



Labour Market Dynamics
Research Programme

Innovative research in employment

**Pathways to Employment:
A Comparative Analysis of the Employment
Experiences of Māori, Mixed Māori and Non-Māori
Young People in New Zealand**

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Chez Leggatt-Cook

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Labour Market Dynamics Research Programme
Massey University
Private Bag 102 904
North Shore Mail Centre
AUCKLAND
<http://lmd.massey.ac.nz>

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SECTION 1: INTRODUCTION

1.1 Overview

It is well recognised that contemporary western labour markets have changed significantly since the 1980s and that traditional conceptions of paid work and life-time careers are less relevant in the current context. Of particular interest are young people's transitions from school to work, which are often considered to be more difficult, complex and fragmented than for previous generations. While there are arguably more choices and opportunities available to young people now, research persistently demonstrates that structural disadvantages (particularly those related to gender, ethnicity, social class and regional location) continue to shape the labour market outcomes of young people. Paid work remains a key determinant in the life chances of individuals and relative success or failure in the transition to working life can have far reaching consequences for social and economic wellbeing across the whole of the life course (Leggatt-Cook, 2005).

This research is part of a programme – PASE (Pathways to Sustainable Employment) – 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. PASE 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.

PASE 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. Outputs related to this objective include an overview of results from a survey to gather base-line employment and other data from 966 participants aged between 15 and 34 years domiciled in four regional areas in New Zealand (Dupuis, Inkson and McLaren, 2005). A companion report by Cunningham, Fitzgerald and Stevenson (2005) examines the experiences of 187 young Māori adults within this broader sample. The results of follow-up

qualitative interviews with 71 young people who participated in the initial survey appears in Inkson, Meares, Dupuis, Inkson and McLaren (2007).

On the basis of key findings in Cunningham et al. (2005), several other reports using the survey data have attempted to provide more detailed analysis of the specific employment experiences of young Māori. This report provides a comparative analysis of the sample according to broad ethnic categories (see Section 2.2 for a fuller description). Another report examines the gendered nature of Māori, mixed Māori and non-Māori employment experiences (Leggatt-Cook, 2008) and a forthcoming report will explore the job search behaviour of Māori and non-Māori.

The second objective of PASE 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, 2005a; Fitzgerald and McLaren, 2006). These two objectives 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 skills shortages.

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, communities and as employers, are appropriately represented as participants in the research. 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.

1.2 Structure of this Report

This report is organised as follows:

- Section 1 provides a description of the overall study.
- Section 2 provides a summary of the survey methodology and describes the rationale for and process undertaken in the production of this report.
- Section 3 provides a brief description of *Best Outcomes for Māori: Te Hoe Nuku Roa*; the longitudinal study from which part of the sample of Māori respondents has been drawn.
- Section 4 provides a description of the sample characteristics, such as basic demographic information and the results of key questions that were posed to all participants (such as income source and annual gross income).
- Sections 5 to 8 provide an analysis of:
 - The main activities of participants;
 - The nature of participants employment experiences;
 - Employment history and mobility;
 - Access to social capital.
- Section 9 provides a short conclusion and summary of key findings.

SECTION 2: METHODOLOGY

2.1 Survey 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 four selected geographical areas of New Zealand: Manawatu-Wanganui, Gisborne-East Coast, Auckland and Wellington. 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. Eighty-seven young people in this CATI survey identified as Māori.

Conducted separately and using the same interview schedule, was a complementary piece of research in which a further 100 Māori participants were surveyed (this resulted in a total of 187 Māori within a total sample of 966 participants). The sample of 100 participants chosen for the specific Māori component 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 and Development at Massey University (Fitzgerald and Durie, 2000). The sample of 100 Māori individuals for this project was randomly selected from each regional cohort of 15-34 year olds. Trained Māori telephone interviewers undertook the initial contact with participants and conducted the subsequent interviews. The results of these two surveys were collated and for the purposes of Dupuis et al. (2005), were analysed as one sample.

2.2 Rationale for this Report

An acknowledged limitation of Cunningham et al. (2005:2) was that the report worked with two datasets – a separate dataset comprised of the 187 Māori respondents and the total dataset of 966 respondents, which included the 187 Māori. This meant that, while Cunningham et al. functioned well as an analysis of Māori respondents, it had limited usefulness as a comparative study because Māori appeared in both samples. The differences between the Māori respondents and the main survey reported in the report were thus understated.

Given the strong linkages with *Te Hoe Nuku Roa* and the ongoing focus in PASE on the experiences of Māori, it was decided that further analysis of the dataset would be undertaken. This time, a new ethnicity variable was created that enabled the total sample to be coded into three ethnic categories. It was decided to split the Māori sample into 131 Māori respondents (who identified as Māori only) and 56 mixed Māori respondents (who identified as Māori/Pākehā, Māori/Pacific or Māori/Pākehā/Pacific). A third ethnic category – non-Māori – was comprised of the

779 remaining respondents. In conjunction with some cleaning of the dataset, this approach has enabled more authoritative comparisons to be made between these three major ethnic categories. It should be noted however, that in the main, the findings of this report do not differ substantially from those in Cunningham et al. Subtle differences nonetheless do appear, most noticeably in the magnitude of differences noted between the ethnic categories and in the results for the mixed Māori sample.

In comparison to the other two ethnic categories, the mixed Māori category is relatively small and in some cross-tabulations, the small cell sizes that resulted has necessitated caution in interpreting the results. For example, the high number of 15-19 year old mixed Māori respondents meant that a lower proportion of mixed Māori were currently working and were thus unable to comment on many of the employment related questions. However, on many occasions, the results for this category suggest that the experiences of mixed Māori are often distinct from both Māori and non-Māori and thus it remains meaningful to treat them as a separate ethnic category. We also note that the non-Māori category is comprised of a wide variety of ethnic groups who will no doubt exhibit a diverse range of characteristics and employment experiences. However, given that our interest in this report is to focus on the experiences of Māori and mixed Māori, it was appropriate, given time restrictions, to compare them to all other respondents.

SECTION 3: BEST OUTCOMES FOR MĀORI: TE HOE NUKU ROA

3.1 Project Description

Best Outcomes for Māori: Te Hoe Nuku Roa is a Māori household longitudinal study funded by the Foundation for Research, Science and Technology. Starting in 1994, the study was 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 Māori 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 was extended to include two additional sites, Northland and Southland. The initial four “cells” were used for the current study on employment experiences. The longitudinal waves are completed every third year, a fourth wave of the study was completed in 2006. To date some 2500 Māori from over 1000 households have taken part in the study. The study is run out of the Research Centre for Māori Health and Development at Massey University. The Principal Investigators are Professor Chris Cunningham, Professor Mason Durie, Professor Arohia Durie, Professor Tairahia Black, Julia Taiapa, Eljon Fitzgerald and Brendan Stevenson.

SECTION 4: SAMPLE CHARACTERISTICS

4.1 Ethnic Identity

Table 1 below displays the ethnic identity breakdown for the total sample of 966 respondents. The interview schedule used enabled Māori respondents to identify as Māori only, Māori/Pākehā, Māori/Pacific or Pākehā/Māori/Pacific. Of the 966 respondents, 187 identified “Māori” as one of their ethnic identities. The majority of Māori respondents identified as Māori only.

Table 1: Ethnic Identity of Respondents: Total Sample

Ethnic Identity	n	%
Pākehā/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
Māori/Pākehā	45	4.7
MELAA ¹	19	2.0
Pacific Peoples/Pākehā	14	1.4
Miscellaneous	11	1.1
Māori/Pacific Peoples	8	0.8
Pākehā/Māori/Pacific peoples	3	0.3
Refused	1	0.1
Total	966	100.0

The remainder of the report analyses the data using three broad ethnic categories: Māori (131 respondents), mixed Māori (which comprises Māori/Pākehā, Māori/Pacific and Pākehā/Māori/Pacific respondents) (56 respondents) and non-Māori (779 respondents).

4.2 Gender of Respondents

Although the study aimed to obtain a sample with a relatively equal split between males and females, as Table 2 below shows, it was difficult to obtain the participation of Māori men. Almost 70 percent of both Māori and mixed Māori respondents were female. The non-Māori sample also had more women than men but had a better gender balance overall (55.3 percent of non-Māori were recorded as female).

¹ Middle Eastern, Latin American and African.

Table 2: Gender of Respondents by Ethnicity

Gender	Māori		Mixed Māori		Non-Māori	
	n	%	n	%	n	%
Male	40	30.5	17	30.4	348	44.7
Female	91	69.5	39	69.6	430	55.3
Total	131	100.0	56	100.0	778	100.0

4.3 Age of Respondents

Table 3 below shows the age distribution of respondents across four five-year age bands. In all three ethnic categories, respondents aged 15-19 years comprised the largest proportion and this is especially evident for the mixed Māori sample in which 44.6 percent were aged 15-19 years. Mixed Māori also had the smallest proportion of respondents aged 30-34 years (16.1 percent). Age is an important factor in explaining labour market outcomes and it is important to take into consideration when explaining differential outcomes according to ethnic category.

Table 3: Age of Respondents by Ethnicity

Age range (years)	Māori		Mixed Māori		Non-Māori	
	n	%	n	%	n	%
15-19	38	29.0	25	44.6	250	32.1
20-24	30	22.9	11	19.6	171	22.0
25-29	30	22.9	11	19.6	142	18.3
30-34	33	25.2	9	16.1	215	27.6
Total	131	100.0	56	100.0	778	100.0

4.4 Regional Location of Respondents

The locational distribution of respondents reflects the nature of the geographically stratified random survey – *Best Outcomes for Māori: Te Hoe Nuku Roa* – from which the sample of respondents was drawn. The proportion of participants was intended to reflect the proportion of the general population in each of these locations. The total sample thus contained 557 participants from Auckland (57.7 percent of the total sample), 220 from Wellington (22.8 percent), 145 from Manawatu-Wanganui (15.0 percent) and 43 from Gisborne-East Coast (4.5 percent). Table 4 below provides an ethnic breakdown of participants' regional location. The resulting data, in large part, reflects the different ethnic profiles of the general population in each of the four regions studied.

Table 4: Location of Respondents by Ethnicity

Location	Māori		Mixed Māori		Non-Māori	
	n	%	n	%	n	%
Auckland	44	33.6	24	42.9	489	62.9
Wellington	28	21.4	15	26.8	177	22.8
Manawatu-Wanganui	37	28.2	15	26.8	93	12.0
Gisborne-East Coast	22	16.8	2	3.6	19	2.4
Total	131	100.0	56	100.0	778	100.0

4.5 Place of Birth

The majority of Māori respondents were born in New Zealand (99.2 percent of Māori only and 94.4 percent of mixed Māori). Of those born overseas, one Māori and three mixed Māori were born in Australia. In contrast, nearly one-third (30.6 percent) of respondents in the non-Māori sample were born outside New Zealand. Of the non-Māori respondents born outside New Zealand, the most common place of birth was Asia (40.4 percent), followed by other Pacific nations (24.3 percent) and Europe/UK (17.0 percent).

4.6 Legal Marital Status

As shown in Figure 1 and Table 5 below, some important differences in marital status were apparent between the three ethnic categories. As for the non-Māori sample, the majority of Māori and mixed Māori respondents were single, which is unsurprising given the youthful age groups targeted in the study. Nonetheless, although fewer Māori and mixed Māori were legally married, they were more than twice as likely as non-Māori to be in a de facto relationship or living with a partner. In addition, non-Māori had the lowest partnership rate of the three ethnic categories. In total, 37.7 percent Māori, 39.3 percent mixed Māori and 34.7 percent non-Māori were legally married, in a de facto partnership, separated or divorced. It is possible that a higher partnership rate has implications for Māori labour market outcomes, especially since Māori women tend to have children at younger ages than non-Māori, non-Pacific women.

Figure 1: Legal Marital Status by Ethnicity

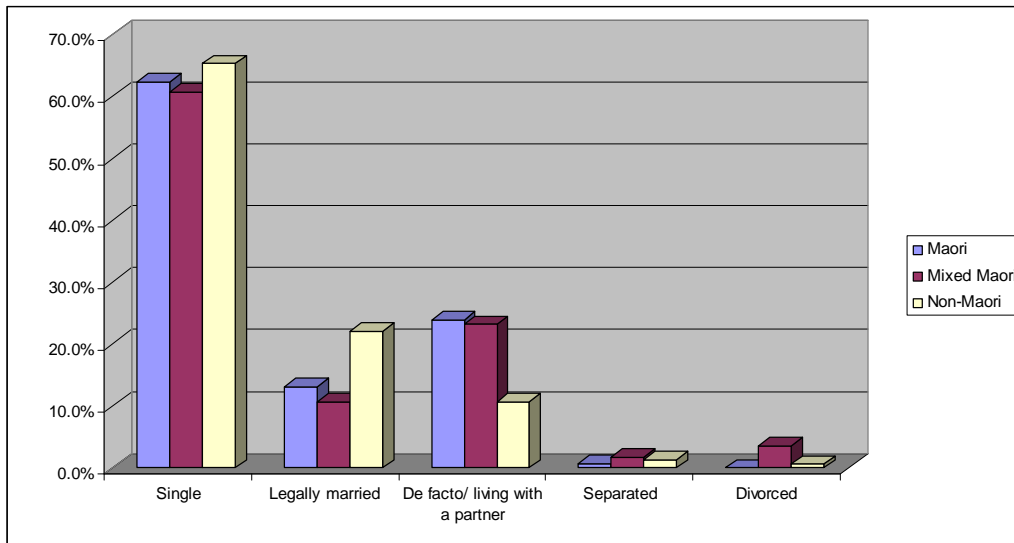


Table 5: Legal Marital Status by Ethnicity

Legal Marital Status	Māori		Mixed Māori		Non-Māori	
	n	%	n	%	n	%
Single	81	62.3	34	60.7	508	65.3
Legally married	17	13.1	6	10.7	172	22.1
De facto/ living with a partner	31	23.8	13	23.2	83	10.7
Separated	1	0.8	1	1.8	10	1.3
Divorced	0	0.0	2	3.6	5	0.6
Total	130	100.0	56	100.0	778	100.0

4.7 Highest Qualification

Respondents were asked to state their highest educational qualification and the results are presented in Table 6 and Figure 2 below. In order to simplify what would have been a complex and detailed table, roughly equivalent educational qualifications were combined into four broad categories: “no qualification”, “School Certificate or equivalent”, “higher secondary qualification” and “tertiary qualification”. The small number of “other” responses reported in Cunningham et al. (2005) and Dupuis et al. (2005) have been excluded for the purposes of this report.

Educational qualifications are an important determinant of labour market outcomes and, in general, Māori with post-school qualifications are more likely to be employed and more likely to gain employment in occupations of higher skill levels than those with school level or lower qualifications (Te Puni Kokiri, 2006:2). The results of our survey show some quite glaring differences in highest qualification across the three ethnic categories. Over one-third of Māori (38.1 percent) had no qualification, compared with 20.8 percent of mixed Māori and 8.1 percent of non-Māori. The

ethnic disparity was not as stark with respect to secondary school qualifications but mixed Māori and non-Māori still had a higher proportion of qualifications in these categories. Finally, in terms of tertiary qualifications, non-Māori comprised the largest proportion of responses (41.6 percent); roughly twice the proportion of Māori (18.3 percent) and mixed Māori (20.8 percent) responses. When compared with the total New Zealand population, our total sample had higher qualifications overall (see right-hand column of Table 6 below).

Figure 2: Highest Qualification by Ethnicity

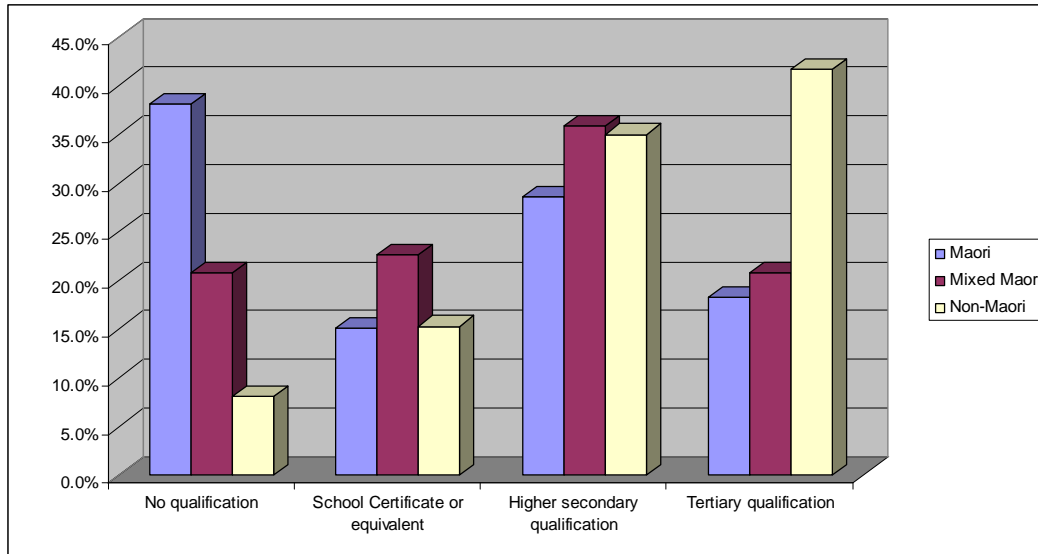


Table 6: Highest Qualification by Ethnicity

Highest educational qualification	Māori		Mixed Māori		Non-Māori	
	n	%	n	%	n	%
No qualification	48	38.1	11	20.8	62	8.1
School Certificate or equivalent	19	15.1	12	22.6	117	15.3
Higher secondary qualification	36	28.6	19	35.8	268	35.0
Tertiary qualification	23	18.3	11	20.8	319	41.6
Total	126	100.0	53	100.0	766	100.0

Given the age groups targeted in this study – 15-34 year olds – and that many of the respondents were still studying at the time of the survey, we would expect this pattern of highest qualification in our sample to change significantly over time. We might also expect to see some changes with respect to the higher proportion of Māori with no qualifications and the lower proportion with tertiary qualifications given the increasingly important role of wānanga in raising the numbers of Māori tertiary graduates. For example, between 1997 and 2003, the numbers of Māori gaining a tertiary qualification increased by 9,955 or 153 percent, with wānanga accounting for 58 percent of graduates in 2003. Although currently there is still a larger proportion

of Māori with school level or lower qualifications than those with tertiary qualifications, this trend is slowly changing (Te Puni Kokiri, 2006:1).

4.8 Income

4.8.1 Income Source

Wages/salary was the main source of income for over half (55 percent) of the Māori respondents and a WINZ² benefit was the main source of income for around one-quarter (26.7 percent). A similar proportion of mixed Māori cited wages/salary as their main income source (51.8 percent) while just under one-fifth (19.6 percent) cited a WINZ benefit. The non-Māori sample presented quite a different picture from Māori and mixed Māori with over two-thirds (70.2 percent), citing wages/salary as their main income source and only 8.4 percent citing a WINZ benefit.

