



AUSTRALIAN  
**FOOD &  
GROCERY**  
COUNCIL

# **AFGC SUBMISSION**

**2023 – 2024**

**PRE-BUDGET SUBMISSION**

*Sustaining Australia*

## PREFACE

The Australian Food and Grocery Council (AFGC) is the leading national organisation representing Australia's food, beverage and grocery manufacturing sector.

With an annual turnover in the 2020-21 financial year of \$133 billion, Australia's food and grocery manufacturing sector makes a substantial contribution to the Australian economy and is vital to the nation's future prosperity.

The diverse and sustainable industry is made up of over 16,000 businesses ranging from some of the largest globally significant multinational companies to small and medium enterprises. Each of these businesses contributed to an industry-wide \$3.2 billion capital investment in 2020-21.

Food, beverage and grocery manufacturing together forms Australia's largest manufacturing sector, representing over 32 per cent of total manufacturing turnover in Australia. The industry makes a large contribution to rural and regional Australia economies, with almost 40 per cent of its 272,000 employees being in these communities.

It is essential to the economic and social development of Australia, and particularly rural and regional Australia, that the magnitude, significance and contribution of this industry is recognised and factored into the Government's economic, industrial and trade policies.

Throughout the COVID19 pandemic, the food and grocery manufacturing sector proved its essential contribution to Australian life. Over this time, while our supply chains were tested, they remain resilient but fragile.

The industry has a clear view, outlined in *Sustaining Australia: Food and Grocery Manufacturing 2030*, of its role in the post-COVID19 recovery through an expansion of domestic manufacturing, jobs growth, higher exports and enhancing the sovereign capability of the entire sector.

*This submission has been prepared by the AFGC and reflects the collective views of the membership.*

## EXECUTIVE SUMMARY

The Australian Food and Grocery Council (AFGC) welcomes the opportunity to provide a submission detailing the food, beverage and grocery sectors priorities for the 2023-24 Budget. Our recommendations build on the Government's focus to create a better future for Australia.

Food and grocery manufacturing is critical to the nation, not only for the total contribution it makes to the Australian economy, but also in delivering Australian's everyday food, beverage, personal care and domestic household needs. Importantly it also services health and aged care facilities, educational institutions, workplaces and restaurants.

The sector has set itself an ambitious target to double its size to \$250 billion by 2030<sup>1</sup>. To achieve this, the food and grocery sector must work with the Federal Government to ensure policy settings, investment incentives and key program initiatives address the opportunities and challenges outlined in the AFGC's landmark report, [Sustaining Australia: Food and Grocery Manufacturing 2030](#).

To deliver this bold target the industry has developed six vision statements, each underpinned by detailed missions and policy recommendations. Below is a summary of the visions with further detail provided in the body of the submission.

- Vision 1: A climate neutral food, beverage, and grocery manufacturing footprint by 2050 or sooner, via the accelerated integration of renewable energy solutions and reduced wastage underpinned by a thriving circular food and packaging economy.
- Vision 2: Future proofing Australia's food and beverage manufacturing footprint via innovative technologies to augment and enhance the competitiveness of production, logistics, distribution, and intangible services.
- Vision 3: A food, beverage and grocery sector with a highly developed innovation and R&D presence to meet evolving consumer preferences for safe, healthy, and nutritious food and sustainably sourced and manufactured food and groceries.
- Vision 4: Australian consumers have undisrupted access to everyday food and grocery items through a resilient and robust supply chain supported by world class digital and telecommunications assets and road, rail, and port infrastructure.

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<sup>1</sup> Sustaining Australia: Food and Grocery Manufacturing 2030

- Vision 5: Get back on track with 10 per cent year on year growth of Australian food and beverage exports and a diversification and expansion of SMEs into global value chains in growing and emerging markets by 2030.
- Vision 6: Ensuring Australians have access and information to a variety of safe and nutritious food, beverage and grocery products to allow them to make informed choices and decisions that meet their individual, lifestyle and cultural needs.

The Australian food and grocery manufacturing sector is dynamic, resilient and critically important. There are, however, considerable challenges and significant opportunities needing combined Government and industry attention to deliver on the vision of an industry double its size by 2030. A strengthened and modernised sector that is enduring, thriving and vigorous, providing for Australians at home and leading the supply of high quality, safe and affordable food and grocery products globally.

