Soft under the surface

Bottom line

- The unemployment rate dipped to 4.2% in the March quarter, slightly lower than the market expected. But the details weren't strong – the fall was due to a decline in participation with employment growth actually falling 0.2% in the quarter. Momentum in the labour market appears to have slowed, consistent with the soft GDP outturns seen over the past year.
- Wage inflation ticked up 0.3% q/q, leaving annual growth at 2.0% y/y, less than we and the RBNZ expected. Looking through temporary factors, underlying wage inflation is very subdued.
- This data is consistent with the softer growth outlook that implicitly lay behind the RBNZ’s dovish March OCR Review, and is set to be formalised in the May MPS. We continue to expect the first rate cut in August, with next week’s MPS to set the stage. Our MPS preview will be released tomorrow.

Key points

The unemployment rate dipped to 4.2% in the first three months of the year. This was slightly below our, and market, expectations. However, the details of the release were soft – employment actually fell in the quarter, but this was offset by fewer people participating in the workforce. The underutilisation rate ticked down to 11.3%, an improvement from the 11.9% recorded a year ago.

The unemployment rate has been volatile lately, but it seems clear that the labour market has lost momentum. Stats NZ’s measure of the trend unemployment rate ticked up from 4.2% to 4.3% – only slightly lower than a year ago (4.4% in 2018 Q1), following several years of strong improvement. Today’s data suggest that the labour market has lost momentum, and further improvement seems unlikely in the near term, with GDP growth soft.

However, despite the slowdown in momentum, the labour market is currently in good shape and the RBNZ is likely to continue to assess employment as being near its maximum sustainable level. Firms are finding it difficult to find both skilled and unskilled labour. That said, the labour market lags the overall activity cycle, and the current degree of tightness reflects past strength in the economy. Looking forward, it looks like it will be increasingly difficult for the economy to grow above trend. Today’s data release adds to the case that capacity pressures are past their peak, which doesn’t bode well for the inflation outlook.

Growth in employment was weak. Growth in HLFS employment (which surveys households) continues to ease fairly abruptly. Annual employment growth dipped from 2.3% to 1.5% y/y, consistent with the recent slowdown in GDP growth. HLFS employment data has been volatile recently, but it is notable that Q1’s 0.2% q/q fall follows on the heels of a weak 0.1% q/q print in Q4.

A drop in the participation rate resulted in the lower unemployment rate, explaining the divergence between the robust unemployment rate figure and weak employment growth. The participation rate fell to 70.4% from 70.9% after being broadly stable over the past year, following several years of strong increases in participation.

The other read on employment comes from the QES, which surveys businesses. The picture here was also weak. QES filled jobs fell 0.1% q/q, a slowdown from last quarter’s 0.3% print, to be up 1.2% y/y. This measure continues to suggest soft labour demand, with businesses wary about hiring amidst deteriorating profitability.
In addition to employment, hours worked measures are important indicators of economic activity and slack. In particular, QES hours paid provide a partial gauge for parts of GDP, and tend to track annual GDP growth well over history. In the March quarter, QES hours paid grew 0.3% q/q, with the annual growth rate unchanged at 1.9% y/y. The outturn suggests slight downside risk to our current forecast of 0.5% q/q (2.3% y/y) for Q1 GDP growth. On the other hand, HLFS hours worked posted a solid 4.9% q/q rise (3.4% y/y), rebounding from a very weak previous quarter (-2.0% q/q).

Wage inflation was soft. Our preferred measure of wages – the private sector Labour Cost Index – increased 0.3% q/q. Annual growth remained flat at 2.0%, versus RBNZ and market expectations for a tick up to 2.1%. The increase in the minimum wage in April 2018 continues to provide a boost of about 0.2%pts y/y, including some spill-over effects.

Outside of regulated wage increases, underlying wage inflation continues to edge higher only very slowly. Modest wage inflation partly reflects the subdued inflation environment, with real wages generally growing around average recently. We expect further increases in wage growth to be gradual, with the peak in capacity pressures now behind us. However, the risks are tilted to the downside should weakness in GDP growth spill over further into the labour market.

Other wage measures were mixed, but consistent with the theme of stability. Public sector wages ticked up 0.5% q/q, taking annual growth to 1.9% from 1.7% y/y, but nonetheless the all-sector LCI was 0.4% q/q (2.0% y/y). The unadjusted private sector LCI rose 0.6% (3.6% y/y).\(^1\) QES total average (ordinary time) hourly earnings can be thrown around by compositional changes and tend to be very volatile, but rose a solid 1.1% q/q. In annual terms it remains broadly stable at 3.7% y/y.