Table 7: Main Source of Income by Ethnicity

Main source of income	Māori		Mixed Māori		Non-Māori	
	n	%	n	%	n	%
Wages/salary	72	55.0	29	51.8	546	70.2
WINZ benefit	35	26.7	11	19.6	65	8.4
Family/whanau support	19	14.5	13	23.2	139	17.9
Other	4	3.1	1	1.8	15	1.9
Student allowance	0	0.0	1	1.8	9	1.2
Student loan	1	0.8	1	1.8	4	0.5
Total	131	100.0	56	100.0	778	100.0

Family/whanau support was also an important source of income for 14.5 percent of Māori, 19.6 percent of mixed Māori and 17.9 percent of non-Māori. This most likely reflects the youthful age structure of the sample and in fact, a cross tabulation of age band by income source showed that the majority of respondents who cited family/whanau support as their main source of income were in the 15-19 year age-band. Non-Māori and mixed Māori were slightly more likely to be reliant on a student allowance or student loan than Māori, which may reflect the higher proportion of non-Māori undertaking tertiary study (see Section 5.1).

² Work and Income New Zealand, popularly abbreviated “WINZ”, is the major employment assistance and income support government agency in New Zealand. Subsequent to our data collection, the agency’s name was changed to Work and Income however, this report retains the earlier name used by researchers and respondents alike.

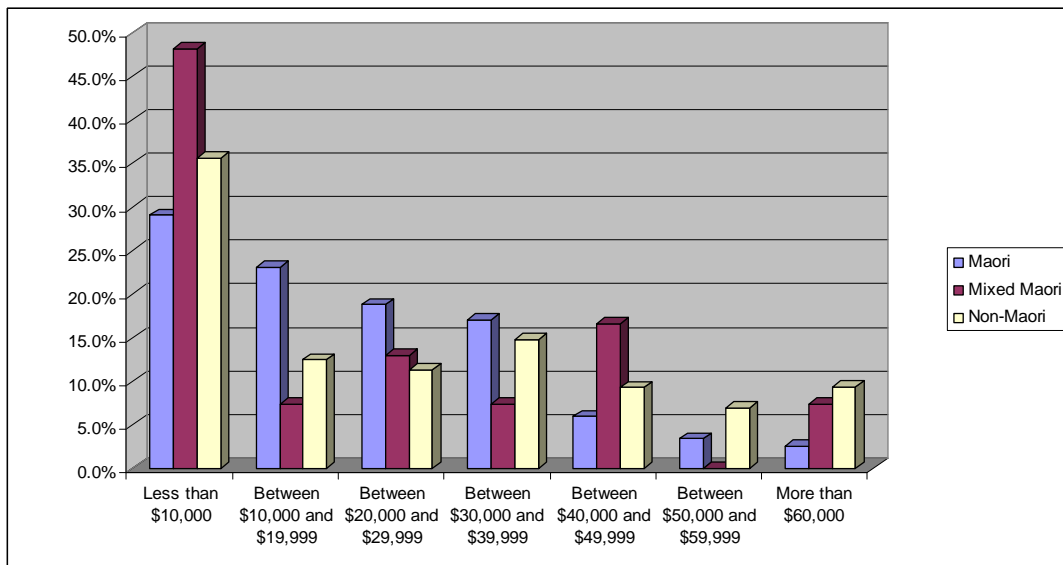
4.8.2 Student Loans

Māori were more likely than the other two ethnic categories to have a student loan (36.6 percent, compared with 26.8 percent for mixed Māori and 28.4 percent for non-Māori).

4.8.3 Annual Gross Income

As shown in Figure 3 and Table 8 below, the income distribution of all three ethnic categories is strongly skewed towards the lower income bands with the largest proportion of respondents in each category stating their annual gross income was less than \$10,000 (29.1 percent Māori; 48.1 percent mixed Māori; 35.6 percent non-Māori). This reflects the age groups targeted in the study as well as the over-representation of 15-19 year old respondents in the sample and especially amongst mixed Māori (44.6 of whom were aged 15-19 years). Cross-tabulations showed that respondents earning less than \$10,000 were most likely to be students aged 15-19 years.

Figure 3: Annual Gross Income by Ethnicity



Some important ethnic differences were apparent with respect to gross annual income. As Māori income bands became higher in their numerical value, there were progressively fewer respondents in each category and the same pattern did not hold for the non-Māori sample. Although there was a higher proportion of non-Māori than Māori in the lowest income bracket, the median income for Māori was \$10,000-\$19,000 while for non-Māori it was \$20,000-\$29,000. The mixed Māori sample was also more variable but the median income band for mixed Māori was also \$10,000-\$19,000.

Table 8: Annual Gross Income by Ethnicity

Annual Gross Income	Māori		Mixed Māori		Non-Māori	
	n	%	n	%	n	%
Less than \$10,000	34	29.1	26	48.1	257	35.6
Between \$10,000 and \$19,999	27	23.1	4	7.4	90	12.5
Between \$20,000 and \$29,999	22	18.8	7	13.0	82	11.4
Between \$30,000 and \$39,999	20	17.1	4	7.4	107	14.8
Between \$40,000 and \$49,999	7	6.0	9	16.7	67	9.3
Between \$50,000 and \$59,999	4	3.4	0	0.0	50	6.9
More than \$60,000	3	2.6	4	7.4	68	9.4
Total	117	100.0	54	100.0	721	100.0

Considering the established link between Māori educational qualifications and employment outcomes (discussed above in Section 4.7), we might expect that the lower qualification levels of our Māori and mixed Māori respondents has some impact on their annual gross income. Other variables, such as the location of many Māori in areas of lower socio-economic status (particularly Gisborne-East Coast), probably play some role in explaining the patterns of income distribution in our Māori and mixed Māori respondents.

However, it remains possible that these results are indicative of ongoing Māori disadvantage in the labour market. A 2001 study based on data from Statistics New Zealand's Income Survey (June quarters of 1997-1999) controlled for a range of productivity characteristics (including age, marital status, qualifications, location and others) and still found evidence of ethnic wage differentials. Māori were found to receive around 13 percent lower actual hourly wages than non-Māori (Alexander, Genc and Jaforullah, 2001). The most recent report on Māori labour market outcomes (Department of Labour, 2007) notes that wage growth from 2002-2007 for Māori was 4.2 percent, which lagged behind the economy-wide average of 5.1 percent. This is attributed to the higher proportion of Māori in low-skilled, lesser paid occupations, which in general have not experienced the same level of wage growth as more highly skilled occupations. As Section 6.1.2 shows, Māori respondents in our sample were indeed over-represented in lower skilled occupations in relation to non-Māori.

SECTION 5: MAIN ACTIVITY

5.1 Orientation to the Labour Market

A key filter question near the beginning of the survey asked respondents to select their main activity (or labour market state) from a list of eight options. Table 9 and Figure 4 below summarise the results of this question for Māori, mixed Māori and non-Māori. The most common labour market state for Māori and non-Māori is full-time employment (35.9 percent and 38.3 percent respectively). Mixed Māori were most likely to be students (35.7 percent), reflecting the large number of 15-19 year old respondents in the mixed Māori sample. The second most common labour market state for Māori and non-Māori was student (24.4 percent and 34.2 percent respectively), whereas for mixed Māori, it was full-time employment.

When compared with non-Māori, fewer Māori were self-employed, in full-time employment or studying and a higher proportion of Māori were at home carer's, unemployed or on a Sickness or Invalid benefit. Mixed Māori rarely stood out as an ethnic group (with the exception of having the lowest proportions of part-time and full-time employment of the three ethnic categories). With respect to certain labour market states (such as self-employment and students), mixed Māori had a similar proportion of respondents to non-Māori and with respect to others (for example, at home carers and unemployed), mixed Māori appeared more similar to the Māori sample.

Figure 4: Labour Market States by Ethnicity

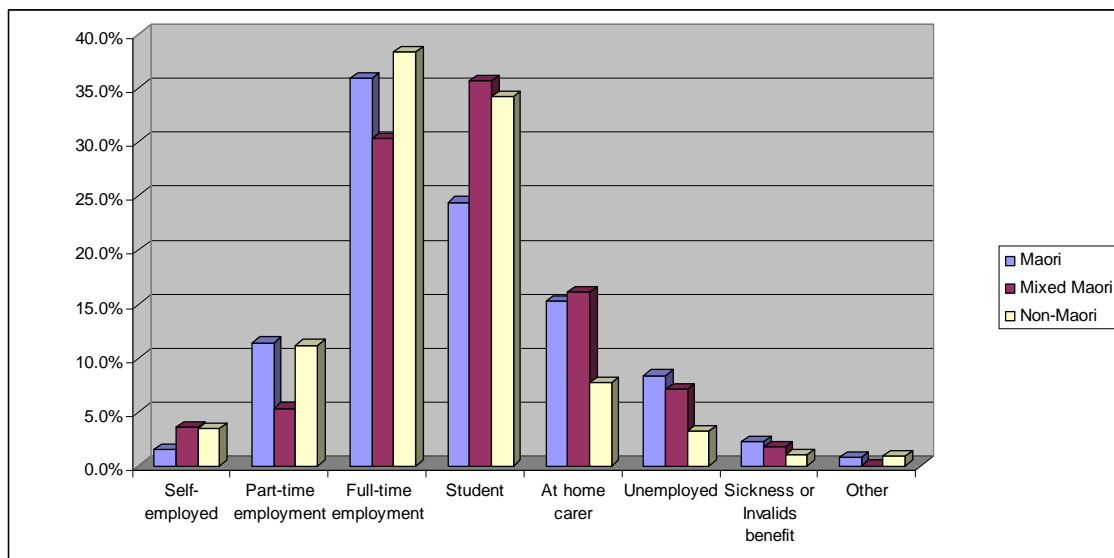


Table 9: Employment Status by Ethnicity

Employment Status	Māori		Mixed Māori		Non-Māori	
	n	%	n	%	n	%
Self-employed	2	1.5	2	3.6	27	3.5
Part-time employment	15	11.5	3	5.4	87	11.2
Full-time employment	47	35.9	17	30.4	298	38.3
Student	32	24.4	20	35.7	266	34.2
At home carer	20	15.3	9	16.1	60	7.7
Unemployed	11	8.4	4	7.1	25	3.2
Sickness or Invalid benefit	3	2.3	1	1.8	8	1.0
Other	1	0.8	0	0.0	7	0.9
Total	131	100.0	56	100.0	778	100.0

All respondents who were engaged in some form of paid work, whether they were self-employed, full-time workers, part-time workers or students and at home carers who were working in their spare time, were asked a variety of questions about the nature of their employment. For the purposes of this report, these responses, which are the focus of Section 6-8, are reported in aggregate form and are not differentiated according to respondents' main activity. In this section, only questions that were designed to explore the specific experiences of individual sub-groups are included.

5.2 Self-Employed

Two Māori, two mixed Māori and 27 non-Māori respondents were self-employed. The low numbers of self-employed respondents may be a reflection of the youthful age groups targeted in our survey and the difficulty of becoming self-employed at younger ages. In the 2006 Census, self-employment constituted about 9.8 percent of the total Māori workforce aged 15 and over (Te Puni Kokiri, 2007:1). The most common type of self-employment was self-employed contracting. Across all three ethnic categories, self-employed respondents were most likely to state they had chosen to become self-employed because of “autonomy/freedom/own boss” or because the employment type suited their occupation.

5.3 Part-Time Workers

Similar proportions of Māori and non-Māori worked part-time (11.5 percent Māori and 11.2 percent non-Māori). Only three mixed Māori respondents worked part-time.

5.3.1 Reasons for Working Part-Time

Respondents were asked to cite up to three reasons why they were working part-time. For Māori, the most common reasons were “financial reasons” (five of 19 responses) and “childcare prevents full-time work” (five of 19 responses). Mixed Māori likewise

identified “financial reasons” (two of four responses) and “childcare prevents full-time work” (one of four response). Non-Māori also identified “financial reasons” as the key reason (41 of 104 responses) and “childcare prevents full-time work” (18 of 104 responses). However, “study” was also an important reason for non-Māori (17 of 104 responses), a reason that was not mentioned at all by the other two ethnic categories. Respondents who worked part-time were also asked if they would work full-time if the right sort of work came along. Non-Māori were less likely than the other two ethnic groups to state that they would.

5.4 Full-Time Workers

Forty-seven (35.9 percent) of 131 Māori respondents worked full-time. Seventeen (30.4 percent) of 56 mixed Māori worked full-time. In the non-Māori sample, 298 respondents (38.3 percent) out of 778 worked full-time.

5.4.1 Job Tenure

The majority of full-time workers had permanent jobs but Māori and mixed Māori had a higher proportion of temporary jobs (five and two respondents respectively, compared with 15 non-Māori respondents). All full-time workers were asked if they preferred permanent or temporary employment and the majority stated they preferred permanent work (97.9 percent of Māori, 100.0 percent of mixed Māori, 96.6 percent of non-Māori).

5.5 Students

Thirty-two (24.4 percent) of 131 Māori respondents were students. Mixed Māori had a higher proportion of students than Māori, with 20 (35.7 percent) of 56 respondents identifying their main activity as “student”. Non-Māori had a slightly lower proportion of students than mixed Māori with 266 (34.2 percent) of 778 respondents identifying as students. The data reported in this section pertains to the respondents who gave their main activity as studying. Those who were undertaking other main activities, such as working or caring at home and studying part-time are not included in this section.

5.5.1 Educational Institutions

Respondents who identified their main activity as studying were asked a range of questions about their studies, including where they were studying. The table below shows that for all ethnic categories, the most common place of study was school, which is unsurprising given the inclusion (and over-representation) of respondents in the 15-19 year age band. University was the next most common places of study for all ethnic groups but there was a considerable ethnic difference in the proportion of students at university. Only 15.0 percent of mixed Māori and 18.8 percent of Māori

were studying at university. In comparison, 38.0 percent of non-Māori were at university.

One of the reasons for the under-representation of Māori and mixed Māori at university appears to be that Māori and mixed Māori were more likely to choose to undertake tertiary study at a polytechnic, teacher’s college or other training institution. Fifteen percent of mixed Māori and 15.6 percent of Māori were studying at a polytechnic, compared with only 7.9 percent non-Māori. Of the three ethnic categories, mixed Māori had the highest proportion of respondents attending private training institutions (15.0 percent). According to figures released by Ministry of Education (Te Puni Kokiri, 2006), in 2003, university accounted for 12 percent of Māori tertiary graduates, which aligns reasonably well with the data from our survey. However, polytechnics accounted for 27 percent, which is a higher proportion than in our survey. The tertiary institutions responsible for the highest proportion of Māori graduates, wānanga (58 percent of Māori graduates), were not represented in our survey, although they may have been coded as “other”.

Table 10: Place of Study by Ethnicity

Place of Study	Māori		Mixed Māori		Non-Māori	
	n	%	n	%	n	%
School	15	46.9	11	55.0	129	48.5
University	6	18.8	3	15.0	101	38.0
Polytechnic	5	15.6	3	15.0	21	7.9
College of education for teachers/teachers college	2	6.3	0	0.0	7	2.6
Private training provider	2	6.3	3	15.0	8	3.0
Other	2	6.3	0	0.0	0	0.0
Total	32	100.0	20	100.0	266	100.0

5.5.2 Tertiary Students: Motivation to Study

Tertiary students were asked about their reasons for undertaking tertiary study. The results suggest most students had a broadly vocational approach to tertiary study and career development. Māori students were most likely to state their motivation to study was “to get a qualification for a job/career” (10 respondents or 62.5 percent), which was a similar proportion to the non-Māori sample (87 respondents or 67.4 percent). The sample size of mixed Māori tertiary students was very small which makes analysis difficult but mixed Māori were less likely than the other two ethnic categories to state that their main reason for going on to tertiary study was “to get a qualification for a job/career” (three respondents or 37.5 percent). Mixed Māori were more likely than the other ethnic categories to state that their main motivation was “to get a qualification that might be generally useful for my future employment” (50.0 percent, compared with 36.4 percent non-Māori and 6.2 percent Māori).

Most tertiary students were studying full-time but Māori were more likely to be studying part-time (37.5 percent or six respondents) than non-Māori (6.0 percent or eight respondents).

5.5.3 Students: Intentions Following Study

All students were asked about what they intended to do following completion of their current qualification. Figure 5 and Table 11 below show that, of the three ethnic categories, Māori were most likely to state they would seek a job and least likely to state they would go on to further study or travel. Mixed Māori were the least likely to state they would seek employment and the most likely to intend to travel or become self-employed. Non-Māori were most likely to go on to further study.

Figure 5: Intentions after Completing Current Qualification by Ethnicity

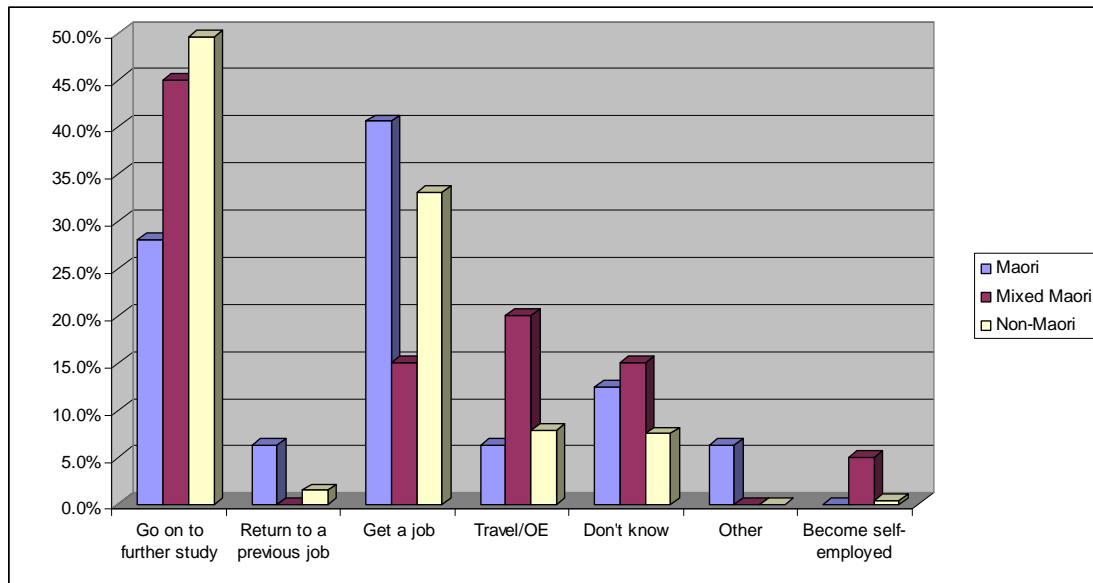


Table 11: Intentions after Completing Current Qualification by Ethnicity

Intentions after completing current qualification	Māori		Mixed Māori		Non-Māori	
	n	%	n	%	n	%
Go on to further study	9	28.1	9	45.0	132	49.6
Return to a previous job	2	6.3	0	0.0	4	1.5
Get a job	13	40.6	3	15.0	88	33.1
Travel/OE	2	6.3	4	20.0	21	7.9
Don't know	4	12.5	3	15.0	20	7.5
Other	2	6.3	0	0.0	0	0.0
Become self-employed	0	0.0	1	5.0	1	0.4
Total	32	100.0	20	100.0	266	100.0

Dupuis et al. (2005) noted that respondents' intentions following study were strongly influenced by where they were currently studying and the norm was for school students to intend to undertake further study and tertiary students to find a job. While this may hold for the total sample, when considered by ethnic category, only 33.3 percent of Māori school students and 36.4 percent of mixed Māori intended to go on to further study, compared with 76.7 percent non-Māori. Similar proportions of Māori and mixed Māori tertiary students stated they intended to get a job following completion of their current study.