## VISION 1

### A CLIMATE NEUTRAL FOOD, BEVERAGE, AND GROCERY MANUFACTURING FOOTPRINT BY 2050 OR SOONER, VIA THE ACCELERATED INTEGRATION OF RENEWABLE ENERGY SOLUTIONS AND REDUCED WASTAGE UNDERPINNED BY A THRIVING CIRCULAR FOOD AND PACKAGING ECONOMY.

<b>Issue</b>	<p>For Australia to meet its ambitious target of reducing its carbon footprint by 43 per cent on 2005 levels by 2030 and net zero emissions by 2050 or sooner, the government must work with industry to set a clear vision and timeline for sustainably phasing down carbon emissions and waste from food production, processing, manufacturing, and distribution.</p> <p>As scope 3 emissions reporting becomes the norm and not the exception, government must create the policy foundations to foster private sector investment in clean food production. A clear agenda with targeted investment incentives is required to prevent Australian food and beverage businesses from falling behind their international competitors and risk industry's goal of achieving critical climate, packaging, and food waste targets.</p>		
<b>Missions</b>	<p>1.1 Australia has become a global industry leader in sustainable and recyclable packaging use and technology and removed all unnecessary single use plastics packaging material from the food system.</p>	<p>1.2 Australia has developed robust world-class recycling infrastructure to deliver on industry needs and enhanced circularity to the food system.</p>	<p>1.3 Australian food and beverage manufacturers have integrated affordable and reliable sources of renewable energy to meet their needs and have integrated efficiency improvements by upgrading energy and resource intensive ageing assets that deliver improvements to inventory management and overall productivity.</p>
<b>Policy recommendations</b>	<p>Attract private sector investment in innovative packaging solutions that meet the functional needs of industry and the national packaging targets through the establishment of the <b>Circular Packaging Financing Program (CPFP)</b>. The CPFP aims to deliver low-cost and low-risk financing solutions for manufacturers to drive in-house packaging material innovations that suit unique business needs.</p>	<p>Develop an <b>industry partnership agreement</b> and co-fund the outlays to build nationally significant recycling plants and assets with at least 33 cents in the dollar to encourage multi-stakeholder private sector investment.</p>	<p>Implement <b>tax deductible incentives to accelerate the adoption of renewable sources of energy and the integration of efficiency enhancing capital</b> for better inventory management that reduces waste by food manufacturing and processing businesses.</p>
<p><b>Start by</b> developing the <b>Circular Packaging Financing Program (CPFP)</b> to help mitigate the financial risk associated with investment in new-to-market innovations that aim to meet national packaging targets. And support the industry's efforts to remove all unnecessary single use plastics packaging from the food system.</p>			
<p><b>Work towards</b> establishing a <b>Clean Food Production Incentive (CFPI)</b> to deliver a 20 per cent deductible investment allowance to food and beverage manufacturing businesses to encourage private sector investment support for:</p> <ul style="list-style-type: none"> <li>• manufacturers to build infrastructure to process food waste on-site</li> <li>• manufacturers to identify and reduce food waste in their business and develop new market opportunities that add circularity to the food system</li> <li>• upgrades to plants, equipment and facilities that improve the efficiency of inventory management</li> <li>• the integration of clean energy and water use efficiency solutions to reduce overall electricity and water consumption</li> </ul>			
<p><b>Outcomes:</b></p> <ul style="list-style-type: none"> <li>✓ Strategically phasing down the carbon footprint of the sector to deliver on the Australian Government's ambition of a 43 per cent reduction on 2050 emissions by 2030.</li> <li>✓ Supporting private sector investment through low-risk financing solutions for innovative packaging solutions</li> <li>✓ Enabling sector firms to grow exports to new and existing markets seeking climate neutral packaged food and groceries.</li> <li>✓ Placing Australian food manufacturers ahead of the curve on accounting for scope 3 emissions.</li> <li>✓ Attracting new business activity and job creation in a more circular Australian food and beverage sector.</li> <li>✓ Creating opportunities for value-adding and waste mitigation in the Australian food system.</li> <li>✓ Future proofing the viability of Australia's critical food and beverage sector.</li> </ul>			

## VISION 2

### FUTURE PROOFING AUSTRALIA’S FOOD AND BEVERAGE MANUFACTURING FOOTPRINT VIA INNOVATIVE TECHNOLOGIES TO AUGMENT AND ENHANCE THE COMPETITIVENESS OF PRODUCTION, LOGISTICS, DISTRIBUTION, AND INTANGIBLE SERVICES.

