

45 Plus: Choices in the labour market
Final Report – Stage 2 Quantitative Survey
November 2006

Research New Zealand

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EXECUTIVE SUMMARY

This report presents the findings from Stage 2 of the career information, advice and guidance research, a quantitative survey of workforce non-participants aged 45 years and older, commissioned by the Department of Labour (DoL) in order to identify:

- the reasons for non-participation in paid employment of those aged 45 years and over
- the potential role of career information, advice and guidance (CIAG)¹ in assisting that group
- options for targeted CIAG that would benefit this group most and have the greatest uptake.

Introduction

Data shows that labour force participation rates for older people, those aged 55 and over have increased in recent years. Figures over a five-year period for the September 2000 and 2005 years show that the greatest increase in jobs was for those aged 55 years and over, with a rise of 48.3 percent for those aged 55–59 years, 67.7 percent for those aged 60–64 years and 109.4 percent for those aged 65 years and over.²

Nevertheless, approximately one third of the total working age population³ of nearly three million people is not in the labour force. For example, the Household Labour Force Survey (HLFS) undertaken by Statistics New Zealand found that, for the year ended March 2003, 34 percent of the total working age population of 2,986,600 were not in the labour force and were also not actively looking for employment. This group includes younger people who are more likely to be pursuing their education, and older people, who are more likely to be retired. It also includes people aged 45 and over, particularly women, who, for one reason or another, are not in the workforce.

DoL commissioned Research New Zealand to undertake research that aimed to identify the reasons for non-participation of those aged 45 years and over, and

¹ Career information advice and guidance refers to services and activities intended to assist individuals, of any age and at any point throughout their lives, to make education, training and occupational choices and to manage their careers. Such services may be found in schools, universities and colleges, in training institutions, in public employment services, in the workplace, in the voluntary or community sector and in the private sector. The activities may take place on an individual or group basis, and may be face-to-face or at a distance (including help lines and web-based services). They include career information provision (in print, ICT-based and other forms), assessment and self-assessment tools, counselling interviews, career education programmes (to help individuals develop their self awareness, opportunity awareness and career management skills), taster programmes (to sample options before choosing them), work search programmes and transitions services. (*Bridging the Gap*, OECD, 2004)

² Statistics NZ Linked Employer-Employee Data: September 2005 quarter, Media release 27 November 2006.

³ The usually resident non-institutionalised civilian population of New Zealand aged 15 years and over.

the options for targeted CIAG that would be most beneficial to this group and have the greatest uptake.

The research was conducted in three stages:

- 45 Plus: Choices in the labour market - Stage 1: A review of relevant international and New Zealand research on programmes of career information, advice and guidance for older unemployed adults.
- 45 Plus: Choices in the labour market - Stage 2: A large-scale national survey of New Zealand residents aged 45 years or more who were not in paid employment at the time of the survey.
- 45 Plus: Choices in the labour market - Stage 3: A qualitative study of particular subgroups of non-working New Zealand residents aged 45 years or more who were identified as being of interest as a result of the Stage 2 survey.

New Zealand residents aged 45 years or more and who are not participating in paid employment are referred to as mature non-participants in this report.

Research objectives

The objectives of Stage 2 were to provide a profile of mature non-participants, and to identify:

- reasons for non-participation in the workforce
- perceived barriers to participation in paid employment
- current levels of awareness of different options available for gaining CIAG
- past and current levels of access and use of CIAG services and programmes
- the likelihood of mature non-participants using particular channels to access CIAG
- key differences between the subgroups among mature non-participants.

Methodology overview

This stage of the research was conducted as a CATI-based telephone survey of a representative sample of 868 New Zealand residents aged 45 years and older who were not in paid employment at the time of the survey. This sample included, but was not restricted to, beneficiaries. The fieldwork was conducted between 21 January and 20 March 2006 from Research New Zealand's national interview facility in Wellington.

The sample was stratified by age and ethnicity, and certain subgroups (Māori, Pacific peoples, Asian peoples and those aged 45 to 69) were over-sampled to ensure statistically robust subsamples for the purposes of analysis and reporting.

Response rate to the survey was low

Research New Zealand contacted more than 52,000 separate households to achieve the 869 completed interviews. Most households did not qualify to participate in the study because they did not have any mature non-participants.

Both the response and the cooperation rates were calculated for this study. The survey had an overall response rate of 14.9 percent, which is on the very low side

of average. It does reflect low response rates prevalent at the time. The cooperation rate is the number of people, once contacted and identified as eligible, who were prepared to complete the interview. The cooperation rate for this study was 17.3 percent.

The response rates for the different sample locations were:

- Māori Electoral Roll (20.3 percent)
- Pacific mesh blocks (9.5 percent)
- Asian surname list (11.4 percent)
- NZ European/Others (17.7 percent).

The significantly lower participation rate of Asian peoples and Pacific peoples was often due to language barriers, particularly among older Asians.

Response rates among Asian peoples and Pacific peoples may also have been affected by the number of other public sector organisations that have targeted these two groups in telephone surveys over recent years. Given their relatively low numbers in New Zealand, in comparison with Māori and NZ European/Others, it is likely that they are being over-surveyed and are suffering from 'respondent fatigue'.

As the CIAG survey was designed to over-sample Asian peoples and Pacific peoples beyond their proportions among the New Zealand population, the low response rates had a flow-on effect that lowered the overall response rate of the survey.⁴ The low response rate for these two groups means that the findings may under- or over-represent some of the issues among Asian peoples and Pacific peoples.

However, as the final survey results were weighted to reflect the age, gender and ethnic distributions of mature non-participants in the workforce, based on the 2001 Census population, it can be argued that the overall research findings are representative of the population of interest overall.

Key insights

Mature non-participants are a diverse group

- Most mature non-participants are NZ European/Other (81 percent); others are Māori (8 percent), Asian (7 percent) and Pacific peoples (4 percent).
- Most of those interviewed were born in New Zealand. One-quarter (27 percent) were born in another country.
- Mature non-participants can be found in rural areas (11 percent), small to medium-sized towns (31 percent) and larger urban centres (57 percent).
- They own or have day-to-day access to a car (91 percent) or public transport (69 percent).

⁴ Had Asian peoples and Pacific peoples been as likely to respond as Māori and Others, the survey would have had a response rate of between 18 percent and 20 percent, which is typical for telephone surveys of the general public conducted at the same time.

- Most live in households without children i.e. single person and couple-only households (74 percent); others live in households with children (23 percent) and households that are run as flats (2 percent).

Financial status

The financial situation of mature non-participants in New Zealand varied but the survey indicated that many may not need to work for financial reasons:

- Eighty percent of those interviewed were currently receiving income from National Superannuation, benefits or some other government allowance.
- Forty-five percent lived with someone who was receiving income from National Superannuation, benefits or some other government allowance.
- Sixty percent had other sources of household income, such as from a partner's paid employment or investment income.

Past experiences in paid employment

- Only 1 percent of those surveyed had never worked in paid employment.
- Work experiences varied, as people came from a range of 'blue and white collar' occupations and industry groups.
 - Men were significantly more likely than women to have worked as corporate managers, in the physical sciences, engineering professions, building trades, and metal machinery manufacturing, or as drivers and mobile machine operators. Conversely, women were more likely to have worked in clerical roles, as personal/protective service workers, or as salespersons.
- Men were significantly more likely than women to have worked more than 40 hours per week in their last job, while women were more likely than men to have worked fewer than ten hours per week, or between ten and twenty hours.
- There were no significant differences in the types of contracts that respondents last worked under when viewed by age, ethnicity or gender.
- Rural respondents were significantly less likely to have worked under permanent contracts. This is due in part to the fact that they were more likely to have worked in the agricultural/forestry/fishing sector, which is known to have a greater number of seasonal jobs than many other industries.
- Seventy-one percent had not worked in paid employment for three years or more, and 38 percent had not worked in more than 10 years. Of the latter group, 42 percent were aged 65 years or more. Fourteen percent of respondents had been out of the workforce for less than one year, 13 percent for one to two years.

Reasons for leaving paid employment

- Most frequently, mature non-participants said that they had left paid employment because they retired (30 percent). Nineteen percent left for personal health reasons or because of a disability, 10 percent were fired or made redundant, and 8 percent left because of carer responsibilities.
 - Reasons for leaving the workforce depended to some extent on age. Those aged 45 to 54 were significantly more likely than their older cohorts to have left because they had had a baby, or had

returned to school. They were also more likely to report that they had worked some time during the previous six months.

- Those aged 65 plus were significantly more likely to report that they had retired (none of those aged 45 to 54 reported this reason).

Attempts to enter/re-enter paid employment

- Nineteen percent of the mature non-participants surveyed had looked for paid employment in the last six months, with men being more likely to have done so (25 percent) than women (15 percent).
 - Those aged 45 to 54 were significantly more likely to have looked for work in the last six months (50 percent); those aged 65 years and older were significantly less likely to have done so (7 percent).
- Seventy percent of those who had looked for paid employment in the last six months had engaged in at least one job-seeking activity. The most frequently reported job-seeking activities were:
 - checking job advertisements in the newspaper (63 percent)
 - looking for work through friends, family and other contacts (41 percent)
 - applying for jobs (39 percent)
 - sending out CVs (27 percent)
 - searching the Internet (25 percent)
 - contacting or registering with Work and Income (23 percent).

Job skill training to enter/re-enter paid employment

- Thirty percent of the mature non-participants had undertaken job skill training or education to enter or re-enter paid employment. Those who were looking for work in the last six months were more likely to report this (45 percent) than those who were not looking (29 percent).
- While gender was not related to whether or not people had undertaken job skill training, age and ethnicity were. Younger respondents aged 45 to 54 were significantly more likely to have undertaken training than their older cohorts, as were Māori (37 percent) and NZ European/Others (30 percent). Pacific peoples were least likely to have undertaken job skill training (18 percent).
- Almost half (44 percent) of the mature non-participants who had undertaken training said that this had been more than ten years ago. Six percent were undertaking training at the time of the survey.
- Mature non-participants who had undertaken job skill training were significantly more likely to have searched the Internet for jobs or sent out CVs than those who had not undertaken job skill training.
- The higher the education level of the mature non-participant, the more likely they were to have undertaken training at some time. This indicates that those with higher qualifications were more likely to continue to upskill.
- One-quarter of those who had undertaken job skill training reported difficulties in doing so. Māori (at 40 percent) were more likely to report this than NZ European/Others (23 percent). The difficulties included:

- education or training issues (reported by 7 percent of all who undertook job skill training)
 - the cost of training (5 percent)
 - disability/health issues or access/transportation issues (both 4 percent)
 - being too busy or having to use computers (both 3 percent).
- Many of those who had not undertaken job skill training reported that at least one of the following reasons would make it difficult for them to do so:
 - A disability or other health issues (13 percent).
 - Their age (10 percent).
 - The location of training or transport difficulties (7 percent).
 - Education or training issues (6 percent).
 - The cost of training (5 percent).

Reasons for not seeking paid employment in the last six months

- Mature non-participants' reasons for not looking for paid employment varied. Those who were not currently looking for employment could be divided into three broad but not mutually exclusive groups:
 - Those not seeking work for health reasons.
 - Those who were retired, financially secure, or did not want to work.
 - Those with carer responsibilities.
- Mature non-participants not looking for paid employment were more likely to be female (68 percent), to have been out of the workforce for more than six years (50 percent, compared with 30 percent of those currently trying to re-enter the workforce), to have left the workforce voluntarily for personal health reasons or because of carer responsibilities, and to have low or no educational qualifications.
- NZ European/Others were significantly more likely to say they did not need to work (22 percent) or want to work (20 percent). NZ European/Others were significantly less likely to say that they were unable to work because of a disability or for other health reasons (25 percent) than Māori (43 percent of whom reported health reasons).
- Pacific and Asian peoples were more likely to say they were not seeking paid employment because of their carer responsibilities for children (or some other person, in the case of Pacific peoples) than were NZ European/Others.

Awareness of and access to CIAG to enter paid employment

- Twenty-three percent of all mature non-participants said that they did not know where to go for CIAG if they wanted information to assist them in finding paid employment.
- The main source that respondents mentioned was Work and Income (reported by 21 percent of those surveyed). Other frequently mentioned sources were a career advisor or employment consultant or company (13 percent), and friends and family (13 percent).
- Those aged 45 to 54 were significantly more likely to report that they would seek advice from friends and family than those aged 55 years and older.

- Those who were looking for work were significantly more likely to mention Work and Income or friends and family than those who were not currently seeking work.
- The mature non-participants said that they would be more likely to access CIAG information through face-to-face contact, and paper or printed material such as brochures, than through the Internet, television or radio.
- NZ European/Others and Māori were significantly more likely to report that they would use most of the different channels to gain such information; Asian peoples were more likely to report that they were unlikely to use any.

Barriers to entering paid employment

- Job skill and workplace related issues can be significant barriers for mature non-participants wishing to take up paid employment. Eighty-nine percent said that at least one of the job skill related issues would make it difficult for them to take up paid work.
- The job skill and workplace related issues that would make it most difficult for mature non-participants to take up employment were:
 - not having the right types of skills that employers are looking for (identified as an issue by 50 percent of those surveyed)
 - employers believing older workers will not pick up the skills for the job quickly enough (45 percent)
 - being under-qualified for the jobs available (40 percent)
 - the cost of training or studying for new skills (40 percent)
 - lack of work experience (30 percent)
 - having access to training to gain new skills (27 percent).
- Personal or life situation related issues can also be barriers to taking up paid employment. Eighty-nine percent of mature non-participants said that at least one of the issues discussed would make it difficult for them to do so.
- The personal or life situation related issues most frequently identified were:
 - personal health reasons or disability
 - having less leisure time or time for oneself
 - having less time with family, friends and whānau
 - the costs of returning to school or taking up training to gain new skills.
- People who were looking to re-enter the workforce were less likely to identify personal or life situation barriers compared with those who were not. This is in contrast to the fact that both groups identified having job skill or workplace barriers to the same extent.

Relationship between education and job skill related issues

- Mature non-participants' highest educational qualification was strongly related to whether or not they identified job skill related issues. Fifty-six percent of those who were currently looking had qualifications beyond secondary school compared with 34 percent of those not currently looking.

- The largest gaps were between those who had no school examinations and those who had achieved a qualification beyond secondary school. This was especially so for:
 - having the right types of skills employers are looking for
 - employers believing older workers will not pick up the skills for the job quickly enough
 - being under-qualified for the jobs available
 - the cost of training or studying for new skills
 - lack of work experience
 - having access to training to gain new skills.
- When a mature non-participant completed their highest qualification was not related to whether or not they identified job skill issues as a barrier to taking up paid employment.

Barriers to entering paid employment for women and men

- Women experienced a greater number of barriers to entering paid employment than did men.
- On average, women identified 3.4 job skill or workplace related issues and 2.4 personal or life situation related issues, whereas men reported 3.1 and 2.0 respectively.
- Women were more likely to identify job skill and workplace related issues and personal or life situation related issues than were men. The issues they identified were:
 - not having the right types of skills employers are looking for
 - employers believing that older workers will not pick up the skills for the job quickly enough
 - being under-qualified for the jobs available
 - lack of work experience
 - difficulties in getting transport to work
 - having less time with family, friends and whānau
 - the costs of returning to school or taking up training to gain new skills.
- Men were more likely to identify issues that related to their past experience in the workforce. They specifically mentioned being used to a certain level of salary/wages, or being over-qualified for the jobs available.
- Age was a factor in the number and types of issues that men and women identified as barriers to taking up paid employment.
- Both men and women aged 45 to 54 identified more issues than their older cohorts.
 - Men aged 45 to 54 were significantly more likely to report that being under-qualified for the jobs available, and the cost of training or studying for new skills, were issues for them.
 - Women aged 45 to 54 were more likely to report that their child care responsibilities would make it difficult for them to take up paid employment. They were also more likely to report being under-qualified and lacking work experience.

