AUSTRALIAN MARKETS WEEKLY



Generational shift - an older workforce, a lower NAIRU

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Analysis - Generational shift - an older workforce, a lower NAIRU

- Unemployment has edged higher since earlier this year as strong employment growth has failed to keep pace with even stronger growth in the supply of labour, with the participation rate reaching a post-WW2 high of 66%. Analysing the age split of the labour market, the participation rate is up across the board from the most recent national low in 2016, although the increase has been driven by older people, especially those in their early 60s.
- We think the increase in participation reflects a mix of economic, public policy and demographic factors, namely: (1) a desire to lift incomes, which have stagnated in real terms over recent years; (2) high debt-servicing ratios given record household gearing; (3) tighter access to the age and disability support pensions, including a lift in the eligibility age; and (4) rising longevity risk and relatively modest superannuation balances.
- In our view, the public policy and demographic factors are likely to persist, where international work suggests increased participation by older workers contributes to a lower NAIRU and a flatter Phillips curve, pointing to inflation and interest rates staying lower for longer.

The week ahead – AU RBA minutes, unemployment; NZ GDP; US FOMC rate cut

- On Tuesday, we think the minutes of the RBA's September Board meeting are likely to
 emphasise a range of global and domestic downside risks to the outlook, which could
 surprise markets given the relatively bland post-meeting statement. Locally, the labour
 market remains key for the RBA's outlook, where NAB expects Thursday's labour force
 survey to show the unemployment rate edged higher to 5.3%, with moderate
 employment growth of 17k (consensus: 15k, 5.2%).
- Internationally, investors are seeking clarity on the impact of the weekend terrorist attack on Saudi oil production. We expect Thursday's NZ GDP to expand just 0.3% in Q2, or 1.9% over the past year (market: 0.4%; RBNZ: 0.5%). Also note the potential for nontrivial historical revisions. In the US, the FOMC is expected to cut the funds rate from 2-2.25% to 1.75-2% on Wednesday and signal a preparedness to do more as needed, easing policy further mainly as insurance against the continuing trade war. In the UK, a supreme court ruling is due on the legality of PM Johnson's decision to suspend Parliament until 14 October. The BoJ is expected to keep the policy rate unchanged at -0.1% on Thursday.

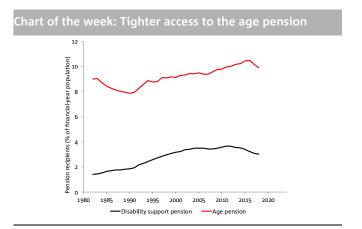
To contact NAB's market experts, please click on one of the following links:

Ask the Economists

Ask the FX Strategists

Ask the Interest Rate Strategists

Key markets over the past week										
	Last	% chg week		Last	bp/% chg week					
AUD	0.6877	0.2	RBA cash	1.00	0					
AUD/CNY	4.86	-0.6	3y swap	0.94	7					
AUD/JPY	74.2	0.8	ASX 200	6,674	0.4					
AUD/EUR	0.621	0.0	Iron ore	95	6.4					
AUD/NZD	1.077	0.8	WTI oil	59.6	3.0					
Source: Bloom	nberg									



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Kieran Davies

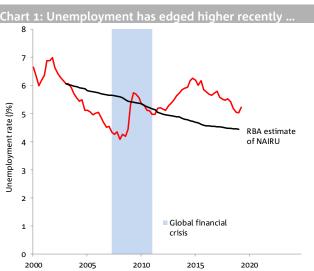
Generational shift - an older workforce, a lower NAIRU

- Unemployment has edged higher since earlier this year as strong employment growth has failed to keep pace with even stronger growth in the supply of labour, with the participation rate reaching a post-WW2 high of 66%. Analysing the age split of the labour market, the participation rate is up across the board from the most recent national low in 2016. although the increase has been driven by older people, especially those in their early 60s.
- We think the increase in participation reflects a mix of economic, public policy and demographic factors, namely: (1) a desire to lift incomes, which have stagnated in real terms over recent years; (2) high debt-servicing ratios given record household gearing; (3) tighter access to the age and disability support pensions, including a lift in the eligibility age; and (4) rising longevity risk and relatively modest superannuation balances.
- In our view, the public policy and demographic factors are likely to persist, where international work suggests increased participation by older workers contributes to a lower NAIRU and a flatter Phillips curve, pointing to inflation and interest rates staying lower for longer.