<b>Issue</b>	<p>Australia has the right elements and ambition to be a leading manufacturing nation, driven by an established and thriving food and beverage sector. The sector aims to double its turnover by 2030 to \$250 billion but getting there will require government activities which incentivise manufacturers to upgrade ageing assets and, in the process, upgrade the existing workforce to create high-paying and secure jobs particularly in regional areas. Food and beverage capital expenditure is currently \$3.5 billion per year but needs to more than double to \$8 billion annually to meet its ambition to double in size and create new job opportunities.</p> <p>There is a real risk that without government support and strategic policy setting, food manufacturers could run capital to their end-of-life and move production to more favourable destinations. The risk to Australians is significant. For every job lost in manufacturing three more are at risk in supporting services. Greater import reliance of finished packaged food and groceries also creates risk of Australian’s going without or having unreliable access to everyday and essential items.</p>		
<b>Missions</b>	2.1 The sector is comprised of global leaders in modern and resilient manufacturing production activities.	2.2 The sector is at the global frontier of pre-and-post-production activities such as a fully digitised and integrated supply chain.	2.3 The sector attracts and retains a highly skilled and diverse workforce to suit evolving industry needs.
<b>Policy recommendations</b>	Work with industry to identify ageing assets, particularly in regional communities and develop the <b>Food Industry Enhance, Invest and Grow in the regions initiative</b> to support sector modernisation and employment opportunities for the next generation of manufacturing in the regions.	Set aside \$1.1 M funding to develop a <b>food system digitisation study</b> to map existing and emerging technological needs to develop integrated logistics and distribution services to improve traceability, transparency, resilience, and responsiveness from primary production to consumer.	Establish <b>industry and tertiary partnership agreements</b> to support training and the quality of skilled candidates to the sector, particularly regional areas. Focus on the promotion and attractiveness of the sector as great employers providing lifelong career opportunities.
<p><b>Start by</b> engaging stakeholders to <b>digitise the food system</b> including a mapping of logistical and distribution activities and services to improve sector traceability, transparency, resilience, and responsiveness to prevent supply shocks to retailers and consumers with the intent of delivering on:</p> <ul style="list-style-type: none"> <li>Standardised digital labelling to provide customers (retailers and consumers) with instant information about origin of foods and production methods such as the use of 2D Barcodes which can be read with smart technology to inform consumer choice</li> <li>Integration of blockchain technologies to securely capture and store information on origin and food safety (handling, preparation and storage) for high value add foods</li> </ul>			
<p><b>Work towards</b> dedicating partial funding of between \$100,000 to \$2.5 million per project towards manufacturers’ investment projects that modernise their production facilities whilst creating new well-paid and secure jobs or reskilling their existing workers in the regions via the <b>Food Industry Enhance, Invest and Grow (EIG) in the regions initiative</b>. Including:</p> <ul style="list-style-type: none"> <li>Robotics for high-speed palletising machinery and soft robotic technology</li> <li>Automation of continuous and batch control systems, inspection and line control systems</li> <li>Support for monitoring systems for temperature, humidity, pressure and sanitisation verification</li> </ul>			
<p><b>Outcomes:</b></p> <ul style="list-style-type: none"> <li>✓ Empowering high value-add activities such as intangible activities across the food system</li> <li>✓ Mapping the digital technology and talent gaps of the sector</li> <li>✓ Lifting the competitiveness of the sector to deliver value to customers and drive export volumes</li> <li>✓ Increasing high-skilled workforce retention and growth in regional areas</li> </ul>			

## VISION 3

### A FOOD, BEVERAGE AND GROCERY SECTOR WITH A HIGHLY DEVELOPED INNOVATION AND R&D PRESENCE TO MEET EVOLVING CONSUMER PREFERENCES FOR SAFE, HEALTHY, AND NUTRITIOUS FOOD AND SUSTAINABLY SOURCED AND MANUFACTURED FOOD AND GROCERIES.