In our view, this labour market report is not a game changer for the RBNZ, and not a trigger for a May rate cut. The details of the release certainly suggest that labour market momentum has slowed. But this is consistent with the story already evident in recent GDP prints and the dovish tone of the RBNZ’s March OCR Review. Continued subdued wage inflation suggests that tightness in the labour market has not been enough to lift underlying wage inflation higher.

The new RBNZ Committee will be wary of reading too much into these labour market statistics for a few reasons: recent outturns have been very noisy, the labour market tends to lag GDP growth, and the data comes late in the forecasting process. That said, they will take some comfort from continued resilience in the unemployment rate, with employment near its maximum sustainable level. The outlook is murky, however, and we expect OCR cuts to kick off in August. We will release our MPS Preview tomorrow.

---

\(^1\) The unadjusted LCI does not adjust for productivity improvements within a given occupation but does adjust for improvements that arise from changes in the composition of the workforce. The adjusted LCI takes into account both. QES average hourly earnings adjust for neither.
This document is prepared and distributed in your country/region by either: Australia and New Zealand Banking Group Limited (ABN11 005 357 522) (ANZ); or its relevant subsidiary or branch (each, an Affiliate), as appropriate or as set out below.

This document is distributed on the basis that it is only for the information of the specified recipient or permitted user of the relevant website (recipients).

This document is solely for informational purposes and nothing contained within is intended to be an invitation, solicitation or offer by ANZ to sell, or buy, receive or provide any product or service, or to participate in a particular trading strategy. Distribution of this document to you is only as may be permissible by the laws of your jurisdiction, and is not directed to or intended for distribution or use by recipients resident or located in jurisdictions where its use or distribution would be contrary to those laws or regulations, or in jurisdictions where ANZ would be subject to additional licensing or registration requirements. Further, the products and services mentioned in this document may not be available in all countries.

ANZ in no way provides any financial, legal, taxation or investment advice to you in connection with any product or service discussed in this document. Before making any investment decision, recipients should seek independent financial, legal, tax and other relevant advice having regard to their particular circumstances.

Whilst care has been taken in the preparation of this document and the information contained within is believed to be accurate, ANZ does not represent or warrant the accuracy or completeness of the information. Further, ANZ does not accept any responsibility to inform you of any matter that subsequently comes to its notice, which may affect the accuracy of the information in this document.

Preparation of this document and the opinions expressed in it may involve material elements of subjective judgement and analysis. Unless specifically stated otherwise: they are current on the date of this document and are subject to change without notice; and, all price information is indicative only. Any opinions expressed in this document are subject to change at any time without notice. ANZ does not guarantee the performance of any product mentioned in this document. All investments entail a risk and may result in both profits and losses. Past performance is not necessarily an indicator of future performance. The products and services described in this document may not be suitable for all investors, and transacting in these products or services may be considered risky.

ANZ expressly disclaims any responsibility and shall not be liable for any loss, damage, claim, liability, proceedings, cost or expense (Liability) arising directly or indirectly and whether in tort (including negligence), contract, equity or otherwise out of or in connection with this document to the extent permissible under relevant law. Please note, the contents of this document have not been reviewed by any regulatory body or authority in any jurisdiction.

ANZ and its Affiliates may have an interest in the subject matter of this document. They may receive fees from customers for dealing in the products or services described in this document, and their staff and introducers of business may share in such fees or remuneration that may be influenced by total sales, at all times received and/or apportioned in accordance with local regulatory requirements. Further, they or their customers may have or have had interests or long or short positions in the products or services described in this document, and may at any time make purchases and/or sales in them as principal or agent, as well as act (or have acted) as a market maker in such products. This document is published in accordance with ANZ’s policies on conflicts of interest and ANZ maintains appropriate information barriers to control the flow of information between businesses within it and its Affiliates.

Your point of contact can assist with any questions about this document including for further information on these disclosures of interest.

Country/region specific information: Unless stated otherwise, this document is distributed by Australia and New Zealand Banking Group Limited (ANZ).

Australia. ANZ holds an Australian Financial Services licence no. 234527. For a copy of ANZ’s Financial Services Guide please click here or request from your ANZ point of contact. If trading strategies or recommendations are included in this document, they are solely for the information of ‘wholesale clients’ (as defined in section 761G of the Corporations Act 2001 Cth).

Brazil, Brunei, India, Japan, Kuwait, Malaysia, Switzerland, Taiwan. This document is distributed in each of these jurisdictions by ANZ on a cross-border basis.

