



Labour Market Dynamics  
Research Programme

*Innovative research in employment*

**PATHWAYS TO EMPLOYMENT:  
AN ANALYSIS OF YOUNG MĀORI WORKERS**

**Research Report No. 3/2005**

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## **EXECUTIVE SUMMARY**

### **E.1 MĀORI EXPERIENCES AND PATHWAYS TO EMPLOYMENT ARE BROADLY SIMILAR TO NON-MĀORI**

In general, the data from the Māori analysis confirm the pattern seen in the larger study:

- There is a high job mobility between jobs and occupations without necessarily a linear or planned logic;
- There is a perception by a large number of young people that their educational history has little relevance to their employment; and,
- Social capital is important in the process of finding employment.

There are however a number of features of the Māori experience which differ:

### **E.2 MĀORI YOUNG PEOPLE HAVE FEWER QUALIFICATIONS**

The results of the survey show that, in comparison with respondents in the main survey:

- Māori are more likely to have no qualifications
- Māori are more likely to be studying at school but less likely to be studying at tertiary level; at tertiary level, Māori are more likely to attend polytechnics or private training providers than university
- Māori are more likely to be partnered (married or de facto) and in receipt of a benefit or student loan

### **E.3 YOUNG MĀORI WORKERS EXPERIENCE A HIGH LEVEL OF MOBILITY**

The results of the survey show that, in comparison with respondents in the main survey:

- Fewer Māori have permanent jobs
- More Māori have temporary jobs
- More Māori are unemployed
- Young Māori are likely to have worked at a greater number of jobs

### **E.4 MĀORI STUDENTS HAVE LOWER LEVELS OF ACCESS TO THE SOCIAL CAPITAL WHICH SUPPORTS EMPLOYMENT**

The results of the survey show that, in comparison with respondents in the main survey:

- Māori use formal career guidance structures less often, but are also less likely to receive career advice from whānau members
- Māori are also less likely to use formal methods for seeking employment, and they rely more on networks

## **E.5 EMPLOYMENT TRENDS OVER TIME ARE SIMILAR, BUT OF LOWER MAGNITUDE**

The results of the survey indicate that trends in employment over time show similar patterns to those in the main survey

- From lower to higher industries and occupations
- Towards permanent employment
- But fewer Māori are employed.

Each of these identified features will be further addressed in the later stages of this research project.

## **E.6 LIMITATIONS OF THE RESEARCH**

The survey was undertaken using telephone interviewing on a sample of 100 young Māori drawn from Massey University's **Te Hoe Nuku Roa: Best Outcomes for Māori** longitudinal survey. In addition, 87 young people who described their ethnicity as Maori in the main CATI survey of 866 were included in this analysis. While Māori have been found to participate well in such surveys, fewer Māori have telephones and this factor will reduce the proportion of possible respondents.

The Māori sample which was achieved was disproportionately female in nature (70% compared to a 2001 census population of 53.3%) and this bias will have affected the trends in favour of a female experience. Issues such as childbearing, which occurs at much younger ages for Māori, and child caring will affect the trends seen.

Comparisons in this analysis are between Māori and all respondents, so that Māori appear on both sides of the comparisons.



# 1. INTRODUCTION

## 1.1 OVERVIEW

The functioning of labour markets has changed significantly since the 1980s as the traditional conceptions of paid work and life-time careers have given way to more varied pathways into employment and the presence of a range of non-standard forms of work, many of them temporary. This research is part of a programme which examines the impact of the increasing variability of pathways on individuals and communities, as well as the responses from employers as they seek to increase the numerical flexibility of labour market supply. It is divided into two objectives.

The first objective explores the way in which individuals understand and negotiate access to employment, including such questions as the contribution of training and education to various employment outcomes, the acquisition of skills, mobility and search techniques, the influence of social networks and the planning and aspirations of individuals. This report examines the experiences of 187 young Maori adults aged between 15 and 34 (see also Dupuis, Inkson and McLaren, 2005 and Leggatt-Cook, 2005).

The second objective concerns the strategies and expectations of employers in organising labour supply and the various costs and benefits in a changing labour market (see de Bruin, McLaren and Spoonley, 2005; Fitzgerald and McLaren, 2006). These two objectives will then match supply with demand issues, and compare micro and macro level processes, in order to meet the current policy concerns of enhancing sustainable employment in an inclusive way and how best to respond to growing skills shortages. The data will provide material on aggregate net transitions and cumulative labour market behaviour as part of a national labour market model.

The research team is multi-disciplinary (Economics, Sociology, Management, Māori Studies) and has established an important linkage and the sharing of information with the **Best Outcomes for Māori : Te Hoe Nuku Roa** Research Programme to ensure that Māori, as individuals and communities, and as employers, are appropriately represented as participants in the research. Māori, along with Pacific peoples and new immigrants, constitute an important focus. To ensure comparability with Te Hoe Nuku Roa, the research examines four regional labour markets, those of Auckland, Wellington, Manawatu/Wanganui and Gisborne/East Coast. The longitudinal aspect will be provided by surveys of 966 New Zealanders two years apart, and subsequent in-depth employment history interviews with a sub-sample and the interviewing of four cohorts between the ages of 15 and 34.

## 1.2 PATHWAYS TO SUSTAINABLE EMPLOYMENT: A STUDY OF EMPLOYMENT-RELATED BEHAVIOUR OF YOUNG PEOPLE IN NZ

PASE (Pathways to Sustainable Employment) is a five-year research project funded by the Foundation for Research, Science and Technology. The project is a component of Massey University's Labour Market Dynamics Research Programme.

The overarching aims of the project are to:

- explore the various ways in which 15-34 year olds understand pathways into employment and negotiate their own employment pathways;

- provide the research information through which tangible, relevant and user-oriented initiatives are generated both for the communities concerned and those agencies that have a policy responsibility in the area of employment;
- provide information on best strategies for achieving the economic goals of sustainable employment for younger people, through the meaningful participation in paid work leading to independent adulthood; and
- establish the extent to which there is an alignment between labour supply and demand, in relation to people within the chosen age cohorts.

### **1.3 STRUCTURE OF THIS REPORT**

This report is a companion report to Dupuis, Inkson and McLaren, 2005 and is organised as follows:

Section 1 provides a description of the overall study;

Section 2 provides a summary of the methodology/research design;

Section 3 provides a description of **Best Outcomes for Māori: Te Hoe Nuku Roa** longitudinal study from which the sample of respondents has been drawn;

Section 4 provides a description of the samples;

Sections 5 through \* provide an analysis of:

- Employment experiences and understandings
- Employment histories
- Access to social capital; and

Section 9 provides a conclusion.