Unemployment has edged higher despite strong employment growth as more people join the workforce

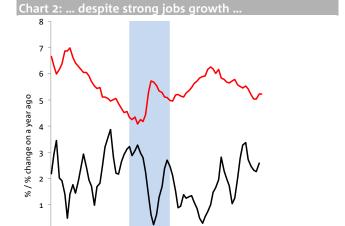
A key influence on monetary policy over the past year has been the state of the labour market, where the Reserve Bank is trying to grow the economy at a faster rate to reduce unemployment toward the estimated NAIRU of 4.5% so as to return inflation to the 2-3% target hand.

However, unemployment has risen from a multi-year low of 4.9% in February to 5.2%. The rise in unemployment has occurred due to strong jobs growth failing to keep pace with even stronger growth in the supply of labour, with the participation rate reaching a post-WW2 high of 66%.



Note: The data are quarterly averages. The NAIRU = non-accelerating inflationary rate of

Source: Australian Bureau of Statistics, Reserve Bank of Australia, National Australia Bank



Note: The data are quarterly averages Source: Australian Bureau of Statistics, National Australia Bank

Global financial crisis

2000

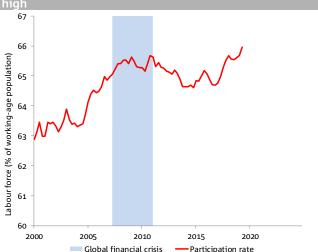


2010

Unemployment

2020

Employment



Note: The data are quarterly averages. Source: Australian Bureau of Statistics, National Australia Bank

Participation in the workforce is up across the board. with the largest gains among older people

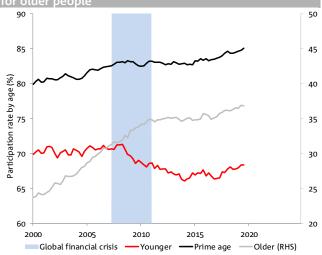
Given that Australia's population is getting older, we analysed the age split of the labour market.

From the low in the national participation rate in 2016, we found:

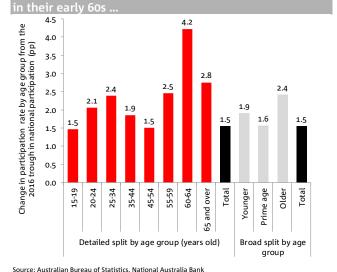
- Younger people have seen the second-largest rise in participation. There has been a 1.9pp increase since 2016 in the participation of people aged 15-24 years, mostly due to higher participation among those aged in their early 20s.
- Prime-age participation has increased the least. Participation of people aged 25-54 years has increased by 1.6pp since 2016. Participation among those aged 25-34 years is up 2.4pp, while participation of those aged 35-54 years has risen by 1.5-1.9pp.
- Older people have seen the largest rise in participation. The participation rate for people aged 55 years and over has risen by 2.4pp, accounting for almost all the increase in overall participation.

Participation among those in the early 60s is up 4.2pp, while it has increased 2.5pp for those in their late 50s and by 2.8pp for people aged 65 years and over.

Chart 4: Participation is up across the board, especially for older people

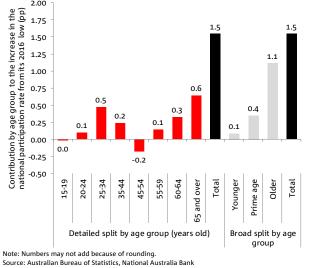


Source: Australian Bureau of Statistics, National Australia Bank



Available hours of work = actual hours worked + hours sought by the unemployed and underemployed.

Chart 6: ... and older workers have driven the national

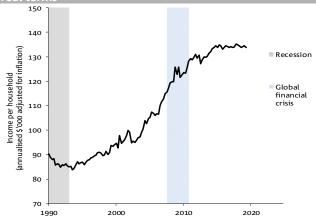


Increased overall participation reflects economic factors and the ageing of the population

In our view, record labour-force participation reflects an aging population, motivated to stay in the workforce for longer by a number of economic, public policy and demographic factors.

