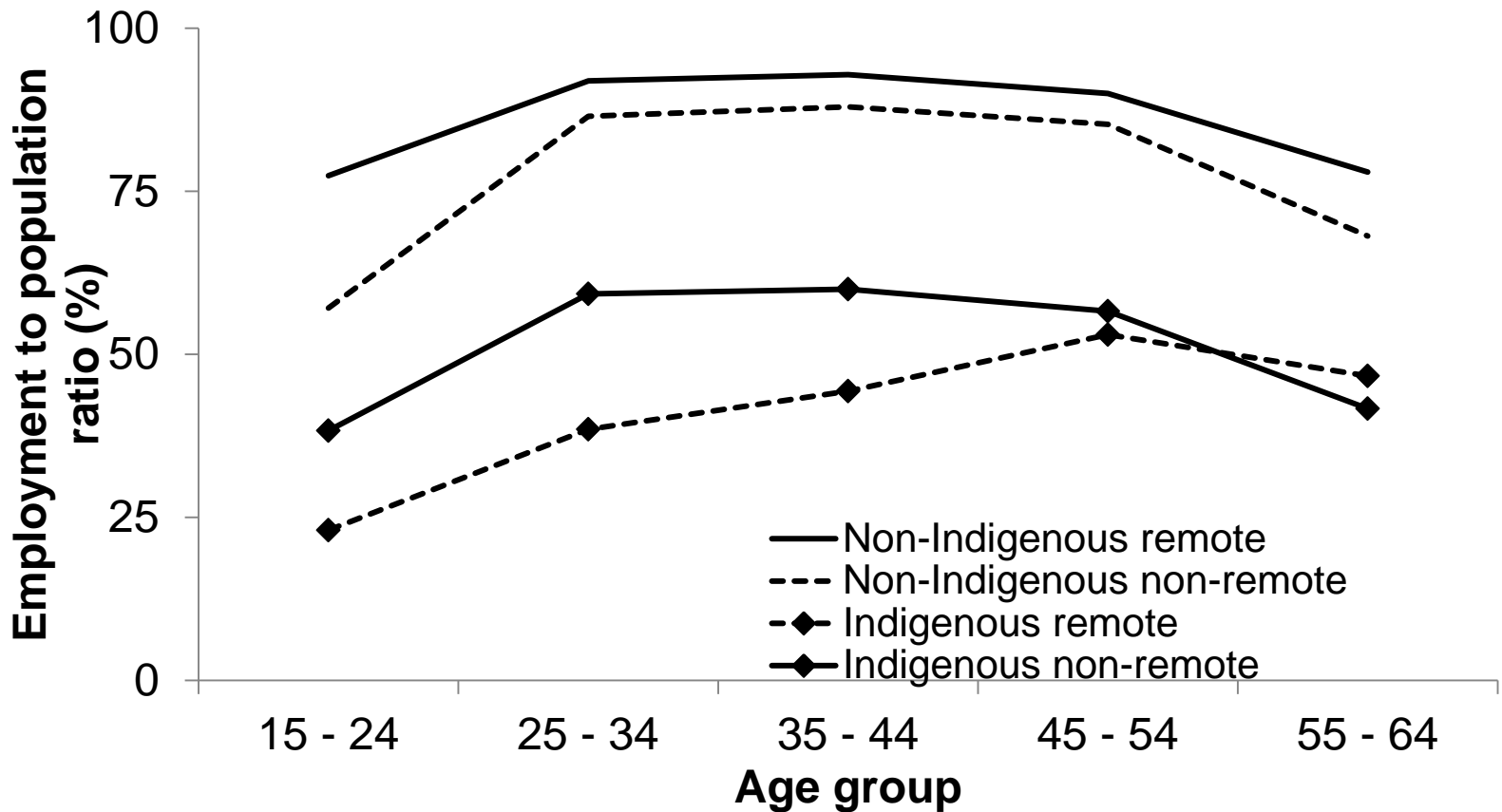
Overview of demography of Indigenous population

- Indigenous population in 2011 was 669,000 (3% Australian population)
- Increasing rapidly – grew by 29.5% 2006 to 2011
- Indigenous population younger than non-Indigenous
 - Indigenous median age 21 years; non-Indigenous median age 38 years
- Large number of Indigenous people will enter workforce in coming years
 - 36% Indigenous 0-14 yrs; 19% non-Indigenous 0-14yrs