<b>Issue</b>	<p>Australia's food and beverage sector has experienced minimal growth in private sector R&amp;D activity. In 2019-20, business expenditure on R&amp;D for food and beverage manufacturers was approximately \$480 million.<sup>2</sup> Compared to other manufacturing sectors, food and beverage R&amp;D is relatively low, accounting for only 11% of expenditure, despite the size and importance of the sector.</p> <p>Increasing business level spending on R&amp;D within food and beverage manufacturing is expected to increase opportunities to commercialise innovation. It will also enhance Australia's international competitiveness in delivering novel products that appeal to consumers' changing needs. Australia's R&amp;D incentive can be improved to incorporate international best practice, such as an incentive for improving collaboration efforts between industry partners and research organisations for the development of safe, healthy, and nutritious food for all Australians.</p>		
<b>Missions</b>	3.1 Sector firms have integrated and restored R&D activities as a core part of their business domestically and are collaborating with research organisations to deliver on emerging consumer needs.	3.2 Australian SME's have an R&D system that understands the latest science, consumer trends and how best to innovate to respond to them. Delivering a wide range of quality, safe, sustainably sourced and nutritious manufactured food and grocery products.	3.3 Australia attracts foreign and domestic private sector investment in innovation as a world leading destination for R&D.
<b>Policy recommendations</b>	Incentivise business expenditure in R&D with a focus on partnering research and scientific activities with business needs to deliver commercial products through a <b>10% collaboration premium to the existing R&amp;D tax incentive.</b>	\$0.8M funding to understand the <b>innovation needs, resource constraints and necessary incentives for SME's.</b>	Incorporate food manufacturers, retailers, researchers, and consumer interests to existing R&D efforts, recognising the contribution of the food system beyond primary industry.
<p><u>Start by</u> initiating a study to demonstrate to Government the barriers of R&amp;D investment in the Australian food, beverage and grocery market with the view of improving understanding of the range of factors that affect business investment decisions so targeted recommendations to drive investment and innovation to meet consumer needs can be made.</p>			
<p><u>Work towards</u> reforming the R&amp;D tax incentive to create a more inclusive scheme, particularly for small to medium sized food and beverage manufacturers, by <b>increasing the current aggregated turnover threshold for small companies from \$20 million to \$100 million. A further 10% collaboration premium for all companies</b> should be rolled out to incentivise a greater proportion of food and beverage manufacturers to integrate R&amp;D activities as a core part of their business.</p>			
<p><b>Outcomes:</b></p> <ul style="list-style-type: none"> <li>✓ Increasing overall R&amp;D spending creating positive spill over effects on the economy.</li> <li>✓ Leverage the scientific, regulatory, and technical expertise of the Australian community to meet industry needs.</li> <li>✓ Lift industry research, and government collaboration levels in line with global leaders.</li> <li>✓ Attract multinational corporations to set up value-adding activities in R&amp;D in Australia.</li> <li>✓ Incentivise a greater proportion of food and beverage SMEs to consider R&amp;D activities as a core part of their business.</li> </ul>			

<sup>2</sup> ABS 81040 R&D, Business, Australia, 2019-20 < <https://www.abs.gov.au/statistics/industry/technology-and-innovation/research-and-experimental-development-businesses-australia/latest-release>>

## VISION 4

### AUSTRALIAN CONSUMERS HAVE UNDISRUPTED ACCESS TO EVERYDAY FOOD AND GROCERY ITEMS THROUGH A RESILIENT AND ROBUST SUPPLY CHAIN SUPPORTED BY WORLD CLASS DIGITAL AND TELECOMMUNICATIONS ASSETS AND ROAD, RAIL, AND PORT INFRASTRUCTURE.