## 2. METHODOLOGY

Data for the first survey of 966 participants was collected using two different approaches. First, a Computer Aided Telephone Interview (CATI) survey of a stratified sample of 866 people aged from 15 to 34 years was undertaken. The CATI survey for the first stage of Objective 1 was conducted by an Auckland-based research company. Prospective participants were initially contacted by random digit dialling in the four selected geographical areas of New Zealand, and those meeting the study parameters (i.e. aged between 15 and 34) were invited to participate. All interviews were completed in June and July 2004.

Conducted separately, and using the same interview schedule, was a complementary piece of research, in which a further 100 Māori participants were surveyed. The sample chosen for the specific Māori component of this part of the research was drawn from an existing longitudinal study of Māori households, **Best Outcomes for Māori: Te Hoe Nuku Roa**, being undertaken by the Research Centre for Māori Health & Development at Massey University (see Fitzgerald and Durie, 2000). The larger study from which our smaller sample was selected involves a representative stratified random sample of 650 Māori households, including some 2,000 Māori individuals, recruited from the Manawatu-Wanganui, Gisborne-East Coast, Auckland and Wellington regions. The sample of 100 Māori individuals for this project was randomly selected from across each regional cohort of 15 - 34 year olds. Initial contact and the subsequent interviews were conducted by trained Māori telephone interviewers. The results of these two surveys were collated and for the purposes of this report have been analysed as for one sample. In total, the experiences of 187 young Maori are investigated for this study. One hundred participants from the Te Hoe Nuku Roa sample and 87 young people who identified as Maori in the CATI survey are part of this study.

At the end of the telephone interviews, participants were asked whether they would like to take part in more in-depth interviews at a later stage and a follow-up interview in two-years time. Of the 966 participants, 923 (95 percent) indicated their willingness to participate in the qualitative phase of the study and 809 (83.7 percent) agreed to take part in another telephone interview in 2-years time. These response rates show that we are dealing with a topic of real interest to participants. In these interviews we will be seeking to elicit participants' underlying conceptualisations of the world of work and employment.

### 2.1 THE SURVEY INSTRUMENT

The questionnaire generated for this part of the research project provides answers for up to 130 questions, many of which include multiple pieces of information and some being open-ended. It is, therefore, a large and complex database. While the major focus was on 'pathways into employment', the specific sets of questions asked of each participant depended on their employment status (the status participants considered their 'main activity'), that is whether the participant was primarily a student, employed, self-employed, unemployed, at home caring for children and so on. For each participant currently in paid work, a wide range of information was obtained about their present main employment. For each participant who had ever been employed but was not currently employed, information was gathered about their first and last jobs where applicable. The usual range of demographic questions was also asked.

## **3. BEST OUTCOMES FOR MĀORI: TE HOE NUKU ROA**

### **3.1 DESCRIPTION OF THE TE HOE NUKU ROA STUDY**

**Best Outcomes for Māori: Te Hoe Nuku Roa** is a Māori households longitudinal study funded by the Foundation for Research, Science & Technology. Starting in 1994, the study has been designed in consultation with Statistics New Zealand to be a geographically stratified, random survey of Māori households in New Zealand. As mentioned before, 100 of the young Maori interviewed for this survey are part of the Te Hoe Nuku Roa programme.

Initially the study operated in Manawatu/Wanganui, Lower Hutt, South Auckland and Gisborne. Recently, the study has been extended for a further five years and two additional sites were recruited: Northland and Southland. The initial four 'cells' were used for the current study on employment experiences.

The longitudinal waves are completed every third year, and in 2004/2005, the fourth wave of the study is being run. Some 2500 Māori in 1000 households are participating.

The study is run out of the Research Centre for Māori Health & Development at Massey University. The Principal Investigators are Professor Chris Cunningham, Professor Mason Durie, Professor Arohia Durie, Eljon Fitzgerald and Brendan Stevenson.

## 4. SAMPLE CHARACTERISTICS

For this analysis, we have taken all of the respondents who have identified 'Māori' as one of the ethnic groups with which they identify and prioritised Māori ethnicity. We have made no distinction between 'sole Māori' and 'mixed Māori' ethnic identity.

### 4.1 ETHNIC IDENTITY OF RESPONDENTS

Of a total sample of 966 respondents all but one gave their ethnic identity.

**Table 1: Ethnic Identity of Respondents**

<b>Ethnic Identity</b>	<b>Number</b>	<b>%</b>
Pākehā/New Zealand European only	536	55.5
Māori only	131	13.6
Pacific Peoples only	80	8.3
East Asian only	66	6.8
South Asian only	52	5.4
MELAA <sup>1</sup>	19	2.0
Miscellaneous	11	1.1
Māori/Pākehā	45	4.7
Pacific Peoples/Pākehā	14	1.4
Māori/Pacific Peoples	8	0.8
Pākehā/Māori/Pacific Peoples	3	0.3
Refused	1	0.01
<b>TOTALS</b>	<b>966</b>	<b>100.0</b>

The schedule used provided Māori respondents to identify as Māori only, Māori/Pākehā, Māori/Pacific or Pākehā/Māori/Pacific. Of 966 respondents in the survey, 187 identified 'Māori' as one of their ethnic identities.

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<sup>1</sup> Middle Eastern, Latin American and African.

**Table 2: Ethnic Identity of Māori Respondents**

Ethnic Identity	Number	%
Māori only	131	70.1
Māori/Pākehā	45	24.1
Māori/Pacific	8	4.3
Pākehā/Māori/Pacific	3	1.6
TOTALS	187	100.0

The majority of respondents identified as Māori only, with Māori/Pākehā being the next most popular group.

## 4.2 AGE OF RESPONDENTS

Māori respondents were aged between 15 and 34 years:

**Table 3: Age of Māori Respondents**

Age Band	Number	%	2001 Census Population 15-34 Years Number (Rounded to Base 3)	2001 Census Population 15-34 Years %
15-19 years	63	33.7	49257	28.9
20-24	41	21.9	42093	24.6
25-29	41	21.9	40164	23.5
30-34	42	22.5	39249	23.0
TOTALS	187	100.0		

The respondents are slightly younger than the general Māori population.