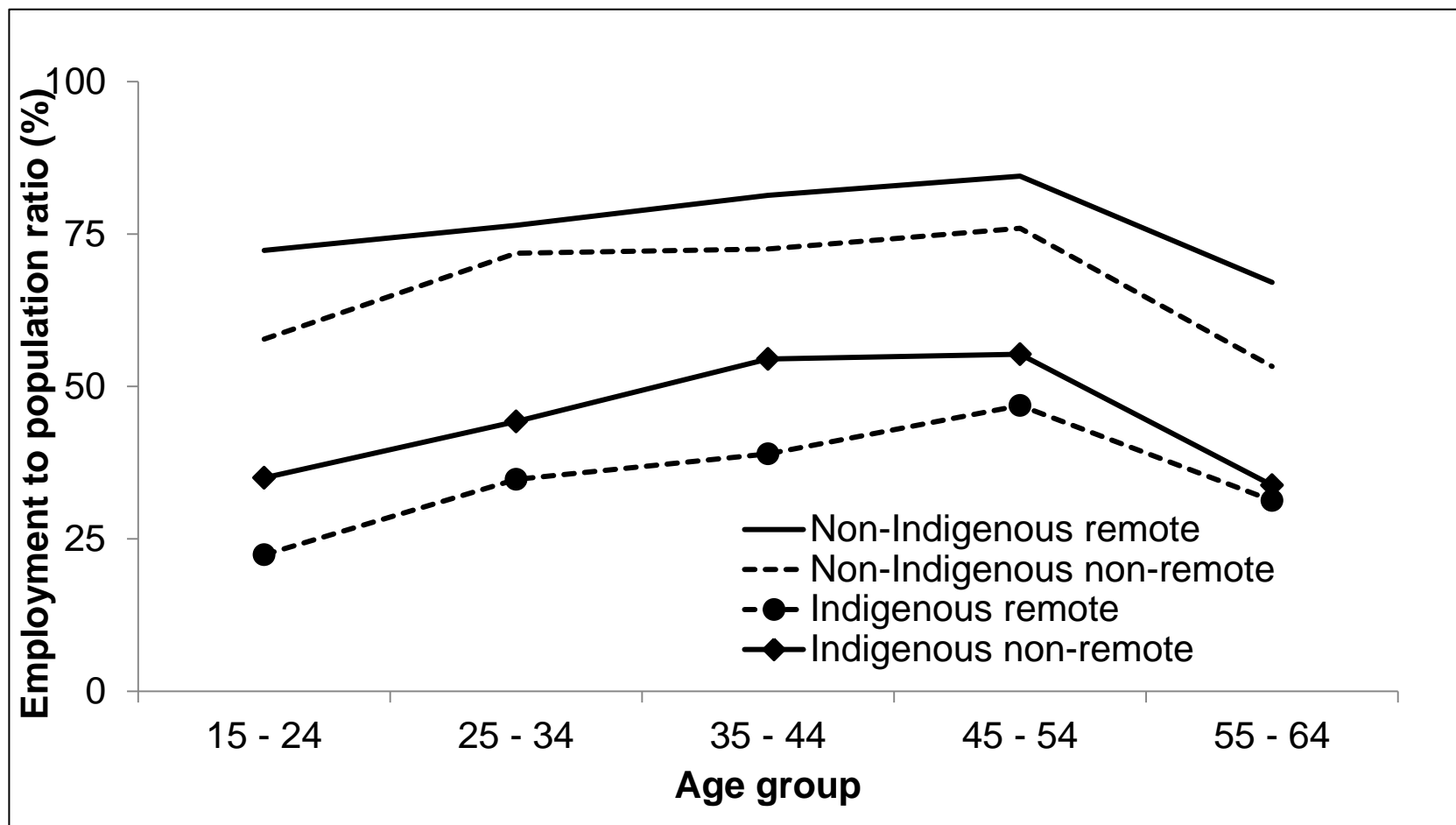
Indigenous population distribution by remoteness: 2006 and projection for 2031