Cambodia. This document is distributed in Cambodia by ANZ Royal Bank (Cambodia) Limited (ANZ Royal Bank). The recipient acknowledges that although ANZ Royal Bank is a subsidiary of ANZ, it is a separate entity to ANZ and the obligations of ANZ Royal Bank do not constitute deposits or other liabilities of ANZ and ANZ is not required to meet the obligations of ANZ Royal Bank.

European Economic Area (EEA): United Kingdom. ANZ is authorised in the United Kingdom by the Prudential Regulation Authority (PRA) and is subject to regulation by the Financial Conduct Authority (FCA) and limited regulation by the PRA. Details about the extent of our regulation by the PRA are available from us on request. This document is distributed in the United Kingdom by Australia and New Zealand Banking Group Limited ANZ solely for the information of persons who would come within the FCA definition of "eligible counterparty" or "professional client". It is not intended for and must not be distributed to any person who would come within the FCA definition of "retail client". Nothing here excludes or restricts any duty or liability to a customer which ANZ may have under the UK Financial Services and Markets Act 2000 or under the regulatory system as defined in the Rules of the Prudential Regulation Authority (PRA) and the FCA. ANZ is authorised in the United Kingdom by the PRA and is subject to regulation by the FCA and limited regulation by the PRA. Details about the extent of our regulation by the PRA are available from us on request.

Fiji. For Fiji regulatory purposes, this document and any views and recommendations are not to be deemed as investment advice. Fiji investors must seek licensed professional advice should they wish to make any investment in relation to this document.

Hong Kong. This publication is issued or distributed in Hong Kong by the Hong Kong branch of ANZ, which is registered at the Hong Kong Monetary Authority to conduct Type 1 (dealing in securities), Type 4 (advising on securities) and Type 6 (advising on corporate finance) regulated activities. The contents of this publication have not been reviewed by any regulatory authority in Hong Kong.

India. If this document is received in India, only you (the specified recipient) may print it provided that before doing so, you specify on it your name and place of printing.
**Important notice**

Myanmar. This publication is intended to be general and part of ANZ’s customer service and marketing activities when implementing its functions as a licensed bank. This publication is not Securities Investment Advice (as that term is defined in the Myanmar Securities Transaction Law 2013).

**New Zealand.** This document is intended to be of a general nature, does not take into account your financial situation or goals, and is not a personalised adviser service under the Financial Advisers Act 2008 (FAA).

Oman. ANZ neither has a registered business presence nor a representative office in Oman and does not undertake banking business or provide financial services in Oman. Consequently ANZ is not regulated by either the Central Bank of Oman or Oman’s Capital Market Authority. The information contained in this document is for discussion purposes only and neither constitutes an offer of securities in Oman as contemplated by the Capital Market Law of Oman (Royal Decree 4/74) or the Capital Market Law of Oman (Royal Decree 80/98), nor does it constitute an offer to sell, or the solicitation of any offer to buy non-Omani securities in Oman as contemplated by Article 139 of the Executive Regulations to the Capital Market Law (issued vide CMA Decision 1/2009). ANZ does not solicit business in Oman and the only circumstances in which ANZ sends information or material describing financial products or financial services to recipients in Oman, is where such information or material has been requested from ANZ and the recipient understands and agrees that this document has not been approved by the CBO, the CMA or any other regulatory body or authority in Oman. ANZ does not market, offer, sell or distribute any financial or investment products or services in Oman and no subscription to any securities, products or financial services may or will be consummated within Oman. Nothing contained in this document is intended to constitute Omani investment, legal, tax, accounting or other professional advice.

**People’s Republic of China (PRC).** This document may be distributed by either ANZ or Australia and New Zealand Bank (China) Company Limited (ANZ China). Recipients must comply with all applicable laws and regulations of PRC, including any prohibitions on speculative transactions and CNY/CNH arbitrage trading. If this document is distributed by ANZ or an Affiliate (other than ANZ China), the following statement and the text below is applicable: No action has been taken by ANZ or any affiliate which would permit a public offering of any products or services of such an entity or distribution or re-distribution of this document in the PRC. Accordingly, the products and services referred to herein are not being offered or sold within the PRC and this document may not be distributed, re-distributed or published in the PRC, except under circumstances that will result in compliance with any applicable laws and regulations. If and when the material accompanying this document relates to the products and/or services of ANZ China, the following statement and the text below is applicable: This document is distributed by ANZ China in the Mainland of the PRC.

**Qatar.** This document has not been, and will not be:
- lodged or registered with, or reviewed or approved by, the Qatar Central Bank (QCB), the Qatar Financial Centre (QFC) Authority, QFC Regulatory Authority or any other authority in the State of Qatar (Qatar); or
- sold, licensed or authorized for distribution in Qatar.