## 4.3 GENDER OF RESPONDENTS

The aim of the research was to yield equal sample of males:females. However, almost 70% of the respondents were female. This yield of female respondents was more marked than in the main survey where 58.1% were recorded as female. Difficulty obtaining the participation of young Māori men is another factor in this bias.

**Table 4: Gender of Māori Respondents**

Gender	Number	%	2001 Census Population 15-34 Years Number (Rounded to Base 3)	2001 Census Population 15-34 Years %
Male	57	30.5	81540	47.7
Female	130	69.5	89505	52.3
TOTALS	187	100.0		

This bias towards female Māori respondents is important as the profile and experience of young women may differ significantly from young men, particularly in respect of childbearing and child care responsibilities. Māori women have children at younger ages than non-Pacific, non-Māori women in New Zealand.

## 4.4 REGIONAL LOCATION OF RESPONDENTS

**Table 5: Regional Location of Māori Respondents**

Region	Number	%
Auckland	68	36.4
Wellington	43	23.0
Manawatu-Wanganui	52	27.8
Gisborne-East Coast	24	12.8
TOTALS	187	100.0

This distribution of localities reflects the nature of the geographically stratified, random survey (Best Outcomes for Māori: Te Hoe Nuku Roa) from which the sample of respondents has been drawn.

## 4.5 PLACE OF BIRTH

For Māori respondents, the majority (97.8%) were born in New Zealand, with 4 respondents (2.2%) being born overseas in Australia.

## 4.6 HIGHEST QUALIFICATIONS

Data on highest qualification was gathered on 183 of the sample of 187 respondents.

**Table 6: Highest Qualification of Māori Respondents**

Highest Qualification	Number	%	Main Survey %
No qualifications	59	32.2	12.6
SC (or NC Level 1)	59	32.2	15.5
Sixth Form Certificate (NC Level 2)/ UE/HSC or HLC/Bursary/Scholarship <sup>2</sup>	27	14.7	33.6
<b>TOTALS SCHOOL</b>	<b>145</b>	<b>46.9</b>	<b>49.1</b>
Trade Certificate/Polytechnic Diploma/Teaching Diploma	23	12.6	15.9
Bachelors Degree	9	4.9	16.9
Post-graduate qualification	2	1.1	4.0
<b>TOTALS TERTIARY QUALIFICATION</b>	<b>34</b>	<b>18.7</b>	<b>36.8</b>
Other	4	2.2	1.5
<b>TOTALS</b>	<b>183</b>	<b>100.0</b>	<b>100.0</b>

A higher percentage of Māori have no qualifications compared with the main survey. For those Māori engaged in tertiary study, most identified that the reason for their study was to get a qualification for a job or career.

## 4.7 MARITAL STATUS

**Table 7: Marital Status of Māori Respondents**

Marital Status	Number	%	Main Survey %
Single	115	61.8	64.7
Legally Married	23	12.4	20.2
De facto/living with a Partner	44	23.7	13.2
Separated	2	1.1	1.2
Divorced	2	1.1	0.7
<b>TOTALS</b>	<b>186</b>	<b>100.0</b>	<b>100.0</b>

Most Māori respondents are, not surprisingly, single, but when compared with the main survey more Māori were living with a partner and fewer were legally married.

<sup>2</sup> University Entrance, Higher School Certificate, Higher Leaving Certificate.



## 4.8 INCOME

The main source of income was identified for all respondents:

**Table 8: Main Source of Income for Māori Respondents**

Source	Number	%
Wages/salary	101	54.0
WINZ Benefit	46	24.6
Family/whānau support	32	17.1
Other	5	2.7
Student Allowance	1	0.5
Student Loan	2	1.1
<b>TOTALS</b>	<b>187</b>	<b>100.0</b>

In comparison with the main sample (966 respondents), a smaller percentage of Māori reported their main source of income as coming from wages and salaries (54% and 67% respectively).

### 4.8.1 STUDENT LOANS

One-third of Māori respondents had a student loan (63 respondents, 33.7%) which is a slightly higher percentage than reported for the main sample (284 respondents, 29.4%).

## 4.9 ANNUAL GROSS INCOME

**Table 9: Annual Gross Income for Māori Respondents**

Annual Gross Income	Number	%
< \$10,000	60	32.1
\$10,000 - \$19,999	31	16.6
\$20,000 - \$29,999	29	15.5
\$30,000 - \$39,999	24	12.8
\$40,000 - \$49,999	16	8.6
\$50,000 - \$59,999	4	2.1
> \$60,000	7	3.7
Refused/Not Answered	16	8.6
<b>TOTALS</b>	<b>187</b>	<b>100.0</b>

## 5. MAIN ACTIVITY

The key variable around which the questionnaire was structured was called 'main activity' meaning main **employment** activity. We have used this term as a means of understanding the complexity and range of paid and non-paid work activities engaged in by our respondents.

### 5.1 PARTICIPANTS IN PAID EMPLOYMENT

Some 46% of Māori respondents were in some form of paid employment (self-, part- or full-time employment). This figure compares with 51.6% of those in the main sample.

A further 27.8% of Māori respondents were students, leaving 32.2% as at-home carers, unemployed or (sickness or invalid) beneficiaries.

**Table 10: Employment Type for Māori Respondents**

Employment Type	Number	%
Self-employed	4	2.1
In part-time employment	18	9.6
In full-time employment	64	34.2
Student	52	27.8
At home carer	29	15.5
Unemployed	15	8.0
Sickness or Invalid Beneficiary	4	2.1
Other	1	0.5
<b>TOTALS</b>	<b>187</b>	<b>100.0</b>

#### 5.1.1 SELF-EMPLOYED

Only 4 of the 187 respondents (2.1%) described themselves as self-employed. This figure compares with 3.2% in the main survey. Māori respondents identified 'financial reasons', autonomy, and the fact that self-employment 'suited the occupation', as the main reasons why they chose to be self-employed.

#### 5.1.2 PART-TIME WORKERS

Eighteen respondents (9.6%) identified themselves as part-time workers. The two most common reasons cited for part-time work were 'financial reasons' (30.4%) and 'childcare prevents full-time work' (26.1%). These same reasons were also the most common in the main sample (37.5% and 19.5% respectively). The higher Māori rates for childcare may reflect the younger age profile of Māori parents.

Of those that worked part-time, 13.5% said they would work full-time 'if the right sort of work came along'.

Respondents identified a range of 'sorts of work' that they undertook on a part-time basis, including teaching, and being salespeople/demonstrators, hairdressers or drivers.