5.5.4 Students: Relationship of Study to Future Employment

All students were asked how closely they thought their current course of study was related to their future employment (see Table 12 below). Overall, participants anticipated a reasonably close association between their current studies and their future careers. However, there were some differences between the three ethnic categories with Māori appearing less certain about the future relevance of their studies. Just over half of Māori respondents thought that their course of study was "very closely" or "fairly closely" related, while over one-quarter gave the response: "don't know". Three-quarters of mixed Māori respondents thought that their course of study was "very closely" or "fairly closely" related, while 15 percent gave the response: "don't know". Non-Māori were the most certain with 83.5 percent stating that their course of study was "very closely" or "fairly closely" related to their future employment. Only a small proportion (3 percent) gave the response: "don't know".

Table 12: Relationship of Study to Future Employment: By Ethnicity

How closely course of study related to future employment	Māori		Mixed Māori		Non-Māori	
	n	%	n	%	n	%
Very closely related	13	40.6	8	40.0	126	47.4
Fairly closely related	4	12.5	7	35.0	96	36.1
Not very closely related	4	12.5	1	5.0	24	9.0
Not related at all	1	3.1	0	0.0	8	3.0
Neither one nor the other	1	3.1	1	5.0	4	1.5
Don't know	9	28.1	3	15.0	8	3.0
Total	32	100.0	20	100.0	266	100.0

5.5.5 Students: Perceived Benefit of Study

Students were asked what they perceived were the main benefits of their current course of study. For each ethnic category, the main benefit was "education/knowledge" (37.5 percent Māori, 50 percent mixed Māori, 40 percent non-Māori). The second most important benefit for Māori was to gain "skills" (21.9 percent Māori, 5 percent mixed Māori, 7.7 percent non-Māori), while the other two ethnic categories rated "qualification" more highly (9.4 percent Māori, 25 percent

mixed Māori, 14.6 percent non-Māori). “Employment-related benefits” was important to many non-Māori respondents but less so to Māori (6.3 percent Māori, 5 percent mixed Māori, 11.2 percent non-Māori).

5.5.6 Students in Paid Employment

Respondents who were currently studying were asked if they were also undertaking any paid employment at the time of the survey. The majority were not but non-Māori students were more likely than the other two ethnic categories to be undertaking paid employment (124 respondents (46.6 percent), compared with seven (21.9 percent) Māori and five (25.0 percent) mixed Māori). Students who had stated they were not in paid employment at the time of the survey were asked if they had ever been in any paid employment since the age of 15 years. A minority of Māori responded in the affirmative (eight respondents or 32 percent), while a higher proportion of mixed Māori (seven respondents or 46.7 percent) and non-Māori (76 respondents or 53.5 percent) had engaged in paid employment.

5.6 At Home Carers

At home carers comprised 15.3 percent of Māori young people in our study (20 respondents) and 16.1 percent of mixed Māori (nine respondents). In contrast, only 7.7 percent of non-Māori (60 respondents) stated that their main activity was caring for others at home. The majority were caring for children (100.0 percent Māori, 100.0 percent mixed Māori, 98.3 percent non-Māori).

5.6.1 Impact of Caring Responsibilities on Employment

At home carers were asked what impact (if any) caring for their children (or others) had had on their employment. The results are presented in Table 13 below. Māori were more likely than the other two ethnic categories to state that their caring responsibilities had caused them to “work fewer hours” or “only work at certain times of the day”. In contrast, non-Māori were the most likely to state they had had to “stop work altogether” or “miss out on promotion/career opportunities”.

Most at home carers were not in some form of paid employment at the time of the survey but there was considerable variation across the three ethnic categories. Only one Māori respondent was in paid employment, compared with 18 non-Māori and four mixed Māori.

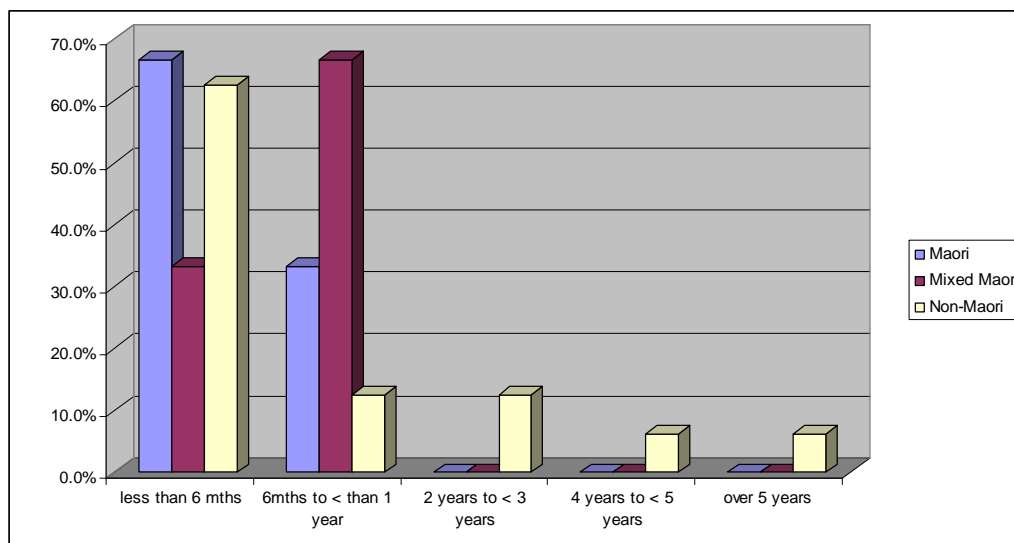
Table 13: Impact of Caring on Employment by Ethnicity

Impact of caring on employment	Māori		Mixed Māori		Non-Māori	
	n	%	n	%	n	%
Work fewer hours	11	29.0	7	28.0	35	18.9
Choose a particular type of work	4	10.5	3	12.0	27	14.6
Only work at certain times of the day	12	31.6	7	28.0	43	23.2
Miss out on promotion or career opportunities	1	2.6	3	12.0	28	15.1
Stop work altogether	10	26.3	5	20.0	52	28.1
Total responses	38	100.0	25	100.0	185	100.0

5.7 Unemployed Māori

This section pertains to respondents who stated that their employment status was “unemployed” at the time of the survey. All respondents who were currently engaged in some form of paid employment were asked if they had experienced any periods not working. The results of these questions are discussed in Section 7 on labour market mobility. Within the Māori sample, 11 respondents (8.4 percent) were unemployed at the time of the survey. Of the three ethnic categories, this was the highest proportion. Four mixed Māori (7.1 percent) and 25 non-Māori (3.2 percent) were unemployed. Unemployed respondents were asked how long it had been since they were employed in the paid work force. The results, in Figure 6 below, show that all Māori and mixed Māori respondents had been unemployed for less than one year at the time of the survey. In contrast, the majority of non-Māori respondents had been unemployed for less than six months, while a few had been unemployed for longer periods.

Figure 6: Length of Time Since Last Employed by Ethnicity



Most respondents had experienced at least one previous period of unemployment besides the current one: four of six Māori, three of four mixed Māori and 11 of 17 non-Māori. When asked what the estimated length of time they had been unemployed altogether, no clear pattern emerged (see Table 14 below).

Table 14: Estimated Total Length of Time Unemployed, by Ethnicity

Estimated length of unemployment overall	Māori		Mixed Māori		Non-Māori	
	n	%	n	%	n	%
Less than 6 months	1	25.0	0	0.0	1	9.1
6 months to less than 1 year	1	25.0	0	0.0	1	9.1
1 year to less than 2 years	0	0.0	2	66.7	2	18.2
2 years to less than 3 years	0	0.0	1	33.3	0	0.0
3 years to less than 4 years	0	0.0	0	0.0	1	9.1
4 years to less than 5 years	1	25.0	0	0.0	3	27.3
Over 5 years	1	25.0	0	0.0	3	27.3
Total	4	100.0	3	100.0	11	100.0

A majority of unemployed respondents were currently looking for paid work: six of 10 Māori, two of four mixed Māori and 18 of 25 non-Māori. These respondents were asked how they were going about looking for work. Māori favoured “through family connections” (36.3 percent of total Māori responses), followed by “through WINZ” and “searching advertisements” (18.1 percent each). Non-Māori, on the other hand, preferred “searching advertisements” (41.6 percent of total non-Māori responses), followed by “through family connections” (12.5 percent).

The respondents who stated they were not currently looking for paid work, were asked the reason for this. The main reason given by Māori was that they were looking after children (50 percent), while for non-Māori, the most common reason was that they were studying (57.1 percent). Just over one-quarter of unemployed Māori (27.3 percent) reported that they were currently undertaking courses of study, which was a slightly higher proportion than mixed Māori (25.0 percent) and non-Māori (20 percent).

5.8 Māori with Disabilities

Three Māori, one mixed Māori and eight non-Māori stated that they were on a Sickness or Invalids benefit at the time of the survey. Respondents were asked to state the length of time they had been sick or disabled. All three Māori respondents had been sick or disabled for less than six months. The one mixed Māori respondent stated he had been sick or disabled for two to three years. Three of the eight non-Māori respondents had been sick or disabled for over five years. Most were not currently looking for paid work but all of the respondents for all of the ethnic

categories stated that they thought they would be able to take up paid employment some time in the future.

SECTION 6: EMPLOYMENT

A major component of the questionnaire focused on respondents' experiences of employment. Analysis of this data is presented in four subsections which cover the following themes:

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

Several questions were asked about the specific employment experiences that respondents currently had or had had in the past. All respondents who were currently in some form of employment, including self-employed people, part-time workers, students and at home carers who were working in their spare time, were asked these questions about their *current* employment. All respondents, including those currently unemployed but who had been in paid employment in the past, were asked the same questions about their *last* employment. Finally, all respondents who had had at least one job prior to their current job were asked the same questions about the *first* job they had experienced following completion of their formal education. The following section thus compares the experiences from first, to last, to current job, which enables us to make some general comments about the way young people's employment experiences change over time. This section shows that ethnicity sometimes has a major impact on these patterns while, at other times, there is little discernable difference between the experiences of the three ethnic categories.

6.1 Nature of the Employment Experience

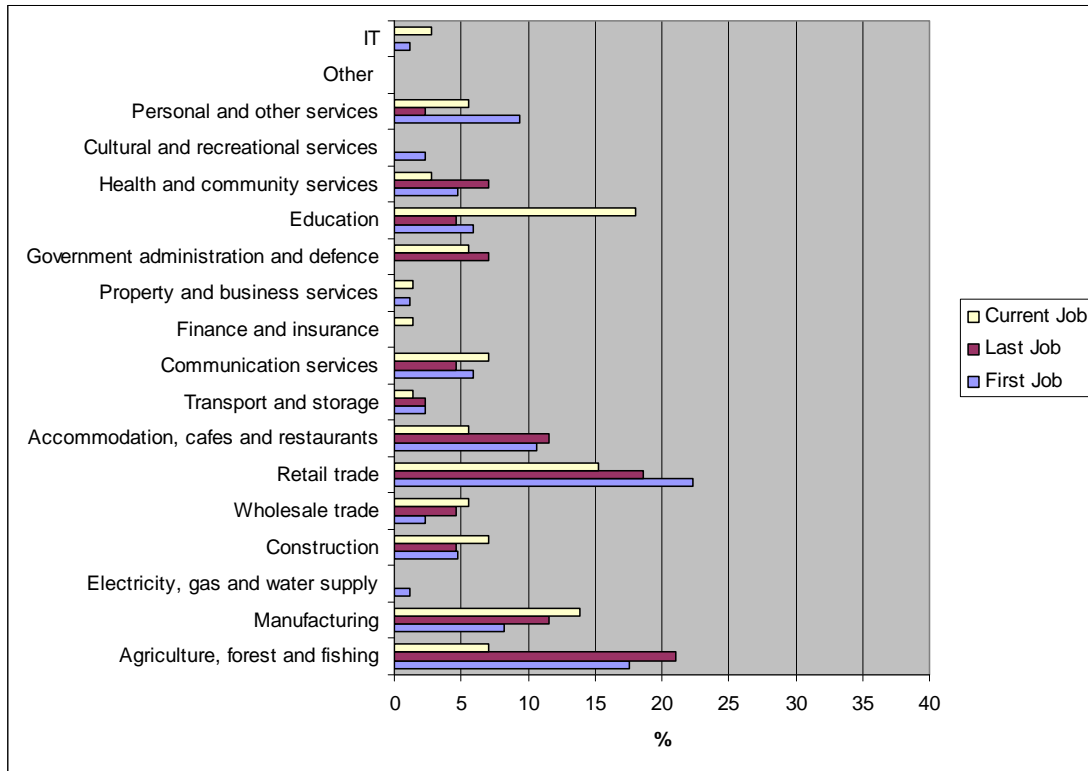
6.1.1 Industry

Figures 7 to 9 below and Tables 43 to 45 in Appendix One summarise the results of the industries the respondents worked in for their first, last and current jobs by ethnicity. For the whole sample (see Dupuis et al., 2005:37), service industries accounted for around 80 percent of jobs and, in general, from first to current job, there was a movement away from rural industries and retail trade towards more highly skilled industries.

Figure 7 below depicts the industrial distribution of the Māori sample, showing that, in the main, young Māori did not differ substantially from the general trends noted in the total sample. Retail trades, primary industries such as agriculture, forest and fishing and the hospitality industry (accommodation, cafes and restaurants) were important industries for young Māori workers, especially for their first jobs. Employment in these industries tended to decline over the course of the respondents' careers but they clearly represent important doorways into the world of work.

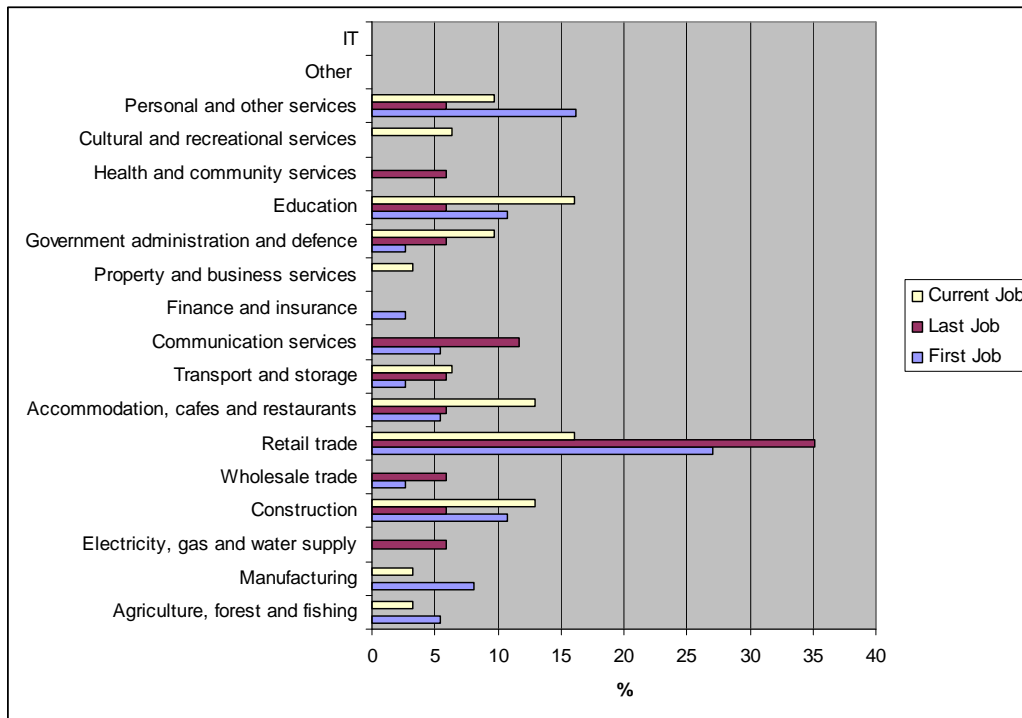
The likelihood that Māori will be employed in more highly skilled industries, such as manufacturing, construction, communication services and education, tended to increase over time, with education in particular exhibiting a significant increase in the proportion of Māori respondents for current job. In contrast to non-Māori, few Māori were employed in property and business services, finance and insurance or in the IT industry.

Figure 7: Industry of First, Last and Current Job: Māori



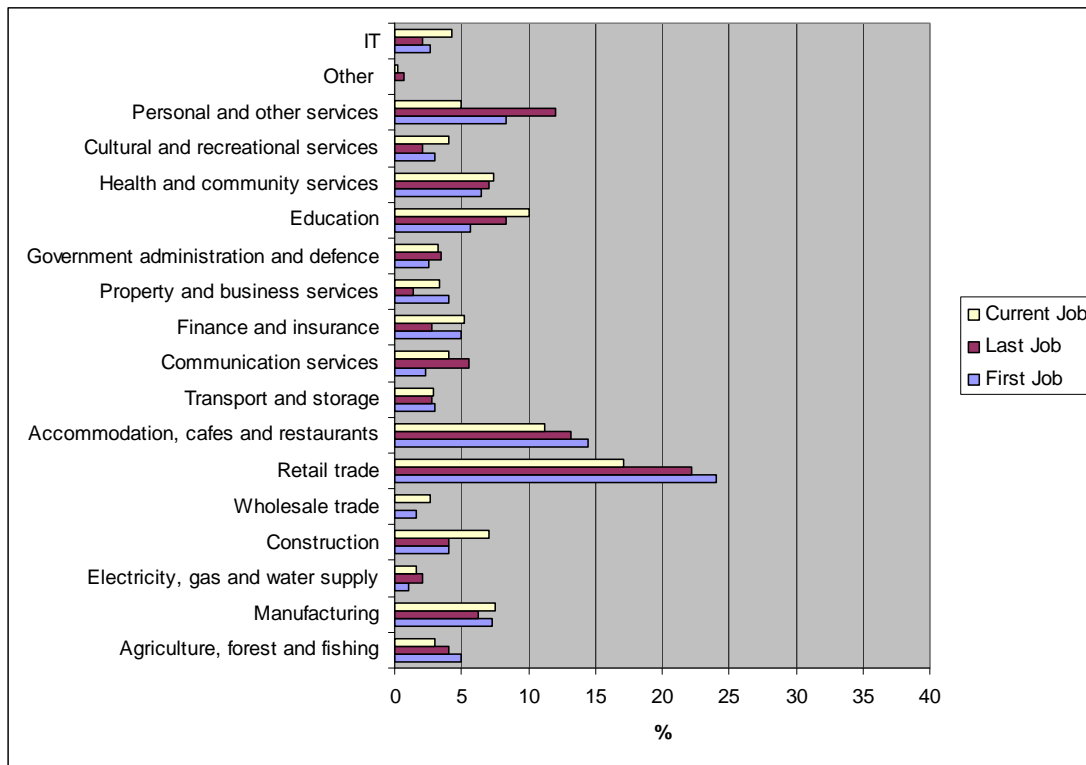
As for Māori, retail trade was a significant industry for mixed Māori and employment in this industry declines over time (see Figure 8 below). Other important industries for mixed Māori include hospitality, construction, education and personal and other services. As for Māori, few (or no) mixed Māori were employed in the IT industry, property and business services and finance and insurance. Mixed Māori also appear to be under-represented in cultural and recreational services, health and community services, manufacturing and agriculture and forestry and fishing.