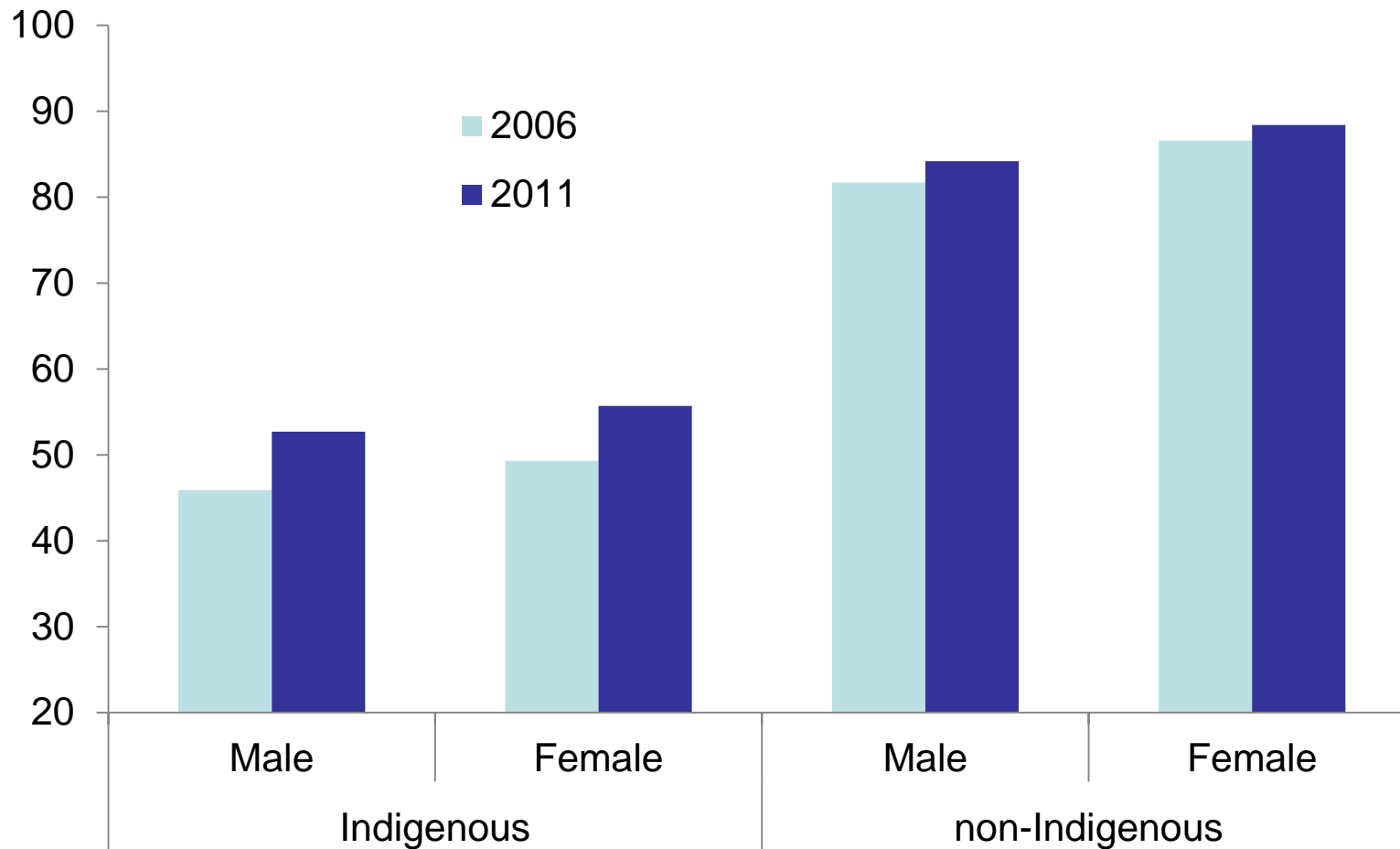
non-CDEP employment rate by age group and Indigenous status, men, 2011 (%)



non-CDEP employment rate by age group and Indigenous status, women, 2011 (%)



% 20-24 year olds with Year 12 or above qualification, 2006 and 2011



Concluding comments

- Big increases in non-CDEP employment since mid-1990s
 - found using National Aboriginal and Torres Strait Islander Social Survey, Labour Force Survey and Census
 - Increases post the GFC
- Increases in both remote and non-remote areas, for younger and older and for males and females
- Increases in employment for the Indigenous population are greater than for the non-Indigenous population
- Failure to clearly focus on non-CDEP employment leads to very misleading conclusions about employment growth and the effectiveness of government policy

Concluding comments, cont ..

There are number of possible explanations for increases in employment

- strong macro-economic conditions
- changes in the characteristics of the Indigenous population have contributed to the increases in non-CDEP employment
 - ↑ education, ↓ arrest (males), ↓ % remote areas
- changes to the income support system designed to encourage income support recipients to find paid employment
- increasing emphasis in Indigenous labour market policies on unsubsidised employment
- Focusing of wage subsidies on Indigenous
 - Indigenous Australians may have been shuffled up the job queue (by reducing their relative cost)