Barriers to entering paid employment for those seeking paid employment versus those not seeking

- On average, those currently seeking paid employment identified the same number of job skill or workplace related issues (4.0) as those not seeking employment (4.1). They identified slightly fewer personal or life situation related issues (2.4 and 2.7 respectively).
- Those who were not seeking employment identified a significantly greater number of issues overall (6.4) than those who were looking for paid employment (5.7). This indicates that the more perceived or actual issues that a mature non-participant identified, the less likely they were to be looking to enter/re-enter paid employment.

Barriers to entering paid employment for carers

- As a group, carers were significantly younger than non-carers (35 percent of carers were aged 45 to 54, compared with 8 percent of non-carers).
- They were more likely to describe themselves as being at home full-time with children, and significantly less likely to consider themselves to be retired.
- Māori, Pacific peoples and Asian peoples were significantly more likely to identify themselves as having carer responsibilities than NZ European/Others.
- Sixteen percent of carers said that they left the workforce because of their carer responsibilities, compared with only 4 percent of non-carers.
- Carers who were not seeking paid employment most often said that this was because of a personal health issue or disability (28 percent), or because they had to look after a child (18 percent) or someone other than a child (14 percent).
- On average, carers and non-carers identified a similar number of job skill related barriers to taking up paid employment (3.4 compared with 3.2). However, carers identified a significantly greater number of personal or life situation related issues (2.9 on average, compared with 2.1 for non-carers).
- In relation to job skill and workplace related issues, carers were not significantly different from non-carers, although they were more likely to identify the cost of training or studying for new skills as a barrier.
- Carers were more likely to report that their responsibilities for caring for children or for a partner/parent or disabled person would make it more difficult for them to take up paid employment than were non-carers.

Barriers to entering paid employment for those in different ethnic groups

- NZ European/Others (46 percent) and Māori (43 percent) were significantly more likely to have a qualification beyond secondary school than Pacific peoples (24 percent).
- NZ European/Others and Asian peoples were significantly less likely to have no school examinations (25 percent and 8 percent respectively) than Māori and Pacific peoples (39 percent and 47 percent respectively).
- Māori, Pacific peoples and Asian peoples reported a greater number of job skill or workplace related barriers than did NZ European/Others.

- Māori and Pacific peoples were significantly more likely to report that personal health reasons or a disability would make it difficult for them to take up paid employment.
- Māori, Pacific peoples and Asian peoples were significantly more likely to report that their responsibilities for caring for children would make it difficult for them to take up paid work.
- Pacific peoples identified a significantly greater number of issues overall (both job skill and personal or life situation related) than those in the other ethnic groups. This suggests that, as a group, they are likely to have the most difficulty entering or returning to paid employment, should they need or wish to do so.

Conclusions

The findings show that one in five mature non-participants were actively looking for paid work at the time of the survey. A number of differences emerged between this group and those who were not seeking paid employment, which warrant further investigation in Stage 3. Variables of interest include the length of time non-participants have been out of the workforce, their reasons for leaving the workforce and for not looking for paid employment, their level of education and their age, gender and ethnicity.

1. INTRODUCTION

As part of its work on removing barriers and enhancing choices for people wishing to participate in the labour market, the Department of Labour (DoL) has identified that a large number of people aged 45 years or more are not in work. Research suggests that the ability of people aged 45 years or more to participate in the labour market could be supported by raising awareness of the benefits of participation and by providing targeted career information, advice and guidance (CIAG). Along with many western countries, New Zealand is faced with skill and labour shortages, and an ageing population. Enabling all those who wish to work to do so would help mitigate these issues.

Based on the results of the Household Labour Force Survey (a quarterly survey of 15,000 households across New Zealand), Statistics New Zealand estimates that, for the year ended March 2003, 34 percent of the total working age population of 2,986,600 were not in the labour force and were not actively looking for employment.

While the largest concentration of those not in the labour force are younger people (who are more likely to be in full- or part-time education) and older people (who are more likely to be retired), non-participation rates start increasingly noticeably from the age of 55, particularly among women.

Against this background, DoL commissioned Research New Zealand to undertake a research project to identify:

- the reasons for non-participation in paid employment of those aged 45 years and over
- the potential role of CIAG in assisting that group
- options for targeted CIAG that would benefit this group most and have the best uptake.

New Zealand residents aged 45 years or more and who are not participating in paid employment are referred to as mature non-participants in this report.

1.1. Research design

The research was conducted in three stages:

- 45 Plus: Choices in the labour market - Stage 1: A review of relevant international and New Zealand research on programmes of career information, advice and guidance for older unemployed adults.
- 45 Plus: Choices in the labour market - Stage 2: A large scale, national survey of New Zealand residents aged 45 years or more who were not in paid employment at the time of the survey.
- 45 Plus: Choices in the labour market - Stage 3: A qualitative study of particular subgroups of non-working New Zealand residents aged 45 years or more, who were identified as being of interest as a result of the Stage 2 survey.

This report presents the findings of the second stage of the research - the quantitative study.

1.2. Background – reasons for non-participation in the labour force

As highlighted in the government paper Workforce 2010 – A document to inform public debate on the future of the labour market in New Zealand (2001), and other studies conducted by DoL⁵, there are a number of reasons why an individual may not be participating in the labour force:

1. Opportunity – the options available to an individual to use their skills and abilities. Some of the opportunity factors identified as having an impact on the degree of non-participation rates for New Zealanders include:
 - the on-going shift from primary production towards processing and services
 - increased concentration of economic activity in the main urban areas
 - the greater use of part-time employment arrangements and non-standard work patterns (seasonal work, shift work, etc.) by New Zealand firms
 - the increased reliance on technology and ICT in the workplace.

2. Capacity – the individual's skills, ability and willingness to participate in the labour force. Some of the capacity factors identified as affecting non-participation rates for New Zealand residents include:
 - attitudes towards the rewards and benefits of being in the labour force versus the opportunity costs of participating in it
 - educational qualifications, literacy, work skills, and life experience
 - language and communications skills
 - family structure and/or presence of other support networks
 - carer responsibilities (e.g. for children, the elderly or disabled persons)
 - personal health and/or the presence of a disability
 - past experiences in the workforce
 - ethnic background and immigration status.

3. Matching – the processes involved in matching and connecting an individual's abilities with available opportunities. Some of the matching factors affecting non-participation rates for New Zealanders include:
 - demand for particular capacities and skills
 - job creation and destruction rates
 - levels of rewards for different skills
 - rules and regulations around contracting and negotiations
 - dispute resolution systems
 - appropriate information channels for employers and potential employees to match capacity with opportunities
 - potential workforce participants' geographic proximity to job opportunities.

⁵ Human Capability - A Framework for Analysis, 1999; Prime-aged Men who are not in the Labour Force, 1999, etc.

1.2.1. Groups of individuals with higher risk levels of non-participation

In addition to identifying reasons for non-participation in general, previous work conducted by DoL and others has identified subgroups that are significantly more likely to have higher non-participation rates. They are:

- those with limited knowledge of the labour market itself
- women (particularly those in certain age groups)
- individuals with low or no qualifications or low, limited job skills
- single parents with child care responsibilities, or individuals with carer responsibilities for a disabled or elderly family member
- individuals with health disabilities (physical, mental, or emotional)
- māori
- immigrants from Asia or the Pacific Islands
- those living in economically depressed and job-poor areas e.g. Northland, Waikato or other rural areas
- those with poor English language skills.

1.3. Objectives of the Stage 2 research

Previous research has identified a number of reasons for non-participation in the workforce, but little is known about the reasons for non-participation among those aged 45 years and over. The objectives of Stage 2, therefore, were to provide a profile of mature non-participants and to identify:

- reasons for non-participation in paid employment
- perceived barriers to participation in paid employment
- the current levels of awareness of different options available for gaining CIAG
- past and current levels of access and use of CIAG services and programmes
- the likelihood of mature non-participants using particular channels to access CIAG
- key subgroups among mature non-participants.

1.4. This report

The subsequent sections of this report provide details on:

- the profile of mature non-participants
- mature non-participants' past workforce experiences and reasons for leaving paid employment
- mature non-participants' attempts to enter or re-enter paid employment, and reasons for not seeking paid employment
- mature non-participants' awareness and use of CIAG resources
- issues that would make it difficult for different age groups to take up paid employment, and the relationship between educational qualifications and job skill related issues and take-up of paid employment
- issues for men and women in taking up paid employment
- issues for those currently looking for work versus those not looking for work
- issues that would make it difficult to take up paid employment for those with carer responsibilities
- issues that would make it difficult for Māori, Pacific peoples and Asian peoples to take up paid employment.

Details of the research design are in Appendix 1.

Key tables are included in the main text, with additional tables in Appendix 2.

The survey questionnaire is in Appendix 3.

2. PROFILE OF MATURE NON-PARTICIPANTS

This chapter looks at the demographic, household and educational profiles of the mature non-participants surveyed.

To identify any differences between the achieved sample and the population of older New Zealanders who were not in paid employment at the time of the 2001 Census, both the weighted and unweighted demographics are included in the tables of this chapter.

2.1. Sample profile

Given that workforce participation begins to decline significantly after the age of 45, age was one of the main variables of interest. With this in mind, the sample profile is analysed by age on the following pages.

The final sample was weighted by ethnicity, gender and age so that the total sample is representative of the known population of workforce non-participants as at the 2001 Census. The following points describe the weighted sample only.

2.1.1. Demographic profile

- Fifteen percent of the sample were aged 45 to 54, 22 percent were aged 55 to 64, and 62 percent were aged 65 or above (see Appendix 2: Table 1 for more information).
- The gender distribution was fairly consistent across the different age groups (around 60 percent female and 40 percent male). The exception was those aged 70 years or older, where the proportions were 53 percent female and 47 percent male (see Table 1).

Table 1: Gender by age group

| | Unweighted Sample n=868 | Weighted Sample n=868 | 45 to 54 year olds n=321 | 55 to 64 year olds n=280 | 65 to 69 year olds n=180 | 70 plus year olds n=87 |
|--------|--|--------------------------------------|---|---|---|---------------------------------------|
| Male | 40% | 40% | 38% | 38% | 39% | 47% |
| Female | 60% | 60% | 62% | 62% | 61% | 53% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% |

Total may exceed 100% due to rounding.

- Sixty-seven percent of those surveyed reported themselves as being retired, 11 percent said they were unemployed, while 11 percent were on a benefit of some kind. Twenty-one percent said they were at home with no children, and 8 percent were at home full-time with children⁶ (see Table 2 overleaf).

Table 2: Status by age group

| | Unweighted Sample | Weighted Sample | 45 to 54 year olds | 55 to 64 year olds | 65 to 69 year olds | 70 plus year olds |
|------------------------------------|--------------------------|------------------------|---------------------------|---------------------------|---------------------------|--------------------------|
| | n=868 | n=868 | n=321 | n=280 | n=180 | n=87 |
| Retired | 42% | 67% | 5% | 39% | 91% | 95% |
| At home full-time with no children | 19% | 21% | 15% | 32% | 20% | 13% |
| At home full-time with children | 16% | 8% | 34% | 8% | 2% | 1% |
| Student | 3% | 1% | 10% | 0% | 0% | 0% |
| Unemployed | 17% | 11% | 28% | 18% | 5% | 2% |
| Other beneficiary | 18% | 11% | 23% | 22% | 5% | 6% |
| Refused | 0% | 0% | 1% | 0% | 0% | 0% |
| Total | *** | *** | *** | *** | *** | *** |

Total may exceed 100% because of multiple responses.

- Most respondents described themselves as NZ European/Other (81 percent); others described themselves as Māori (8 percent), Pacific peoples (4 percent), and Asian peoples (7 percent)⁷ (see Table 3).

Table 3: Ethnicity by age group

| | Unweighted Sample | Weighted Sample | 45 to 54 year olds | 55 to 64 year olds | 65 to 69 year olds | 70 plus year olds |
|--------------------|--------------------------|------------------------|---------------------------|---------------------------|---------------------------|--------------------------|
| | n=868 | n=868 | n=321 | n=280 | n=180 | n=87 |
| European or Others | 66% | 81% | 58% | 75% | 89% | 89% |
| Māori | 19% | 8% | 17% | 10% | 5% | 5% |
| Pacific peoples | 12% | 4% | 8% | 5% | 2% | 3% |
| Asian peoples | 12% | 7% | 17% | 10% | 4% | 3% |
| Total | *** | *** | *** | *** | *** | *** |

Total may exceed 100% because of multiple responses

- Roughly three-quarters (73 percent) of the sample were born in New Zealand; others were born in the United Kingdom (12 percent), Samoa (1 percent), China (2 percent) or elsewhere (12 percent) (see Appendix 2: Table 2 for more information).

⁶ In multiple-response questions, the total may exceed 100 percent.

⁷ In line with Statistics New Zealand's reporting policies, ethnicity is treated as a multiple-response variable, as some people identify with more than one ethnic group.

- More than half (57 percent) of those surveyed lived in a large town or city (30,000 plus population); 13 percent lived in medium-sized towns (10,000 - 29,999 population); 18 percent in small towns (1,000 - 9,999) and 11 percent in a rural area (fewer than 1,000 population) (see Appendix 2: Table 3 for more information).
- Most respondents (84 percent) were not looking for paid employment, although this varied greatly with age. Those aged 45 to 54 were much more likely to be looking for paid employment than older respondents (see Table 4).

Table 4: Job seeking status by age group

| | Unweighted Sample n=868 | Weighted Sample n=868 | 45 to 54 year olds n=321 | 55 to 64 year olds n=280 | 65 to 69 year olds n=180 | 70 plus year olds n=87 |
|---------------------------------------|--|--------------------------------------|---|---|---|---|
| Currently looking for paid employment | 28% | 16% | 46% | 27% | 5% | 6% |
| Not looking for paid employment | 72% | 84% | 54% | 73% | 95% | 94% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% |

Total may exceed 100% due to rounding.

2.1.2. Household profile

- Ninety-one percent of those surveyed had day-to-day access to a car in their household, while 69 percent had access to public transport (see Appendix 2: Tables 4 and 5 for more information).
- At the time of the survey, 54 percent of respondents were living in a household with either no children, or none currently living at home. Eleven percent lived in households with children under the age of 15, while a further 12 percent said that the youngest child still living in the household was over 15 years of age. Twenty percent were living alone (see Table 5 overleaf).

Table 5: Household arrangements by age group

| | Unweighted Sample | Weighted Sample | 45 to 54 year olds | 55 to 64 year olds | 65 to 69 year olds | 70 plus year olds |
|---|------------------------------|----------------------------|-----------------------------------|-----------------------------------|-----------------------------------|----------------------------------|
| | n=868 | n=868 | n=321 | n=280 | n=180 | n=87 |
| Household with youngest child under 5 | 5% | 2% | 6% | 2% | 1% | 1% |
| Household with youngest child 5 to 15 | 18% | 9% | 35% | 8% | 2% | 4% |
| Household with youngest child over 15 | 19% | 12% | 26% | 19% | 6% | 8% |
| Household with no children or none living at home | 42% | 54% | 21% | 56% | 66% | 50% |
| Single/one person household | 13% | 20% | 9% | 14% | 23% | 30% |
| Flat/shared household - not a family household | 1% | 2% | 1% | 1% | 1% | 4% |
| Other | 1% | 1% | 1% | 1% | 1% | 1% |
| Don't know | 0% | 0% | 1% | 0% | 0% | 0% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% |

Total may exceed 100% due to rounding.

- Most respondents reported they were married or living with a partner (68 percent), while 28 percent said they were separated, widowed or divorced (see Table 6).

Table 6: Marital status by age group

| | Unweighted Sample | Weighted Sample | 45 to 54 year olds | 55 to 64 year olds | 65 to 69 year olds | 70 plus year olds |
|------------------------------|------------------------------|----------------------------|-----------------------------------|-----------------------------------|-----------------------------------|------------------------------|
| | n=868 | n=868 | n=321 | n=280 | n=180 | n=87 |
| Married/living with partner | 71% | 68% | 74% | 72% | 66% | 62% |
| Separated, divorced, widowed | 23% | 28% | 15% | 23% | 31% | 37% |
| Never married | 6% | 5% | 11% | 5% | 3% | 2% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% |

Total may exceed 100% due to rounding.