And this document is not being, and will not be, distributed in Qatar. The offering, marketing, issue and sale of the financial products or services described in this document have not been, and will not be:
- registered with the QCB, QFC Authority, QFC Regulatory Authority or any other governmental authority in Qatar; or
- authorised or licensed for offering, marketing, issue or sale, directly or indirectly, in Qatar.

Accordingly, the financial products or services described in this document are not being, and will not be, offered, issued or sold in Qatar, and this document is not being, and will not be, distributed in Qatar. The offering, marketing, issue and sale of the financial products or services described in this document and distribution of this document is being made in, and is subject to the laws, regulations and rules of, jurisdictions outside of Qatar and the QFC. Recipients of this document must abide by this restriction and not distribute this document in breach of this restriction. This document is being sent/issued to a limited number of institutional and/or sophisticated investors (i) upon their request and confirmation that they understand the statements above; and (ii) on the condition that it will not be provided to any person other than the original recipient, and is not for general circulation and may not be reproduced or used for any other purpose.

Singapore. This document is distributed in Singapore by the Singapore branch of ANZ solely for the information of “accredited investors”, “expert investors” or (as the case may be) “institutional investors” (each term as defined in the Securities and Futures Act Cap. 289 of Singapore). ANZ is licensed in Singapore under the Banking Act Cap. 19 of Singapore and is exempted from holding a financial adviser’s licence under Section 23(1)(a) of the Financial Advisers Act Cap. 100 of Singapore.

**United Arab Emirates (UAE).** This document is distributed in the UAE or the Dubai International Financial Centre (DIFC) (as applicable) by ANZ. This document does not, and is not intended to constitute: (a) an offer of securities anywhere in the UAE; (b) the carrying on or engagement in banking, financial and/or investment consultation business in the UAE under the rules and regulations made by the Central Bank of the UAE, the Emirates Securities and Commodities Authority or the UAE Ministry of Economy; (c) an offer of securities within the meaning of the Dubai International Financial Centre Markets Law (DIFCML) No. 12 of 2004; and (d) a financial promotion, as defined under the DIFCML No. 1 of 200. ANZ DIFC Branch is regulated by the Dubai Financial Services Authority (DFSA) ANZ DIFC Branch is regulated by the Dubai Financial Services Authority (DFSA). The financial products or services described in this document are only available to persons who qualify as “Professional Clients” or “Market Counterparty” in accordance with the provisions of DFSA rules. In addition, ANZ has a representative office (ANZ Representative Office) in Abu Dhabi regulated by the Central Bank of the UAE. The ANZ Representative Office is not permitted by the Central Bank of the UAE to provide any banking services to clients in the UAE.

**United States.** Except where this is a FX-related related document, this document is distributed in the United States by ANZ Securities, Inc. (ANZ SI) which is a member of the Financial Regulatory Authority (FINRA) (www.finra.org) and registered with the SEC. ANZSI's address is 277 Park Avenue, 31st Floor, New York, NY 10172, USA (Tel: +1 212 801 9160 Fax: +1 212 801 9163). ANZSI accepts responsibility for its content. Information on any securities referred to in this document may be obtained from ANZSI upon request. This document or any material is intended for institutional use only – not retail. If you are an institutional customer wishing to effect transactions in any securities referred to in this document you must contact ANZSI, not its affiliates. ANZSI is authorised as a broker-dealer only for institutional customers, not for US Persons (as “US person” is defined in Regulation S under the US Securities Act of 1933, as amended) who are individuals. If you have registered to use this website or have otherwise received this document and are a US Person who is an individual: to avoid loss, you should cease to use this website by unsubscribing or should notify the sender and you should not act on the contents of this document in any way. Non-U.S. analysts: Non-U.S. analysts may not be associated persons of ANZSI and therefore may not be subject to FINRA Rule 2242 restrictions on communications with the subject company, public appearances and trading securities held by the analysts. Where this is an FX-related document, it is distributed in the United States by ANZ’s New York Branch, which is also located at 277 Park Avenue, 31st Floor, New York, NY 10172, USA (Tel: +1 212 801 9160 Fax: +1 212 801 9163).

**Vietnam.** This document is distributed in Vietnam by ANZ or ANZ Bank (Vietnam) Limited, a subsidiary of ANZ.

This document has been prepared by ANZ Bank New Zealand Limited, Level 26, 23-29 Albert Street, Auckland 1010, New Zealand, Ph 64 9 357 4094, e-mail nz economics@anz.com, http://www.anz.co.nz