### 5.1.3 FULL-TIME WORKERS

In terms of Maori respondents, 34.2% (64 of 187) identified themselves as full-time workers. The two most common reasons cited for full-time work were 'financial reasons' and the 'interesting nature of work/ambition/fun'.

#### OCCUPATIONAL GROUPS

**Table 11: Occupational Groups for Full-Time Māori Workers**

Occupational Groups	Number	%	Main Survey %
Legislators/Administrators/Managers	2	3.2	9.7
Professionals	6	9.5	18.8
Technicians & Associated Professions	7	11.1	14.4
Clerks	14	22.2	14.4
Service & Sales	13	20.6	21.0
Agriculture & Fisheries	3	4.8	1.7
Trades	7	11.1	12.7
Plant & Machine Operators	10	15.9	5.2
Elementary occupations	1	1.6	1.7
Missing	1	1.6	0.6
<b>TOTALS</b>	<b>64</b>	<b>100.0</b>	<b>100.2</b>

Of 64 full-time Māori workers who answered, 89% (57) had permanent jobs while 11% (7) identified their job as temporary. Compared with the main survey, fewer Māori young people had permanent jobs (89% vs. 93.9%) and more had temporary (11% vs. 6%). For those 7 young Māori in temporary full-time employment, most (6) were engaged in seasonal employment with fixed-term contracts being the next most common employment arrangements (3).<sup>3</sup> Yet all of the temporary workers would prefer the alternative of permanent employment to temporary work.

### 5.1.4 STUDENTS

This section covers those Māori respondents who gave their main activity as student. Those who were workers and maybe studying part-time are not included. A smaller proportion of

<sup>3</sup> Multiple responses given

Māori respondents (27.8%) identified their main activity as a student compared with the main survey (33%).

### **COURSES OF STUDY AND QUALIFICATIONS SOUGHT**

Māori students were asked where they were studying:

**Table 12: Place of Study for Māori Workers**

Place of Study	Number	%	Main Survey %
School	26	50.0	49
University	9	17.3	34
Polytechnic	8	15.4	9
College of Education	2	3.9	4
Private Training Provider	5	9.6	3
Other	2	3.9	1
<b>TOTALS</b>	<b>52</b>	<b>100.0</b>	<b>100.0</b>

When compared with respondents in the main survey, Māori students are more likely to be at a polytechnic or PTE and less likely to be at a university.

Māori students were asked what qualifications they were studying for:

**Table 13: Qualifications Being Studied for Māori Students**

Qualification	Number	%	Main Survey %
NCEA Level 1	13	25.0	14.0
NCEA Level 2	3	5.8	15.0
NCEA Level 3	5	9.6	15.0
NCEA Level 4/Bursary	5	9.6	3.0
Scholarship	2	3.8	1.0
Trade Certificate	6	11.5	4.0
Polytechnic Diploma	4	7.7	6.0
Bachelor's Degree	10	19.2	34.0
Other	4	7.7	9.0
<b>TOTALS</b>	<b>52</b>	<b>100.0</b>	<b>101</b>

When compared with the main survey, more Māori are studying for school-based qualifications or for trades or diplomas and fewer are studying for tertiary qualifications. Most Māori students who answered said they were engaged in full-time study (71%).

### **MOTIVATION TO STUDY**

Māori students were asked what their reasons were for going on to tertiary study. Most (45%) said they wanted a qualification for a job or career, or to get a qualification that might be generally useful for future employment (17.2%). These responses suggest a “vocational” approach to tertiary study and compare well to the reasons identified in the main survey.

Almost two-thirds (61%) of Māori students said they felt their current course of study was very-closely or fairly-closely related to their future employment.

### **INTENTIONS FOLLOWING STUDY**

Of the 52 Māori students who answered, 35% said they would go on to further study and 31% said they would get a job. A minority (13.5%) of Māori students said they did not know what they would do after study.

### **PERCEIVED BENEFITS OF STUDY**

**Table 14: Perceived Benefits of Study for Māori Students**

<b>Perceived Benefits</b>	<b>Number</b>	<b>%</b>
Education/Knowledge	23	31.5
Qualification	11	15.1
Employment-related Benefits	6	8.2
Longer-term Benefits	8	11.0
Skills	8	11.0
Social Aspect	5	6.8
Enjoyment	2	2.7
Self-development	3	4.1
Lifestyle benefits	2	2.7
Other	5	6.8
<b>TOTALS</b>	<b>73</b>	<b>100.0</b>

These responses suggest that Māori students perceive a range of benefits from those closely related to their future employment to the more abstract pursuit of knowledge.

### **ADVICE ON FUTURE CAREERS**

Most Māori students (61%) reported that they had talked to someone about their future career. Many had spoken with parents, whānau or friends (56%) or with teachers/counsellors (31%).

About half of Māori students who responded felt they had sufficient information, but a large number (44%) felt they did not have enough information or did not know if they had enough information.

## **EMPLOYMENT WHILE STUDYING**

Twenty-three percent of Māori students said they also worked while they studied, while the remainder did not work. More than a third (37.5%) said they had worked in paid employment at some point since the age of 15 years.

### **5.1.5 AT HOME CARERS**

Fifteen percent (29 of 187) of Māori respondents identified their main activity as an 'at home carer'. Of these, 26% said they were caring for children. This responsibility caused 52% of child carers to work fewer hours, to only work at certain times of the day, or to stop working altogether.

A small number of child carers said they were in some form of employment (18%) while most were not in employment.

### **5.1.6 MĀORI WITH DISABILITIES**

Four (2.1%) of Māori respondents said they had a disability or sickness which prevented them from working, a slightly higher proportion than the main survey (1.2%). Most had been sick/disabled for less than 6 months with only one respondent reporting that their disability/illness had lasted 2-3 years; all thought that they would be able to take up paid employment in the future.

### **5.1.7 UNEMPLOYED MĀORI**

Fifteen respondents (8%) reported that they were unemployed. The Māori unemployment rate was the highest of all ethnic groups in the survey, 37.5% compared with 25% for Pākehā and 20% for Pacific Peoples.

**Table 15: Ethnicity of Unemployed Respondents**

<b>Ethnic Groups</b>	<b>Number</b>	<b>%</b>
Māori only	11	27.5
Māori/Pākehā	4	10.0
Pākehā/NZ European only	10	25.0
Pacific Peoples only	8	20.0
East Asian only	4	10.0
South Asian only	2	5.0
Miscellaneous	1	2.5
<b>TOTALS</b>	<b>40</b>	<b>100.0</b>

Over a third of unemployed Māori had been unemployed for more than 5 years.