<b>Issue</b>	<p>The importance of effective and efficient supply chains to improving the sectors productivity and supporting positive economic outcomes has never been so critical. The disruptive events experienced across Australia and internationally over the past three years have exposed vulnerabilities and increased the focus on our transport networks and supply chains. Challenges from the COVID-19 pandemic, workforce skill and labour shortages, natural disasters and increased geo-political instabilities have highlighted the importance of building resilience into supply chains.</p> <p>The growing demand for freight is straining existing infrastructure and affecting service levels along the supply chain. To accommodate the expected growth of the freight task, Australia will need to build capacity through both infrastructure investment and the efficient use of existing assets across all transport modes.</p>		
<b>Missions</b>	4.1 A fully integrated and digitised supply chain to improve transparency, agility, and resilience.	4.2 Frictionless access to critical road, rail, air and sea freight infrastructure, strengthened to withstand global impacts and resist domestic weather-related disasters.	4.3 Continually evolve biosecurity systems to ensure they remain world class and fit for purpose.
<b>Policy recommendations</b>	Expand the current agriculture traceability scheme to incorporate the entire food system, for packaged food, beverage and grocery products.	\$1.2M to fund a co-ordinated National Consumer Goods Infrastructure Assessment. Identify the single points of failure, contingency plans and infrastructure upgrades to critical food and grocery supply networks e.g., East – West rail line, coastal shipping.	Ensure the adequate and sustainable resourcing of Australia’s biosecurity system through existing commitments to long term renewable funding arrangements for effective operations and to deliver productivity improvements such as smart digital processes.
<p><u>Start by</u> assessing vulnerable and regularly disrupted food supply chains to ensure the appropriate levels of resilience and supply continuity are built in to withstand system-wide disturbances. This includes the ability to absorb threats, setbacks, reduce environmental damage and adapt to changing conditions.</p>			
<p>Work towards establishing a world class digital supply chain network, with the roll out of critical infrastructure in 5G and mobile satellite technologies and supporting standards to trace, monitor and manoeuvre packaged goods, materials, and ingredients as and when needed.</p>			
<p><b>Outcomes:</b></p> <ul style="list-style-type: none"> <li>✓ Efficiency improvements and lowering consumer costs of accessing critical food, beverage, and grocery items.</li> <li>✓ Improve the resilience and supply chain continuity across critical supply chain networks</li> <li>✓ Lower the cost of essential everyday items for Australians</li> <li>✓ Improve the reliability and delivery in full and on time (DIFOT) to retailers, improving product availability</li> <li>✓ Increase Australia’s Maritime supply chains resilience and efficiency by ensuring frictionless access to international markets.</li> </ul>			



## VISION 5

### GET BACK ON TRACK WITH 10 PER CENT YEAR ON YEAR GROWTH OF AUSTRALIAN FOOD AND BEVERAGE EXPORTS AND A DIVERSIFICATION AND EXPANSION OF SMES INTO GLOBAL VALUE CHAINS IN GROWING AND EMERGING MARKETS BY 2030.