- Of those who said they personally provided care for others (26 percent of the sample), most were responsible for caring for children (63 percent); others cared for an ill, injured or disabled partner (17 percent), or an

elderly relative (14 percent) (see Appendix 2: Tables 6 and 7 for more information).

2.1.3. Educational profile

- Forty-five percent of the mature non-participants had a qualification beyond secondary school. Most reported having a National Certificate, Trade Certificate or New Zealand Certificate (36 percent), or a polytechnic/university course below Bachelor's level (28 percent). A quarter (25 percent) said they had a Bachelor's degree or post-graduate qualification (see Tables 7 and 8).

Table 7: New Zealand recognised qualifications beyond secondary school by age group

| | Unweighted Sample n=868 | Weighted Sample n=868 | 45 to 54 year olds n=321 | 55 to 64 year olds n=280 | 65 to 69 year olds n=180 | 70 plus year olds n=87 |
|------------|------------------------------------|----------------------------------|---|---|---|---------------------------------------|
| Yes | 45% | 45% | 49% | 43% | 46% | 41% |
| No | 54% | 55% | 50% | 56% | 54% | 58% |
| Don't know | 1% | 1% | 1% | 0% | 0% | 1% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% |

Total may exceed 100% due to rounding.

Table 8: Highest educational qualification by age group

| | Unweighted Sample n=390 | Weighted Sample n=390* | 45 to 54 year olds n=157 | 55 to 64 year olds n=113 | 65 to 69 year olds n=84 | 70 plus year olds n=36 |
|--|------------------------------------|-----------------------------------|---|---|--|---|
| National Certificate, New Zealand Certificate, Trade Certificate | 36% | 36% | 35% | 33% | 36% | 40% |
| Polytechnic/university course below Bachelor's degree | 25% | 28% | 28% | 20% | 30% | 31% |
| Bachelor's degree | 20% | 18% | 21% | 28% | 13% | 13% |
| Degree higher than Bachelor's (Bachelor's with honours, Master's, PhD) | 7% | 7% | 7% | 8% | 7% | 7% |
| Other | 11% | 11% | 9% | 10% | 14% | 8% |
| Don't know | 1% | 1% | 1% | 2% | 0% | 1% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% |

Total may exceed 100% due to rounding.

**Subsample based on those respondents who have a qualification beyond secondary school.*

- Fifty-five percent of those surveyed did not have a qualification beyond secondary school, although 22 percent had attained School Certificate and

11 percent had a Sixth Form Certificate or higher. Within this group, 46 percent had no school qualification whatsoever (see Table 9).

Table 9: Highest secondary school qualification by age group

| | Unweighted Sample n=478 | Weighted Sample n=478* | 45 to 54 year olds n=164 | 55 to 64 year olds n=167 | 65 to 69 year olds n=96 | 70 plus year olds n=51 |
|---|--|---------------------------------------|---|---|--|---|
| No school examinations | 45% | 46% | 36% | 45% | 47% | 52% |
| School Certificate | 23% | 22% | 26% | 31% | 16% | 18% |
| 6th form qualification | 7% | 7% | 9% | 3% | 8% | 8% |
| School qualification higher than 6th form | 3% | 4% | 5% | 2% | 4% | 6% |
| Other (e.g. overseas school) | 19% | 19% | 22% | 15% | 22% | 15% |
| Don't know | 2% | 2% | 2% | 3% | 2% | 0% |
| Refused | 1% | 0% | 1% | 1% | 0% | 0% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% |

Total may exceed 100% due to rounding.

**Subsample based on those respondents who don't have a qualification beyond secondary school.*

- The majority of respondents (88 percent) reported that they gained their highest educational qualification more than ten years ago (see Appendix 2: Table 8 for more information).

3. MATURE NON-PARTICIPANTS' PAST WORK EXPERIENCES AND REASONS FOR LEAVING PAID EMPLOYMENT

This chapter looks at the survey respondents' past work experiences and why they left paid employment.

Key points from Chapter 3

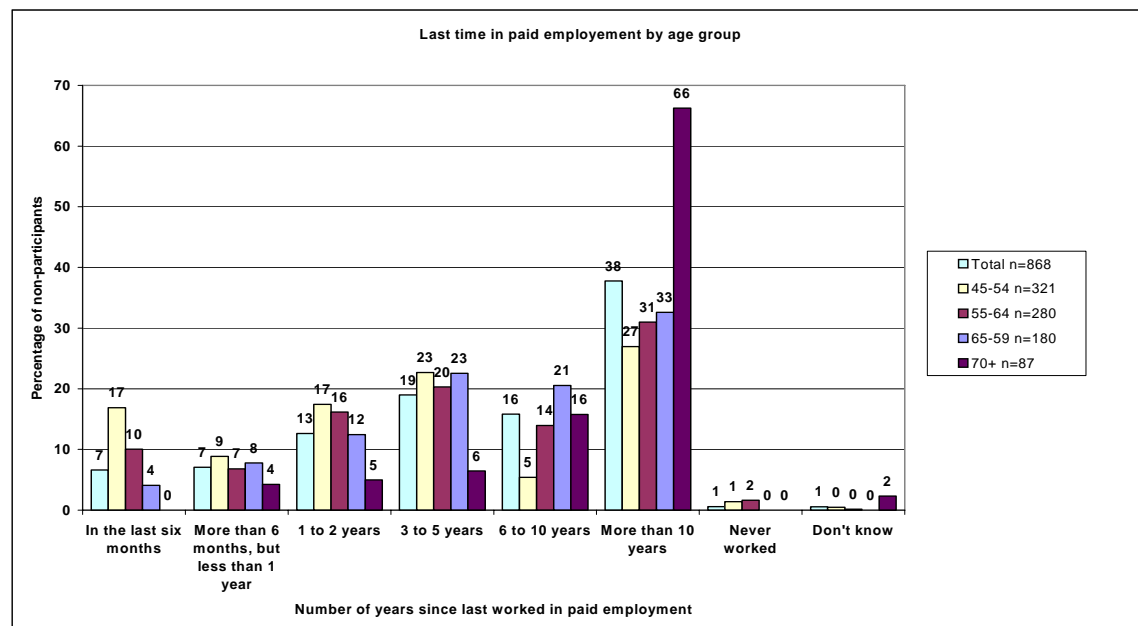
- Work experiences varied significantly, as people come from a range of 'blue and white collar' occupations and industry groups.
 - Men were significantly more likely than women to report that they worked as corporate managers, in the physical sciences and engineering professions, the building trades, metal machinery manufacturing, or as drivers and mobile machine operators.
 - Women were more likely than men to have worked in clerical roles, as personal/protective service workers, or as salespersons.
 - There were no significant differences in occupation or industry type by age group or ethnicity.
- Men were significantly more likely than women to have worked more than 40 hours per week in their last job, while women were more likely than men to have worked fewer than 10 hours per week, or between 10 and 20 hours.
 - Pacific peoples were more likely to report that they worked 30 plus hours per week than respondents in other ethnic groups.
- While there were no significant differences in the types of contracts that mature non-participants last worked under by age, ethnicity or gender, the results suggest that those aged 45 to 54 were less likely to have worked under a permanent contract than their older cohorts.
 - Rural non-participants were significantly less likely to have worked under permanent contracts. This is partly because they were more likely to have worked in the agricultural/forestry/fishing sector, which is known to have more seasonal jobs than many other industries.
- Mature non-participants said that they left paid employment to retire (30 percent), for personal health reasons or a disability (19 percent), because they had been fired or made redundant (10 percent), or because of carer responsibilities (8 percent).
 - Those aged 45 to 54 were significantly more likely than their older cohorts to have left because they had a baby or to return to school. They were also more likely to report that they had last worked sometime during the previous six months.
 - Those aged 65 plus were significantly more likely to report that they had retired. None of those aged 45 to 54 reported this reason.

Detailed findings

3.1. Past work experience

Only one percent of those surveyed reported that they had never worked in paid employment for a period of three months or more (Figure 1).

Figure 1



Not surprisingly, the older the mature non-participant, the more likely they were to have been out of paid employment for a longer period of time.

There were no significant differences by gender, ethnicity, or location.

3.1.1. Occupation and business sector

Respondents had worked in a wide range of occupations when they were last in paid employment. Most frequently mentioned were:

- office clerical (11 percent)
- corporate managers (10 percent)
- personal and protective services (8 percent)
- other associate professionals (7 percent)
- agricultural or fishery workers (6 percent)
- teaching professionals (6 percent)
- sales (6 percent)
- labourers (6 percent).

When asked what the main business or activity of the workplace was at their last job, the most frequently mentioned business sectors were:

- manufacturing (15 percent)
- retail trade (13 percent)
- health and community services (13 percent)
- education (10 percent)
- government administration and defence (8 percent).

There were no significant differences in reported occupation or business activity by age group or ethnicity, but there were some differences by gender.

Men were significantly more likely to have worked as corporate managers, in the physical sciences and engineering professions, the building trades, or metal machinery manufacturing, or as drivers and mobile machine operators. Conversely, women were more likely to have worked in clerical roles, as personal/protective service workers, or as salespersons (see Appendix 2: Table 9 for more information).

In line with the above finding, men were significantly more likely than women to have worked in the manufacturing or construction sectors; women were significantly more likely to report they worked in the health and community services, and retail trade sectors (see Appendix 2: Table 10 for more information).

3.1.2. Number of hours usually worked

Just 6 percent of the mature non-participants had worked fewer than ten hours a week when they last worked for a period of three months or more; roughly two-thirds (68 percent) said they worked more than 30 hours per week.

The number of hours that men and women worked in their last job varied significantly (see Table 10). Men were significantly more likely to have worked more than 40 hours a week (53 percent, compared with 25 percent of women).

Conversely, women were much more likely to have worked fewer than ten hours a week (9 percent, compared with only 2 percent of men) or between ten and twenty hours (13 percent, compared with only 6 percent of men).

Table 10: Approximate number of hours worked per week by gender

| | Weighted Sample n=857* | Men n=345 | Women n=512 |
|----------------------------|-----------------------------------|----------------------|------------------------|
| Fewer than 10 hours a week | 6% | <i>2%</i> | <i>9%</i> |
| Between 10 and 20 hours | 10% | 6% | 13% |
| Between 21 and 30 hours | 10% | 7% | 12% |
| Between 31 and 40 hours | 32% | 28% | 34% |
| More than 40 hours a week | 36% | <i>53%</i> | <i>25%</i> |
| Varied from week to week | 6% | 4% | 7% |
| Total | 100% | 100% | 100% |

Italicised numbers indicate significant differences.

Total may exceed 100% due to rounding.

**Subsample based on those who reported having worked in paid employment.*

Pacific peoples were significantly more likely to report they worked more than 31 hours per week in their last job (90 percent, compared with 68 percent of the total sample).

Those who had been out of the workforce for more than ten years were also significantly more likely to say they worked 31 plus hours a week (79 percent,

compared with 62 percent of those who had been out of the workforce for ten years or less). This may be due to the changing nature of working arrangements in New Zealand over the last ten years (i.e. the increased use of flexible working arrangements), or differences in the levels of engagement with paid employment of those respondents who had left the workforce more recently.

3.1.3. Type of contract

Most of those surveyed reported that they had been permanently employed in their last job (see Table 11).

Table 11: Type of employment contract by age group

| | Weighted Sample n=857* | 45 to 54 years old n=316 | 55 to 64 years old n=274 | 65 to 69 years old n=180 | 70 years plus n=87 |
|------------------------|-----------------------------------|---|---|---|-----------------------------------|
| Fixed-term contract | 11% | 16% | 11% | 11% | 5% |
| Permanently employed | 72% | 63% | 70% | 75% | 76% |
| Casual | 9% | 12% | 13% | 7% | 7% |
| Some other arrangement | 7% | 6% | 6% | 7% | 12% |
| Don't know | 1% | 3% | 1% | 0% | 0% |
| Total | 100% | 100% | 100% | 100% | 100% |

Note: Total may exceed 100% due to rounding.

**Sub-sample based on those having worked for three-months or longer previously.*

While the data suggests that those aged 45 to 54 years old were less likely to have worked under a permanent contract arrangement than their older counterparts, the observed difference is not statistically significant and should be viewed as indicative only.

There were no significant differences in type of employment contract by ethnicity and gender.

Rural non-participants (i.e. those living in communities with populations of fewer than 1,000) were less likely to have worked under a permanent contract (58 percent, compared with 74 percent of those living in larger or urban communities). The types of work available to rural non-participants may partially explain this finding. Eighteen percent of rural respondents said that the main activity of their last workplace was in the agricultural/forestry/fishing sectors, compared with only 5 percent of those living in larger more urban communities.⁸

3.2. Reasons for leaving paid employment

One of the key objectives of the CIAG research project was to identify why mature non-participants were not currently in paid employment. In line with this, the survey explored the reasons why respondents left paid employment in the first place (see Appendix 2: Table 11 for more information).

⁸ It is known that, depending upon the type of work, many jobs in this sector are seasonal in nature.

The most frequently mentioned reason was retirement (mentioned by 30 percent). Around one in five (19 percent) mature non-participants left the workforce for personal health reasons or a non-injury related disability.

Other frequently mentioned reasons included:

- being dismissed from the job/made redundant (10 percent)
- having caring responsibilities either for a child or other person (8 percent)
- because they had a child/baby (5 percent).

The reasons for leaving paid employment varied depending upon the age of the non-participant. For example, while none of those aged 45 to 54 said that they had retired, 35 percent of those aged 55 plus and 53 percent of those aged 70 plus gave this as a reason.

Those aged 45 to 54 were significantly more likely to have left because they had had a child/baby (12 percent, compared with 4 percent of those aged 55 plus) or to return to school (7 percent, compared with none of those aged 55 plus). While the data suggests that younger non-participants were also more likely to have left because of carer responsibilities for someone other than children, or because they had relocated, the differences were not statistically significant.

Gender was also significant in explaining why some non-participants left paid employment, for example, women leaving because of family or carer responsibilities.

- While only 22 percent of women reported that they had retired (compared with 41 percent of men), they were significantly more likely than men to say they left because they had had a baby (8 percent), to care for dependents such as a partner, child, parent, or other disabled person (11 percent), or because they had got married (6 percent).
- Men were significantly more likely to report that they had been dismissed (14 percent, compared with only 7 percent of women).

The reasons for leaving paid employment also varied by ethnicity. For example, NZ European/Others were significantly more likely to say they had retired (32 percent), compared with Māori (15 percent), Pacific peoples (16 percent) and Asian peoples (15 percent).

NZ European/Others were also significantly more likely to say they did not want to work any more (6 percent, compared with none of the Pacific peoples who were surveyed and only 1 percent of Asian peoples).

While the data suggests that Māori and Pacific peoples were more likely to have left paid employment because of personal health reasons (23 percent and 24 percent respectively, compared with 18 percent of NZ European/Others and 15 percent of Asian peoples), or because they were injured (10 percent and 9 percent respectively, compared with 3 percent of NZ European/Others and 4 percent of Asian peoples), the observed differences are not statistically significant due to the smaller sample sizes of Māori, Pacific peoples and Asian peoples and should be viewed as indicative only.

4. ATTEMPTS TO TAKE UP PAID EMPLOYMENT AND REASONS FOR NOT LOOKING FOR PAID WORK

This chapter examines survey respondents' attempts to take up paid employment and their reasons for not looking for paid work.