A desire to lift incomes, where income per household has stagnated over recent years in real terms. We estimate that average income per household has been broadly unchanged in real terms since 2014. This reflects slow growth in wages, with the unemployed and underemployed seeking more hours to boost incomes (the new labour account showing that total hours sought by unemployed and underemployed workers are high at 7.9% of available hours).1

Chart 7: Income per household has broadly stagnated in



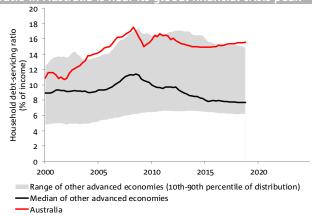
Note: The number of households was estimated by NAB using data from the Survey of Income and

Source: Australian Bureau of Statistics, National Australia Bank

Mortgage debt-servicing ratios remain high. Even with the lowest mortgage rates since the 1950s, debt-

servicing ratios for households remain high given record household gearing.

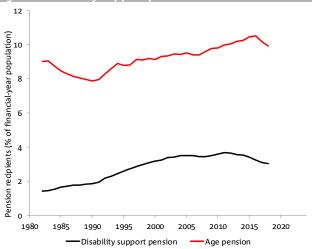
Chart 8: High debt means the household debt-servicing ratio in Australia is near its global financial crisis pea



Note: The other advanced economies are: Belgium, Canada, Denmark, Finland, France, Germany, Italy, Japan, Korea, Netherlands, Norway, Portugal, Spain, Sweden, United Kingdom, and United States o America.
Source: Bank for International Settlements, National Australia Bank

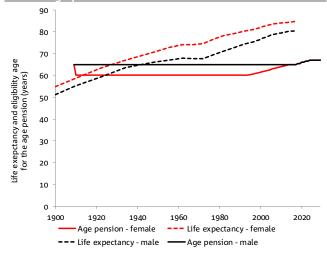
Access to government pensions has tightened. The government has restricted access to the age and disability support pensions, which have fallen as a share of the population for the first time in decades (note that disability is the most common reason for retirement behind reaching retirement or pension/superannuation eligibility age). The government has also legislated to increase the eligibility age for the age pension to 67 years by

Chart 9: The government has tightened access to the age and disability support pensions



Source: Australian Bureau of Statistics, Department of Social Security, National Australia Bank

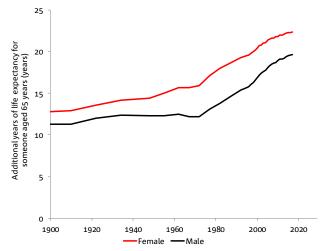
Chart 10: ... and has started to raise the eligibility age for the age pension



Note: The eligibility age for the Commonwealth age pension is legislated to increase to 67 years by 2023. The life expectancy estimates are for an individual at birth and are interpolated in earlier years. Source: Australian Bureau of Statistics, Australian Institute of Health and Welfare, Department of Social Security, National Australia Bank

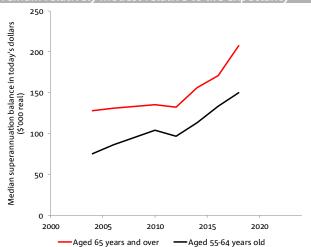
Longevity risk continues to increase and superannuation balances are modest. Longevity risk has trended higher, with a person aged 65 years currently expected to live another 20 years if male or 22 years if female. At the same time, superannuation balances remain relatively modest for those approaching retirement age (the median superannuation balance for someone aged 55-64 years is about \$150,000, or about \$180,000 for males and \$120,000 for females).

Chart 11: The average person aged 65 years usually lives another 20 years or so in retirement



Source: Australian Institute of Health and Welfare, National Australia Bank

Chart 12: Superannuation balances have increased, but remain relatively modest relative to life expectancy



Note: Median superannuation balances are expressed in 2017-18 dollars. There is some Interpolation

Source: Australian Bureau of Statistics, National Australia Bank

Increased participation by older workers is likely to reduce the NAIRU and flatten the Phillips curve

Unlike the economic factors, which largely reflect the current cycle, the public policy and demographic forces are likely to remain in place. The eligibility age for the age pension is already legislated to increase to 67 years

by 2023 and the government plans to raise it to 70 years by 2035. Life expectancy for people who have reached retirement age is still trending higher and superannuation balances may grow at a slower rate if interest rates stay low for an extended period.

This suggests that the ageing of the population is likely to see more older people stay in the workforce for longer, boosting the supply of labour. International research suggests that increased participation by older workers contributes to:2

- A lower NAIRU. Older workers tend to quit their job at a slower rate than other workers, which reduces the frictional unemployment component of the
- A flatter Phillips curve. Older workers tend to place more weight on non-wage arrangements, including flexible hours of work.