Forty percent of Māori were actively looking for work but most (60%) were not. The main reason given for not looking for work was childcare (64%). For those looking for work, using

family connections, friends, WINZ, and searching advertisements were the methods most often used.

Twenty-one percent of Māori reported that they were currently taking courses of study, but most (79%) were not. Half of those who answered (10 respondents) had tertiary qualifications, either a trade certificate, polytechnic diploma or bachelor's degree.

## **6. EMPLOYMENT**

A major component of the questionnaire focused on respondents' experiences of employment. Our analysis is presented in four sections:

- The nature of the employment experience;
- Employment choice and satisfaction;
- Relationship of employment to education and training; and,
- Perceived security and future prospects in employment.

### **6.1 NATURE OF THE EMPLOYMENT EXPERIENCE**

A series of questions was asked relating to the specific employment that respondents currently had, or had experienced in the past.

All Māori workers – self-employed, part-time and full-time workers, students and caregivers working in their spare time were asked these questions.

#### **6.1.1 INDUSTRY**

Respondents were asked to identify their first job, their last job and their current job, where these were different jobs.

**Table 16: First, Last and Current Job (Industry) for Māori Workers**

Industry	First Job Number	First Job %	Last Job Number	Last Job %	Current Job Number	Current Job %
Agriculture, forestry and fishing	17	13.9	9	15.0	6	5.8
Manufacturing	10	8.2	5	8.3	11	10.7
Electricity, gas and water supply	1	0.8	1	1.7	0	0
Construction	8	6.6	3	5.0	9	8.7
Wholesale Trade	3	2.5	3	5.0	4	3.9
Retail Trade	29	23.8	14	2.3	16	15.5
Accommodation, cafes and restaurants	11	9.0	6	10.0	8	7.8
Transport and storage	3	2.5	2	3.3	3	2.9
Communication services	7	5.7	4	6.7	5	4.8
Finance and insurance	1	0.8	0	0	1	0.9
Property and business services	1	0.8	0	0	2	1.9
Government, administration and defence	1	0.8	4	6.7	7	6.8
Education	9	7.4	3	5.0	18	17.5
Health and community services	4	3.3	4	6.7	2	1.9
Cultural and recreational services	2	1.6	0	0	2	1.9
Personal and other services	14	11.5	2	3.3	7	6.8
IT	1	0.8	0	0	2	1.9
<b>TOTALS</b>	<b>122</b>	<b>100.0</b>	<b>60</b>	<b>100.0</b>	<b>103</b>	<b>100.0</b>

Retail trades, primary industries such as agriculture and manufacturing, and the education sector are key industries for Māori workers. In contrast, finance, property and IT are industries with very few Māori workers, although there is some evidence of movement from lower to higher industries.



## 6.1.2 OCCUPATION

These occupations in the following table were classified according to the New Zealand Standard Occupational Classification.

**Table 17: First, Last and Current Job (Occupation) for Māori Workers**

Occupation	First Job Number	First Job %	Last Job Number	Last Job %	Current Job Number	Current Job %	Main Survey Current Job %	Total NZ Population (2004) %
Legislators, Administrators, Managers	2	1.7	1	1.7	4	3.8	7	12.5
Professionals	3	2.5	0	0	7	6.7	15	14.2
Technicians & Associated Professionals	6	5.0	3	5.0	11	10.6	13	11
Clerks	24	19.8	18	30.0	19	18.3	14	12.6
Service & Sales	38	31.4	18	30.0	32	30.8	33	16.1
Agriculture & Fisheries	12	9.9	7	11.7	4	3.8	2	8
Trades	9	7.4	2	3.3	12	11.5	9	9.5
Plant & Machine Operators	5	4.1	4	6.7	11	10.6	4	8.5
Elementary Occupations	22	18.2	7	11.7	4	3.8	4	6.7
<b>TOTALS</b>	<b>121</b>	<b>100.0</b>	<b>60</b>	<b>100.0</b>	<b>104</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

In comparison with the main survey, fewer Māori overall are represented in the higher level occupations and more Māori are represented in the trades.

Yet when comparisons are made over time for Māori, from their first to their current occupation, the pathway is towards the higher level occupations and away from the trades and elementary occupations.

### 6.1.3 PERMANENCE

Māori respondents were also asked whether their current, last and first jobs were permanent or temporary.

**Table 18: First, Last and Current Job (Type of Employment) for Māori Workers**

Type of Employment	First Job Number	First Job %	Last Job Number	Last Job %	Current Job Number	Current Job %	Main Survey %
<b>Permanent</b>	<b>80</b>	<b>63.5</b>	<b>38</b>	<b>64.4</b>	<b>80</b>	<b>75.5</b>	<b>79</b>
Temporary – casual	29	23.0	12	20.3	10	9.4	7
Temporary – fixed term contract	7	5.6	4	6.8	7	6.6	12
Temporary – agency employment	4	3.2	2	3.4	2	1.9	1
Temporary – seasonal employment	6	4.8	3	5.1	7	6.6	2
<b>Temporary Total</b>	<b>46</b>	<b>36.5</b>	<b>21</b>	<b>35.6</b>	<b>26</b>	<b>24.5</b>	<b>21</b>
<b>TOTALS</b>	<b>126</b>	<b>100.0</b>	<b>59</b>	<b>100.0</b>	<b>106</b>	<b>100.0</b>	<b>100.0</b>

The trend for Māori workers over their careers is towards permanent employment and away from temporary employment. Yet the proportion of temporary jobs is relatively high (one-third to one-quarter of jobs for Māori).

In comparison with the main survey, Māori are represented more in temporary employment and fewer in permanent employment.

#### TENURE OF CURRENT JOB

Māori respondents were asked to specify how long they had held their current job.

**Table 19: Duration of Current Employment for Māori Workers**

Length of Employment	Current Job Number	Current Job %	Main Survey %
Less than 6 months	19	18.6	17
6 months – 1 year	10	9.8	13
1 – 2 years	15	14.7	20
2 – 3 years	17	16.7	14
3 – 4 years	13	12.7	11
4 – 5 years	8	7.8	5
Over 5 years	20	19.6	19
TOTALS	102	99.9	99

A similar pattern of duration of employment is seen in the Māori and main surveys.