Key points from Chapter 4

Attempts to take up paid work

- Nineteen percent of the mature non-participants surveyed had looked for paid employment in the last six months, with men being more likely to have done so (25 percent) than women (15 percent).
- Those aged 45 to 54 were significantly more likely to have looked for work in the last six months (50 percent); those aged 65 years and older were significantly less likely to have done so (7 percent).
- Seventy percent of those who had looked for paid employment reported at least one job seeking activity, with no significant differences between men and women.
- The most frequently reported job-seeking activities were:
 - checking the job advertisements in the newspaper (63 percent)
 - looking for work through friends, family and other contacts (41 percent)
 - applying for jobs (39 percent)
 - sending out CVs (27 percent)
 - searching the Internet (25 percent)
 - contacting or registering with Work and Income (23 percent).
- Thirty percent of the non-participants had undertaken job skill training or education to enter or re-enter the workforce. Those who had looked for work in the last six months were more likely to do so (45 percent) than those who were not looking for work (29 percent).
- Non-participants aged 45 to 54 were significantly more likely to have undertaken training than their older cohorts, as were Māori (37 percent) and NZ European/Others (30 percent). Pacific peoples had the lowest rate of undertaking job skill training (18 percent).
- Almost half (44 percent) of the mature non-participants who had undertaken training did so more than ten years ago. Six percent were engaged in training at the time of the survey.
- One-quarter of those who had undertaken job skill training reported difficulties in doing so. Māori (40 percent) were more likely to report this than NZ European/Others (23 percent).
- The most frequently mentioned difficulties were:
 - education or training issues (reported by 7 percent of all who undertook job skill training)
 - the cost of training (5 percent)
 - disability/health issues or access/transportation issues (both at 4 percent)
 - being too busy or having to use computers (both at 3 percent).

- Many of those who had not undertaken job skill training reported at least one of the following barriers to doing so:
 - A disability or other health issue (13 percent).
 - Their age (10 percent).
 - The location of training or transport difficulties (7 percent).
 - Education or training issues (6 percent).
 - The cost of training (5 percent).

Reasons for not looking for paid work

- Mature non-participants who were not currently looking for employment fell into three broad but not mutually exclusive groups:
 - Those not seeking work for health reasons.
 - Those who were retired, financially secure or did not want to work.
 - Those with carer responsibilities.
- Retired non-participants gave more reasons for not working than those who were not yet retired. They were significantly more likely to say that they did not want or need to work, that they were too old, or that they were retired.
- Non-participants who had not retired were more likely to mention reasons relating to either a disability or other health issue, or carer responsibilities.
- NZ European/Others were significantly more likely to say they did not need to work (22 percent) or want to work (20 percent). They were significantly less likely to say that they could not work because of a disability or for other health reasons (25 percent) than Māori (43 percent of whom reported health reasons).
- Pacific peoples and Asian peoples were more likely not to be seeking work because of their carer responsibilities for children (or some other person in the case of Pacific people) than were NZ European/Others.

Detailed findings

4.1. Attempts to re-enter/enter paid employment

Nineteen percent of mature non-participants said that they had looked for paid employment in the last six months, with men being much more likely to have looked for employment (25 percent) than women (15 percent).

Not surprisingly, the older the non-participant, the less likely they were to have looked for a job in the last six months. Those aged 45 to 54 years were significantly more likely to say that they had done so (50 percent); those aged 65 years and older were significantly less likely to have done so (7 percent).

4.1.1. Job seeking actions undertaken

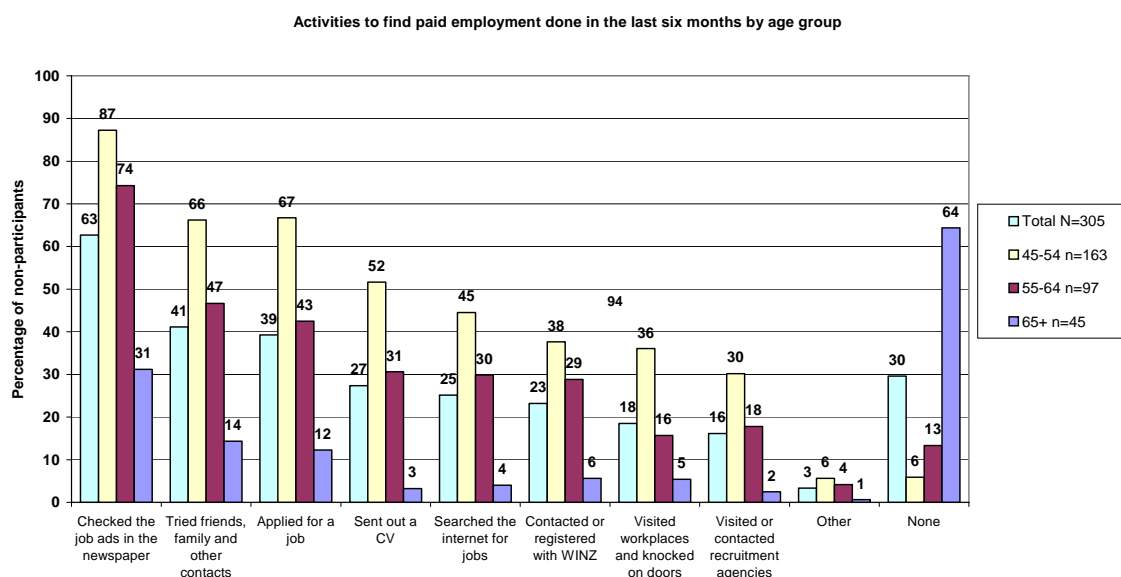
Seventy percent of non-participants who said they were looking for paid employment had engaged in at least one job-seeking related activity in the last six months.

Activity varied across the different age groups. Ninety-four percent of 45 to 54 year olds and 87 percent of 55 to 64 year olds in this group had undertaken at

least one job-seeking activity, while only 36 percent of those aged 65 years or over had done so.

Younger non-participants were more proactive in trying to find work. Those aged 45 to 54 years were significantly more likely than 55 to 64 year olds to report that they had applied for a job in the last six months (67 percent); tried friends, family and other contacts (66 percent); sent out a CV (52 percent); or visited workplaces and knocked on doors (36 percent) (see Figure 2).

Figure 2



As shown by Table 12 overleaf, similar proportions of men and women had engaged in at least one job-seeking activity in the last six months (73 percent and 67 percent respectively). The types of activities they undertook were similar, except that men were more likely than women to have visited or contacted recruitment agencies (22 percent, compared with 10 percent of women).

Pacific peoples who were currently seeking work were the most likely group to report that they had engaged in at least one job-seeking related activity in the last six months (92 percent), compared with 85 percent of Asian peoples, 75 percent of Māori and 66 percent of NZ European/Others. In particular, Pacific peoples were significantly more likely to have tried friends, family and other contacts (70 percent). They were also significantly more likely to have contacted or registered with Work and Income (50 percent), than NZ European/Others (20 percent) or Māori (24 percent).

NZ European/Others were significantly less likely to have sent out a CV (24 percent) or searched the Internet for jobs (22 percent), than were Asian peoples (45 percent for both activities). NZ European/Others were also significantly less likely to have visited workplaces and knocked on doors (15 percent) than were Māori (34 percent).

Table 12: Job-seeking activities in the last six months by gender and ethnicity

| | Weighted Sample n=305* | Male n=128 | Female n=177 | NZ European/ Others n=153 | Māori n=62 | Pacific peoples n=39 | Asian peoples n=51 |
|---|---------------------------------------|-----------------------|-------------------------|--|-----------------------|-------------------------------------|-----------------------------------|
| Checked the job advertisements in the newspaper | 63% | 63% | 62% | 60% | 64% | 77% | 75% |
| Tried friends, family and other contacts | 41% | 44% | 38% | 37% | 50% | 70% | 45% |
| Applied for jobs | 39% | 42% | 37% | 36% | 46% | 44% | 50% |
| Sent out a CV | 27% | 31% | 24% | 24% | 31% | 32% | 45% |
| Searched the Internet for jobs | 25% | 28% | 23% | 22% | 24% | 26% | 45% |
| Contacted or registered with Work and Income | 23% | 26% | 20% | 20% | 24% | 50% | 28% |
| Visited workplaces and knocked on doors | 18% | 21% | 16% | 14% | 34% | 21% | 30% |
| Visited or contacted recruitment agencies | 16% | 22% | 10% | 14% | 21% | 21% | 23% |
| Other | 3% | 4% | 3% | 2% | 6% | 6% | 7% |
| None | 30% | 27% | 33% | 34% | 25% | 8% | 15% |
| Total | *** | *** | *** | *** | *** | *** | *** |

Italicised numbers indicate significant differences.

Total may exceed 100% because of multiple responses.

**Sub-sample based on those respondents who have been looking for paid employment in the last six months.*

4.2. Job skill training undertaken

Thirty percent of the mature non-participants said they had undertaken job skill training or education to enter/return to paid employment.

The relationship between job skill training and looking for work was strong and positive. Those respondents currently looking for a job were significantly more likely to have undertaken job skill training (45 percent) than were those who were not currently looking (29 percent), or who identified themselves as being retired⁹ (25 percent).

The results were similar for men and women (28 percent, compared with 31 percent). Those aged 45 to 54 years were significantly more likely to have undertaken job skill training (46 percent) than those in the older age groups - 55 to 64 year olds (33 percent), 65 to 69 year olds (29 percent) and 70 years or over (15 percent).

Māori (37 percent) and NZ European/Others (30 percent) were significantly more likely to have undertaken some job skill training or education to enter/re-enter the workforce than were Pacific peoples (18 percent).

As shown by Table 13 overleaf, 44 percent of the respondents who had undertaken training said that this had been more than ten years ago. Six percent were in training at the time of the survey.

Mature non-participants who were not currently looking for paid employment were less likely to have undertaken any job skill training, but they were significantly more likely to report that they were currently training (14 percent). This may explain why some were not looking for paid employment at the time of the survey.

Younger non-participants were also significantly more likely to be currently undertaking training (15 percent) than were older people aged 55 to 69 years (3 percent).

⁹ For the purposes of analysis and reporting, respondents were classified as being retired if they identified themselves as such in Question 3 of the survey, as opposed to being a beneficiary, unemployed, a student or at home full-time.

Table 13: Time since last job skill training by age group

| | Weighted Sample | 45-54 year olds | 55-64 year olds | 65-69 year olds | 70+ year olds |
|--|------------------------|------------------------|------------------------|------------------------|----------------------|
| | n=293* | n=143 | n=89 | n=48 | n=13** |
| Currently training now | 6% | 15% | 3% | 3% | 0% |
| During the last six months | 7% | 12% | 9% | 4% | 0% |
| More than 6 months, but less than 1 year | 4% | 7% | 8% | 1% | 0% |
| 1 to 2 years | 11% | 19% | 11% | 10% | 0% |
| 3 to 5 years | 14% | 22% | 15% | 9% | 8% |
| 6 to 10 years | 14% | 14% | 20% | 14% | 0% |
| More than 10 years | 44% | 11% | 31% | 59% | 90% |
| Don't know | 1% | 0% | 3% | 0% | 2% |
| Total | 100% | 100% | 100% | 100% | 100% |

Total may exceed 100% due to rounding.

**Sub-sample based on those respondents who have undertaken job skill training or education in order to enter/re-enter the workforce.*

***Caution: low base number of respondents, results are indicative only.*

4.2.1. Relationship between job skill training and job-seeking actions undertaken

The relationship between having undertaken job skill training and specific job-seeking actions was found to be strong. Those who undertook job skill training were much more likely to report they had sent out a CV, contacted or registered with Work and Income, and/or searched the Internet for jobs (see Appendix 2: Table 12 for more information).

4.2.2. Relationship between job skill training, level of highest qualification and time since highest qualification was completed

The relationships between job skill training, mature non-participants' highest level of qualification, and the time elapsed since that qualification was completed indicate that those with higher qualifications were significantly more likely to continue to upskill. However, those with more recent qualifications were significantly less likely to have done so, presumably because they felt that their educational qualification adequately prepared them for work (see Appendix 2: Table 13 for more information).

4.3. Difficulties in undertaking job skill training

Twenty-six percent of those mature non-participants who had undertaken some job skill training or education to enter or re-enter the workforce said that they experienced some sort of difficulty in doing so.

The most frequently mentioned difficulty was education or training issues (7 percent). This category of issues includes not having sufficient numeracy or English language skills to do well in the training, insufficient education overall, doubts that the training would provide them with suitable skills to get a job, or the quality of the training itself. This was followed by:

- cost (5 percent)
- disability or other health reasons (4 percent)
- location of training or transport issues (4 percent)
- no time to train/too busy (3 percent)
- having to use computers (3 percent).

Those looking for paid employment were significantly more likely to report that they had had some difficulties (37 percent, compared with 19 percent of those who were retired and not looking). Māori were significantly more likely to report that they had had difficulties (40 percent) than were NZ European/Others (23 percent).

Those aged 45 to 54 years were significantly more likely to report that the cost of job skill training was a problem (11 percent), compared with those aged 65 to 69 years (1 percent).

There were no significant differences between men and women.

4.4. Likely difficulties in undertaking job skill training – those that have not undertaken training

Mature non-participants who had never undertaken any job skill training or education to enter/re-enter paid employment were asked what, if anything, would make it difficult to undertake such training. Forty-four percent said that they would have difficulties, in contrast to one-quarter of those who had undertaken training.

The top five difficulties identified by those who had not undertaken training were:

- disability or other health reasons (13 percent)
- age (10 percent)¹⁰
- location of training or transport difficulties (7 percent)
- education or training issues (6 percent)
- cost (5 percent).

Younger non-participants (aged 45 to 54 years) were significantly more likely to report that looking after a child would be a difficulty (7 percent) than those aged 55 to 64 years (1 percent) or aged 65 years or older (none).

Non-participants who were not retired were also significantly more likely to mention a disability or other health reason as a difficulty (24 percent) than those who considered themselves to be retired (13 percent).

Those aged 65 to 69 years were significantly more likely to mention age as a difficulty (13 percent) than the two younger age groups (both 4 percent).

There were no significant differences between men and women or between different ethnic groups.

¹⁰ The Stage 3 qualitative study indicates that people's perceptions or experiences of ageism inhibited some from entering/re-entering the workforce.

5. KNOWLEDGE AND USE OF CIAG RESOURCES

This chapter reviews respondents' knowledge and use of CIAG resources.

Key points from Chapter 5

Awareness and use of CIAG resources

- Twenty-three percent of mature non-participants surveyed did not know where to go for CIAG information.
- The main source of information for gaining advice on taking up paid employment was Work and Income (reported by 21 percent). Other frequently mentioned sources were the newspaper or classified advertisements (18 percent), a career advisor or employment consultant or company (13 percent), and friends and family (13 percent).
- Younger non-participants (aged 45 to 64) were more likely to say that they would seek advice from friends and family, career advisors or employment consultants than were those aged 65 plus.
- Respondents aged 65 to 69 were more likely to seek advice from newspaper classified advertisements than the other age groups.
- Those who were looking for paid employment were significantly more likely to mention Work and Income, or friends and family, than those who were not seeking paid employment.
- Mature non-participants said that they were likely to access CIAG information through face-to-face contact and printed material, but were unlikely to use the Internet, television or radio to do so.
- NZ European/Others and Māori were significantly more likely to say they would use a range of different channels to gain such information; Asian peoples said they were unlikely to use any.

5.1. Awareness of sources for career information, advice and guidance

Twenty-three percent of mature non-participants surveyed did not know where to go for advice on taking up paid employment. Those who were not yet retired and not looking for work were significantly more likely to say they did not know (30 percent) than those who were looking for paid employment (17 percent).

As shown in Table 14 overleaf, Work and Income was the main source of information on taking up paid employment (21 percent). Other sources were newspapers or classified advertisements (18 percent), a career advisor/employment consultant or company (13 percent), and friends or family (13 percent).¹¹

Those aged 45 to 54 years were significantly more likely to mention friends and family as a source of advice (24 percent) than those aged 55 to 64 years (13 percent), 65 to 69 years (12 percent) and 70 years or over (9 percent).

¹¹ Many respondents appeared to have not understood the question, as newspaper classified advertisements are generally not a source for gaining advice on entering the workforce (other than providing an indication of the types of work currently available).

A somewhat similar pattern occurred with mention of a career advisor/employment consultant or company – 19 percent for 45 to 54 year olds, compared with 55 to 64 year olds (18 percent), and 65 to 69 year olds (14 percent). While the difference between these groups was significant, the level of older people’s use of employment consultants and career advisors was surprisingly high. Respondents aged 45 to 54 were also more likely to mention education providers as a source of advice (10 percent) than those aged 65 to 69 years (4 percent).