Figure 8: Industry of First, Last and Current Job: Mixed Māori



For non-Māori, retail trade once more emerged as the major industry for young people and, again, participation in this industry declined from first to current job (see Figure 9 below). Accommodation, cafes and restaurants, personal and other services and education were also common industries that employed non-Māori young people. In contrast to the other two ethnic groups, non-Māori were much more likely to be employed in highly skilled white-collar industries such as the IT industry, government administration and defence, property and business services, finance and insurance and communication services.

Figure 9: Industry of First, Last and Current Job: Non-Māori



6.1.2 Occupation

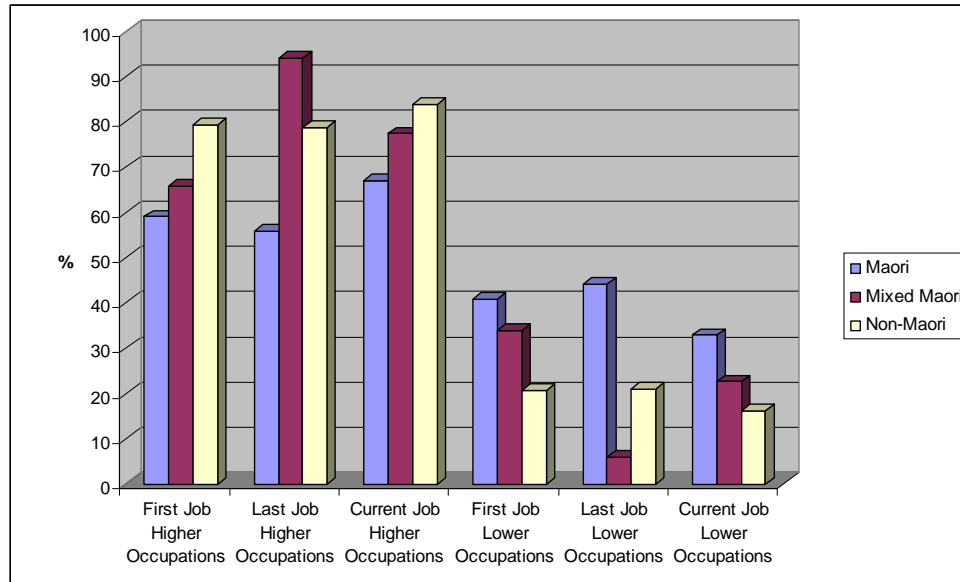
Respondents were asked to specify their occupation for their first, last and current jobs and their responses were grouped into nine occupational categories (see Table 15 below). Given the predominance of retail trade and other service industries (such as hospitality) employing young people, it was unsurprising that “service and sales” comprised the largest proportion of first, last and current occupations for each of the three ethnic categories (with the exception of mixed Māori last occupation in which “clerks” was the largest occupational category). Although tables of the specific occupational categories follow, in order to provide a broad overview of the occupational profile of the three ethnic categories, Figure 10 below condenses the occupational categories into two further categories:

- Higher level occupations, which include “managerial”, “professional”, “technical and associated professional”, “clerical” and “service and sales”;
- Lower level occupations, which include “agriculture and fisheries”, “trades”, “machine operators” and “elementary” occupations.

As the Figure 10 shows, some clear differences are apparent in the occupational distribution of the different ethnic categories. Most noticeably, in comparison to non-Māori, fewer Māori and mixed Māori were represented in the more highly skilled occupations and more Māori and mixed Māori were represented in the lower level occupations. However, for each ethnic category, there is a noticeable decline from

first to current jobs in the lower level occupations and a corresponding increase in the proportion working in more highly skilled occupations.

Figure 10: Higher and Lower Occupations by Ethnicity



A recent study by Engelbrecht and Mahon (2003) examines Māori participation in the “information workforce”, defined as occupations that have the primary purpose to produce, process or distribute information or provide infrastructural support for information production, processing or distribution. An increasing proportion of the New Zealand workforce is engaged in information occupations, reflecting a general trend away from manual labour towards knowledge work; however, Māori and in particular Māori men, remain under-represented in these occupations.

For the purposes of Engelbrecht and Mahon’s paper, the information workforce is comprised of five major information occupations. Ranked in order from the highest to the lowest skilled, these occupations include professional and technical; administrative and managerial; clerical; sales; and production (Engelbrecht and Mahon, 2003:8). Looking at the ethnic profile of these occupations in our sample (see Tables 15 to 17 below), higher proportions of non-Māori were employed in “professional” occupations than Māori and mixed Māori. Moreover, while the proportion of all three ethnic categories in these occupations increased from first to current job, a much higher proportion of non-Māori entered these occupations at the beginning of their careers than Māori or mixed Māori. Less than three percent of Māori and mixed Māori were represented in the “professional” occupations in their first job compared with 7.7 percent non-Māori. By current job, this had risen to 8.2 percent Māori, 3.2 percent mixed Māori and 15.6 percent non-Māori.

With respect to “technical and associated professional” occupations, a similar pattern is apparent. For first job, only 6 percent of Māori were working in “technical and associated professional” occupations, compared to 11.7 percent non-Māori. While the proportion of each ethnic category in these occupations had risen by current job, non-

Māori still had the highest proportion (13.7 percent, compared with 9.6 percent Māori). In contrast, the proportion of respondents in the lower level information occupations (as defined by Engelbrecht and Mahon) of “clerks” and “service and sales” were similar across the three ethnic categories and from first to current jobs. Engelbrecht and Mahon suggest that lower levels of educational attainment for Māori and their greater concentration in rural locations in which there are fewer opportunities to enter highly skilled occupations go some way towards explaining this differential. However, Sutherland and Alexander’s (2002) study took into account the way in which Māori age and qualification profiles are different to Pākehā and still found that Māori were over-represented in the lower occupational categories and under-represented in the higher ones. The authors assert that this represents evidence of job segregation (discrimination) in the New Zealand labour market.

Table 15: First, Last and Current Job Occupation: Māori Respondents

Occupational group	First Job		Last Job		Current Job	
	n	%	n	%	n	%
Legislators, administrators, managers	1	1.2	1	2.3	1	1.3
Professionals	2	2.4	0	0.0	6	8.2
Technicians and associated professionals	5	6.0	1	2.3	7	9.6
Clerks	15	18.1	10	23.2	12	16.4
Service and sales	26	31.3	12	28.0	23	31.5
Agriculture and fisheries	9	10.8	7	16.3	3	4.1
Trades	8	9.6	2	4.6	8	11.0
Plant and machine operators	3	3.6	4	9.3	11	15.0
Elementary occupations	14	16.9	6	14.0	2	2.7
Total	83	99.9	43	100.0	73	99.8

Table 16: First, Last and Current Job Occupation: Mixed Māori Respondents

Occupational group	First Job		Last Job		Current Job	
	n	%	n	%	n	%
Legislators, administrators, managers	1	2.6	0	0.0	3	9.6
Professionals	1	2.6	0	0.0	1	3.2
Technicians and associated professionals	1	2.6	2	11.7	4	13.0
Clerks	9	23.7	8	47.0	7	22.6
Service and sales	13	34.2	6	35.3	9	29.0
Agriculture and fisheries	2	5.2	0	0.0	1	3.2
Trades	1	2.6	0	0.0	4	13.0
Plant and machine operators	2	5.2	0	0.0	0	0.0
Elementary occupations	8	21.0	1	5.9	2	6.4
Total	38	99.7	17	99.9	31	100.0

Table 17: First, Last and Current Job Occupation: Non-Māori Respondents

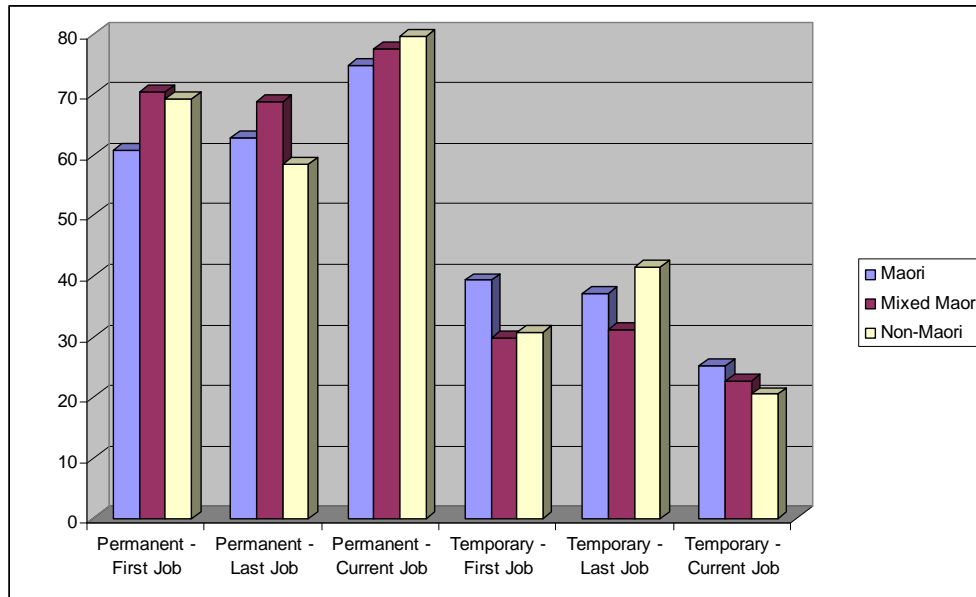
Occupational group	First Job		Last Job		Current Job	
	n	%	n	%	n	%
Legislators, administrators, managers	13	2.2	4	2.8	42	7.6
Professionals	46	7.7	12	8.4	86	15.6
Technicians and associated professionals	70	11.7	15	10.5	76	13.7
Clerks	118	19.8	29	20.4	71	13.0
Service and sales	226	38.0	52	36.6	187	33.9
Agriculture and fisheries	26	4.3	5	3.5	7	1.2
Trades	35	5.9	4	2.8	50	9.0
Plant and machine operators	6	1.0	5	3.5	14	2.5
Elementary occupations	56	9.4	16	11.2	19	3.4
Total	596	100.0	142	99.7	552	99.8

6.1.3 Job Tenure

Figure 11 below summarises job tenure for first, last and current jobs by ethnicity. The general trend for each ethnic category was for the proportion of respondents in permanent employment to rise from first to current job. Nonetheless, Māori respondents had the lowest proportion of permanent employment overall and the total proportion of Māori permanent employment across first to current jobs was 66.2 percent. Although both mixed Māori and non-Māori experienced a slight drop in permanent employment in their last jobs, the total proportion of permanent employment across first to current jobs was 72.6 percent for mixed Māori and 72.4 percent for non-Māori. The vast majority of respondents who were currently working full-time indicated that, given a choice, they preferred permanent over temporary work (see Section 5.4.1).

A cross-tabulation by age band showed that for each ethnic category, 15-19 year olds had the highest proportion of temporary employment in their current work (roughly around 40.0 percent for each ethnic category). The greater prevalence of temporary employment amongst the youngest respondents will partly be a reflection of specific employment situations such as students undertaking casual work that fits around their other commitments. However, it is also an indication that for many young people, their early employment experiences are characterised by non-standard and often insecure work. This fits well with other studies that have found the youth labour market is increasingly characterised by casualisation (Leggatt-Cook, 2005). Our survey shows that Māori young people are particularly at risk of temporary employment.

Figure 11: Job Tenure for First, Last and Current Job by Ethnicity



When respondents indicated they had been or were employed in temporary work, they were asked to specify the type of temporary work they were undertaking. For each of the ethnic categories, casual employment was the most common type of temporary work, particularly for first jobs. For Māori, casual work had declined considerably by current job while temporary agency work and fixed term contract work increased (see Table 18 below). The least common type of temporary employment was seasonal work.

Table 18: Type of Job Tenure for First, Last and Current Job: Māori

Type of Employment	First Job		Last Job		Current Job	
	n	%	n	%	n	%
Permanent	54	60.7	27	62.8	56	74.7
Temporary – casual	21	60.0	9	56.2	6	31.6
Temporary – fixed term contract	4	11.4	3	18.8	5	26.3
Temporary – agency employment	4	17.1	2	12.5	1	37.0
Temporary – seasonal employment	6	11.4	2	12.5	7	5.2
Total temporary	35	39.3	16	37.2	19	25.3
Total	89	100.0	43	100.0	75	100.0

Mixed Māori temporary workers predominantly worked in casual employment, although around one-quarter also worked under fixed term contracts (see Table 19 below).

Table 19: Type of Job Tenure for First, Last and Current Job: Mixed Māori

Type of Employment	First Job		Last Job		Current Job	
	n	%	n	%	n	%
Permanent	26	70.3	11	68.7	24	77.4
Temporary – casual	8	72.7	3	60.0	4	57.1
Temporary – fixed term contract	3	27.3	1	20.0	2	28.6
Temporary – agency employment	0	0.0	0	0.0	1	14.3
Temporary – seasonal employment	0	0.0	1	20.0	0	0.0
Total temporary	11	29.7	5	31.2	7	22.6
Total	37	100.0	16	99.9	31	100.0

Non-Māori had the highest proportion of respondents working under fixed term contracts (32.0 percent of current jobs). Casual employment was again the most common type of temporary work but in contrast to the other two ethnic categories, the proportion of non-Māori in casual employment increased from first (56.4 percent) to current job (61.1 percent).

Table 20: Type of Job Tenure for First, Last and Current Job: Non-Māori

Type of Employment	First Job		Last Job		Current Job	
	n	%	n	%	n	%
Permanent	418	69.2	83	58.4	439	79.5
Temporary – casual	105	56.4	33	55.9	69	61.1
Temporary – fixed term contract	45	24.2	11	18.6	36	32.0
Temporary – agency employment	13	7.0	7	11.8	5	4.4
Temporary – seasonal employment	23	12.3	8	13.5	3	2.6
Total temporary	186	30.8	59	41.5	113	20.5
Total	604	100.0	142	99.9	552	100.0

6.1.4 Duration of Current Employment

The respondents were asked to state how long they had been employed in their current job. Initially, the data showed little discernable difference between the three ethnic categories with respect to this variable. However, adding a cumulative percentage column (see Table 21 below) showed that Māori respondents tended to have been in their current jobs for longer than mixed Māori or non-Māori. Fifty percent of Māori had been in their current job for up to three years and 75 percent had been employed for up to five years. In comparison, fifty percent of mixed Māori and non-Māori had

been employed for up to two years in their current job and 75 percent for up to four years.

Table 21: Duration of Current Employment by Ethnicity

Duration of current employment	Māori			Mixed Māori			Non-Māori		
	n	%	Cum. %	n	%	Cum. %	n	%	Cum. %
Less than 6 months	12	17.0	17.0	7	22.6	22.6	92	16.7	16.7
6mths to 1 year	5	7.0	24.0	5	16.1	38.7	73	13.3	30.0
1 year to 2 years	9	12.7	36.7	6	19.3	58.0	117	21.3	51.3
2 years to 3 years	14	19.7	56.4	3	9.7	67.7	76	13.8	65.1
3 years to 4 years	6	8.4	64.8	7	22.6	90.3	57	10.3	75.4
4 years to < 5 years	8	11.2	76.0	0	0.0	90.3	27	4.9	80.3
Over 5 years	17	23.9	99.9	3	9.7	100.0	108	19.6	99.9
Total	71	99.9	99.9	31	100.0	100.0	550	99.9	99.9

6.2 Employment Choice and Satisfaction

6.2.1 Processes of Finding Employment

As previously noted in Cunningham et al. (2005), the Māori workers in our sample were more likely to draw on their informal networks to find jobs rather than to rely on formal methods. The following data, broken down into the three main ethnic categories, supports and refines this finding.

As shown in Table 22 below, the most common method of finding employment for Māori was “through relatives” (32.4 percent of total responses across first, last and current jobs). Māori use of relatives represented the highest proportion of responses for any method across all three ethnic categories. The next most important method for Māori was “friends or other contacts” (24.1 percent). Formal methods of obtaining employment, including applying to “job advertisements” (19.3 percent) or making use of “employment agencies” (2.9 percent), were less common but still important for Māori. Just over 10 percent of Māori used their own initiative and directly applied to an employer by writing, phoning or applying in person. The reliance on informal networks to gain employment tended to diminish across the course of the Māori respondents’ careers. In comparison, the use of formal job advertisements increased. The proportion of Māori utilising direct application to an employer stayed at around 10 percent across first, last and current jobs.

Given the emphasis on using informal networks to find employment amongst Māori, it is interesting to note that a study of Māori employers (Fitzgerald and McLaren, 2006) found that a high proportion of employers relied on word of mouth or contacts

to find employees.³ Less than half of the sample used newspaper advertisements and only one-third used employment agencies. In addition, as shown earlier in this report (see Section 5.7), Māori who were currently unemployed were most likely to be relying on “family connections” to seek paid employment.

This suggests that the use of informal networks may be a feature of Māori culture that works well for both employers and prospective employees. On the other hand, it may have specific repercussions for the careers of young Māori; for example, it may constrict (or enhance) occupational mobility and income levels. McCormack, Leggatt-Cook and Bartley (2008) take up this theme further and explore the potential implications of using informal networks to gain employment for Māori.

Table 22: How Employment was Obtained for First, Last and Current Job: Māori

How Employment was Obtained	First Job		Last Job		Current Job		Total	
	n	%	n	%	n	%	n	%
Through job advertisements	13	14.9	7	16.3	20	26.0	40	19.3
Wrote, phoned or applied in person to an employer	9	10.3	4	9.3	8	10.4	21	10.1
Through relatives	31	35.6	12	28.0	24	31.1	67	32.4
Through friends or other contacts	23	26.4	11	25.6	16	20.8	50	24.1
Through an employment agency	2	2.3	2	4.6	2	2.6	6	2.9
Through WINZ	1	1.1	3	7.0	2	2.6	6	2.9
Did a temporary job for the employer	1	1.1	0	0.0	2	2.6	3	1.4
Became self-employed	0	0.0	0	0.0	2	2.6	2	1.0
Worked there previously; promoted	0	0.0	0	0.0	1	1.3	1	0.5
Job placement or training scheme	1	1.1	1	2.3	0	0.0	2	1.0
Worked there while studying	1	1.1	1	2.3	0	0.0	2	1.0
Through volunteer work	1	1.1	0	0.0	0	0.0	1	0.5
Through school	1	1.1	0	0.0	0	0.0	1	0.5
Don't know	1	1.1	1	2.3	0	0.0	2	1.0
Other	2	2.3	1	2.3	0	0.0	3	1.4
Total	87	100.0	43	100.0	77	100.0	207	100.0

In comparison, mixed Māori workers showed a slightly different pattern (see Table 23 below). Reliance on relatives was still an important method for mixed Māori but it was only the fourth most common response overall (12.0 percent of total responses across first, last and current jobs). “Friends and other contacts” dominated the mixed

³ Two-thirds of Māori employers (66.7 percent) used “word of mouth/contacts” in contrast to 51.7 percent of non-Māori employers in the wider study (de Bruin, McLaren and Spoonley, 2005b).