## **6.2 EMPLOYMENT CHOICE AND SATISFACTION**

### **6.2.1 PROCESSES OF CHOOSING EMPLOYMENT**

Transitions into employment and between jobs are critical points in the process of determining pathways. Outcomes at older ages are often determined by the choices one makes at younger ages.

**Table 20: First, Last and Current Job (How Employment was Obtained) for Māori Workers**

How Employment was Obtained	First Job Number	First Job %	Last Job Number	Last Job %	Current Job Number	Current Job %	Main Survey %
Through Job Advertisements	19	15.2	9	15.5	28	24.6	22
Wrote, phoned or applied in person	14	11.2	6	10.3	17	14.9	14
Through relatives	36	28.8	13	22.4	29	25.4	11
Through friends or other contacts	39	31.2	16	27.6	23	20.2	24
Through an employment agency	2	1.6	5	8.6	2	1.7	7
Through WINZ	1	0.8	3	5.2	2	1.7	1
Internet Search	0	0	0	0	1	0.9	2
Invited to Apply	2	1.6	2	3.4	1	0.9	5
Did a temporary job for the employer	1	0.8	1	1.7	2	1.7	1
Other	5	4.0	1	1.7	4	3.5	2
Became self-employed	0	0	0	0	3	2.6	3
Recruitment drives (tertiary, army)	0	0	0	0	1	0.9	1
Worked there previously; promoted	6	4.8	2	3.4	1	0.9	2
<b>TOTALS</b>	<b>125</b>	<b>100</b>	<b>58</b>	<b>99.8</b>	<b>114</b>	<b>99.9</b>	<b>95</b>

In comparison with the main survey, Māori are more likely to use informal methods, such as families and friends, and less likely to use formal methods of finding jobs.

Over their careers, Māori move from a reliance on informal methods to using more formal methods, but relatives still have a significant influence for Māori workers in terms of finding their jobs.

## 6.2.2 REASONS FOR JOB CHOICE

Table 21: First, Last and Current Job (Why Work Chosen) for Māori Workers

Why Work Chosen	First Job Number	First Job %	Last Job Number	Last Job %	Current Job Number	Current Job %	Main Survey %
Interesting; nature of work; ambition; fun	20	13.5	6	8.7	23	17.6	21
Suited qualifications; experience	0	0	4	5.8	9	6.9	10
Financial reasons	50	33.8	18	26.1	24	18.3	15
Convenient	8	5.4	7	10.1	7	5.3	6
Was asked; headhunted; contacts	5	3.4	1	1.4	3	2.3	3
Flexible ; lifestyle	2	1.4	0	0	7	5.3	6
Came along; fell into; available	11	7.4	7	10.1	5	3.8	7
Something to do	9	6.1	2	2.9	2	1.5	1
Family business; tradition; influence	4	2.7	2	2.9	9	6.9	3
No other options	11	7.4	5	7.2	7	5.3	3
Social aspect; people	2	1.4	2	2.9	6	4.6	2
Good conditions; company	2	1.4	0	0	2	1.5	2
Undemanding nature of job	6	4.0	1	1.4	2	1.5	2
Contacts	0	0	3	4.3	4	3.1	3
Gain experience; learn skills	2	1.4	1	1.4	0	0	
Got sick of last job; wanted a change	2	1.4	4	5.8	2	1.5	1
Challenge	0	0	2	2.9	2	1.5	3
Good opportunity	3	2.0	0	0	5	3.8	4
Through student programmes	0	0	0	0	1	0.8	0
Satisfaction; achievement	1	0.7	0	0	4	3.1	1
Needed a job	7	4.7	2	2.9	3	2.3	2
Other	3	2.0	2	2.9	4	3.1	1
<b>TOTALS</b>	<b>148</b>	<b>100.1</b>	<b>69</b>	<b>99.7</b>	<b>131</b>	<b>100</b>	<b>12</b>

'Financial reasons' appear to be a more important driver for the choice of a particular job for Māori than for respondents in the main survey.

### 6.2.3 PERCEIVED BENEFITS OF JOBS

**Table 22: First, Last and Current Job (Perceived Benefits) for Māori Workers**

Perceived Benefits	First Job Number	First Job %	Last Job Number	Last Job %	Current Job Number	Current Job %	Main Survey %
Specific work satisfaction	9	3.4	1	.6	23	7.5	8
Money	83	31.8	47	28.5	66	21.6	24
Security	7	2.7	7	4.2	19	6.2	4
Enjoyment	20	7.7	10	6.1	30	9.8	10
Social Life	14	5.4	12	7.3	29	9.5	8
Autonomy, freedom	3	1.1	4	2.4	11	3.6	3
Skills, knowledge	33	12.6	21	12.7	34	11.1	10
Enhanced networks	8	3.1	8	4.8	11	3.6	2
Self-confidence	8	3.1	9	5.4	13	4.2	4
Personal growth	18	6.9	14	8.5	19	6.2	5
Broader outlook	8	3.1	5	3	6	2.0	2
Communication skills	17	6.5	16	9.7	12	3.9	3
Something to do	14	5.4	0	0	11	3.6	3
Perks	3	1.1	3	1.8	15	4.9	3
Other	16	6.3	8	4.8	6	2.0	8
<b>TOTALS</b>	<b>261</b>	<b>100</b>	<b>165</b>	<b>99.8</b>	<b>305</b>	<b>100</b>	<b>100</b>

The perceived benefits of the current job were very similar for Maori workers and the main survey. Money was seen as the most important benefit, followed by skills and knowledge and enjoyment.

## 6.2.4 REASONS FOR LEAVING JOBS

**Table 23: First, Last and Current Job (Reasons for Leaving Jobs) for Māori Workers**

Reasons for Leaving Jobs	First Job Number	First Job %	Main Survey %	Last Job Number	Last Job %	Main Survey %
Decided to change track and get a totally different job	23	18.5	15	3	5.0	5
Laid off; redundant	14	11.3	8	6	10.0	5
Didn't like the job	8	6.5	8	1	1.7	4
Family reasons (e.g. pregnancy, family relocation)	16	12.9	7	25	41.7	27
To go overseas	3	2.4	11	2	3.3	7
Wanted a change	20	16.1	14	7	11.7	5
To study; at school	12	9.7	10	6	10.0	25
Contract ended; seasonal	5	4.0	5	1	1.7	5
To advance career	1	0.8	4	1	1.7	0
Better job	6	4.8	7	1	1.7	1
Relocation	8	6.5	5	1	1.7	2
Relationships at work	2	1.6	1	1	1.7	0
Sick; accident	0	0	1	1	1.7	3
Fired	2	1.6	1	0	0	0
In same job	3	2.4	0	0	0	0
<b>Other</b>	<b>1</b>	<b>0.8</b>	<b>3</b>	<b>4</b>	<b>6.7</b>	<b>7</b>
<b>TOTALS</b>	<b>124</b>	<b>99.9</b>	<b>100</b>	<b>60</b>	<b>100.3</b>	<b>96</b>

The pattern of responses tends to suggest that Māori respondents are perhaps not as careful in choosing a first job, but more careful in choosing subsequent ones. Family reasons appear to become more important – perhaps reflecting a sample which is disproportionately female – and overseas travel does not seem to be as important for Māori respondents overall.