The mature non-participants who were looking for paid employment were significantly more likely to mention Work and Income (28 percent, compared with 17 percent of those who were not yet retired and not looking for work), or friends and family (21 percent, compared with 12 percent of those who were not yet retired and not looking for work, and 11 percent of those who were retired). They were also more likely to say they would go to a career advisor/employment consultant or company (19 percent, compared with 11 percent of retirees).¹²

Table 14: Sources of advice on entering/re-entering paid employment by age group

| | Weighted Sample n=868 | 45-54 year olds n=321 | 55-64 year olds n=280 | 65-69 year olds n=180 | 70+ year olds n=87 |
|--|----------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|-----------------------------------|
| Work and Income | 21% | 23% | 21% | 22% | 15% |
| Newspaper, classified ads | 18% | 16% | 19% | 23% | 10% |
| A career advisor/ employment consultant or company | 13% | 19% | 18% | 14% | 3% |
| Friends or family | 13% | 24% | 13% | 12% | 9% |
| Potential employers | 8% | 7% | 7% | 9% | 7% |
| The Internet | 7% | 8% | 7% | 7% | 3% |
| The Department of Labour | 6% | 6% | 4% | 6% | 10% |
| Education providers | 6% | 10% | 5% | 4% | 7% |
| Career Services | 3% | 4% | 3% | 3% | 3% |
| Citizens Advice Bureau | 3% | 2% | 4% | 2% | 5% |
| The library | 1% | 2% | 1% | 1% | 0% |
| Government (not specified) | 1% | 2% | 0% | 1% | 1% |
| The Ministry of Economic Development | 0% | 0% | 1% | 0% | 0% |
| New Zealand Trade and Enterprise | 0% | 1% | 0% | 0% | 0% |
| Other | 9% | 8% | 10% | 11% | 6% |
| Nobody/nowhere/wouldn’t look for advice | 12% | 9% | 12% | 12% | 16% |
| Don’t know | 23% | 18% | 18% | 24% | 29% |
| Refused | 0% | 1% | 1% | 0% | 0% |
| Total | *** | *** | *** | *** | *** |

Italicised numbers indicate significant differences.

¹² It is not known whether some respondents were thinking of Career Services when they mentioned a career advisor/employment consultant or company. Some of those surveyed may have a much higher awareness of Career Services than the 3 percent who identified it by name.

Total may exceed 100% because of multiple responses.

Women were significantly more likely to mention newspapers or classified advertisements (24 percent) than were men (11 percent).

Asian peoples were significantly less likely to say that they would go to potential employers (2 percent) than Māori (9 percent) or NZ European/Others (8 percent). Asian peoples were also significantly less likely to mention the DoL as a source of advice on taking up paid employment (2 percent) than Pacific peoples (9 percent) or NZ European/Others (7 percent). More information on this can be found in Appendix 2: Table 14.

5.2. Likelihood of gaining information through specific channels

All mature non-participants were asked how likely it was that they would use specific channels for gaining information on taking up paid employment. The results in Table 15 overleaf show that they would be most likely to get such information face-to-face (M=6.3, on a 0 - 10 scale where 5 is the mid-point) or from paper copies, such as brochures or flyers (M=5.8). They would be much less likely to do so by telephone (M=4.8), through the Internet (M=3.7) or through television/radio (M=3.2).

Those aged 45 to 54 were significantly more likely to say that they would use a paper copy (M=6.3) than those aged 65 to 69 year (M=5.5). This younger age group was also significantly more likely to use the Internet (M=5.0) than older age groups (55 to 64 year olds (M=4.1), 65 to 69 year olds (M=3.3), 70 plus year olds (M=3.2)). There were no significant differences between men and women.

Table 15: Likelihood of using information channels by job seeking status and age group

| | Weighted Sample | Currently looking for paid employment | Not looking for paid employment & not retired | Retired & not looking for paid employment | 45 to 54 year olds | 55 to 64 year olds | 65 to 69 year olds | 70 plus year olds |
|--|------------------------|--|--|--|---------------------------|---------------------------|---------------------------|--------------------------|
| | Mean | Mean | Mean | Mean | Mean | Mean | Mean | Mean |
| Face-to-face | 6.3 | 6.4 | 5.9 | 6.4 | 6.2 | 6.2 | 6.3 | 6.5 |
| Paper or printed hard copy (e.g. brochures/flyers) | 5.8 | 6.3 | 5.6 | 5.6 | <i>6.3</i> | 6.0 | <i>5.5</i> | 5.6 |
| By telephone | 4.8 | 5.2 | 4.8 | 4.8 | 5.1 | 5.0 | 4.6 | 5.0 |
| The Internet | 3.7 | <i>4.4</i> | 3.7 | <i>3.5</i> | <i>5.0</i> | <i>4.1</i> | <i>3.3</i> | <i>3.2</i> |
| Television/radio | 3.2 | 3.3 | 3.3 | 3.1 | 3.4 | 3.2 | 3.0 | 3.4 |

Italicised numbers indicate significant differences.

As shown in Appendix 2: Table 15, NZ European/Others and Māori were significantly more likely to report that they would use all of the different channels to gain information on taking up paid employment (except television/radio). In contrast, Asian peoples said they were unlikely to use any of the options (i.e. an average likelihood of 5 or less).

5.3. Reasons for not looking for paid employment by subgroups

As noted earlier, 81 percent of mature non-participants said that they had not looked for paid employment in the last six months.

As shown by Table 16 overleaf, the reason they gave most often was that they had a disability or other health issue (27 percent). It is not known whether that disability precluded people from working at all, or just from working in their previous occupation or for the same number of hours as before.

Those who were retired were significantly less likely to report a health or disability reason (19 percent) and were significantly more likely to mention one or more of the following:

- Not needing to work (24 percent, compared with 8 percent of those not retired).
- Not wanting to work (23 percent, compared with 5 percent).
- Retirement (23 percent, compared with 8 percent).
- Age (12 percent, compared with 2 percent).
- No time to work/busy (7 percent, compared with 2 percent).

Respondents who were not yet retired were significantly more likely to mention that they had to look after a child (12 percent, compared with 3 percent of retirees) or someone other than a child (8 percent, compared with 4 percent). However, this difference is not statistically significant and should be viewed as indicative only).

Table 16: Reasons for not looking for paid employment in the last six months by job seeking status by age group

| | Weighted Sample n=593* | Not looking for paid employment & not retired | | | Retired & not looking for paid employment | | | |
|---|-------------------------------|---|-----------------------------|-----------------------------|---|----------------------------|-----------------------------|---------------------------|
| | | Sub-group total n=274 | 45 to 54 year olds n=147 | 55 to 64 year olds n=111 | Sub-group total** n=319 | 55 to 64 year olds n=80 | 65 to 69 year olds n=150 | 70 plus year olds n=75 |
| Don't want to work | 19% | 5% | 6% | 6% | 23% | 31% | 26% | 15% |
| Don't need to work | 20% | 8% | 9% | 10% | 24% | 30% | 27% | 15% |
| Tired of looking and not finding work | 1% | 1% | 1% | 1% | 1% | 0% | 1% | 1% |
| Tired of being rejected | 1% | 1% | 0% | 2% | 1% | 0% | 1% | 1% |
| Can't work/disabled/ health reasons | 27% | 51% | 42% | 55% | 19% | 17% | 18% | 21% |
| Have to look after a child | 5% | 12% | 25% | 8% | 3% | 2% | 2% | 5% |
| Have to look after someone other than a child | 5% | 8% | 9% | 12% | 4% | 6% | 3% | 4% |
| Age | 9% | 2% | 1% | 3% | 12% | 10% | 6% | 27% |
| Retirement | 19% | 8% ¹³ | 0% | 3% | 23% | 15% | 24% | 25% |
| Education/training issues | 2% | 6% | 13% | 0% | 1% | 2% | 2% | 0% |
| No time to work/busy | 6% | 2% | 3% | 3% | 7% | 4% | 10% | 3% |
| Other | 7% | 6% | 8% | 6% | 8% | 5% | 8% | 8% |
| None | 1% | 0% | 1% | 1% | 1% | 0% | 1% | 0% |
| Don't know | 1% | 0% | 0% | 0% | 1% | 0% | 1% | 0% |
| Total | *** | *** | *** | *** | *** | *** | *** | *** |

Italicised numbers indicate significant differences.

Total may exceed 100% because of multiple responses.

**Subsample based on those respondents who have not been looking for paid employment in the last six months.*

¹³ The 8 percent of non-participants in this group are primarily comprised of those aged 65 plus who had not previously identified themselves as being retired in Question 3 of the survey, but rather as being unemployed, other beneficiaries, at home full-time with children, or at home full-time with no children or a student.

*** None of the respondents in the 45 to 54 age group identified themselves as being retired and not looking for paid employment, hence the missing column.*

Men were significantly more likely to mention retirement as a reason for not looking for paid employment in the last six months (28 percent) than were women (14 percent).

NZ European/Others were significantly more likely to mention not needing to work (22 percent) than Māori (9 percent). On the other hand, Māori were significantly more likely than NZ European/Others to mention they were unable to work because of a disability or for another health reason (43 percent and 25 percent respectively). More information can be found in Appendix 2: Table 16.

6. ISSUES MAKING IT DIFFICULT TO TAKE UP PAID EMPLOYMENT

This chapter examines the various issues that mature non-participants face in taking up paid employment. It also considers the relationship between education and job skill related issues.

Key points from Chapter 6

Issues that mature non-participants face in taking up paid employment

- Workplace and job skill related issues can be significant barriers to taking up paid employment for mature non-participants. Only 11 percent reported that none of the job skill related issues discussed would make it difficult for them to take up paid employment.
- On average, those surveyed identified 3.3 skill or workplace related issues that would make it difficult for them to take up paid employment.
- The job skill related issues that would make it most difficult for mature non-participants to take up paid employment were:
 - not having the right types of skills that employers are looking for (identified as an issue by 50 percent of those surveyed)
 - employers believing older workers will not pick up the skills for the job quickly enough (45 percent)
 - being under-qualified for the jobs available (40 percent)
 - the cost of training or studying for new skills (40 percent)
 - lack of work experience (30 percent)
 - having access to training to gain new skills (27 percent).
- Those aged 45 to 54 were more likely to be affected by specific job skill related issues. They were also more likely to report a greater number of job skill related issues overall than their older cohorts.
- Personal or life situation related issues (such as health issues, carer responsibilities, having sufficient leisure time for oneself) can also be significant barriers for many mature non-participants. Eighty-nine percent of those surveyed reported that at least one of the issues discussed would make it difficult for them to take up paid employment.
- On average, those surveyed identified 2.3 personal or life situation related issues that would make it difficult for them to take up paid employment.
- The personal or life situation related issues most frequently identified were:
 - personal health reasons or disability
 - having less leisure time or time for you
 - having less time with family, friends and whānau
 - the costs of returning to school or taking up training to gain new skills.
- Not surprisingly, those aged 45 to 54 were significantly more likely to say that their carer responsibilities were a barrier to taking up paid employment.

Relationship between education and job skill related issues

- There was a strong relationship between the respondents' highest educational qualification and the likelihood that they would identify specific job skill related issues.
- The largest gaps were between those who had no school examinations and those who had achieved a qualification beyond secondary school, most notably in relation to the following issues:
 - Having the right types of skills employers are looking for.
 - Employers believing older workers will not pick up the skills for the job quickly enough.
 - Being under-qualified for the jobs available.
 - The cost of training or studying for new skills.
 - A lack of work experience.
 - Having access to training to gain new skills.
- When a respondent last completed their highest qualification was not related to whether they identified job skill issues as barriers to taking up paid employment. There were also no statistically significant differences in relation to job skill issues between those who had undertaken job skill training and those who had not.

Detailed findings

6.1. Workplace and job skill related issues

The survey results indicate that workplace and job skill related issues can be significant barriers to taking up paid employment for many mature non-participants. Only 11 percent reported that none of the issues (listed in Table 17 overleaf) would make it difficult for them to do so.

The job skill related issues most frequently identified were:

- not having the right types of skills that employers are looking for (identified as an issue by 50 percent of those surveyed)
- employers believing older workers will not pick up the skills for the job quickly enough (45 percent)
- being under-qualified for the jobs available (40 percent)
- the cost of training or studying for new skills (40 percent)
- lack of work experience (30 percent)
- having access to training to gain new skills (27 percent).

Table 17: Workplace related issues that would make it difficult to work in paid employment by age group

| | Weighted Sample n=868 | 45 to 54 year olds n=321 | 55 to 64 year olds n=280 | 65 to 69 year olds n=180 | 70 plus year olds n=87 |
|--|--|---|---|---|---|
| Having the right types of skills employers are looking for | 50% | 56% | 49% | 48% | 52% |
| Employers believe older workers will not pick up the skills for the job quickly enough | 45% | 44% | 47% | 43% | 48% |
| Being under-qualified for the jobs available | 40% | <i>54%</i> | 43% | 40% | <i>28%</i> |
| The cost of training or studying for new skills | 40% | <i>51%</i> | <i>38%</i> | 43% | <i>28%</i> |
| A lack of work experience | 30% | <i>50%</i> | <i>27%</i> | <i>25%</i> | <i>26%</i> |
| Having access to training to gain new skills | 29% | 33% | 27% | 27% | 35% |
| Being used to a certain level of management or responsibility | 27% | 30% | 28% | 25% | 24% |
| Being used to a certain level of salary/wages | 23% | <i>31%</i> | 27% | 20% | 21% |
| Being over-qualified for the jobs available | 21% | <i>32%</i> | 24% | <i>19%</i> | <i>15%</i> |
| Difficulties getting transportation to work | 19% | 21% | 16% | 16% | 29% |
| None of the above | 11% | 7% | 11% | 13% | 12% |
| Total | *** | *** | *** | *** | *** |

Italicised numbers indicate significant differences.

Total may exceed 100% because of multiple responses.

The results also indicate that those aged 45 to 54 were significantly more likely to identify the following issues than their older cohorts:

- Being under-qualified for the jobs available.
- Lacking work experience.
- The cost of training or studying for new skills.
- Being used to a certain level of salary or wages.
- Being over-qualified for the jobs available.

6.1.1. Relationship between the number of issues identified and age

On average, the mature non-participants surveyed identified 3.3 job skill or workplace related issues that would make it difficult for them to take up paid employment. Those aged 45 to 54 were significantly more likely to identify a greater number (4.0) than respondents in the other age groups (see Table 18 overleaf).

Table 18: Average number of skill related issues identified by age group

| Age groups | Mean |
|----------------------------|-------------|
| 45 to 54 year olds (n=321) | 4.0 |
| 55 to 64 year olds (n=280) | 3.3 |
| 65 to 69 year olds (n=180) | 3.1 |
| 70 plus year olds (n=87) | 3.1 |
| Weighted Sample (n=868) | 3.3 |

Younger respondents were also more likely to be seeking employment and may therefore have been more aware of any shortcomings in their current job skills in relation to what employers are seeking.

While the results suggest that those aged 55 to 64 were more likely to identify a greater number of issues on average than those aged 65 plus, the observed difference is not statistically significant.

Not surprisingly, many of the skill and workplace related issues were positively related. That is, when one issue was identified as making it difficult for a non-participant to take up paid employment, other similar issues were also likely to be identified. Those issues most strongly associated with each other were:

- being under-qualified for the jobs available
- lacking work experience
- having access to training to gain new skills
- employers believing older workers will not pick up the skills for the job quickly enough
- the cost of training or studying for new skills.

More information can be found in Appendix 2: Table 17.

6.2. Personal or life situation related issues

The survey results indicate that personal or life situation related issues can also be significant barriers to taking up paid employment for many mature non-participants. Eighty-nine percent of those surveyed reported that at least one of the issues listed in Table 19 overleaf would make it difficult for them to do so.

The personal or life situation related issues most frequently identified were:

- personal health reasons or disability
- having less leisure time or time for oneself
- having less time with family, friends and whānau
- the costs of returning to school or taking up training to gain new skills.