Māori responses (30.4 percent), followed by the use of formal “job advertisements” (17.4 percent) and direct application to an employer (17.4 percent). A small proportion of mixed Māori were “invited to apply” for jobs (5.4 percent). As for Māori, reliance on informal networks – especially friends – declined over the course of respondents’ careers, while the use of formal application to job advertisements increased. Direct application to employers also increased for mixed Māori.

Table 23: How Employment was Obtained for First, Last and Current Job: Mixed Māori

How Employment was Obtained	First Job		Last Job		Current Job		Total	
	n	%	n	%	n	%	n	%
Through job advertisements	6	15.8	2	11.8	8	21.6	16	17.4
Wrote, phoned or applied in person to an employer	5	13.2	2	11.8	9	24.3	16	17.4
Through relatives	5	13.2	1	5.9	5	13.5	11	12.0
Through friends or other contacts	16	42.1	5	29.4	7	19.0	28	30.4
Through an employment agency	0	0.0	3	17.6	0	0.0	3	3.2
Internet search	0	0.0	0	0.0	1	2.7	1	1.1
Invited to apply	2	5.2	2	11.8	1	2.7	5	5.4
Became self-employed	0	0.0	0	0.0	1	2.7	1	1.1
Recruitment drive (tertiary, army)	0	0.0	0	0.0	1	2.7	1	1.1
Job placement or training scheme	3	7.9	0	0.0	0	0.0	3	3.2
Worked there while studying	0	0.0	1	5.9	0	0.0	1	1.1
Through school	1	2.6	0	0.0	0	0.0	1	1.1
Student job search	0	0.0	1	5.9	0	0.0	1	1.1
Other	0	0.0	0	0.0	4	10.8	4	4.3
Total	38	100.0	17	100.0	37	100.0	92	99.9

While Māori and mixed Māori respondents showed a reasonable degree of similarity in favoured job search methods and changing reliance on them over the course of their careers, the non-Māori sample showed a very different pattern (see Table 24 below). Non-Māori were, in general, more likely than the other two categories to use formal methods of finding employment. The most common method was the use of formal “job advertisements” (26.2 percent of total responses across first, last and current job). Informal networks were nonetheless important. Obtaining employment “through friends or other contacts” was the second most common response for non-Māori (24 percent) and “through relatives” comprised 11.4 percent of responses. Direct application to an employer was cited 183 times (13.7 percent). Non-Māori were more likely than the other two ethnic categories to use formal employment agencies (6.1 percent).

In contrast to the Māori and mixed Māori samples, non-Māori showed a somewhat different pattern of job search methods over the course of their careers. The use of job advertisements declined quite substantially between first and current jobs (from 30.3 percent to 22 percent), perhaps explained by the increasing use of employment agencies and the greater likelihood that respondents would be invited to apply for a job. The proportion of non-Māori using informal networks stayed roughly the same, whereas for Māori and mixed Māori the proportion declined. Direct application also stayed roughly the same for non-Māori.

Table 24: How Employment was Obtained for First, Last and Current Job: Non-Māori

How Employment was Obtained	First Job		Last Job		Current Job		Total	
	n	%	n	%	n	%	n	%
Through job advertisements	183	30.3	38	26.1	128	22.0	349	26.2
Wrote, phoned or applied in person to an employer	82	13.6	18	12.5	83	14.2	183	13.7
Through relatives	81	13.4	25	17.3	46	7.9	152	11.4
Through friends or other contacts	144	23.9	33	22.9	143	24.5	320	24.0
Through an employment agency	26	4.3	11	7.6	44	7.5	81	6.1
Through WINZ	11	1.8	1	0.7	7	1.2	19	1.4
Internet search	5	0.8	1	0.7	15	2.5	21	1.6
Invited to apply	16	2.6	5	3.5	31	5.3	52	4.0
Did a temporary job for the employer	4	0.7	0	0.0	5	0.9	9	0.7
Became self-employed	1	0.2	0	0.0	17	2.9	18	1.3
Recruitment drive (tertiary, army)	6	1.0	2	1.4	3	0.5	11	0.8
Worked there previously; promoted	1	0.2	0	0.0	10	1.7	11	0.8
Job placement or training scheme	15	2.5	1	0.7	16	2.7	32	2.4
Worked there while studying	7	1.2	1	0.7	8	1.4	16	1.2
Through volunteer work	1	0.2	1	0.7	2	0.3	4	0.3
Through school	11	1.8	0	0.0	8	1.4	19	1.4
Family business	1	0.2	0	0.0	2	0.3	3	0.2
Student job search	2	0.3	3	2.1	4	0.7	9	0.7
Don't know	4	0.7	4	2.8	3	0.5	11	0.8
Other	2	0.3	0	0.0	9	1.5	11	0.8
Total	603	100.0	144	100.0	584	99.9	1331	99.8

6.2.2 Reasons for Job Choice

Respondents were asked to state the reasons why they had chosen their first, last and current employment and multiple responses were allowed. Over 20 different reasons were given in total; however, Figures 12 to 14 below and Tables 46 to 48 in Appendix One only report the combined responses for nine of the most common reasons.

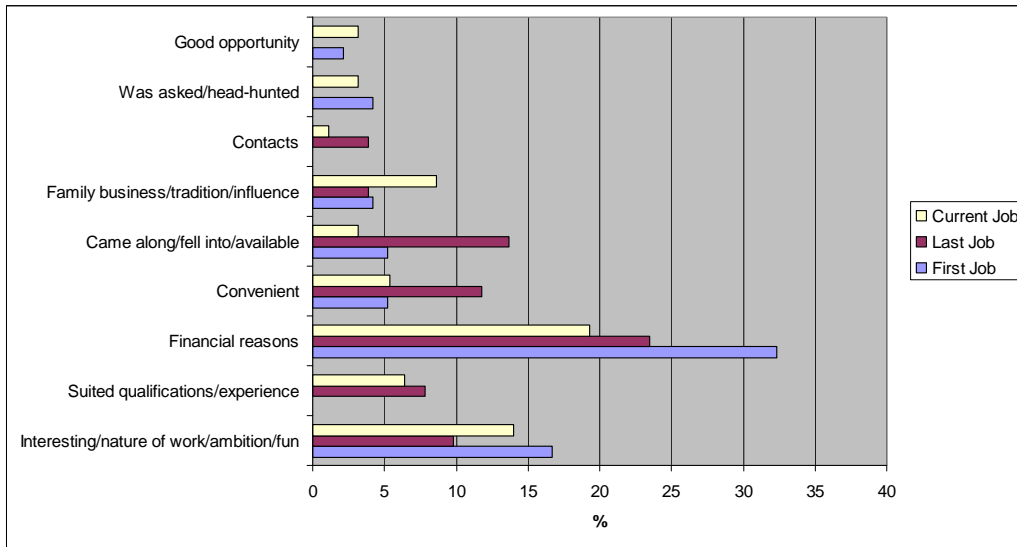
A surprisingly small proportion of respondents in each of the ethnic categories reported that one of their main reasons for choosing their employment was because it “suited qualifications/experience”. For their current job, only 6.4 percent Māori, 7.9 percent mixed Māori and 10.7 non-Māori cited this as a main reason. Likewise, only a small number of respondents stated their current job was a “good opportunity” (3.2 percent Māori, 5.2 percent mixed Māori and 3.9 percent non-Māori). Young people were just as likely to choose jobs because of convenience or availability as they were because it suited their education/experience or because it was a good opportunity. This may reflect, as Dupuis et al. (2005:60) have argued:

...[young people’s] susceptibility to being employed on the basis of convenience or whim rather than that of a planned approach to self- and career development. It appears that the careers so far developed by the majority of those employed in our sample are relatively non-linear.

However, it is likely that the picture is comprised of a number of complex dynamics. For instance, given that only around half of the respondents stated that their current employment was “very” or “fairly” closely related to their educational qualifications (see Section 6.3.3 for more discussion) may be indicative of a discrepancy between the skills and knowledge taught in educational institutions and the ones considered attractive to employers. In addition, the inability of young people to pursue employment that will benefit their career (in the traditional, linear sense) may simply be one effect of broader demand and supply mismatches in local New Zealand labour markets (Leggatt-Cook, 2007).

As for the other two ethnic categories, the most important reason for Māori was “financial reasons” and this remained the most important reason across first to current jobs (see Figure 12 below).

Figure 12: Main Reasons for Choosing First, Last and Current Job: Māori



For the other two ethnic categories, “financial reasons” declined in importance over the course of respondents’ careers to be usurped by “interesting/nature of work/ambition/fun” became relatively more important. For Māori, “interesting/nature of work/ambition/fun” actually declined from first to current jobs. “Family business/tradition/influence” was the third most common reason for Māori (with respect to current job), whereas for the other two ethnic categories this was only a minor reason.

Figure 13: Main Reasons for Choosing First, Last and Current Job: Mixed Māori

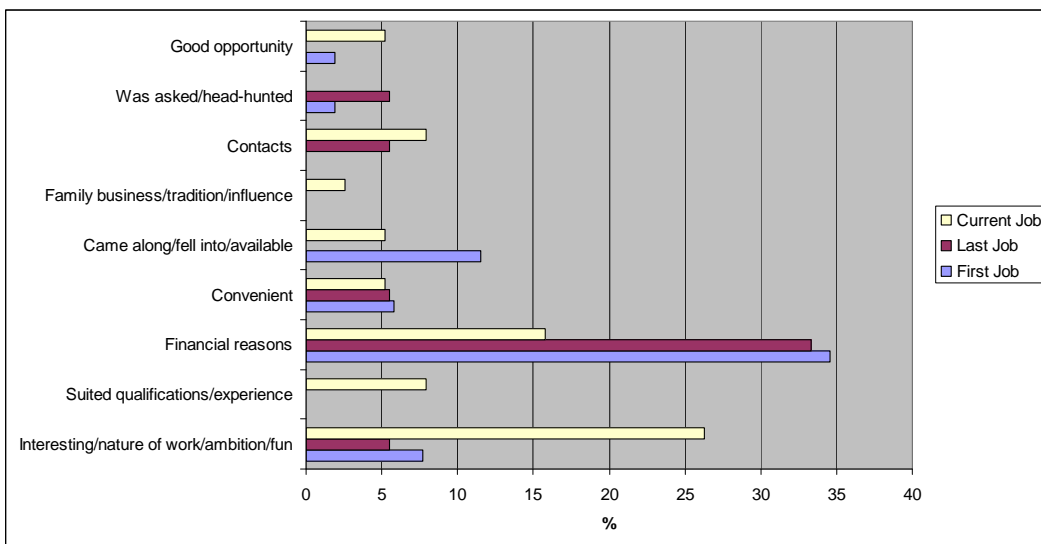
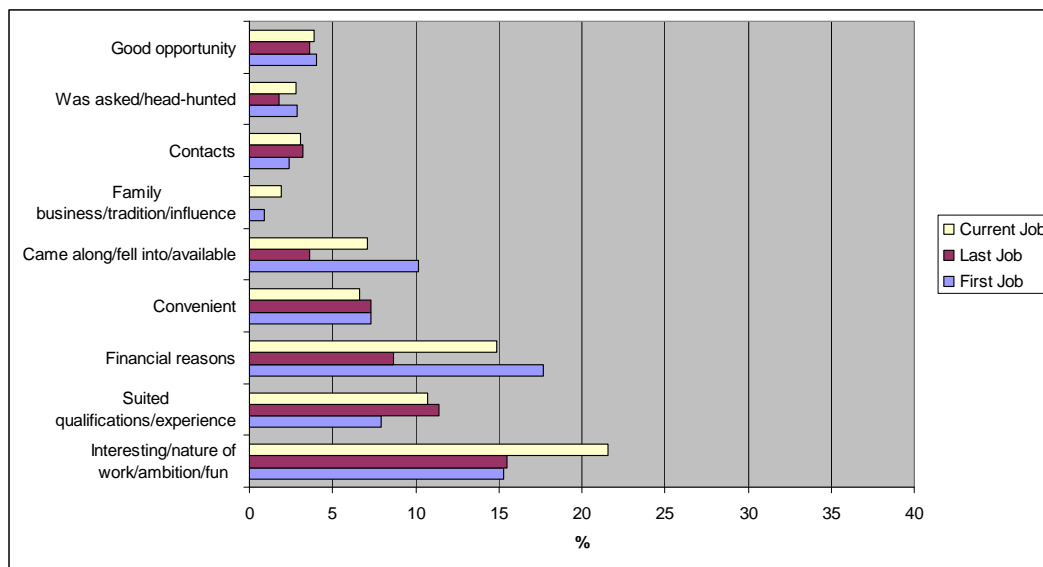


Figure 14: Main Reasons for Choosing First, Last and Current Job: Non-Māori



6.2.3 Benefits of Jobs

For the purposes of this sub-section, the range of benefits that respondents perceived in their jobs have been condensed into three broad categories first outlined in Dupuis et al. (2005:46). The categories include:

- Extrinsic aspects (E) such as money, security, convenience and perks;
- Intrinsic aspects (I) of the job itself, such as enjoyment, social life and specific work satisfactions;
- Personal development aspects (D) which contribute to individuals' personal growth and skill development, such as experience, skills and knowledge and self-confidence.

Tables 49 to 51 in Appendix One provide the full list of specific benefits and the proportion of respondents who cited each. As shown in Figure 15 and Table 25 below, extrinsic aspects of jobs were the most important benefits perceived by Māori respondents in their first jobs and the vast bulk of responses in this category identified “money” as the key benefit (34 percent of 38.1 percent). Extrinsic aspects of jobs and the predominance of “money” within this broad category retained a similar degree of importance for Māori across first to last jobs. Intrinsic aspects of jobs were cited more frequently as respondents' careers progressed, perhaps suggesting that with greater labour market experience, Māori develop an increased motivation to identify and obtain employment that is more intrinsically satisfying to them or that they simply became more likely to value intrinsic benefits more highly. Of the three ethnic categories, Māori were the most likely to list intrinsic benefits as the main benefits they perceived in their jobs (with the exception of last job, in which non-Māori had the highest proportion). Interestingly, personal development benefits declined from first to current jobs for Māori (although they were particularly important for last jobs).

This may reinforce earlier findings (see Section 6.2.2 above) that many of the young people in our sample did not demonstrate a planned approach to career development.

Figure 15: Benefits of First, Last and Current Job: Māori

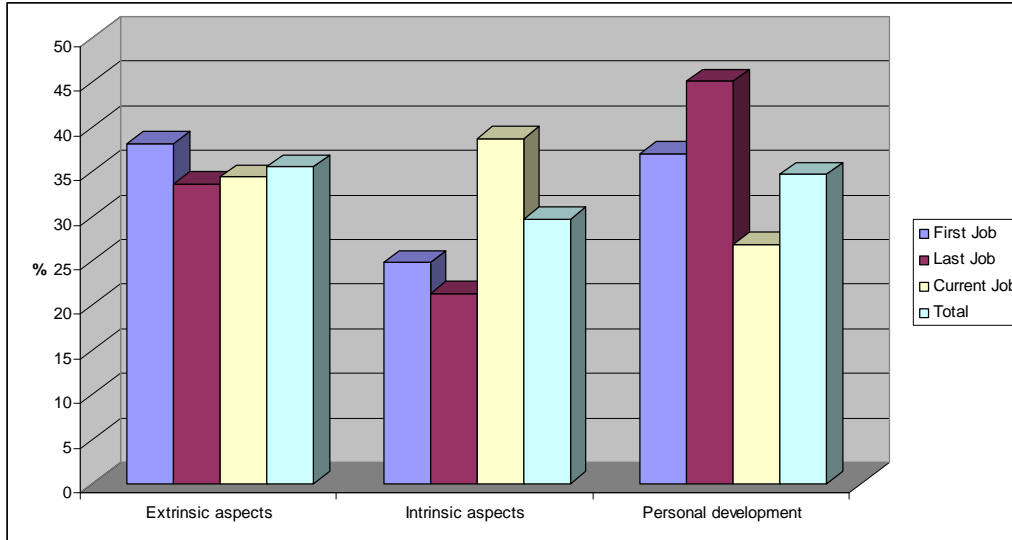


Table 25: Benefits of First, Last and Current Job: Māori

Benefits	First Job		Last Job		Current Job		Total	
	n	%	n	%	n	%	n	%
Extrinsic aspects	69	38.1	41	33.6	72	34.4	182	35.5
Intrinsic aspects	45	24.8	26	21.3	81	38.7	152	29.7
Personal development	67	37.0	55	45.1	56	26.8	178	34.7
Total	181	99.9	122	100.0	209	99.9	512	99.9

In contrast to Māori, mixed Māori were most likely to perceive a range of personal development benefits in their first, last and current jobs (see Table 26 and Figure 16 below). Within this broad category, “skills and knowledge” (14.2 percent of total responses across first to last jobs) and “personal growth” (10.1 percent) were the most common benefits stated. As for Māori, intrinsic benefits increased across first to current jobs but they remained the least cited benefits overall. Extrinsic reasons declined slightly, mainly because the most commonly cited benefit – “money” – became cited less frequently (28.2 percent of first jobs, 24.5 percent of last jobs, 17.6 percent of current jobs).

Figure 16: Benefits of First, Last and Current Job: Mixed Māori

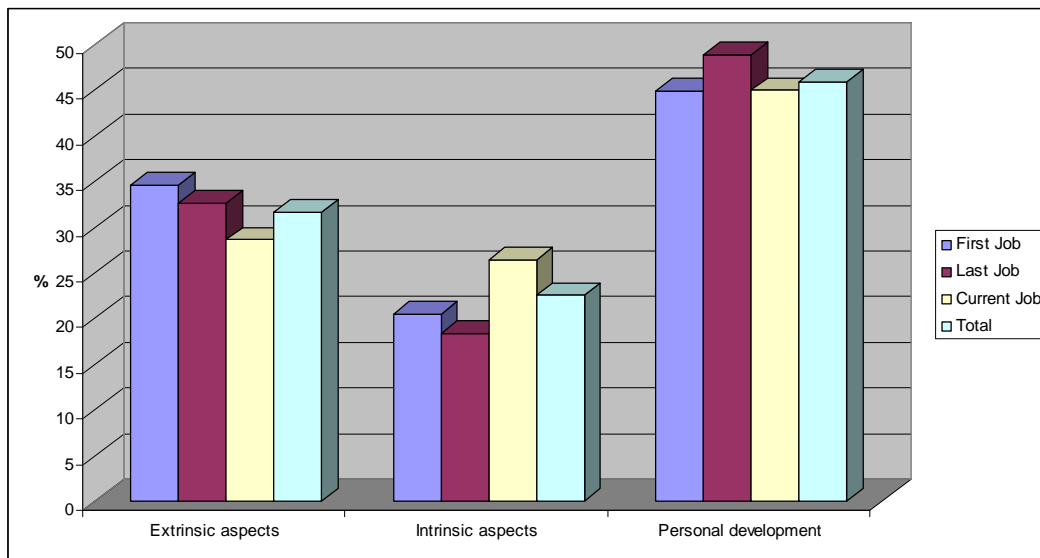


Table 26: Benefits of First, Last and Current Job: Mixed Māori

Benefits	First Job		Last Job		Current Job		Total	
	n	%	n	%	n	%	n	%
Extrinsic aspects	27	34.6	16	32.6	26	28.6	69	31.6
Intrinsic aspects	16	20.5	9	18.4	24	26.4	49	22.5
Personal development	35	44.9	24	48.9	41	45.0	100	45.9
Total	78	100.0	49	99.9	91	100.0	218	100.0

Non-Māori respondents showed a different pattern again in the benefits they perceived in their first, last and current jobs (see Table 27 and Figure 17 below). For first and last jobs, non-Māori cited personal development benefits most frequently and within this broad category, “skills and knowledge” (18.9 percent of responses for first job and 15.8 percent for last job) and “personal growth” (6.5 percent of responses for first job and 6.3 percent for last job) were the two most common benefits.