Studying also appears to become less important for Māori, whereas in the main survey, study becomes more important over a career for many.

## 6.3 RELATIONSHIP OF EMPLOYMENT TO EDUCATION AND TRAINING

### 6.3.1 QUALIFICATIONS SOUGHT BY WORKERS

All Māori respondents who are workers (other than students) were asked if they were also taking courses of study concurrent with their work:

**Table 24: Qualifications Being Taken by Māori Workers**

Qualification	Number	%	Main Survey %
National Certificate and Bursary	6	21.4	9
Trade Certificate	3	10.7	15
Polytechnic Diploma	6	21.4	15
Bachelor's Degree	7	25.0	31
Post-graduate Qualification	1	3.6	10
Other	5	17.9	21
<b>TOTALS</b>	<b>28</b>	<b>100</b>	<b>101</b>

Similar to the overall pattern of Māori training, Māori workers are more likely to be studying for a school-based qualification and less likely to be studying for a post-graduate qualification than respondents in the main survey.

### 6.3.2 EMPLOYER-OFFERED TRAINING

Māori workers were asked if they had been offered training while working for their employers:

**Table 25: Employer-Offered Training Undertaken by Māori Workers**

Employer-Offered Training	Number	%	Main Survey %
Yes	62	62.0	60
No	38	38.0	40
<b>TOTALS</b>	<b>100</b>	<b>100.0</b>	<b>100</b>

Māori workers were then asked about their level of satisfaction with the training they had received:



**Table 26: Satisfaction with Training Received by Māori Workers**

Level of Satisfaction	Number	%	Main Survey %
Very satisfied	36	58.1	44.9
Fairly satisfied	20	32.3	47
Fairly unsatisfied	2	3.2	3.7
Very unsatisfied	2	3.2	1.8
Neutral	2	3.2	2.3
<b>TOTALS</b>	<b>62</b>	<b>100</b>	<b>99.7</b>

In both the Māori and main surveys, the level of satisfaction with the training offered was high.

### 6.3.3 RELATIONSHIP BETWEEN WORK AND QUALIFICATIONS

Māori respondents (employed and self-employed) were asked how closely their work was related to their education and qualifications:

**Table 27: Relationship Between Work and Qualifications for Māori Workers**

Perceived Relationship	Number	%	Main Survey %
Very closely related	32	30.8	33
Fairly closely related	16	15.4	19
Not very closely related	20	19.2	14
Not related at all	28	26.9	29
Neutral	6	5.8	4
Don't know	2	1.9	2
<b>TOTALS</b>	<b>104</b>	<b>100</b>	<b>101</b>

As for the main survey, some 46% of Māori respondents felt their education and qualifications were not related to their work. This confirms the general, non-vocational nature of education and qualifications for these respondents, and also possibly reflects the lower levels of formal qualifications for Māori.

### 6.3.4 SECURITY, PROSPECTS AND FUTURE MOBILITY

A series of questions asked Māori respondents to look into the future. First, the question focused on the perceived security in their current work:

**Table 28: Perceived Security in Work by Māori Workers**

Perceived Security	Number	%	Main Survey %
Very secure	56	53.8	54
Fairly secure	37	35.6	35
Fairly insecure	8	7.7	5
Very insecure	0	0	2
Neutral	1	1	2
Don't know	2	1.9	1
<b>TOTALS</b>	<b>104</b>	<b>100</b>	<b>99</b>

Both Māori workers and respondents in the main survey perceived their job security to be high.

Māori respondents were then asked what they thought their future prospects in their current work:

**Table 29: Perceived Future Prospects for Māori Workers**

Perceived Future Prospects	Number	%	Main Survey %
Good	60	57.7	56
Average	37	35.6	30
Poor	4	3.8	13
Don't Know	3	2.9	1
<b>TOTALS</b>	<b>104</b>	<b>100.0</b>	<b>100</b>

Māori workers were very positive about their perceived future prospects as were workers in the main survey.

Māori workers were then asked how long they expected to be in their current employment:

**Table 30: Expectations of Remaining in Current Employment for Māori Workers**

Expectations	Number	%	Main Survey %
Less than 1 year	26	25.0	27
1 – 2 years	20	19.2	27
2 years on more	43	41.3	41
Don't Know	15	14.4	5
TOTALS	104	99.9	100

Māori workers felt they did not know whether they would remain in their current job at almost three times the rate of respondents in the main survey, but as in the main survey, respondents were largely positive about their prospects.

## 7. EMPLOYMENT HISTORY AND MOBILITY

### 7.1 MOBILITY OF MĀORI WORKERS

#### 7.1.1 MOBILITY: NUMBER OF JOBS HELD

All Māori respondents who were currently in employment were asked to say how many jobs they had worked in, including full-time, part-time, permanent, temporary and self-employed.

**Table 31: Number of Jobs Held by Māori Workers**

Number of Jobs	Number	%	Main Survey %
1	13	12.6	11.7
2	11	10.7	12.5
3	17	16.5	13.4
4	18	17.5	13.7
5 - 7	13	12.6	15.2
8 – 10	20	19.4	20.7
More than 10	11	10.7	12.7
<b>TOTALS</b>	<b>103</b>	<b>100</b>	<b>99.9</b>

These data demonstrate the high degree of job mobility for young Māori workers, which aligns well with the experiences of workers generally in the main survey.

#### 7.1.2 MOBILITY: PERIODS NOT WORKING

**Table 32: Periods Not Working for Māori Workers**

Have You Had Periods When You Were Not Working	Number	%
Yes	72	69.9
No	30	29.1
Not Applicable	1	1.0
<b>TOTALS</b>	<b>103</b>	<b>100</b>

Seventy percent of Māori workers had periods where they were not working. Further, as shown in the table below, for those who did experience periods of not working, most had 2 or more periods in their career.