In turn, this suggests that demographic factors are likely to contribute to inflation and interest rates staying lower for longer, which is something we plan to examine in more detail.

Kieran Davies

advanced economies and a way out, Bank for International Settlements, 5 September 2019.

² For example, see Luiz da Silva, Enisse Kharoubi, Emanuel Kohlscheen and Benoit Mojon, The inflation conundrum in

CALENDAR OF ECONOMIC RELEASES

Country	Economic Indicator	Period	Forecast	Consensus	Actual	Previous	GMT	AEST
	16 September 2019							
US	Empire Manufacturing	Sep		4		4.8	12.30	22.30
	17 September 2019							
NZ	Westpac Consumer Confidence	3Q				103.5	21.00	7.00
AU	RBA Board minutes	Sep					1.30	11.30
AU	House Price Index QoQ	2Q		-1.1		-3	1.30	11.30
GE	ZEW Survey Current Situation	Sep				-13.5	9.00	19.00
GE	ZEW Survey Expectations	Sep		-36		-44.1	9.00	19.00
US	Industrial Production MoM	Aug		0.2		-0.2	13.15	23.15
	ay 18 September 2019	_						
NZ	Dairy Auction Avg. Winning Price MT	Sep 17				3202		early am
NZ	BoP Current Account Balance (% GDP)	2Q	-3.3	-3.3		-3.6	22.45	8.45
AU	Westpac Leading Index MoM	Aug				0.14	0.30	10.30
UK	CPI MoM	Aug		0.4		0	8.30	18.30
UK	CPI YoY	Aug		1.8		2.1	8.30	18.30
UK	CPI Core YoY	Aug		1.8		1.9	8.30	18.30
EC	CPI Core YoY	Aug F		0.9		0.9	9.00	19.00
EC	CPI MoM	Aug				-0.5	9.00	19.00
EC	CPI YoY	Aug F		1		1	9.00	19.00
US	Housing Starts	Aug		1250		1191	12.30	22.30
CA	CPI NSA MoM	Aug				0.5	12.30	22.30
CA	CPI YoY	Aug				2	12.30	22.30
CA	CPI Core- Common YoY%	Aug				1.9	12.30	22.30
US	FOMC Rate Decision (Upper Bound)	Sep 18	2	2		2.25	18.00	4.00
US	Interest Rate on Excess Reserves	Sep 19				2.1	18.00	4.00
	19 September 2019	20		2.4		٥. ٢		0.45
NZ	GDP SA QoQ	2Q	0.3	0.4		0.6	22.45	8.45
NZ AU	GDP YoY	2Q	1.9	2.0		2.5	22.45	8.45
AU	Employment Change	Aug	17	20		41.1	1.30	11.30
AU	Unemployment Rate	Aug	5.3	5.2 66		5.2	1.30	11.30
JN	Participation Rate BOJ Policy Balance Rate	Aug	na			66.1	1.30	11.30
JN	All Industry Activity Index MoM	Sep 19 Jul				-0.1 -0.8		round 2pm
UK	Retail Sales Inc Auto Fuel MoM	Aug				0.2	4.30	14.30
UK	Retail Sales Inc Auto Fuel YoY	=		-0.3 2.6			8.30	18.30
UK	Bank of England Bank Rate	Aug Sep 19	0.75			3.3 0.75	8.30	18.30
UK	BOE Asset Purchase Target	Sep 19	0.75	0.75			11.00	21.00
US	Philadelphia Fed Business Outlook	Sep		435 11.5		435 16.8	11.00	21.00
JN	Natl CPI YoY	Aug		0.2			12.30	22.30
JN	Natl CPI Ex Fresh Food YoY	Aug		0.2		0.5 0.6	23.30	9.30
	September 2019	Aug		0.5		0.0	23.30	9.30
	Credit Card Spending YoY	Aug				-	3.00	13.00
NZ CA	Retail Sales MoM	Aug Jul				5 0	3.00	13.00
EC	Consumer Confidence	Sep A					12.30	22.30 0.00
	g Central Bank Interest Rate Announcements	Зер А				-7.1	14.00	0.00
Europe, E	-	Oct 24	0.5	0.5		0.5		
	ral Reserve	Oct-24 Sep 18	-0.5 1.75/2	-0.5 1.75/2		-0.5 2/2.25		
UK, BOE	at IVESCIAE	Sep 18 Sep 19	1.75/2	1.75/2				
	and, RBNZ	Sep 19 Sep 25	0.75 1	0.75 1		0.75		
Australia		· ·				1		
Austratia	, NDA	Oct 1	1	1		1		