By current job, extrinsic aspects of the job had increased to become the most commonly cited category for non-Māori. However, although “money” continued to be the most common response, its role as a central benefit for non-Māori declined slightly over the course of respondents’ careers (26.4 percent of responses for first job, 28.4 percent of last job and 25.5 percent of current jobs). The increasing importance of extrinsic benefits is thus largely attributed to the small increases for the less frequently cited extrinsic benefits (such as “security”, “perks” and “convenience”). Non-Māori showed a gradual increase in the proportion of intrinsic benefits of jobs mentioned across first to current job. Within this category, “enjoyment”, “social life” and “specific work satisfaction” were the most commonly cited benefits.

Figure 17: Benefits of First, Last and Current Job: Non- Māori

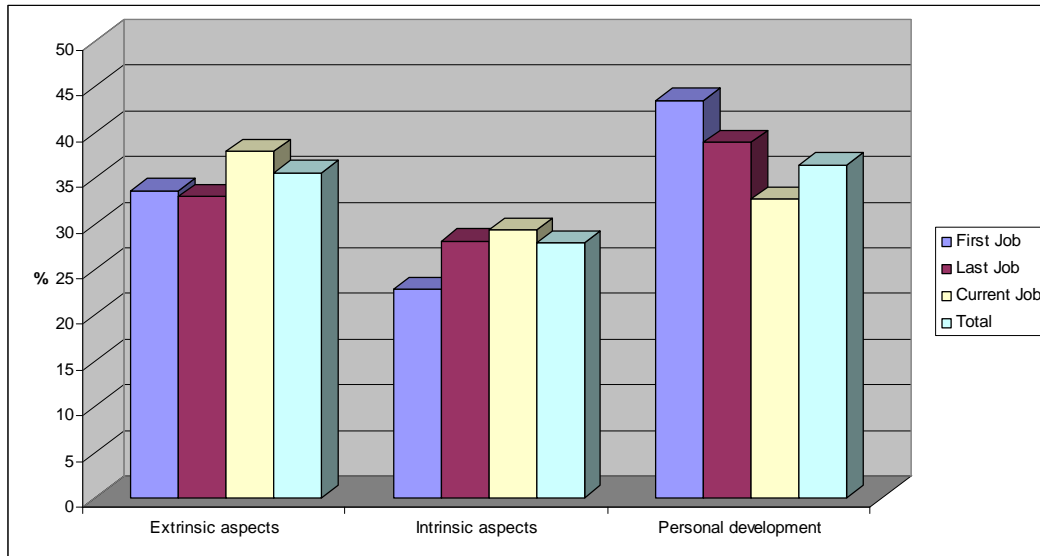


Table 27: Benefits of First, Last and Current Job: Non- Māori

Benefits	First Job		Last Job		Current Job		Total	
	n	%	n	%	n	%	n	%
Extrinsic aspects	398	33.6	94	33.0	486	37.9	978	35.6
Intrinsic aspects	270	22.8	80	28.1	375	29.3	769	27.9
Personal development	515	43.5	111	38.9	419	32.7	1001	36.4
Total	1183	99.9	285	100.0	1280	99.9	2752	99.9

6.2.4 Job Satisfaction

Respondents who were currently working were asked to rate the level of their job satisfaction. As Table 28 below demonstrates, the results showed that the vast majority of respondents were either “very satisfied” or “fairly satisfied” with their current job. In addition, there do not appear to be any clear differences between the three ethnic categories, with the exception perhaps of mixed Māori, who were more likely than the other two ethnic categories to state that they were “very satisfied” with their job.

Table 28: Satisfaction with Current Job by Ethnicity

Job satisfaction	Māori		Mixed Māori		Non-Māori	
	n	%	n	%	n	%
Very satisfied	30	41.7	16	51.6	233	42.1
Fairly satisfied	31	43.0	13	41.9	259	46.7
Fairly dissatisfied	4	5.5	1	3.2	34	6.1
Very dissatisfied	2	2.8	0	0.0	13	2.3
Neither one nor the other	5	6.9	1	3.2	15	2.7
Total	72	99.9	31	99.9	554	99.9

6.2.5 Reasons for Leaving Jobs

The survey sought to identify the reasons why current workers had left their first and last jobs. In Table 29 below, it is clearly evident that the major reason why Māori respondents left their last job was “family reasons” (51.2 percent of responses for last job). This may reflect the over-representation of women in the Māori sample and the greater likelihood that they will have children at younger ages than non-Māori women (only 20.8 percent of non-Māori left their last jobs because of “family reasons”). The most common reason for Māori to leave their first job was because they “wanted a change” and “decided to change track and get a totally different job”, which together accounted for 38.3 percent of responses. Dismissals were rare for Māori but redundancies accounted for around one-eighth of responses, a higher proportion than for mixed Māori and non-Māori.

Table 29: Reasons for Leaving First and Last Job: Māori

Reasons for leaving jobs	First Job		Last Job		Total	
	n	%	n	%	n	%
Decided to change track and get a totally different job	15	17.4	2	4.6	17	13.2
Laid off; redundant	11	12.8	5	11.6	16	12.4
Fired	1	1.2	0	0.0	1	0.8
Didn't like the job	5	5.8	1	2.3	6	4.6
Family reasons (e.g. pregnancy, family relocation)	12	13.9	22	51.2	34	26.3
To go overseas/travel	2	2.3	1	2.3	3	2.3
Wanted a change	18	20.9	5	11.6	23	17.8
To study	6	7.0	3	7.0	9	7.0
Contract ended/seasonal	4	4.6	0	0.0	4	3.1
To advance a career	0	0.0	0	0.0	0	0.0
For a better job (pay, hours)	2	2.3	1	2.3	3	2.3
In same job	3	3.5	0	0.0	3	2.3
Relocation	5	5.8	0	0.0	5	3.9
Poor relationships at work	1	1.2	1	2.3	2	1.5
Sick/accident	0	0.0	0	0.0	0	0.0
Other	1	1.2	2	4.6	3	2.3
Total	86	99.9	43	99.8	129	99.8

One of the most common reasons overall why mixed Māori left their jobs was because they commenced study (see Table 30 below). At 16.3 percent in total, mixed Māori had the highest proportion of respondents citing this reason. “Deciding to change track” was another important reason, especially for first jobs (21 percent). As

for Māori, the proportion of respondents citing “family reasons” increased by last job but at 17.6 percent, this remained a much less common reason than for Māori.

Table 30: Reasons for Leaving First and Last Job: Mixed Māori

Reasons for leaving jobs	First Job		Last Job		Total	
	n	%	n	%	n	%
Decided to change track and get a totally different job	8	21.0	1	5.9	9	16.3
Laid off; redundant	3	7.9	1	5.9	4	7.3
Fired	1	2.6	0	0.0	1	1.8
Didn't like the job	3	7.9	0	0.0	3	5.4
Family reasons (e.g. pregnancy, family relocation)	4	10.5	3	17.6	7	12.7
To go overseas/travel	1	2.6	1	5.9	2	3.6
Wanted a change	2	5.2	2	11.7	4	7.3
To study	6	15.8	3	17.6	9	16.3
Contract ended/seasonal	1	2.6	1	5.9	2	3.6
To advance a career	1	2.6	1	5.9	2	3.6
For a better job (pay, hours)	4	10.5	0	0.0	4	7.3
In same job	0	0.0	0	0.0	0	0.0
Relocation	3	7.9	1	5.9	4	7.3
Poor relationships at work	1	2.6	0	0.0	1	1.8
Sick/accident	0	0.0	1	5.9	1	1.8
Other	0	0.0	2	11.7	2	3.6
Total	38	99.7	17	99.9	55	99.7

As shown in Table 31 below, for first jobs, non-Māori showed a similar pattern to the other two ethnic categories in the prevalence of citing “decided to change track” and “wanted a change” as key reasons (amounting to 25.5 percent overall). However, nearly one-eighth of non-Māori stated that they left their first jobs “to go overseas/travel” and 9 percent left their last jobs for this reason, a much higher proportion than Māori and mixed Māori. A large proportion of non-Māori left their last jobs to take up study (30.5 percent), possibly suggesting a certain level of dissatisfaction with their career and a desire to retrain or up-skill. “Family reasons” were again more likely to be provided as a reason for leaving last jobs (20.8 percent compared with 5 percent of first jobs).

Table 31: Reasons for Leaving First and Last Job: Non-Māori

Reasons for leaving jobs	First Job		Last Job		Total	
	n	%	n	%	n	%
Decided to change track and get a totally different job	78	12.9	8	5.5	86	11.5
Laid off; redundant	43	7.1	5	3.5	48	6.4
Fired	4	0.7	0	0.0	4	0.5
Didn't like the job	46	7.6	8	5.5	54	7.2
Family reasons (e.g. pregnancy, family relocation)	30	5.0	30	20.8	60	8.0
To go overseas/travel	74	12.2	13	9.0	87	11.6
Wanted a change	76	12.6	4	2.8	80	10.7
To study	54	8.9	44	30.5	98	13.1
Contract ended/seasonal	28	4.6	10	6.9	38	5.1
To advance a career	24	4.0	0	0.0	24	3.2
For a better job (pay, hours)	42	7.0	2	1.4	44	5.9
In same job	47	7.8	2	1.4	49	6.5
Relocation	25	4.1	3	2.1	28	3.7
Poor relationships at work	9	1.5	0	0.0	9	1.2
Sick/accident	6	1.0	5	3.5	11	1.5
Other	18	3.0	10	6.9	28	3.7
Total	604	100.0	144	99.8	748	99.8

6.3 Relationship of Employment to Education and Training

6.3.1 Qualifications Sought by Workers

All respondents who were currently working (other than students) were asked if they were also undertaking any study at the time of the survey. Māori (19 respondents or 27.1 percent) and mixed Māori (9 respondents or 34.6 percent) had a higher proportion of workers currently studying than non-Māori (89 respondents or 20.6 percent).

The respondents were then asked what qualifications they were seeking. The results, in Table 32 below, show that for Māori and non-Māori, the most common qualification was a Bachelor's degree, whereas mixed Māori were most likely to be undertaking study at National Certificate level.

Table 32: Qualifications Sought by Current Workers by Ethnicity

Qualification currently studying for	Māori		Mixed Māori		Non-Māori	
	n	%	n	%	n	%
No qualification (for interest)	0	0.0	0	0.0	8	9.0
National Certificate Levels 1-4 and Bursary	3	15.8	3	33.3	5	5.6
Trade certificate	1	5.2	2	22.2	14	15.7
Polytechnic diploma	4	21.0	2	22.2	11	12.3
Bachelors degree	6	31.6	1	11.1	29	32.6
Postgraduate qualification	1	5.2	0	0.0	11	12.3
Other	4	21.0	1	11.1	11	12.3
Total	19	99.8	9	99.9	89	99.8

6.3.2 Employer-Offered Training

Respondents were asked if they had been offered any training while working for their current employers. A slightly higher proportion of Māori had been offered training (45 respondents or 63.3 percent), compared with 17 mixed Māori (58.6 percent) and 316 non-Māori (59.9 percent). Those who indicated they had been offered training were asked about their level of satisfaction with the training offered. The vast majority of respondents in each of the three ethnic categories rated it as “very” or “fairly” satisfactory.

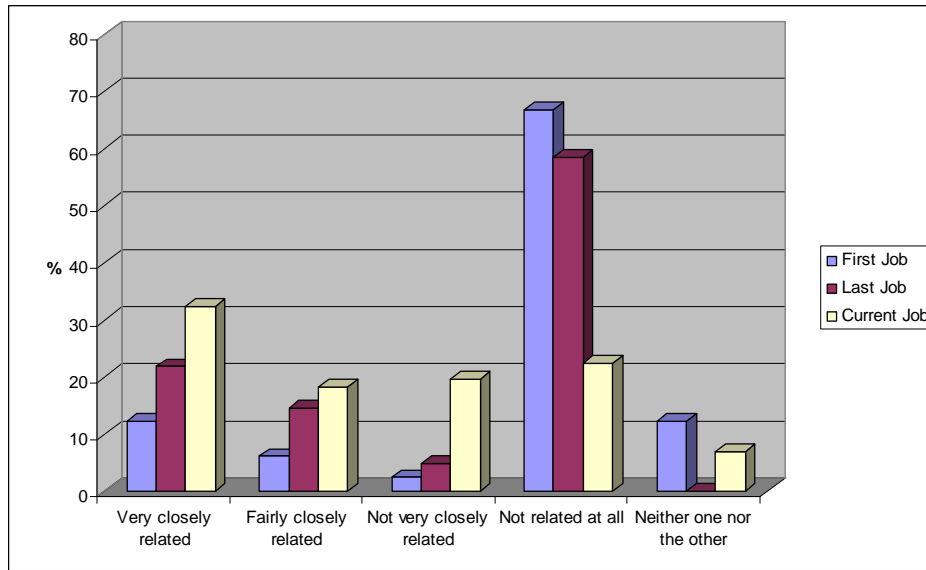
Table 33: Satisfaction with Employer-Offered Training by Ethnicity

Level of satisfaction with training	Māori		Mixed Māori		Non-Māori	
	n	%	n	%	n	%
Very satisfactory	24	53.3	12	70.6	134	42.4
Fairly satisfactory	16	35.5	4	23.5	158	50.0
Fairly unsatisfactory	2	4.4	0	0.0	12	3.8
Very unsatisfactory	2	4.4	0	0.0	5	1.6
Neither one nor the other	1	2.2	1	5.9	7	2.2
Total	45	99.8	17	100.0	316	100.0

6.3.3 Relationship between Work and Qualifications

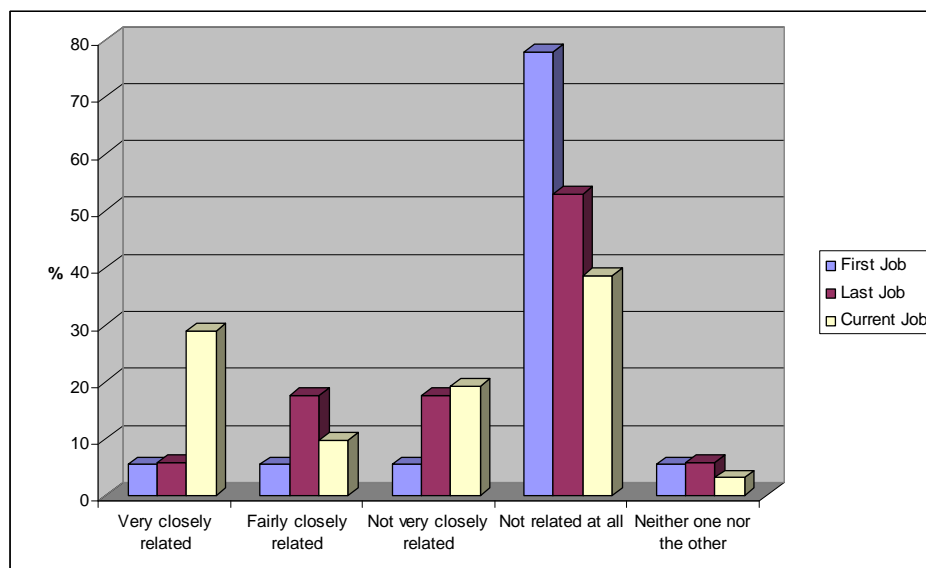
All workers were asked to state how closely their first, last and current work was related to their educational qualifications. As shown in Figure 18 below, the relation of work to qualifications for Māori increased over the course of respondents’ careers. While two-thirds of first jobs and nearly 60 percent of second jobs were “not related at all” to qualifications, by current job, 50.7 percent of respondents stated that their work was “very” or “fairly” closely related to their qualifications.

Figure 18: Relationship between Work and Qualifications: Māori



This pattern of a closer relationship between work and qualifications as respondents’ careers progress was more subdued in the mixed Māori sample (see Figure 19 below). More than three-quarters of mixed Māori said their first job was “not related at all” to their qualifications and over half (53 percent) made this assessment with respect to their last jobs as well. By current job, a total of 38.7 percent said their work was “very” or “fairly” closely related to their qualifications but a further 38.7 percent said it was “not related at all”.

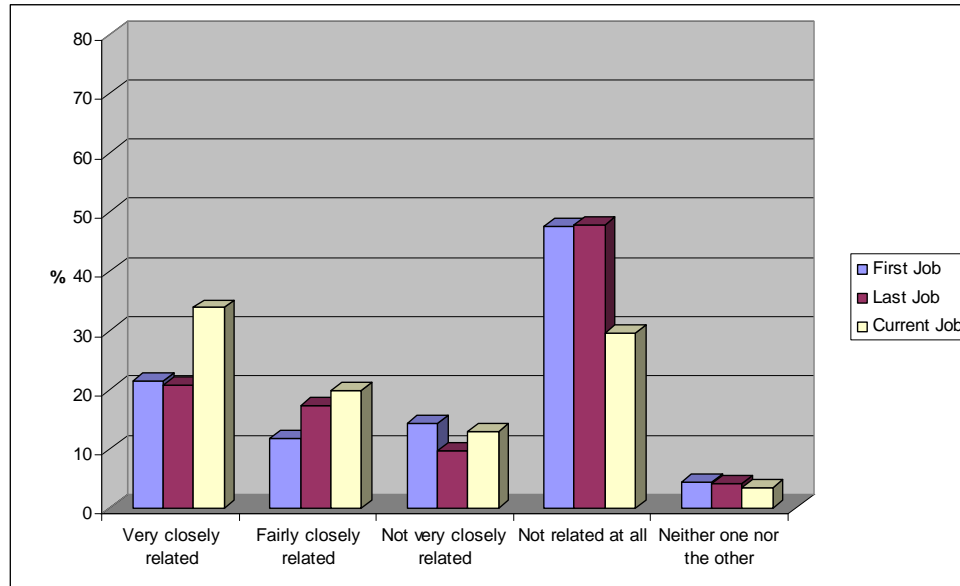
Figure 19: Relationship between Work and Qualifications: Mixed Māori



Non-Māori were more likely to perceive a closer relationship between their work and qualifications earlier in their careers than the other two ethnic categories. Less than

half stated their first job (47.7 percent) and second job (47.9 percent) were “not related at all” to their qualifications. Non-Māori also had the highest proportion of respondents perceiving a “very” or “fairly” close relationship between their current work and qualifications (53.8 percent).

Figure 20: Relationship between Work and Qualifications: Non-Māori



6.3.4 Security, Prospects and Future Mobility

Current workers were asked to state, “how secure or insecure would you say your work is?” and responses were noted on a scale. Levels of security were high across the total sample and an ethnic breakdown established little discrepancy between the three ethnic categories. Māori were the most likely to state they felt “very secure” (61.1 percent). Given that Māori have a higher rate of temporary job tenure than non-Māori, this is a surprising result. Mixed Māori were most likely to state they felt “very” or “fairly” secure (93.3 percent compared with 90.3 percent Māori and 90 percent non-Māori).