<b>Issue</b>	<p>The Australian Government has made progress in lowering the tariffs faced by Australian exporters via the implementation of regional and bilateral Free Trade Agreements (FTAs). Continuing efforts that open new market access for food and beverage manufacturers is critical.</p> <p>Despite this success, substantial barriers to international trade remain such as tariffs and quotas and increasingly complex and dynamic regulatory and technical barriers. The latter range from regulatory requirements at the product level which are difficult and costly to meet, through to complex bureaucratic processes when getting products across international borders and into markets. Differences in national rules and regulations, regional guidelines and country policies create unnecessary complexity, delays, costs, and risk to exporters.</p> <p>Australian businesses need additional support from Government to fully leverage the benefits of the FTAs. Materialising these benefits requires government to work closely with industry to create smart regulatory environment for export activities such as product registration, certification of production systems such as organic and halal, labelling requirements and testing and documentation that meet reciprocal guidelines and methodologies.</p>		
<b>Missions</b>	5.1 Australian businesses are leveraging Australia's Free Trade Agreements, expanding and diversifying in new and established markets. Integrating with global value chains.	5.2 Australian exporters trade efficiently within global markets that are free from non-tariff and technical barriers.	5.3 Australian industry has access to up-to-date advice on shifting and changing global export parameters such as sustainability, food system and regulatory requirements.
<b>Policy recommendations</b>	<p>Extend the <b>Export Market Development Grant funding</b> (EMDG) to all exporters and develop specific support programs for SME exporters to grow in international markets.</p>	<p>Strengthen response to technical barriers to trade issues with <b>bilateral and multilateral arrangements</b>. Including: harmonising product registration, mutual recognition, and adopt digital processes.</p>	<p>Set aside <b>funding for the adequate resourcing</b> of DAFF services for <b>non-prescribed goods</b> to strengthen the depth and breadth of advice for exporters accessing international markets and continue to keep industry informed of regulatory changes in international markets.</p>
<p><u>Start by</u> establish and fund a <b>RegulatoryHub</b> dedicated to providing <b>potential</b> and real time tracking of global regulatory changes, combined with intelligent analysis and prioritisation to create seamless, accurate and timely information to non-prescribed goods exporters e.g., Decree 223</p>			
<p><u>Work towards</u> establishing the <b>FoodXTrade Centre</b>, with a dedicated focus on value-add food and beverage exports. A full service information and knowledge centre aimed at realising Australia's FTA's. Positioning Australia as a leading provider of food and beverage export products that facilitated business expansion and growth opportunities in existing and diversified export markets.</p>			
<p><b>Outcomes</b></p> <ul style="list-style-type: none"> <li>✓ Capturing the huge export growth potential in growing middle-class markets in the Indo-Pacific region and beyond, for example the Indian market.</li> <li>✓ Assisting firms in navigating the complex regulatory landscape of overseas markets</li> <li>✓ Assisting new entrants, particularly innovative SMEs, enter new markets.</li> <li>✓ Building resilience in the Australian food system.</li> <li>✓ Leveraging the growth ambitions of the agriculture industry to derive growth opportunities for the food and beverage manufacturing sector.</li> </ul>			