It is not known for certain whether all the mature non-participants were speaking from experience, or hypothetically about people in general. The findings may over-represent the extent of personal and life situation related issues facing mature non-participants, should they wish to take up paid employment.

As detailed in Table 19 overleaf, those aged 45 to 54 were significantly more likely to report that the costs of training or studying for new skills and responsibilities for caring for children would make it difficult for them to work in

paid employment, than were the older non-participants. Those aged 65 to 69 were significantly more likely to report having less leisure time or time for oneself would make it difficult for them.

Table 19: Personal or life situation related issues that would make it difficult to work in paid employment by age group

| | Weighted Sample n=868 | 45 to 54 year olds n=321 | 55 to 64 year olds n=280 | 65 to 69 year olds n=180 | 70 plus year olds n=87 |
|---|--|---|---|---|---|
| Personal health reasons or disability | 49% | 47% | 49% | 48% | 54% |
| Having less leisure time or time for yourself | 47% | <i>30%</i> | <i>35%</i> | <i>59%</i> | 47% |
| Having less time with family, friends and whānau | 42% | 38% | 36% | 51% | 31% |
| The costs of returning to school or taking up training to gain new skills | 36% | 46% | 39% | 34% | 29% |
| Responsibilities for caring for a partner/parent or disabled person | 21% | 27% | 23% | 17% | 21% |
| Responsibilities for caring for children | 18% | <i>36%</i> | 18% | 15% | 21% |
| Having less time to do volunteer work or work in your community (asked only of those who currently do volunteer work) | 18% | 12% | 13% | 24% | 12% |
| None of the above | 11% | 12% | 13% | 10% | 10% |
| Total | *** | *** | *** | *** | *** |

Italicised numbers indicate significant differences

Total may exceed 100% because of multiple responses.

6.2.1. Relationship between the number of issues identified and age

On average, those surveyed identified 2.3 personal or life situation related issues that would make it difficult for them to take up paid employment (Table 20).

Table 20: Average number of personal or life situation related issues by age group

| Age groups | Mean |
|----------------------------|-------------|
| 45 to 54 year olds (n=321) | 2.4 |
| 55 to 64 year olds (n=280) | 2.1 |
| 65 to 69 year olds (n=180) | 2.5 |
| 70 plus year olds (n=87) | 2.1 |
| Weighted Sample (n=868) | 2.3 |

Those aged 45 to 54 and those aged 65 to 69 identified more issues than did those in the 55 to 64, or 70 years plus age groups. This finding should be placed in the context of the relationships between personal or life situation related issues (see Appendix 2: Table 18 for more information). For example, there are significant relationships between:

- having less leisure time or time for oneself, having less time to do volunteer work or work in one's community and having less time with family/friends and whānau.
- responsibilities for caring for children, responsibilities for caring for a partner/parent or disabled person and having less time with family/friends and whānau.

As those aged 45 to 54 were more likely to report having carer responsibilities that would make it difficult for them to take up paid employment, it is not surprising that they were also more likely to identify having less time with family, friends and whānau as an issue for them.

Similarly those aged 65 to 69 were more likely to identify that having less leisure time or time for themselves would be an issue for them. So again, it is not surprising that they would also be more likely to identify having less time with family, friends and whānau' and/or having less time to do volunteer work or work in their community.

6.3. Relationship between highest qualification and job skill and workplace related issues

Just over half (54 percent) of the mature non-participants surveyed had not completed any qualifications beyond secondary school, while 45 percent had a tertiary qualification. Not surprisingly, those who did not complete any school examinations faced far more job skill related barriers than those with a tertiary qualification (see Table 21 overleaf).

Most notable were the large gaps between the two groups in relation to:

- not having the right types of skills employers are looking for
- employers believing older workers will not pick up the skills for the job quickly enough
- being under-qualified for the jobs available
- the cost of training or studying for new skills
- lacking work experience
- having access to training to gain new skills.

Table 21: Workplace related issues that would make it difficult to work in paid employment by highest qualification

| | Weighted Sample n=868 | No school examinations n=216 | Secondary qualification n=262 | Beyond secondary n=390 |
|--|----------------------------------|---|--|-----------------------------------|
| Not having the right types of skills employers are looking for | 50% | <i>59%</i> | 56% | <i>41%</i> |
| Employers believe older workers will not pick up the skills for the job quickly enough | 45% | <i>57%</i> | 42% | <i>40%</i> |
| Being under-qualified for the jobs available | 40% | <i>51%</i> | 43% | <i>33%</i> |
| The cost of training or studying for new skills | 40% | <i>47%</i> | 47% | <i>31%</i> |
| A lack of work experience | 30% | <i>38%</i> | 31% | <i>24%</i> |
| Having access to training to gain new skills | 29% | <i>37%</i> | 31% | <i>24%</i> |
| Being used to a certain level of management or responsibility | 27% | <i>27%</i> | 27% | <i>26%</i> |
| Being used to a certain level of salary/wages | 23% | <i>15%</i> | 25% | <i>27%</i> |
| Being over-qualified for the jobs available | 21% | <i>13%</i> | 12% | <i>32%</i> |
| Difficulties getting transportation to work | 19% | <i>23%</i> | 24% | <i>14%</i> |
| None of the above | 11% | <i>6%</i> | 12% | <i>14%</i> |
| Total | *** | *** | *** | *** |

Italicised numbers indicate significant differences.

Total may exceed 100% because of multiple responses.

6.3.1. Relationship between age of qualification and job skill related issues

The relationship between when mature non-participants completed their highest secondary or tertiary qualification and the specific types of skill and workplace related issues they identified as barriers to taking up paid employment was not statistically significant. This suggests that when a respondent's last qualification was completed is not a significant factor. What is most important is whether the respondent has a higher educational qualification in the first place.

6.4. Impact of having had job skill training with job skill and workplace related issues

Thirty percent of mature non-participants had undertaken job skill training, though, for most, this training happened more than six years ago.

The data suggests that those who had undertaken job skill training were slightly less likely to identify job skill issues than those who had not undertaken job skill

training (see Table 22). However, the observed differences are not statistically significant, nor were there statistically significant differences between the average number of job skill related issues reported by those who had undertaken job skill training and those who had not, or by when they had last undertaken such training.

Table 22: Workplace related issues that would make it difficult to work in paid employment by job skill training

| | Weighted Sample n=868 | Yes had job skill training n=293 | No job skill training n=570 | Refused n=5** |
|--|--|---|--|--------------------------------|
| Having the right types of skills employers are looking for | 50% | 46% | 52% | 21% |
| Employers believe older workers will not pick up the skills for the job quickly enough | 45% | 45% | 45% | 21% |
| Being under-qualified for the jobs available | 40% | 37% | 42% | 35% |
| The cost of training or studying for new skills | 40% | 38% | 41% | 14% |
| A lack of work experience | 30% | 28% | 30% | 35% |
| Having access to training to gain new skills | 29% | 25% | 31% | 35% |
| Being used to a certain level of management or responsibility | 27% | 30% | 25% | 0% |
| Being used to a certain level of salary/wages | 23% | 25% | 23% | 0% |
| Being over-qualified for the jobs available | 21% | 23% | 21% | 21% |
| Difficulties getting transportation to work | 19% | 15% | 21% | 29% |
| None of the above | 11% | 10% | 12% | 57% |
| Total | *** | *** | *** | *** |

Total may exceed 100% because of multiple responses.

***Caution: small subsample, results are indicative only.*

Job skill training seems to have had a low impact in addressing job skill related issues, but it should be noted that no information was gathered on the specific nature or quality of the training undertaken. More work needs to be done to identify the types of job skill training that are most beneficial for older non-participants when they wish to take up paid employment.¹⁴

¹⁴ Please note that this was outside of the scope of this study.

7. SPECIFIC ISSUES FOR WOMEN AND MEN

This chapter examines the different types of issues that mature men and women face in taking up paid employment.

Key points from Chapter 7

- On average, women identified 3.4 job skill or workplace related issues and 2.4 personal or life situation related issues; men reported 3.1 and 2.0 respectively.
- Women were significantly more likely than men to identify the following issues:
 - Not having the right types of skills employers are looking for.
 - Employers believing older workers will not pick up the skills for the job quickly enough.
 - Being under-qualified for the jobs available.
 - Lacking work experience.
 - Difficulties getting transport to work.
 - Having less time with family, friends and whānau.
 - The costs of returning to school or taking up training to gain new skills.
- Men were significantly more likely than women to identify two issues related to their past experience in the workforce - being used to a certain level of salary/wages, and being over-qualified for the jobs available.
- Age was also related to the number and types of issues men and women reported as barriers to taking up paid employment.
 - Both men and women aged 45 to 54 identified a greater number of barriers to taking up paid employment than their older cohorts. Men aged 45 to 54 were significantly more likely to report being under-qualified for the jobs available, and that the cost of training or studying for new skills were significant issues for them.
 - Women aged 45 to 54 were more likely to cite being under-qualified and/or lacking work experience, and believed that their child care responsibilities would make it difficult for them to take up paid employment.

Detailed findings

7.1. Significant differences between men and women

The report has already identified that men and women tended to have worked in different occupations and industry sectors (Chapter 2). The survey also found that men were significantly more likely to have a tertiary qualification (54 percent) than women (21 percent). Women were significantly more likely to have completed no school examinations (29 percent) (see Table 23 overleaf). Men were more likely to be looking for paid employment than women.

Table 23: Highest qualification by gender

| | Weighted Sample | Male | Female |
|---------------------------------------|------------------------|--------------|---------------|
| | n=868 | n=347 | n=521 |
| No school examinations | 26% | <i>21%</i> | <i>29%</i> |
| Secondary qualification | 30% | 25% | 33% |
| Qualification beyond secondary school | 45% | <i>54%</i> | <i>38%</i> |
| Total | 100% | 100% | 100% |

Italicised numbers indicate significant differences.

Total may exceed 100% due to rounding.

7.2. Average number of issues identified by gender

On average, women identified 3.4 job skill or workplace related issues and 2.4 personal or life situation related issues that would be barriers to them taking up paid employment; men reported 3.1 and 2.0 issues respectively.

Women were significantly more likely than men to identify the following issues (Table 24 and Table 25 overleaf):

- Not having the right types of skills employers are looking for.
- Employers believe older workers will not pick up the skills for the job quickly enough.
- Being under-qualified for the jobs available.
- Lacking work experience.
- Difficulties getting transport to work.
- Having less time with family, friends and whānau.
- The costs of returning to school or taking up training to gain new skills.

In contrast, men were significantly more likely than women to identify issues that related to their past experience in the workforce, specifically:

- being used to a certain level of salary/wages
- being over-qualified for the jobs available.

Table 24: Workplace related issues that would make it difficult to work in paid employment by gender

| | Weighted Sample n=868 | Men n=347 | Women n=521 |
|--|----------------------------------|----------------------|------------------------|
| Having the right types of skills employers are looking for | 50% | <i>43%</i> | <i>55%</i> |
| Employers believe older workers will not pick up the skills for the job quickly enough | 45% | <i>41%</i> | <i>48%</i> |
| Being under-qualified for the jobs available | 40% | <i>32%</i> | <i>46%</i> |
| The cost of training or studying for new skills | 40% | <i>36%</i> | <i>43%</i> |
| A lack of work experience | 30% | <i>21%</i> | <i>35%</i> |
| Having access to training to gain new skills | 29% | <i>27%</i> | <i>31%</i> |
| Being used to a certain level of management or responsibility | 27% | <i>31%</i> | <i>24%</i> |
| Being used to a certain level of salary/wages | 23% | <i>30%</i> | <i>19%</i> |
| Being over-qualified for the jobs available | 21% | <i>30%</i> | <i>16%</i> |
| Difficulties getting transportation to work | 19% | <i>15%</i> | <i>22%</i> |
| None of the above | 11% | <i>14%</i> | <i>10%</i> |
| Total | *** | *** | *** |

Italicised numbers indicate significant differences.

Total may exceed 100% because of multiple responses.

Table 25: Personal or life situation related issues that would make it difficult to work in paid employment by gender

| | Weighted Sample n=868 | Men n=347 | Women n=521 |
|---|----------------------------------|----------------------|------------------------|
| Personal health reasons or disability | 49% | <i>49%</i> | <i>49%</i> |
| Having less leisure time or time for yourself | 47% | <i>45%</i> | <i>48%</i> |
| Having less time with family, friends and whānau | 42% | <i>31%</i> | <i>49%</i> |
| The costs of returning to school or taking up training to gain new skills | 36% | <i>31%</i> | <i>40%</i> |
| Responsibilities for caring for a partner/parent or disabled person | 21% | <i>17%</i> | <i>24%</i> |
| Responsibilities for caring for children | 18% | <i>16%</i> | <i>19%</i> |
| Having less time to do volunteer work or work in your community (asked only of those who currently do volunteer work) | 18% | <i>16%</i> | <i>19%</i> |
| None of the above | 11% | <i>14%</i> | <i>9%</i> |
| Total | *** | *** | *** |

Italicised numbers indicate significant differences

Total may exceed 100% because of multiple response.

7.3. The relationship between age and the types of issues identified by men and women

Both men and women aged 45 to 54 reported a significantly greater number of issues than did older respondents. Men aged 45 to 54 identified an average of 3.9 job skill or workplace related issues and 2.1 personal or life situation related

issues; women in that age group reported 4.1 and 2.5 issues respectively (see Table 26 and 27).

Table 26: Average number of issues identified for men by age group

| Age groups - Men | Average # of job skill issues | Average # of personal or life situation issues | Average # of total issues identified |
|----------------------------|--------------------------------------|---|---|
| 45 to 54 year olds (n=89) | 3.9 | 2.1 | 6.0 |
| 55 to 64 year olds (n=117) | 3.4 | 2.0 | 5.4 |
| 65 to 69 year olds (n=90) | 2.8 | 2.2 | 5.0 |
| 70 plus year olds (n=51) | 2.7 | 1.7 | 4.4 |
| Weighted Sample (n=347) | 3.1 | 2.0 | 5.1 |

Table 27: Average number of issues identified for women by age group

| Age groups - Women | Average # of job skill issues | Average # of personal or life situation issues | Average # of total issues identified |
|----------------------------|--------------------------------------|---|---|
| 45 to 54 year olds (n=232) | 4.1 | 2.5 | 6.6 |
| 55 to 64 year olds (n=163) | 3.2 | 2.2 | 5.4 |
| 65 to 69 year olds (n=90) | 3.2 | 2.6 | 5.9 |
| 70 plus year olds (n=36) | 3.4 | 2.4 | 5.7 |
| Weighted Sample (n=521) | 3.4 | 2.5 | 5.9 |

7.3.1. Main issues for men by age

Men aged 45 to 64 were significantly more likely to identify being under-qualified for the jobs available as an issue than were men aged 65 years plus.

Men aged 45 to 54 were also significantly more likely than men in older age groups to identify the cost of training or studying for new skills and the costs of returning to school or taking up training to gain new skills as barriers to taking up paid employment. The most frequently identified issue for men aged 65 to 69 was having less leisure time or time for oneself (see Appendix 2: Tables 19 and 20 for more information).

7.3.2. Main issues for women by age

Women aged 45 to 54 were significantly more likely to identify being under-qualified for the jobs available, a lack of work experience and being over-qualified as issues that would make it difficult for them to take up paid employment than older women.

Women aged 45 to 54 were also significantly more likely to identify responsibilities caring for children as an issue (42 percent) than were older women¹⁵ or men in general.

Similar to men in the same age group, the greatest issues for women aged 65 to 69 were having less leisure time or time for oneself and/or having less time with

¹⁵ Please see Chapter 9 for the specific issues and barriers that face carers.

family, friends and whānau (see Appendix 2: Tables 21 and 22 for more information).

8. SPECIFIC ISSUES FOR THOSE LOOKING AND NOT LOOKING FOR WORK

This chapter examines the different types of barriers for mature non-participants who were looking for paid employment versus those who were not looking for paid employment.