GMT: Greenwich Mean Time; AEST: Australian Eastern Standard Time

FORECASTS

Economic Forecasts																				
		Annual '	% change			Quarterly % change														
						20	18			20	19			20	20			20	21	
Australia Forecasts	2018	2019	2020	2021	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Household Consumption	2.6	1.4	1.7	2.3	0.5	0.8	0.3	0.4	0.3	0.4	0.3	0.3	0.4	0.5	0.6	0.5	0.6	0.6	0.6	0.6
Underlying Business Investment	1.2	-2.1	0.2	1.9	0.7	-0.8	-2.1	0.1	-0.2	-0.6	-0.3	-0.5	0.1	0.1	1.1	0.5	0.4	0.4	0.2	0.4
Residential Construction	4.8	-8.6	-8.1	-0.9	3.3	2.8	0.1	-2.8	-2.2	-4.4	-2.7	-2.4	-2.1	-1.3	-1.7	-0.5	0.1	0.2	0.5	0.8
Underlying Public Spending	4.3	4.2	3.8	3.6	1.4	-0.1	2.1	0.8	1.1	1.4	0.4	0.8	1.1	1.1	0.9	0.9	0.8	0.8	0.8	0.9
Net Exports (a)	0.8	1.6	-0.1	-0.2	0.6	0.0	0.4	-0.2	0.4	0.6	0.3	0.3	0.0	0.0	-0.1	0.0	0.0	0.0	-0.1	0.0
Inventories (a)	0.1	-0.4	0.1	0.1	0.0	0.2	-0.3	0.2	-0.1	-0.5	0.0	0.1	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0
Domestic Demand (q/q %)	-	-	-	-	0.9	0.5	0.4	0.2	0.1	0.3	0.2	0.2	0.5	0.5	0.6	0.6	0.7	0.7	0.7	0.7
Dom Demand (y/y %)	2.8	0.9	1.7	2.6	3.5	3.3	2.5	2.0	1.2	1.0	0.8	0.8	1.2	1.4	1.9	2.2	2.5	2.6	2.7	2.8
Real GDP (q/q %)	-	-	-	-	1.0	0.7	0.3	0.1	0.5	0.5	0.5	0.5	0.6	0.5	0.7	0.6	0.6	0.6	0.6	0.7
Real GDP (y/y %)	2.7	1.7	2.2	2.5	3.1	3.1	2.6	2.2	1.7	1.4	1.6	2.0	2.1	2.1	2.3	2.4	2.4	2.6	2.5	2.6
CPI headline (q/q %)	_	_	_	_	0.4	0.4	0.4	0.5	0.0	0.6	0.4	0.6	0.4	0.4	0.5	0.7	0.5	0.5	0.6	0.7
CPI headline (y/y %)	1.9	1.5	1.8	2.2	1.9	2.1	1.9	1.8	1.3	1.6	1.6	1.6	2.0	1.7	1.8	1.9	2.0	2.1	2.3	2.3
CPI underlying (q/q %)	-		-	_	0.5	0.5	0.4	0.4	0.2	0.4	0.3	0.4	0.4	0.4	0.4	0.5	0.5	0.5	0.5	0.5
CPI underlying (y/y %)	1.9	1.4	1.5	1.9	1.9	1.9	1.8	1.8	1.5	1.4	1.4	1.3	1.5	1.5	1.5	1.6	1.7	1.9	2.0	2.0
Private wages (q/q %)	-		-	_	0.5	0.6	0.5	0.6	0.5	0.5	0.6	0.6	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7
Private wages (y/y %)	2.1	2.3	2.5	2.8	1.9	2.1	2.1	2.3	2.4	2.3	2.3	2.3	2.4	2.5	2.6	2.6	2.7	2.7	2.8	2.8
Unemployment Rate (%)	5.3	5.2	5.4	5.5	5.5	5.6	5.1	5.0	5.0	5.2	5.2	5.3	5.3	5.4	5.5	5.5	5.5	5.4	5.5	5.4
Terms of trade	2.0	3.2	-7.9	1.8	3.3	-1.3	1.1	3.0	3.1	1.5	-4.4	-4.7	-2.6	-0.6	0.9	-0.2	1.2	0.6	-0.1	-0.1
Current Account (% GDP)	-2.1	0.3	-1.0	-0.8	-2.2	-2.7	-2.2	-1.4	-0.2	1.2	0.5	-0.3	-0.9	-1.1	-1.0	-1.0	-0.8	-0.7	-0.8	-0.9