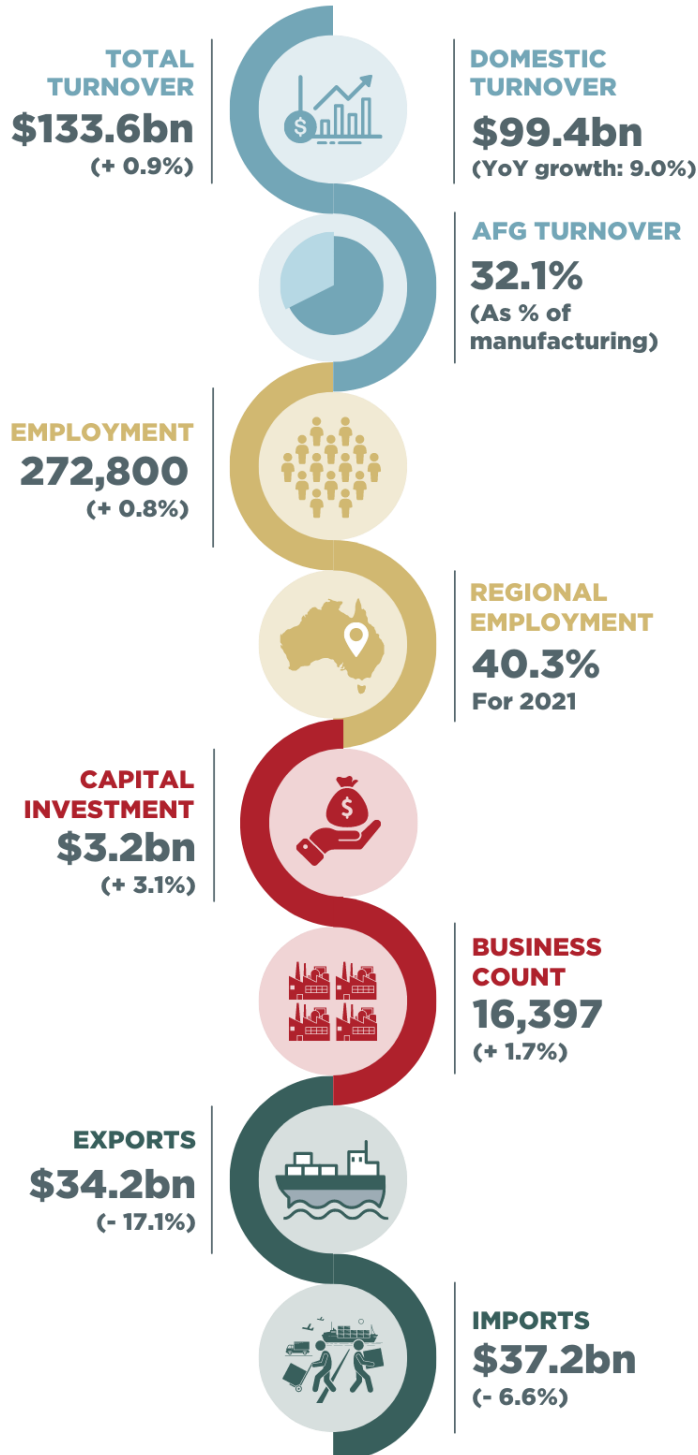
## VISION 6

### ENSURING AUSTRALIANS HAVE ACCESS AND INFORMATION TO A VARIETY OF SAFE AND NUTRITIOUS FOOD, BEVERAGE AND GROCERY PRODUCTS TO ALLOW THEM TO MAKE INFORMED CHOICES AND DECISIONS THAT MEET THEIR INDIVIDUAL, LIFESTYLE AND CULTURAL NEEDS.

<b>Issue</b>	<p>The AFGC strongly supports reforms which are consistent with the imperative that Australia's food system's function be strongly aligned with supporting public safety and health objectives. This is best achieved through supporting a strong, resilient, domestic, internationally competitive food industry investing in innovative products carrying scientifically substantiated health claims, that contribute to better diets protecting and promoting good health.</p> <p>Such challenges include the potential impact (positive and negative) of smart technologies, transforming the food systems to be more sustainable, improving the nutrient profile of products to assist with healthy eating, and providing consumers with information to make informed decisions about their dietary choices which promote good health.</p>		
<b>Missions</b>	6.1 Australia has a streamlined and integrated food regulatory system with harmonised standards to appropriate international markets.	6.2 Consumers have access to healthier product options developed and driven by new and innovative technologies.	6.3 Ensure safe and equitable access to food and nutrition including for the most vulnerable in our community.
<b>Policy recommendations</b>	Fund and <b>expedite the FSANZ Act Review</b> to ensure FSANZ continues to be adequately resourced to address increasingly complex regulatory requirements.	Increase funding for the Healthy Food Partnership to better <b>communicate</b> Australian Dietary Guidelines to the community and ensure the NHMRC and Health Star Rating continues to be adequately funded and resourced.	Implement <b>tax incentives</b> in the form of credits or deductions to encourage a greater number of food manufacturers (extending to whole of the food supply chain) to make the necessary changes to donate additional food and groceries to organisations such as Foodbank.
<p><u>Start by</u> adequately funding and expediting the FSANZ Act Review and ensuring that FSANZ is appropriately resourced, modernised, fit-for-purpose and future-proofed to meet the challenges which will influence the food systems over the coming decades.</p>			
<p><u>Work towards</u> a smart regulatory framework that is grounded in science, maintains product affordability, promotes choice, delivers on consumer information requirements and builds trust of the food industry across the sector.</p>			
<p>Outcomes:</p> <ul style="list-style-type: none"> <li>✓ An improved and modernised regulatory system to enable domestic manufacturers the opportunity to increase exports to overseas markets and better manage domestic regulatory requirements.</li> <li>✓ Ensuring the Australian community has an improved understanding of the Australian Dietary Guidelines and Health Star Rating, to help individuals make better informed dietary choices.</li> <li>✓ Ensuring the most vulnerable in the community don't face unreasonable food security issues.</li> <li>✓ Support Australian food manufacturers to innovate and deliver on consumer dietary needs that meet their lifestyle and cultural needs.</li> </ul>			

# State of Industry 2020-21

AUSTRALIAN FOOD & GROCERY COUNCIL



The figures on this page exclude the fresh food sector and are based on 2020-21 ABS data.

- 1: This is total number of employees, head count basis and does not include seasonal employees.
- 2: Gross fixed capital formation for food, beverage and tobacco manufacturing subsector is taken as indicator of capital investment.