Key points from Chapter 8

- The main differences between mature non-participants who were currently looking for paid employment and those who were not relate to why they left the workforce in the first place.
- Those looking for paid employment were significantly more likely to have been fired or made redundant (21 percent) than those who were not currently looking. Those who were not looking for work were significantly more likely to have left for personal health reasons or because of a disability (28 percent), or to look after a partner, child or other person (14 percent).
- Those seeking paid employment were significantly more likely to be receiving an unemployment benefit (12 percent) than those who were not currently seeking work (3 percent). Conversely, those who were not seeking paid employment were more likely to report receiving an invalid's, sickness or disability benefit (29 percent compared with 17 percent).
- On average, those seeking paid employment identified the same number of job skill or workplace related issues (4.0) and slightly fewer personal or life situation related issues (2.4) than those not seeking employment (4.1 and 2.7 issues respectively).
- Those not seeking employment identified a significantly greater number of issues overall (6.4) than did those who were looking for work (5.7).
- This indicates that the greater the number of perceived or actual issues that a mature non-participant identified as barriers, the less likely they were to be currently looking to enter/re-enter the workforce.

Detailed findings

8.1. Profiles of those looking for work and those not looking for work

There were few significant differences in the demographic profiles of those who were looking for employment versus those who were not.

8.1.1. Significant differences between those looking for employment and those not looking

The following were the significant differences between the two different groups. They relate to why they left paid employment in the first instance, and why people were not looking for work.

- Those surveyed who were looking for employment were significantly more likely to say that the main reason they stopped working in paid employment was:
 - they were dismissed from the job or made redundant (21 percent)
 - for personal health reasons or disability (16 percent)

- they retired (10 percent)
- their contract ended (8 percent)
- they went overseas or relocated (7 percent)
- to look after a partner, child, parent or disabled person (6 percent).
- Conversely, those who were not looking for paid employment were significantly more likely to report that the main reason they left paid employment was:
 - personal health reasons or disability (28 percent)
 - to look after a partner, child, parent or disabled person (14 percent)
 - they had a child (13 percent)
 - they were fired/laid off/dismissed from job/redundancy (10 percent)
 - they were injured (8 percent)
 - they wanted to leave their job or do something different (6 percent)
 - they had problems with co-workers or their boss (6 percent).

When those who were not looking for employment were asked specifically why they were not doing so, they said that they could not work because:

- they had health or disability issues (51 percent)
- they had to look after a child (12 percent) or someone else such as a partner or parent (8 percent)
- they were retired now, or did not need to work (both 8 percent)
- they had education or training issues (8 percent).

8.2. Relationship between job-seeking status and highest qualification

The findings set out in Table 28 below indicate that education may be a major barrier for many mature non-participants in taking up paid employment.

Those who were looking for employment were significantly more likely to have a qualification beyond secondary school than those who were not looking. The latter group was almost twice as likely to say that they had no school examinations than those who were looking for paid work.

Table 28: New Zealand recognised qualifications beyond secondary school by job-seeking status

| | Weighted Sample Currently looking for paid employment n=275 | Weighted Sample Not looking for paid employment & not retired n=274 |
|---------------------------------------|--|--|
| No school examinations | 17% | 31% |
| Secondary school qualification | 27% | 35% |
| Qualification beyond secondary school | 56% | 34% |
| Total | 100% | 100% |

Total may exceed 100% due to rounding.

Note: The total sample column has been excluded from this table and all tables in this chapter, as it includes those who identify themselves as being retired, which is not the focus of this section of the report.

The survey findings also suggest that those who were not looking for paid employment were more likely to have completed their highest qualification more than six years ago (90 percent, compared with 85 percent of those who were looking for employment).

8.3. Relationship between job-seeking status and sources of household income

Sources of household income were examined to determine whether they had any impact on whether mature non-participants were looking for paid employment.

On average, those surveyed reported 2.1 sources of household income, including benefits they were personally receiving, benefits that others in their household were receiving, income from a partner's paid employment, superannuation and investments. There were no statistically significant differences between the two groups of respondents in relation to the total number of income sources reported. Both groups reported significantly fewer income sources (1.8 each) than respondents who described themselves as retired (2.3).

8.3.1. Differences in types of income sources by job-seeking status

Those who were seeking paid employment were significantly more likely to be receiving an unemployment benefit (12 percent) than were those who were not seeking work (3 percent). Those who were seeking work were also significantly more likely to report that they had worked in the last year (30 percent, compared with 10 percent of those not looking for paid employment).

Those who were not seeking paid employment were significantly more likely to be receiving an invalid's, sickness or disability benefit (29 percent, compared with 17 percent of those seeking employment).

There were no statistically significant differences between the two groups in relation to the frequency or types of benefits that others in their household were receiving.

While the data suggests that those not seeking paid employment were slightly more likely to say that their household received income from a partner's paid employment (41 percent, compared with 37 percent of those seeking paid employment), the observed difference is not statistically significant.

8.4. Average number of issues identified by job-seeking status

On average, those seeking employment identified 4.0 job skill or workplace related issues and 2.4 personal or life situation related issues; those not seeking employment identified 4.1 and 2.7 issues respectively.

In isolation, the observed differences are not statistically significant, but the findings indicate that those seeking employment identified significantly fewer issues in total (5.7) than those not seeking employment (6.4).

The number of personal or life situation related issues that respondents identified had a greater impact on an individual’s ability or predisposition to enter or re-enter the workforce than the total number of job skill and personal or life situation related issues combined. For correlations between job skill and personal or life situation related issues, see Appendix 2: Table 23 for more information.

8.5. Main issues by job seeking status

With one exception, mature non-participants who were not looking for paid employment identified similar types of job skill and workplace related issues identified as those who were looking for work. The latter group were more likely to say they were over-qualified for the jobs available (see Table 29).

Both groups identified the following job skill related issues as barriers to taking up paid employment:

- Having the right types of skills employers are looking for.
- Employers believing that older workers will not pick up the skills for the job quickly enough.
- Being under-qualified for the jobs available.
- The cost of training or studying for new skills.

Table 29: Workplace related issues that would make it difficult to work in paid employment by job-seeking status

| | Weighted Sample Currently looking for paid employment | Weighted Sample Not looking for paid employment & not retired |
|--|--|--|
| | n=275 | n=274 |
| Having the right types of skills employers are looking for | 54% | 55% |
| Employers believing older workers will not pick up the skills for the job quickly enough | 52% | 47% |
| Being under-qualified for the jobs available | 48% | 50% |
| The cost of training or studying for new skills | 46% | 44% |
| A lack of work experience | 32% | 42% |
| Having access to training to gain new skills | 27% | 37% |
| Being used to a certain level of management or responsibility | 32% | 29% |
| Being used to a certain level of salary/wages | 26% | 26% |
| Being over-qualified for the jobs available | 34% | 20% |
| Difficulties getting transportation to work | 20% | 25% |
| None of the above | 7% | 8% |
| Total | *** | *** |

Italicised numbers indicate significant differences.

Total may exceed 100% because of multiple responses.

With personal or life situation related issues, those who were not looking for paid employment were significantly more likely to mention the following issues than were those who were looking for employment (as shown by Table 30):

- Personal health reasons or disability.

- Having less leisure time or time for oneself.
- Having less time with family, friends and whānau.
- Responsibilities for caring for children.
- Having less time to do volunteer work or work in your community.

Table 30: Personal or life situation related issues that would make it difficult to work in paid employment by job-seeking status

| | Weighted Sample Currently looking for paid employment n=275 | Weighted Sample Not looking for paid employment & not retired n=274 |
|---|---|---|
| Personal health reasons or disability | <i>41%</i> | <i>64%</i> |
| Having less leisure time or time for yourself | <i>25%</i> | <i>37%</i> |
| Having less time with family, friends and whānau | <i>25%</i> | <i>37%</i> |
| The costs of returning to school or taking up training to gain new skills | <i>44%</i> | <i>42%</i> |
| Responsibilities for caring for a partner/parent or disabled person | <i>18%</i> | <i>29%</i> |
| Responsibilities for caring for children | <i>19%</i> | <i>26%</i> |
| Having less time to do volunteer work or work in your community (asked only of those who currently do volunteer work) | <i>11%</i> | <i>20%</i> |
| None of the above | <i>23%</i> | <i>5%</i> |
| Total | *** | *** |

Italicised numbers indicate significant differences.

Total may exceed 100% because of multiple responses.

9. SPECIFIC ISSUES FOR THOSE WITH CARER RESPONSIBILITIES

This chapter examines the different types of issues that make it difficult for carers versus non-carers to take up paid employment.

Key points from Chapter 9

- As a group, carers were significantly younger than non-carers. They were more likely to describe themselves as being at home full-time with children, and significantly less likely to consider themselves to be retired.
- Māori, Pacific peoples and Asian peoples were significantly more likely to identify themselves as having carer responsibilities than were NZ European/Others.
- Carers were not significantly different from non-carers in relation to their past occupations, the number of hours they worked, or the type of contract they worked under.
- Carers and non-carers were equally likely to have a qualification beyond secondary school and to identify places they would go to if they wanted information in relation to entering or re-entering paid employment.
- Carers were significantly more likely than non-carers to have left the workforce because of their carer responsibilities (16 percent, compared with 4 percent).
- Carers who were not seeking employment said most often that this was because of a personal health issue or disability (28 percent), or because they had to look after a child (18 percent), or someone other than a child (14 percent).
- On average, carers and non-carers identified a similar number of job skill related barriers to taking up paid employment (3.4, compared with 3.2). However, they identified a significantly greater number of personal or life situation related issues (2.9 on average, compared with 2.1 for non-carers).
- Carers were more likely to identify the cost of training or studying for new skills than non-carers. Otherwise, the types of job skill and workplace related issues they identified were similar.
- Carers were more likely to report that their responsibilities for caring for children, or for a partner/parent or disabled person, would make it more difficult for them to take up paid employment, than were non-carers.

Detailed findings

9.1. Profile of carers and non-carers

Carers and non-carers had quite distinct profiles.

- Carers were significantly younger than non-carers as a whole. Thirty-five percent of carers were aged 45 to 54, compared with 8 percent of non-carers. Fifty percent of carers were aged 45 to 59, compared with only 17 percent of non-carers.
- Carers were significantly more likely to describe themselves as being at home full-time with children (23 percent, compared with 3 percent of non-

carers) and less likely to report that they were retired (47 percent, compared with 74 percent).

- Carers were significantly less likely to be NZ European/Other (72 percent, compared with 89 percent of non-carers) and significantly more likely to be Māori (13 percent, compared with 6 percent), Pacific peoples (10 percent, compared with 2 percent) or Asian peoples (12 percent, compared with 5 percent of non-carers).¹⁶
- Carers were significantly less likely to live in rural areas or towns of fewer than 10,000 people (21 percent, compared with 32 percent of non-carers) and significantly more likely to live in larger urban areas of 30,000 plus (63 percent, compared with 54 percent of non-carers). This latter finding reflects the higher proportions of Pacific and Asian peoples among carers. Both groups are more likely to reside in urban areas.
- Not surprisingly, carers were significantly less likely to live in households with no children (37 percent, compared with 60 percent of non-carers).
- Carers were also significantly more likely to be on an invalid or sickness benefit and/or disability allowance (17 percent) or receive Family Assistance/Working for Families/Paid Parental Leave (7 percent) than non-carers (10 percent and 1 percent respectively). Carers' households were also more likely to have income from a partner's paid employment (30 percent, compared with 21 percent).
- Carers were also significantly less likely to be receiving National Superannuation (40 percent, compared with 70 percent of non-carers).
- Carers were significantly more likely to report that someone in their household was receiving an invalid's or sickness benefit and/or a disability allowance (13 percent, compared with 5 percent of non-carers). This reflects the fact that 17 percent of carers mainly provided care for a husband, wife, partner or other disabled person.

Carers were neither more nor less likely to have worked in different types of occupations or industry groups than non-carers. The two groups worked similar numbers of hours under a similar range of contracts.

Carers were significantly more likely to have left paid employment because of their carer responsibilities (16 percent, compared with 4 percent of non-carers). They were significantly less likely to report that they had left because they had retired (21 percent, compared with 33 percent of non-carers).

The most frequently given reasons for carers not currently seeking paid employment were:

- they were disabled or for health reasons (28 percent)
- they had to look after a child (18 percent)
- they had to look after someone other than a child (14 percent).

¹⁶ Note: In line with changes to reporting standards implemented by Statistics New Zealand, ethnicity is no longer prioritised but rather is treated as a multiple response variable. This is to account for the fact that many New Zealanders identify with more than one ethnicity. Therefore, the totals for findings by ethnicity may exceed 100 percent.

9.2. Relationship between carer status and highest qualification and job skill training

The relationship between carer status and the respondents' highest qualification is not statistically significant. Neither is the relationship between carer status and the last time the respondents worked in paid employment.

Carers are also neither more nor less likely to have undertaken job skill training than were non-carers (see Appendix 2: Tables 24 and 25 for more information).

9.3. Awareness of and access to CIAG resources

For the most part, carers would go to the same sources as non-carers to seek advice on entering or re-entering paid employment (see Table 31), although carers were more likely to report they would consult friends or family than were non-carers.

While the findings suggest that non-carers are slightly more likely to report they do not know who they would go to for CIAG advice, the observed difference is not statistically significant.

Table 31: Sources of advice on entering/re-entering paid employment by carer status

| | Weighted Sample n=868 | Carer n=352 | Non-carer n=516 |
|--|----------------------------------|------------------------|----------------------------|
| Work and Income/Ministry of Social Development (MSD) | 21% | 22% | 20% |
| Newspaper, classified ads | 18% | 20% | 18% |
| A career advisor/employment consultant or company | 13% | 14% | 13% |
| Friends or family | 13% | 20% | 11% |
| Potential employers | 8% | 8% | 8% |
| The Internet | 7% | 7% | 7% |
| The Department of Labour | 6% | 3% | 7% |
| Education providers | 6% | 8% | 5% |
| Career Services | 3% | 5% | 3% |
| Citizens Advice Bureau | 3% | 5% | 2% |
| The Library | 1% | 1% | 1% |
| Government (not specified) | 1% | 1% | 1% |
| Other | 9% | 8% | 10% |
| Nobody/Nowhere/Wouldn't look for advice | 12% | 16% | 11% |
| Don't know | 23% | 20% | 24% |
| Refused | 0% | 0% | 0% |
| Total | *** | *** | *** |

Total may exceed 100% because of multiple responses.

With the exception of television or radio, carers and non-carers were equally likely to say they would use the different channels to access information about returning to work (see Table 32 below).

Both carers and non-carers said they would be most likely to use a face-to-face option or printed hard copy to gain information about entering or returning to paid employment.

Table 32: Likelihood of using information channels by carer status

| | The Internet | Paper or printed hard copy (e.g. brochures/flyers) | By telephone | Face-to-face | Television/radio |
|-----------------------|---------------------|---|---------------------|---------------------|-------------------------|
| Carer | 3.6 | 6.0 | 5.1 | 6.5 | <i>3.6</i> |
| Non-carer | 3.8 | 5.7 | 4.7 | 6.2 | <i>3.1</i> |
| Total Weighted Sample | 3.7 | 5.7 | 4.8 | 6.3 | 3.2 |

Italicised numbers indicate significant differences.

9.4. Average number of issues identified by carers versus non-carers

On average, carers identified 3.4 job skill or workplace related and 2.9 personal or life situation related barriers to taking up paid employment; non-carers identified 3.2 and 2.1 respectively. Carers identified a significantly greater number of issues in total (6.2) than did non-carers (5.3).

The relationship between carer status and the number of issues identified is detailed in Appendix 2: Table 26.

9.5. Main issues by carer status

The main difference between carers and non-carers in relation to job skill and workplace related issues was that carers were significantly more likely to identify the cost of training or studying for new skills as a barrier. This may reflect the greater financial constraints that having dependents places on carer households.

With three of the personal or life situation issues, there were quite significant gaps between the carers and non-carers (see Appendix 2: Tables 27 and 28 for more information). The issues were:

- the costs of returning to school or taking up training to gain new skills
- responsibilities for caring for a partner/parent or disabled person
- responsibilities for caring for children.