Table 34: Perceived Level of Security in Current Work by Ethnicity

Security of current work	Māori		Mixed Māori		Non-Māori	
	n	%	n	%	n	%
Very secure	44	61.1	12	40.0	298	54.4
Fairly secure	21	29.2	16	53.3	195	35.6
Fairly insecure	6	8.3	2	6.7	27	4.9
Very insecure	0	0.0	0	0.0	15	2.7
Neither one nor the other	1	1.4	0	0.0	13	2.4
Total	72	100.0	30	100.0	548	100.0

The same respondents were then asked how they saw their future prospects in their current employment. Respondents may have interpreted this question in a number of ways so it is difficult to interpret in detail but optimism was generally high across the three ethnic categories. Māori were the most positive about their future prospects with close to 100 percent rating their prospects as “good” or “average” (89.7 percent for mixed Māori and 85.3 percent for non-Māori).

Table 35: Perceived Future Prospects in Current Work by Ethnicity

Future prospects in current employment	Māori		Mixed Māori		Non-Māori	
	n	%	n	%	n	%
Good	46	63.9	14	48.3	305	55.6
Average	25	34.7	12	41.4	163	29.7
Poor	1	1.4	3	10.3	80	14.6
Total	72	100.0	29	100.0	548	99.9

Finally, a question asked respondents to state how long they expected to remain in their current employment. Māori had expectations of remaining in their current employment for longer than the other two ethnic categories. Over half (52.5 percent) expected to remain in their jobs for two years or more.

Table 36: Expectations of Remaining in Current Employment by Ethnicity

Expect to remain in current employment	Māori		Mixed Māori		Non-Māori	
	n	%	n	%	n	%
Less than one year	16	27.1	10	33.3	153	28.6
1-2 years	12	20.3	8	26.7	155	29.0
2 years or more	31	52.5	12	40.0	227	42.4
Total	59	99.9	30	100.0	535	100.0

SECTION 7: EMPLOYMENT HISTORY AND MOBILITY

7.1 Mobility of Workers

7.1.1 Mobility: Number of Jobs Held

All respondents who were currently in employment were asked to state how many jobs they had held over the course of their employment history (see Table 37 below). These jobs included full and part-time work, permanent and temporary job tenure and self-employment. The table below shows that each of the ethnic categories were characterised by a relatively high degree of inter-job mobility with less than one-fifth of mixed Māori (19.4 percent) and one-quarter of Māori (25 percent) and non-Māori (24.3 percent) holding one to two jobs. A slightly higher proportion of Māori (57 percent) and mixed Māori (58.1 percent) had held between one to four jobs than non-Māori (50.2 percent).

Table 37: Number of Jobs Held: Current Workers by Ethnicity

Number of jobs held	Māori			Mixed Māori			Non-Māori		
	n	%	Cum. %	n	%	Cum. %	n	%	Cum. %
1	9	12.5	12.5	4	12.9	12.9	64	11.6	11.6
2	9	12.5	25.0	2	6.5	19.4	70	12.7	24.3
3	13	18.1	43.1	4	12.9	32.3	71	12.9	37.2
4	10	13.9	57.0	8	25.8	58.1	72	13.0	50.2
5-7	12	16.7	73.7	1	3.2	61.3	87	15.8	66.0
8-10	12	16.7	90.4	8	25.8	87.7	116	21.0	87.0
More than 10	7	9.7	100.0	4	12.9	100.0	72	13.0	100.0
Total	72	100.0	100.0	31	100.0	100.0	552	100.0	100.0

An age breakdown for the total sample showed (unsurprisingly) that older respondents had held higher numbers of jobs than younger respondents (Dupuis et al., 2005:53). A cross tabulation by ethnicity and age confirmed this, with most 15-19 year old respondents holding between 1-2 jobs (66.6 percent of Māori 15-19 year olds, 50 percent mixed Māori, 64.2 percent non-Māori). By the next age band (20-24 years), the picture changes rapidly with the bulk of respondents holding 5 or more jobs (53.4 percent Māori, 60 percent mixed Māori, 46.1 percent non-Māori). This indicates that it is between the ages of 20-24 that the level of job mobility is highest. The age of 20-24 may be a time when young people explore different career options or are simply more vulnerable to insecure forms of job tenure resulting in higher job turnover.

7.1.2 Mobility: Occupational and Geographical

In order to assess the degree of occupational mobility respondents had experienced in their careers, current workers who had held a previous job/s were asked if these previous job/s were in the same occupation as their current job. Overall, the respondents who answered this question demonstrated a high degree of occupational mobility with three-quarters (75.2 percent) of the sample indicating that at least one of their other jobs had been in a different occupation. When considered by ethnicity, the results showed that Māori had a higher degree of occupational mobility than non-Māori (80.8 percent Māori; 83.4 percent mixed Māori; 74 percent non-Māori).

As a way of determining the level of geographical mobility for young workers, respondents were also asked if their jobs were all in the region they currently resided in. Overall, most respondents stated that all their jobs had been in the same region however, Māori had the lowest level of geographical mobility. Only 33 percent of Māori had worked in a different region compared with 48.4 percent of mixed Māori and 41.3 percent non-Māori.

7.1.3 Mobility: Periods Not Working

A majority of respondents had experienced at least one period when they were not working but as shown in Table 38 below, mixed Māori had the highest rate of the three ethnic categories (76.7 percent).

Table 38: Periods Not Working: Current Workers by Ethnicity

Periods not working	Māori		Mixed Māori		Non-Māori	
	n	%	n	%	n	%
Yes	49	68.1	23	76.7	347	63.4
No	23	31.9	7	23.3	200	36.6
Total	72	100.0	30	100.0	547	100.0

Respondents who answered yes to the previous question were asked how many periods of not working they had experienced altogether. The results show that for each ethnic category the most frequent response was one period (see Table 39 below).

Table 39: Number of Periods Not Working: Current Workers by Ethnicity

Periods not working	Māori		Mixed Māori		Non-Māori	
	n	%	n	%	n	%
1	19	39.6	14	60.9	170	49.4
2	16	33.3	3	13.0	82	23.8
3	7	14.6	4	17.4	41	12.0
4	0	0.0	0	0.0	16	4.6
5	1	2.1	0	0.0	14	4.0
6	0	0.0	2	8.7	6	1.7
7 and over	5	10.4	0	0.0	15	4.3
Total	48	100.0	23	100.0	344	99.8

These respondents were then asked if they had been receiving the unemployment benefit during the period/s when they were not working (see Table 40 below). Māori were much more likely to have been in receipt of the unemployment benefit (about 62 percent) than mixed Māori (34 percent) and non-Māori (28 percent).

Table 40: Receipt of Unemployment Benefit: Current Workers

Received unemployment when not working?	Māori		Mixed Māori		Non-Māori	
	n	%	n	%	n	%
Yes	31	62.0	8	34.8	99	28.5
No	19	38.0	15	65.2	248	71.5
Total	50	100.0	23	100.0	347	100.0

Respondents who had received the Unemployment Benefit were asked how long they had received the benefit overall during time/s of unemployment. Figure 21 below and Table 41 shows that for all three ethnic categories, the modal category was less than six months. However, the proportion of non-Māori receiving the unemployment benefit decreased as the length of time increased from 40 respondents or 41.6 percent, receiving the Unemployment Benefit for less than six months to 2 respondents or 2.1 percent, receiving it for over five years. For the other two ethnic categories, the pattern was more curvilinear, with peaks at both extremes of the distribution. Ten Māori (34.5 percent) and two mixed Māori (25 percent) had been in receipt of the benefit for less than six months. Four Māori (13.8 percent) and two mixed Māori (25 percent) had been receiving the benefit for over five years.

Figure 21: Length of Time Receiving Unemployment Benefit by Ethnicity

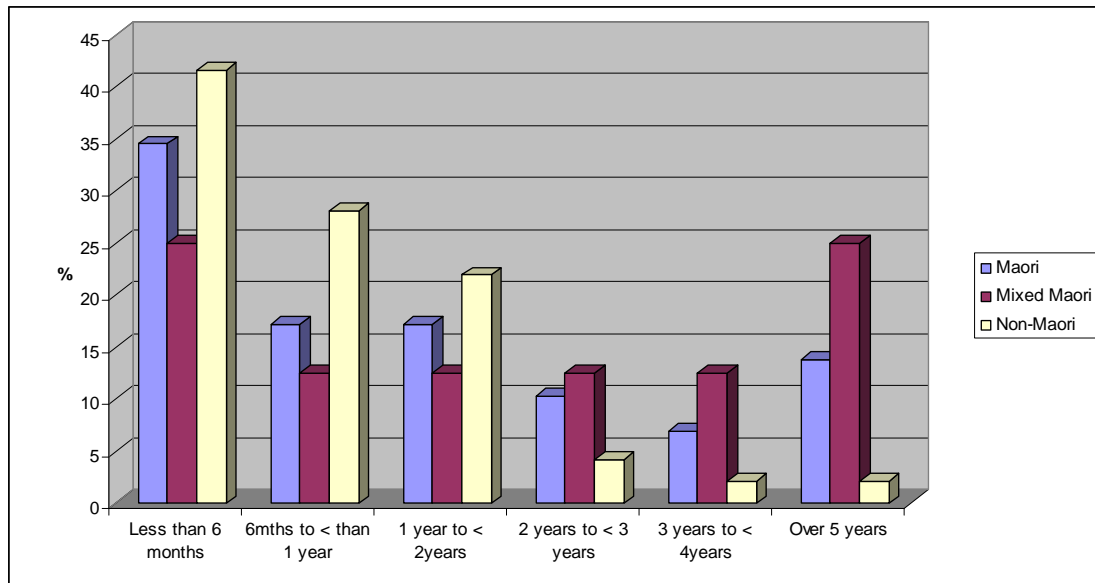


Table 41: Length of Time Receiving Unemployment Benefit by Ethnicity

Length of time on unemployment benefit	Māori		Mixed Māori		Non-Māori	
	n	%	n	%	n	%
Less than 6 months	10	34.5	2	25.0	40	41.6
6mths to < than 1 year	5	17.2	1	12.5	27	28.1
1 year to < 2years	5	17.2	1	12.5	21	21.9
2 years to < 3 years	3	10.3	1	12.5	4	4.2
3 years to < 4years	2	6.9	1	12.5	2	2.1
Over 5 years	4	13.8	2	25.0	2	2.1
Total	29	99.9	8	100.0	96	100.0

SECTION 8: SOCIAL CAPITAL

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 career. Social capital refers to the resources an individual can call on due to their membership of social groups, which might include family, friends, neighbours, co-workers and employers. The volume of social capital available to individuals depends on the size of their social networks and the extent and type of capital in those networks (Dupuis et al., 2005).

8.1.1 Students' Sources of Guidance

Students were asked how they obtained advice on their future careers. The first question asked if they had talked to anyone about their future career and less than half of Māori students (46.9 percent) reported that they had. In comparison, 85 percent of mixed Māori students and 70.7 percent of non-Māori students reported speaking with someone about their future careers.

The next question sought to specify who students had talked to about their careers and multiple responses were allowed. The results showed that Māori students showed a different pattern of seeking career guidance (see Table 42 below). Most non-Māori spoke to their parents about their future careers (67 percent), whereas for Māori and mixed Māori, other family/whanau members were a more important source of career advice (60 percent of Māori, 53.3 percent for mixed Māori). This fits well with the earlier finding that Māori are most likely to rely on relatives to obtain employment (see Section 6.2.1). Friends were a source of advice for over half of the respondents in all three ethnic categories. Teachers/lecturers and career teachers/counsellors were also valued, especially by mixed Māori.

Table 42: People Students Spoke to for Advice on Careers, by Ethnicity⁴

People asked for advice on careers	Māori		Mixed Māori		Non-Māori	
	n	%	n	%	n	%
Parents	6	40.0	8	47.1	126	67.0
Other family/whanau	9	60.0	6	53.3	53	28.2
Friends	8	53.3	6	53.3	108	57.4
Parents friends	0	0.0	1	5.9	6	3.2
Teachers/lecturers	3	20.0	8	47.1	51	27.1
Career teacher/counsellor	3	20.0	10	58.8	69	36.7
Employment agencies/consultants	0	0.0	0	0.0	5	2.7
Boyfriend/girlfriend/partner	3	20.0	1	5.9	3	1.6
People in further education	2	13.3	0	0.0	4	2.1
Possible employers	0	0.0	1	5.9	7	3.7
Mentor	1	6.7	1	5.9	2	1.1
People in pertinent occupations	0	0.0	0	0.0	6	3.2
Colleagues/workmates	0	0.0	0	0.0	4	2.1
Other	0	0.0	0	0.0	3	1.6

Students were also asked about the information they had concerning possible career paths they might follow, specifically, if they felt they had enough or not enough information. Most respondents felt they did have enough information (60 percent of Māori, 52.9 percent of mixed Māori, 64.9 percent of non-Māori). However, quite a large proportion felt they did not have enough information (33.3 percent Māori, 41.2 percent mixed Māori, 34.6 percent non-Māori).

8.1.2 Parents' Occupational Groups

All respondents were asked to state their father and mother's occupation, which has been used in the course of this research as a proxy measurement for the "social class" of our respondents. These data on parents occupations were organised into the same occupational categories used to summarise respondents' occupations (see Section 6.1.2). Detailed data for these occupational groups are presented in Table 52 and 53 in Appendix One but in order to make some very general statements about the social class background of our respondents, the categories have been further condensed into three broad categories which are shown in Figures 22 and 23. The broad categories include:

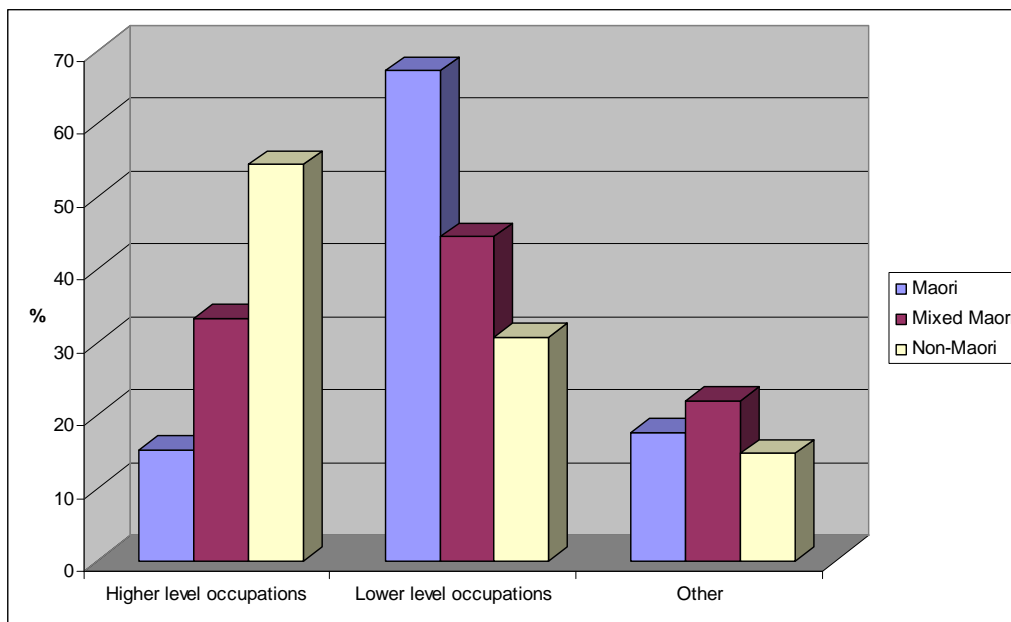
- Higher level occupations, which include "managerial", "professional", "technical and associated professional", "clerical" and "service and sales";

⁴ This was a multiple response question and the percentages reported in this table reflect the proportion of respondents who gave each response. This means the percentages add up to more than 100 percent.

- Lower level occupations, which include “agriculture and fisheries”, “trades”, “machine operators” and “elementary” occupations;
- Other, which includes the remaining occupational category “self-employed”, various other main activities that are not characterised by active participation in the labour market (“student”, “beneficiary” and “retired”) and other miscellaneous categories (“don’t know”, “deceased” and “no contact with parent”);
- Mother’s occupation also includes a separate category for “parent/at home/housewife” (this occupation did not feature at all in the responses for father’s occupation).

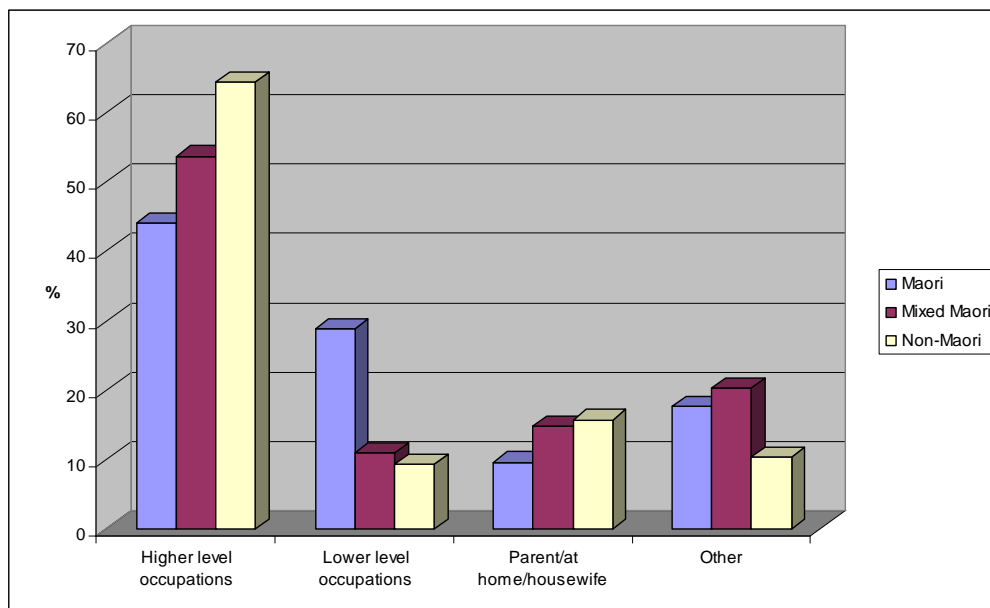
It is undoubtedly problematic to separate many of these discrete categories into much broader occupational groups and to then argue that these categories reflect “social class”, which is in itself a complex and highly contested notion. However, it is interesting nonetheless, to note that organising the data for father’s occupational group in this way shows quite a different profile for the three ethnic categories (see Figure 22 below). The fathers of Māori respondents were most likely to work in a range of lower level occupations (67.2 percent) and only 15.2 percent had occupations that could be characterised as “higher”. For non-Māori fathers, higher professions accounted for 53.4 percent and blue collar for 30.6 percent. Mixed Māori father’s were slightly more likely to be employed in lower level occupations (44.4 percent) than higher level (33.3 percent).