Source: NAB Group Economics; (a) Contributions to GDP growth

	16-Sep	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20
Majors						
AUD/USD	0.688	0.65	0.66	0.67	0.69	0.70
NZD/USD	0.64	0.62	0.62	0.63	0.65	0.65
USD/JPY	107.9	104	104	105	106	106
EUR/USD	1.11	1.12	1.11	1.13	1.14	1.15
GBP/USD	1.25	1.20	1.18	1.20	1.22	1.24
USD/CNY	7.07	7.40	7.40	7.30	7.20	7.10
USD/CAD	1.33	1.36	1.38	1.38	1.36	1.35
USD/CHF	0.99	0.97	0.95	0.96	0.96	0.96

Australian Cross Rates						
AUD/NZD	1.08	1.05	1.06	1.06	1.06	1.08
AUD/JPY	74.2	68	69	70	73	74
AUD/EUR	0.62	0.58	0.59	0.59	0.61	0.61
AUD/GBP	0.55	0.54	0.56	0.56	0.57	0.56
AUD/CNY	4.86	4.81	4.88	4.89	4.97	4.97
AUD/CAD	0.91	0.88	0.91	0.92	0.94	0.95
AUD/CHF	0.68	0.63	0.63	0.64	0.66	0.67

Interest Rate Forecasts										
	16-Sep	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20				
Australian Rates										
RBA cash rate	1.00	0.75	0.50	0.50	0.50	0.50				
3 month bill rate	1.04	0.85	0.60	0.60	0.60	0.60				
3 Year Swap Rate	0.94	0.70	0.70	0.85	0.95	1.00				
10 Year Swap Rate	1.34	1.05	1.05	1.20	1.35	1.45				
Offshore Policy Rates										
US Fed funds	2.25	1.75	1.75	1.75	1.75	1.75				
ECB deposit rate	-0.50	-0.60	-0.60	-0.60	-0.60	-0.50				
BoE repo rate	0.75	0.75	0.75	0.75	0.75	1.00				
BoJ excess reserves rate	-0.10	-0.10	-0.10	-0.10	-0.10	-0.10				
RBNZ OCR	1.00	0.75	0.75	0.75	0.75	0.75				
China 1yr lending rate	4.35	4.10	4.10	4.10	4.10	4.10				
China Reserve Ratio	13.0	12.50	12.00	12.00	12.00	12.00				
10-year Bond Yields										
Australia	1.19	0.90	0.90	1.00	1.10	1.20				
United States	1.90	1.50	1.50	1.60	1.70	1.80				
New Zealand	1.33	0.95	0.95	1.05	1.10	1.30				
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Sources: NAB Global Markets Research; Bloomberg; ABS

Global GDP									
	2018	2019	2020	2021					
Australia	2.7	1.7	2.2	2.5					
United States	2.9	2.2	1.6	1.8					
Eurozone	1.9	1.1	1.1	1.4					
United Kingdom	1.4	1.2	1.2	1.5					
Japan	0.8	1.0	0.2	0.9					
China	6.6	6.3	6.0	5.8					
India	6.8	5.7	6.8	7.1					
New Zealand	2.9	2.1	2.4	2.0					
World	3.6	3.1	3.2	3.5					

Commodity prices (\$US)										
	16-Sep	Dec-19	Mar-20	Jun-20	Sep-20					
Brent oil	65.4	70	70	<i>75</i>	75					
Gold	1504	1450	1483	1518	1547					
Iron ore	na	76	72	68	71					
Hard coking coal*	148	170	165	160	155					
Thermal coal	66	90	93	90	88					
Copper	5949	6300	6225	6150	6125					
Aus LNG**	10	12	12	12	12					

^{*}FOB quarterly contract prices (thermal coal is JFY contract)

*Implied Australian LNG export prices

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