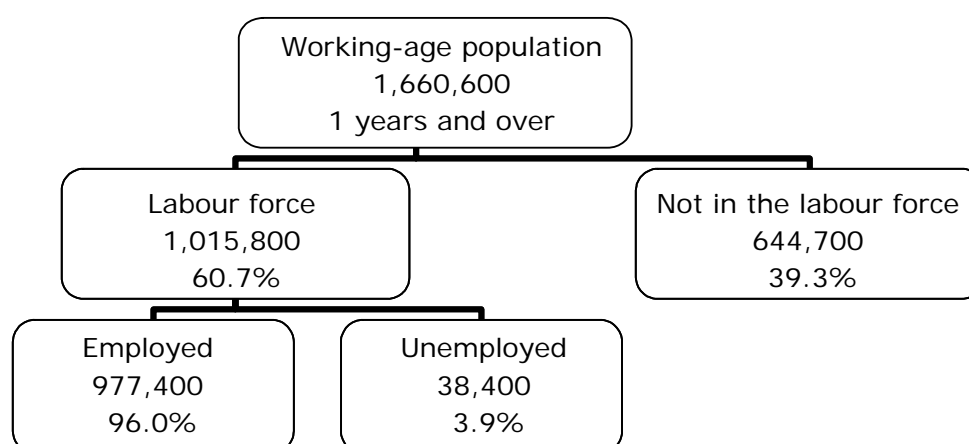


FEMALES IN THE LABOUR MARKET AT A GLANCE

Achievements:

- Labour market disparities between women and men have decreased in the last five years.
- Female wages have been increasing faster than male wages leading to a reduction in the gender pay gap from 15.9% in June 2001 to 13.6% in June 2006.
- Disparities between women of different ethnic groups have generally declined over the last five years with participation and unemployment rates converging.
- The disparity between male and female qualification levels has been reducing over the last 20 years and is likely to continue to decrease further as young women are more highly-skilled than their male counterparts.
- New Zealand compares favourably with other OECD countries in terms of female unemployment, participation and wages.

Female labour market outcomes for the year to December 2006



Labour Market Characteristics:

- Women are more likely to work part-time than men and as a result work fewer hours on average, a pattern that has been relatively stable over the last five years.
- Female participation rates are markedly lower than male rates for those aged 25–39 as females are more likely to be out of the labour force caring for children. Female participation increases considerably after age 40.

Challenges:

- Female wages remain considerably lower than male wages.
- The majority of females work in semi-skilled occupations which leads to a lower overall skill level occupational profile for females than for males. In addition, there has been higher growth in semi and low-skilled jobs for females than for males.

Moving Forward:

- In 2007 the National Advisory Council on the Employment of Women celebrates its 40th anniversary. Over this time labour market outcomes have improved markedly for women. However, there are still gains to be made and policy programmes aim to continue improving female labour market outcomes in the future.