Figure 22: Father’s Broad Occupational Group by Ethnicity



With respect to mother's occupation, a different profile emerges again. For each of the three ethnic categories, a higher proportion of mothers than fathers have higher occupations (44 percent Māori, 53.7 percent mixed Māori, 64.3 percent non-Māori). A lower proportion of mothers have lower level professions, which is unsurprising given the manual nature of many of these jobs. Māori mothers however, had the highest rate of lower occupations of the three ethnic categories (28.8 percent, compared with 11 percent mixed Māori and 9.3 percent non-Māori). Non-Māori mothers had the highest proportion of parent/at home/housewife (15.7 percent, compared with 9.6 Māori and 14.8 mixed Māori). Non-Māori mothers had the highest proportion of parent/at home/housewife (15.7 percent, compared with 9.6 Māori and 14.8 mixed Māori).

Figure 23: Mother's Broad Occupational Group by Ethnicity



SECTION 9: CONCLUDING COMMENTS

9.1 Overview

As noted in Section 2.2, the findings of this report do not differ substantially from the general trends for Māori and the total sample noted in Cunningham et al. (2005). The contribution of this report is thus largely one of accuracy with respect to the findings for the different ethnic categories. The other main contribution is the separation of mixed Māori respondents into a separate ethnic category. While the small sample size of the mixed Māori category is at times problematic, it is still possible to get an indication of the experiences of respondents in this category, which were at times similar to Māori, at others, to non-Māori, and occasionally distinct from both. The following subsection will attempt to summarise the main findings of this report.

9.2 Major Findings

Sample Characteristics

- Māori and mixed Māori had a higher partnership rate (especially de facto partnership) than non-Māori and were more likely to be at home carers. This may have implications for young Māori and mixed Māori women whose patterns of earlier childbearing may impact on their employment and education;
- There were important differences in educational attainment between the three ethnic categories. Māori had the lowest proportion of students in the sample. Overall, Māori and mixed Māori were more likely than non-Māori to have no educational qualifications and were less likely to have tertiary qualifications;
- Māori and mixed Māori tertiary students were less likely than non-Māori to be studying at university;
- Māori were more likely than the other two ethnic categories to have a student loan;
- Māori and mixed Māori gross annual income was lower on average than non-Māori. This is possibly explained by the higher proportion of Māori and mixed Māori in lower skilled occupations.

Employment Status

- Māori experienced the lowest level of self-employment of the three ethnic categories;
- Māori and non-Māori had similar levels of part-time work (mixed Māori had the lowest proportion). Respondents worked part-time mainly because of financial reasons or childcare responsibilities. Study was an important reason for non-Māori but not for the other ethnic categories;
- Fewer Māori and mixed Māori respondents worked full-time;

- Māori had the highest proportion of respondents who were currently unemployed or on a Sickness or Invalids Benefit.

Employment Experiences

- For all young workers, regardless of ethnicity, retail trade was the most significant industry;
- In general, Māori and mixed Māori experienced the same movement from lower to higher occupations over the course of their careers as non-Māori however, in comparison to non-Māori, fewer Māori and mixed Māori were represented more in highly skilled industries and occupations.

Processes of Finding Employment

- For Māori, informal networks, particularly relatives, were most important for finding employment. For mixed Māori, friends were most important, while non-Māori favoured formal methods of obtaining work, such as job advertisements;
- Each ethnic category relied more on formal methods of obtaining employment as their career progressed;
- Māori were most likely to cite “financial reasons” as the reason for choosing their first, last and current job. For the other two ethnic categories this was an important reason for choosing their first job but for subsequent jobs they were more likely to cite “interesting/nature of work/ambition/fun”;
- Māori were more likely to perceive a range of extrinsic benefits (such as money) and intrinsic benefits (such as enjoyment) in their jobs, whereas the other two ethnic categories placed more emphasis on personal development benefits.

Employment and Education

- Māori were more likely to have been offered training from their employers;
- Non-Māori were more likely than Māori and mixed Māori to perceive a closer relationship between their qualifications and their employment.

Job Security

- Māori respondents felt the most secure in their current work and they were more positive than the other ethnic categories about their future prospects in their job.

Labour Market Mobility

- Māori had the lowest proportion of permanent job tenure of the three ethnic categories. Possibly because of this, Māori and mixed Māori experienced a slightly higher rate of inter-job mobility than non-Māori;
- Māori experienced the highest rate of occupational mobility and the lowest rate of geographical mobility;
- The majority of respondents had experienced at least one period not working in the past but mixed Māori workers had the highest proportion.

Social Capital

- Less than half of the Māori students had spoken to someone about their future careers compared with 85 percent mixed Māori and 70.7 percent non-Māori;
- Māori and mixed Māori were most likely to speak with extended family members about their future careers, while non-Māori were most likely to speak with their parents;
- For all three ethnic categories, friends were an important source of career guidance;
- As a measure of social class, the fathers of Māori and mixed Māori respondents were more likely to be working in lower skilled occupations;
- For all three ethnic categories, a higher proportion of mothers worked in more highly skilled occupations.

APPENDIX ONE

Table 43: Industry of First, Last and Current Job: Māori

Industry of current occupation	First Job		Last Job		Current Job	
	n	%	n	%	n	%
Agriculture, forest and fishing	15	17.6	9	21.0	5	7.0
Manufacturing	7	8.2	5	11.6	10	13.9
Electricity, gas and water supply	1	1.2	0	0.0	0	0.0
Construction	4	4.7	2	4.6	5	7.0
Wholesale trade	2	2.3	2	4.6	4	5.5
Retail trade	19	22.3	8	18.6	11	15.3
Accommodation, cafes and restaurants	9	10.6	5	11.6	4	5.5
Transport and storage	2	2.3	1	2.3	1	1.4
Communication services	5	5.9	2	4.6	5	7.0
Finance and insurance	0	0.0	0	0.0	1	1.4
Property and business services	1	1.2	0	0.0	1	1.4
Government administration and defence	0	0.0	3	7.0	4	5.5
Education	5	5.9	2	4.6	13	18.0
Health and community services	4	4.7	3	7.0	2	2.8
Cultural and recreational services	2	2.3	0	0.0	0	0.0
Personal and other services	8	9.4	1	2.3	4	5.5
Other	0	0.0	0	0.0	0	0.0
IT (industry not specified)	1	1.2	0	0.0	2	2.8
Total	85	99.8%	43	99.8%	72	100.0%

Table 44: Industry of First, Last and Current Job: Mixed Māori

Industry of current occupation	First Job		Last Job		Current Job	
	n	%	n	%	n	%
Agriculture, forest and fishing	2	5.4	0	0.0	1	3.2
Manufacturing	3	8.1	0	0.0	1	3.2
Electricity, gas and water supply	0	0.0	1	5.9	0	0.0
Construction	4	10.8	1	5.9	4	13.0
Wholesale trade	1	2.7	1	5.9	0	0.0
Retail trade	10	27.0	6	35.2	5	16.1
Accommodation, cafes and restaurants	2	5.4	1	5.9	4	13.0
Transport and storage	1	2.7	1	5.9	2	6.4

Communication services	2	5.4	2	11.7	0	0.0
Finance and insurance	1	2.7	0	0.0	0	0.0
Property and business services	0	0.0	0	0.0	1	3.2
Government administration and defence	1	2.7	1	5.9	3	9.7
Education	4	10.8	1	5.9	5	16.1
Health and community services	0	0.0	1	5.9	0	0.0
Cultural and recreational services	0	0.0	0	0.0	2	6.4
Personal and other services	6	16.2	1	5.9	3	9.7
Other	0	0.0	0	0.0	0	0.0
IT (industry not specified)	0	0.0	0	0.0	0	0.0
Total	37	99.9%	17	100.0%	31	100.0%

Table 45: Industry of First, Last and Current Job: Non-Māori

Industry of current occupation	First Job		Last Job		Current Job	
	n	%	n	%	n	%
Agriculture, forest and fishing	30	5.0	6	4.1	17	3.0
Manufacturing	44	7.3	9	6.2	42	7.5
Electricity, gas and water supply	6	1.0	3	2.1	9	1.6
Construction	23	4.0	6	4.1	38	7.0
Wholesale trade	10	1.6	0	0.0	15	2.7
Retail trade	144	24.1	32	22.2	95	17.1
Accommodation, cafes and restaurants	86	14.4	19	13.2	62	11.2
Transport and storage	17	3.0	4	2.8	16	2.9
Communication services	14	2.3	8	5.5	23	4.1
Finance and insurance	29	5.0	4	2.8	29	5.2
Property and business services	23	4.0	2	1.4	19	3.4
Government administration and defence	15	2.5	5	3.5	18	3.2
Education	34	5.7	12	8.3	56	10.1
Health and community services	39	6.5	10	7.0	41	7.4
Cultural and recreational services	17	3.0	3	2.1	22	4.0
Personal and other services	50	8.3	17	12.0	28	5.0
Other	1	0.1	1	0.7	1	0.2
IT (industry not specified)	16	2.7	3	2.1	24	4.3
Total	598	100.0%	144	99.9%	555	99.8%

Table 46: Main Reasons for Choosing First, Last and Current Job: Māori

Main reasons for choosing job	First Job		Last Job		Current Job	
	n	%	n	%	n	%
Interesting/nature of work/ambition/fun	16	16.7	5	9.8	13	14.0
Suited qualifications/experience	0	0.0	4	7.8	6	6.4
Financial reasons	31	32.3	12	23.5	18	19.3
Convenient	5	5.2	6	11.8	5	5.4
Came along/fell into/available	5	5.2	7	13.7	3	3.2
Family business/tradition/influence	4	4.2	2	3.9	8	8.6
Contacts	0	0.0	2	3.9	1	1.1
Was asked/head-hunted	4	4.2	0	0.0	3	3.2
Good opportunity	2	2.1	0	0.0	3	3.2
Total (most common 9 responses)	67	69.9	38	74.4	60	64.4
TOTAL RESPONSES	96	100.0	51	100.0	93	100.0

Table 47: Main Reasons for Choosing First, Last and Current Job: Mixed Māori

Main reasons for choosing job	First Job		Last Job		Current Job	
	n	%	n	%	n	%
Interesting/nature of work/ambition/fun	4	7.7	1	5.5	10	26.3
Suited qualifications/experience	0	0.0	0	0.0	3	7.9
Financial reasons	18	34.6	6	33.3	6	15.8
Convenient	3	5.8	1	5.5	2	5.2
Came along/fell into/available	6	11.5	0	0.0	2	5.2
Family business/tradition/influence	0	0.0	0	0.0	1	2.6
Contacts	0	0.0	1	5.5	3	7.9
Was asked/head-hunted	1	1.9	1	5.5	0	0.0
Good opportunity	1	1.9	0	0.0	2	5.2
Total (most common 9 responses)	33	63.4	10	55.3	29	76.1
TOTAL RESPONSES	52	100.0	18	100.0	38	100.0

Table 48: Main Reasons for Choosing First, Last and Current Job: Non-Māori

Main reasons for choosing job	First Job		Last Job		Current Job	
	n	%	n	%	n	%
Interesting/nature of work/ambition/fun	122	15.3	34	15.5	174	21.6
Suited qualifications/experience	63	7.9	25	11.4	86	10.7
Financial reasons	141	17.7	41	8.7	120	14.9
Convenient	58	7.3	16	7.3	53	6.6

Came along/fell into/available	81	10.2	8	3.6	57	7.1
Family business/tradition/influence	7	0.9	0	0.0	16	1.9
Contacts	19	2.4	7	3.2	25	3.1
Was asked/head-hunted	23	2.9	4	1.8	23	2.8
Good opportunity	32	4.0	8	3.6	32	3.9
Total (most common 9 responses)	546	68.6	143	65.1	586	72.6
TOTAL RESPONSES	797	100.0	219	100.0	807	100.0

Table 49: Specific Benefits of First, Last and Current Job: Māori

Specific benefits	First Job		Last Job		Current Job		Total	
	n	%	n	%	n	%	n	%
Money (E)	61	34.0	35	28.7	50	23.9	146	28.5
Security (E)	4	2.2	5	4.1	15	7.2	24	4.7
Perks (E)	1	0.5	1	0.8	4	1.9	6	1.7
Convenience (E)	2	1.1	0	0.0	2	1.0	4	0.8
Conditions of employment (E)	0	0.0	0	0.0	1	0.5	1	0.2
Career plan/progression (E)	1	0.5	0	0.0	0	0.0	1	0.2
Enjoyment (I)	14	8.0	7	5.7	20	9.6	41	8.0
Social life (I)	12	6.6	8	6.5	25	12.0	45	2.5
Specific work satisfaction (I)	6	3.3	1	0.8	19	9.1	26	5.1
Something to do (I)	10	5.5	6	4.9	9	4.3	25	4.9
Autonomy and freedom (I)	2	1.1	3	2.4	8	3.8	13	2.5
Skills and knowledge (D)	21	11.6	13	10.6	23	11.0	57	11.1
Personal growth (D)	10	5.5	11	9.0	8	3.8	29	5.6
Communication skills (D)	11	6.1	11	9.0	6	2.9	28	5.4
Confidence (D)	7	4.0	7	5.7	7	3.3	21	4.1
Broader outlook (D)	6	3.3	4	3.3	4	1.9	14	2.7
Enhanced networks (D)	5	2.7	5	4.1	7	3.3	17	3.3
Experience (D)	6	3.3	3	2.4	1	0.5	10	2.0
Fitness (D)	1	0.5	1	0.8	0	0.0	2	0.4
None	1	0.5	1	0.8	0	0.0	2	0.4
Total	181	99.9	122	99.6	209	100.0	512	99.8

Table 50: Specific Benefits of First, Last and Current Job: Mixed Māori

Specific benefits	First Job		Last Job		Current Job		Total	
	n	%	n	%	n	%	n	%
Money (E)	22	28.2	12	24.5	16	17.6	50	22.9
Security (E)	3	3.8	2	4.1	4	4.4	9	4.1
Perks (E)	2	2.5	2	4.1	2	2.2	6	2.7
Convenience (E)	0	0.0	0	0.0	3	3.3	3	1.4
Conditions of employment (E)	0	0.0	0	0.0	1	1.1	1	0.4
Career plan/progression (E)	0	0.0	0	0.0	0	0.0	0	0.0
Enjoyment (I)	6	7.7	3	6.1	10	10.9	19	8.7
Social life (I)	2	2.5	4	8.1	4	4.4	10	4.6
Specific work satisfaction (I)	3	3.8	0	0.0	4	4.4	7	3.2
Something to do (I)	4	5.1	1	2.0	2	2.2	7	3.2
Autonomy and freedom (I)	1	1.3	1	2.0	3	3.3	5	2.3
Skills and knowledge (D)	12	15.4	8	16.3	11	12.1	31	14.2
Personal growth (D)	8	10.2	3	6.1	11	12.1	22	10.1
Communication skills (D)	6	7.7	5	10.2	6	6.6	17	7.8
Confidence (D)	1	1.3	2	4.1	6	6.6	9	4.1
Broader outlook (D)	2	2.5	1	2.0	2	2.2	5	2.3
Enhanced networks (D)	3	3.8	3	6.1	4	4.4	10	4.6
Experience (D)	2	2.5	2	4.1	0	0.0	4	1.8
Fitness (D)	1	1.3	0	0.0	1	1.1	2	0.9
None	0	0.0	0	0.0	1	1.1	1	0.4
Total	78	99.6	49	99.8	91	100.0	218	99.7

Table 51: Specific Benefits of First, Last and Current Job: Non-Māori

Specific benefits	First Job		Last Job		Current Job		Total	
	n	%	n	%	n	%	n	%
Money (E)	312	26.4	81	28.4	326	25.5	719	26.2
Security (E)	26	2.2	4	1.4	44	3.4	74	2.7
Perks (E)	32	2.7	6	2.1	48	3.7	86	3.1
Convenience (E)	12	1.0	3	1.0	48	3.7	63	2.3
Conditions of employment (E)	6	0.5	0	0.0	16	1.2	22	0.8
Career plan/progression (E)	10	0.8	0	0.0	4	0.3	14	0.5

Enjoyment (I)	66	5.6	18	6.3	126	9.8	210	7.6
Social life (I)	73	6.2	24	8.4	96	7.5	193	7.0
Specific work satisfaction (I)	57	4.8	22	7.7	112	8.7	191	6.9
Something to do (I)	33	2.8	7	2.4	33	2.6	73	2.7
Autonomy and freedom (I)	26	2.2	5	1.7	46	3.6	77	2.8
Skills and knowledge (D)	224	18.9	45	15.8	135	10.5	404	14.7
Personal growth (D)	77	6.5	18	6.3	66	5.1	161	5.9
Communication skills (D)	46	3.9	15	5.3	44	3.4	105	3.8
Confidence (D)	42	3.5	5	1.7	37	2.9	84	3.0
Broader outlook (D)	26	2.2	7	2.4	30	2.3	63	2.3
Enhanced networks (D)	24	2.0	3	1.0	29	2.3	56	2.0
Experience (D)	65	5.5	13	4.5	26	2.0	104	3.8
Fitness (D)	11	0.9	5	1.7	8	0.6	24	0.9
None	15	1.2	4	1.4	6	0.5	25	0.9
Total	1183	99.8	285	99.5	1280	99.6	2752	99.9

Table 52: Father's Occupation by Ethnicity

Father's occupation	Māori		Mixed Māori		Non-Māori	
	n	%	n	%	n	%
Student	2	1.6	0	0.0	6	0.8
Self-employed	2	1.6	3	5.5	29	3.7
Beneficiary	1	0.8	2	3.7	1	0.1
Retired	4	3.2	2	3.7	24	3.1
Don't know	5	4.0	3	5.5	28	3.6
Deceased	2	1.6	1	1.8	15	1.9
No contact with parent	6	4.8	1	1.8	12	1.5
Managerial	4	3.2	4	7.4	92	11.8
Professional	3	2.4	4	7.4	134	17.2
Technical & assoc professionals	5	4.0	5	9.3	101	13.0
Clerical	5	4.0	3	5.5	46	5.9
Service and sales	2	1.6	2	3.7	50	6.4
Agriculture/fisheries	22	17.6	7	13.0	49	6.3
Trades	17	13.6	11	20.4	134	17.2
Machine operators	22	17.6	3	5.5	38	4.9
Elementary	23	18.4	3	5.5	17	2.2
Total	125	100.0	54	99.7	776	99.6

Table 53: Mother's Occupation by Ethnicity

Mother's occupation	Māori		Mixed Māori		Non-Māori	
	n	%	n	%	n	%
Student	3	2.4	1	1.8	8	1.0
Self-employed	1	0.8	2	3.7	17	2.2
Beneficiary	10	8.0	2	3.7	3	0.4
Retired	2	1.6	5	9.3	29	3.7
Parent/at home/housewife	12	9.6	8	14.8	122	15.7
Don't know	2	1.6	1	1.8	19	2.4
Deceased	1	0.8	0	0.0	4	0.5
No contact with parent	3	2.4	0	0.0	1	0.1
Managerial	2	1.6	3	5.5	19	2.4
Professional	16	12.8	9	16.7	188	24.2
Technical & assoc professionals	12	9.6	6	11.1	58	7.4
Clerical	15	12.0	6	11.1	140	18.0
Service and sales	10	8.0	5	9.3	96	12.3
Agriculture/fisheries	10	8.0	1	1.8	20	2.6
Trades	3	2.4	2	3.7	19	2.4
Machine operators	5	4.0	1	1.8	9	1.1
Elementary	18	14.4	2	3.7	25	3.2
Total	125	100.0	54	99.8	777	99.6

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