**Table 33: Number of Periods Not Working for Māori Workers**

Number of Periods Not Working	Number	%
1	33	46.5
2	19	26.8
3-5	12	16.9
More than 5	7	9.9
<b>TOTALS</b>	<b>71</b>	<b>100.1</b>

These findings reinforce the high degree of mobility of Māori workers between jobs, and this included significant periods when they may not be working as a typical experience.

**Table 34: Unemployment Benefit While Not Working: Māori Workers**

Unemployment Benefit	Number	%
Yes	39	53.4
No	34	46.6
<b>TOTALS</b>	<b>73</b>	<b>100.0</b>

About half of Māori who experienced periods of unemployment received the unemployment benefit. While one-third had been receiving the benefit for less than 6 months, many were unemployed for the medium to long term:

**Table 35: Length of Time on Unemployment Benefit for Māori Workers**

Length of Time	Number	%
Less than 6 months	12	32.4
6 months – 1 year	6	16.2
1 < 2 years	6	16.2
2 < 3 years	4	10.8
3 < 4 years	3	8.1
5 years and over	6	16.2
<b>TOTALS</b>	<b>37</b>	<b>99.9</b>

### 7.1.3 MOBILITY: OCCUPATIONAL AND GEOGRAPHICAL

Further, Māori workers reported that most of these jobs (63%) were in different occupations from their current job, but most had continued to work in the same geographic region. The degree of occupational mobility is striking for both the Māori participants and the main surveys.

**Table 36: Geographic Location of Jobs for Māori Workers**

Own Location <sup>4</sup>	Number	%	Main Survey %
Yes	63	62.4	59
No	38	37.6	41
TOTALS	101	100.0	100

## 8. SOCIAL CAPITAL AND MĀORI WORKERS

### 8.1 SOCIAL CAPITAL

An important goal of this research was to consider the influence of young people's 'social capital' on the early stages of their working careers.

#### 8.1.1 STUDENTS' SOURCES OF GUIDANCE

Of 52 Māori students who were asked, 32 (61.5%) said they had not spoken to anyone for career guidance. This proportion was almost double that reported in the main survey (31%).

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<sup>4</sup> Respective location for respondents from Auckland, Wellington, Manawatu-Wanganui or Gisborne-East Coast.

**Table 37: Who Māori Students Spoke to for Career Guidance<sup>5</sup>**

Who Was Spoken To	Number	% of 52 Māori Students	Main Survey % of all 221 students
Parents	14	26.9	63
Other family/whanau	15	28.8	31
Friends	14	26.9	55
Parents' Friends	1	1.9	3
Teachers/Lecturers	11	21.2	28
Career Teacher; Counsellor	13	25.0	38
Boyfriend, Girlfriend, Partner	4	7.7	3
People in Further Education	2	3.8	3
Possible Employer	1	1.9	4
Mentor	2	3.8	2
Other	0	0	8
<b>TOTALS</b>	<b>77</b>	<b>-</b>	<b>-</b>

Māori students showed a very different pattern of seeking career guidance. They were much less likely to rely on advice.

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<sup>5</sup> This question allows for multiple responses.

## 8.1.2 PARENTS' OCCUPATIONAL GROUPS

All Māori respondents were asked for the occupational groups of their parents at the time the respondent left school:

**Table 38: Occupational Groups for Parents of Māori Young People**

Occupational Group	Father Number	Father %	Mother Number	Mother %
Student	2	1.1	4	2.2
Self-employed	5	2.8	3	1.7
Beneficiary	3	1.7	12	6.7
Retired	6	3.4	7	3.9
Parent at home; Housewife	0	0	20	11.2
Don't Know	8	4.5	3	1.7
Deceased	3	1.7	1	0.6
No contact with parent	7	3.9	3	1.7
Managerial	8	4.5	5	2.8
Professional	7	3.9	25	14.0
Technical and Associated Professions	10	5.6	18	10.1
Clerical	8	4.5	21	11.7
Service and Sales	4	2.2	15	8.4
Agriculture; Fisheries	29	16.2	11	6.1
Trades	28	15.6	5	2.8
Machine Operators	25	14.0	6	3.4
Elementary	26	14.5	20	11.2
<b>TOTALS</b>	<b>179</b>	<b>100.1</b>	<b>179</b>	<b>100.2</b>

Fathers, who may or may not be Māori, were more likely to work in elementary, labouring or trades. Mothers, who may or may not be Māori, had higher representation in professional, clerical or sales roles, and 20% of mothers were housewives.



## **9. CONCLUDING COMMENTS**

### **9.1 SUMMARY**

Pathways to employment for young people is a complex phenomenon. While the pattern of experience and drivers for the employment of young Māori show similar trends to the broad New Zealand population, there are a number of features which are different for young Māori.

In general, the data from the Māori analysis confirm the pattern seen in the larger study:

- High mobility between jobs and occupations without necessarily a linear or planned trajectory;
- A perception by a large number of young people that their educational history has little relevance to their employment; and,
- The importance of social capital in the process of finding employment.

The different features we observe for young Māori in this research can be summarised as:

- Young Māori, particularly young Māori women, experience a different life-course with a pattern of earlier childbearing and subsequent childcare responsibilities. This pathway affects their employment experience (and, for many, also their educational experience);
- Related to this phenomenon, young Māori are more likely to be partnered (married and de-facto relationships) than their non-Māori counterparts;
- Young Māori are less likely to have formal qualifications. If they are studying, it is more likely to be study at secondary level. For those Māori who do study at tertiary level, they are more likely to be at polytechnic or a private training provider rather than at university;
- Māori have a high degree of mobility, between jobs, between industries and between occupations. They will have more jobs, favouring the lower industries (at least initially) and be more likely to have temporary employment arrangements. Young Māori are also more likely to be unemployed, in receipt of benefits or on a student loan;
- While they are working, many Māori engage in further training, but this training is much less likely to be at graduate or post-graduate levels;
- Young Māori report that they are less likely to access formal career or job guidance services; neither do they receive career advice from whānau members. However, they are more likely to use informal networks to identify job opportunities.

### **9.2 LIMITATIONS OF THIS RESEARCH**

There are two major limitations to this research which must be taken into account when reading the results. First, the sample was recruited from within an existing study and so is subject to the limitations of that study, which are twofold – geographic stratification and a bias towards female respondents. Second, the method for interview was by telephone. This might preclude some Maori because they do not have access to a phone. However, this was seen as a relatively minor issue.

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