Not surprisingly, the two issues with the strongest relationships with carer status were responsibilities for caring for children and responsibilities for caring for a partner/parent or disabled person.

While the relationship between carer status and the costs of returning to school or taking up training to gain new skills was technically statistically significant, the relationship was relatively weak. The issue was therefore much less likely to be a

barrier to carers taking up paid employment than the other two issues. See Appendix 2: Table 29 for more information.

10. SPECIFIC ISSUES FOR THOSE FROM DIFFERENT ETHNIC GROUPS

This chapter examines the different types of issues that make it difficult for mature non-participants from different ethnic groups to take up paid employment.

Key points from Chapter 10

- Many of the differences in the demographic profiles of mature non-participants point to socio-economic differences between NZ European/Others, Māori and Pacific peoples.
- NZ European/Others (46 percent) and Māori (43 percent) respondents were significantly more likely to have a qualification beyond secondary school than were Pacific peoples (24 percent).
- Māori and Pacific peoples were significantly more likely to have no school examinations (39 percent and 47 percent respectively) than NZ European/Others (25 percent and 8 percent respectively).
- Māori were significantly more likely to report that they had undertaken job skill training at some time in the past. This may partially explain why Māori were significantly more likely to report that being over-qualified for the types of jobs available was a barrier to taking up paid employment.
- There were no significant differences in relation to where respondents of different ethnicity would go if they wanted information on entering or re-entering the workforce.
- Māori and NZ European/Others were significantly more likely to use most of the channels discussed to access information. Asian peoples said they were unlikely to use any.
- Māori, Pacific peoples and Asian peoples reported a greater number of job skill or workplace related barriers to taking up paid employment than did NZ European/Others.
- Māori and Pacific peoples were significantly more likely to say that personal health reasons or a disability would make it difficult for them to take up paid employment. Māori, Pacific peoples and Asian peoples were significantly more likely to say that their responsibilities for caring for children were a barrier.
- Pacific peoples identified a significantly greater number of issues overall (both job skill related and personal or life situation related) than those in the other ethnic groups. This suggests that, as a group, they are likely to have the greatest difficulty in entering or returning to paid employment should they need or wish to do so.

Detailed findings

10.1. Profile of different ethnic groups

Significant differences in the demographic profiles of the different ethnic groups were:

- NZ European/Others were significantly older than the other ethnic groups. Only 11 percent of NZ European/Others were aged 45 to 54, compared

with 33 percent of Māori, 30 percent of Pacific peoples and 38 percent of Asian peoples.

- Significantly more NZ European/Others were retired (71 percent) compared with 48 percent of Asian peoples, 45 percent of Māori and 39 percent of Pacific peoples.
- Significantly fewer NZ European/Others lived in households with children (19 percent) than Pacific people (70 percent), Asian peoples (50 percent) and Māori (43 percent). NZ European/Others were also significantly less likely to have carer responsibilities (23 percent), compared with 63 percent of Pacific people, 45 percent of Asian peoples and 44 percent of Māori.
- NZ European/Others were significantly less likely to be at home full-time with children (7 percent) or to describe themselves as unemployed (9 percent) than Asian peoples (18 percent and 23 percent respectively).
- NZ European/Others were more likely to be receiving National Superannuation (68 percent) than were Asian peoples (25 percent), Pacific peoples (35 percent) or Māori (39 percent).
- Pacific peoples were significantly more likely to report that someone else in the household was receiving a benefit (61 percent), than were NZ European/Others (46 percent), Māori (43 percent) and Asian (31 percent).
- At 4 percent, Pacific people were significantly less likely to say that their household received investment income than NZ European/Others (38 percent), Asian peoples (25 percent) or Māori (19 percent).
- Significantly fewer NZ European/Others lived in large towns or cities (55 percent) than Asian peoples (80 percent) and Pacific peoples (75 percent).
- Pacific peoples were significantly more likely to say that their household did not own or have day-to-day access to a car (23 percent) than NZ European/Others (8 percent).

10.2. Relationship between ethnicity and highest qualification and job skill training

NZ European/Others (46 percent) and Māori (43 percent) respondents were significantly more likely to have a qualification beyond secondary school, than were Pacific peoples (24 percent). Māori and Pacific peoples were significantly more likely to have no school examinations (39 percent and 47 percent respectively) than NZ European/Others (25 percent and 8 percent respectively) (see Table 33).

Table 33: New Zealand recognised qualifications beyond secondary school by ethnicity

| | Weighted Sample n=868 | NZ European/ Others n=577 | Māori n=163 | Pacific peoples n=103 | Asian peoples n=106 |
|---------------------------------------|----------------------------------|--|------------------------|--------------------------------------|------------------------------------|
| No school examinations | 26% | <i>25%</i> | <i>39%</i> | <i>47%</i> | <i>8%</i> |
| Some school qualification | 30% | <i>29%</i> | <i>18%</i> | <i>29%</i> | <i>52%</i> |
| Beyond secondary school qualification | 45% | <i>46%</i> | <i>43%</i> | <i>24%</i> | <i>40%</i> |
| Total | 100% | 100% | 100% | 100% | 100% |

Italicised numbers indicate significant differences.

Total may not sum to 100% due to rounding. Sum of respondents in subgroups may exceed total sample because some respondents reported multiple ethnicities.

Māori were significantly more likely to have undertaken job skill training in order to take up paid employment (37 percent) than were Pacific peoples (19 percent). Though not statistically significant, the data also suggests that Māori were also more likely to have undertaken training than the other two ethnic groups (see Table 34).

Table 34: Job skill training or education undertaken in order to enter/re-enter the workforce by ethnicity

| | Weighted Sample n=868 | NZ European/ Others n=575 | Māori n=162 | Pacific peoples n=101 | Asian peoples n=105 |
|-----------------------------|----------------------------------|--|------------------------|--------------------------------------|------------------------------------|
| Yes, had job skill training | 30% | 30% | <i>37%</i> | <i>19%</i> | <i>27%</i> |
| No job skill training | 70% | 70% | <i>63%</i> | <i>81%</i> | <i>73%</i> |
| Total | 100% | 100% | 100% | 100% | 100% |

Italicised numbers indicate significant differences.

Total may not sum to 100% due to rounding. Sum of respondents in subgroups may exceed total sample because some respondents reported multiple ethnicities.

10.3. Awareness of and access to CIAG resources

For the most part, there were only minor differences between the different ethnic groups in relation to where they would go to gain information on entering or re-entering paid employment. In relation to preferred channels for accessing such information, NZ European/Others and Māori respondents were significantly more likely to say they would use most of the different channels discussed (see Table 35). However, Asian respondents generally said that they were unlikely to use any of the channels.

Table 35: Likelihood of using information channels by ethnicity

| | Weighted Sample Mean | NZ European/ Others Mean | Māori Mean | Pacific peoples Mean | Asian peoples Mean |
|--|---------------------------------|---|-----------------------|-------------------------------------|-----------------------------------|
| Face-to-face | 6.3 | <i>6.3</i> | <i>7.2</i> | <i>6.7</i> | <i>4.9</i> |
| Paper or printed hard copy (e.g. brochures/flyers) | 5.9 | <i>5.9</i> | <i>6.2</i> | <i>5.0</i> | <i>4.4</i> |
| By telephone | 4.9 | <i>4.9</i> | <i>5.7</i> | <i>5.6</i> | <i>3.8</i> |
| The Internet | 3.8 | <i>3.8</i> | <i>3.9</i> | <i>1.9</i> | <i>3.9</i> |
| Television/radio | 3.1 | <i>3.1</i> | <i>3.6</i> | <i>4.8</i> | <i>3.6</i> |

Italicised numbers indicate significant differences

10.4. Average number of issues identified by different ethnic groups

As shown by Table 36 overleaf, mature non-participants identified, on average, 3.1 job skill or work related and 2.2 personal or life situation related barriers to taking up paid employment.

NZ European/Others identified significantly fewer job skill or work related issues on average (3.1) than Māori (3.7), Asian peoples (4.1) and Pacific peoples (4.4).

Pacific peoples identified significantly more personal or life situation related issues (3.3) than NZ European/Others (2.2), Māori (2.3) and Asian peoples (2.4).

NZ European/Others identified significantly fewer issues on average (5.3) than Māori (6.0), Asian peoples (6.5) and, in particular, Pacific peoples (7.7).

Table 36: Average number of issues by ethnicity

| | Weighted Sample Mean | NZ European/ Others Mean | Māori Mean | Pacific peoples Mean | Asian peoples Mean |
|--|-------------------------------------|---|-----------------------|-------------------------------------|-----------------------------------|
| Number of job skill issues identified | 3.1 | <i>3.1</i> | <i>3.7</i> | <i>4.4</i> | <i>4.1</i> |
| Number of personal or life situation issues identified | 2.2 | <i>2.2</i> | <i>2.3</i> | <i>3.3</i> | <i>2.4</i> |
| Total number of issues identified | 5.3 | <i>5.3</i> | <i>6.0</i> | <i>7.7</i> | <i>6.5</i> |

Highlighted numbers indicate significant differences.

10.5. Main issues by ethnicity

NZ European/Others were significantly less likely to identify most of the issues discussed than the other ethnic groups, in particular, Pacific peoples (see Tables 37 and 38 overleaf).

Table 37: Workplace related issues that would make it difficult to work in paid employment by ethnicity

| | Weighted Sample n=868 | NZ European/ Others n=577 | Māori n=163 | Pacific peoples n=103 | Asian peoples n=106 |
|--|--------------------------------------|--|------------------------|--------------------------------------|------------------------------------|
| Having the right types of skills employers are looking for | 50% | 49% | 42% | 52% | 60% |
| Being under-qualified for the jobs available | 40% | 37% | 52% | 61% | 55% |
| Difficulties getting transportation to work | 19% | 18% | 28% | 36% | 22% |
| Employers believe older workers will not pick up the skills for the job quickly enough | 45% | 44% | 41% | 59% | 49% |
| The cost of training or studying for new skills | 40% | 38% | 51% | 57% | 51% |
| Being over-qualified for the jobs available | 21% | 20% | 32% | 21% | 25% |
| A lack of work experience | 30% | 27% | 34% | 45% | 47% |
| Having access to training to gain new skills | 29% | 28% | 26% | 42% | 37% |
| Being used to a certain level of salary/wages | 23% | 21% | 35% | 37% | 36% |
| Being used to a certain level of management or responsibility | 27% | 26% | 24% | 32% | 31% |
| None of the above | 11% | 12% | 14% | 7% | 7% |
| Total | *** | *** | *** | ** | *** |

Italicised numbers indicate significant differences.

Total may exceed 100% because of multiple responses. Sum of respondents in subgroups may exceed total because of multiple responses.

Asian peoples (21 percent) were significantly more likely to identify at least one personal or life situation related issue than NZ European/Others or Pacific people (10 percent and 5 percent respectively).

NZ European/Others were significantly less likely to identify issues relating to health, carer responsibilities and tuition costs than other ethnic groups, particularly Pacific peoples. However, NZ European/Others were significantly more likely to identify having less time with family/friends and whānau and having less leisure time or time for oneself as barriers to taking up paid employment than Māori did.

Table 38: Personal or life situation related issues that would make it difficult to work in paid employment by ethnicity

| | Total n=868 | NZ European/ Others n=577 | Māori n=163 | Pacific peoples n=103 | Asian peoples n=106 |
|---|------------------------------|--|------------------------------|--|--|
| Personal health reasons or a disability | 49% | <i>49%</i> | <i>61%</i> | <i>66%</i> | <i>37%</i> |
| Responsibilities for caring for children | 18% | <i>15%</i> | <i>27%</i> | <i>53%</i> | <i>28%</i> |
| Responsibilities for caring for a partner/parent or disabled person | 21% | <i>20%</i> | <i>27%</i> | <i>40%</i> | <i>21%</i> |
| The costs of returning to school or taking up training to gain new skills | 36% | <i>33%</i> | <i>44%</i> | <i>63%</i> | <i>53%</i> |
| Having less time with family/friends and whānau | 42% | <i>42%</i> | <i>28%</i> | <i>44%</i> | <i>39%</i> |
| Having less leisure time or time for yourself | 47% | <i>47%</i> | <i>35%</i> | <i>48%</i> | <i>46%</i> |
| Having less time to do volunteer work or work in your community | 18% | <i>18%</i> | <i>13%</i> | <i>11%</i> | <i>15%</i> |
| None of the above | 11% | <i>10%</i> | <i>11%</i> | <i>5%</i> | <i>21%</i> |
| Total | *** | *** | *** | *** | *** |

Italicised numbers indicate significant differences.

Total may not sum to 100% due to rounding. Sum of respondents in subgroups may exceed total sample because some respondents reported multiple ethnicities.

APPENDIX 1 RESEARCH DESIGN

Research design - overview

This stage of the research was conducted as a CATI-based telephone survey of a nationally representative sample of 868 New Zealand residents aged 45 years and older who were not in paid employment at the time of the survey.

The fieldwork was conducted between 21 January and 20 March 2006, from Research New Zealand's national interview facility in Wellington.

The sample was stratified by age and ethnicity, and certain subgroups (Māori, Pacific people, Asian peoples and those aged 45 to 69) were over-sampled to ensure statistically robust subsamples for the purposes of analysis and reporting.

Questionnaire design

The questionnaire was developed and finalised in consultation with the Project Team at the Department of Labour, based upon the research objectives. It was piloted by experienced members of Research New Zealand's CATI interviewing team as a full simulation of the interview process with a cross section of 30 respondents.

Final feedback on the piloting and recommendations for changes to the wording of questions were provided to the Project Team in writing for their approval prior to commencing the main interviewing.

Sampling

Target population and sample frame

The target population was all New Zealand residents aged 45 years and over who were not in paid employment at the time of the survey.

The primary sampling unit of the main sample was all households with telephones listed in the White Pages of the New Zealand telephone directories. The secondary sampling unit was individuals aged 45 years and over who were currently not in paid employment, living in those households.

Sample sourcing

The sampling used a combination of two approaches:

- The main sample was drawn from the General and Māori Electoral Rolls. This provided an opportunity to send pre-notification letters to a large portion of the total sample, thus improving the overall response rate.¹⁷ It also allowed the researchers to accurately target potential respondent households by ethnicity. Telecom New Zealand then telematched the selected sample based on the address shown in the Electoral Rolls against the Telecom White Pages to identify the telephone numbers.

¹⁷ Past experience with conducting similar surveys shows that households that receive pre-notification letters have a significantly better response rate than households that do not receive letters.

- A randomly selected booster sample of residential telephone numbers, drawn from the New Zealand White Pages, was purchased from Telecom New Zealand to ensure that all New Zealand households with listed telephone numbers had an equal probability of being selected for the research.

Sampling process – main sample

The main sample comprised a randomly selected list of individual electors aged 45 years plus with listed telephone numbers in the White Pages.

To target potential respondent households by ethnicity, the Electoral Rolls were divided into four mutually exclusive lists, in the following order of priority:

- Those individuals on the Electoral Rolls who identified as being of Māori descent.
- All individuals residing in Census mesh blocks that had high proportions (50 percent of the mesh block total, or greater) of Pacific peoples in the 2001 Census.
- All individuals whose surname matched one of the 409 most common East-Asian surnames (list sourced from the Asian Pacific peoples (API) name pronunciation guide¹⁸), which contains common names from the following countries: Cambodia, China (Mandarin and Cantonese), the Philippines, Indonesia, Japan, Korea, Thailand and Vietnam).¹⁹
- All other individuals in the Electoral Rolls not selected for one of the above three lists.

A sample of individual electors was randomly drawn from each of the four lists using a random number generator. The resulting lists were then sent to Telecom for telematching against the selected electors' mailing and residential addresses as detailed in the Electoral Rolls. Telecom then provided all listed telephone numbers that matched the addresses of the sampled electors (a 40 percent match rate was achieved against the Electoral Rolls).

Sampling process – booster sample

As detailed above, a randomly selected booster sample of listed residential telephone numbers (selected as simple random) was purchased from Telecom.

¹⁸ The original name pronunciation guide went online during the Spring of 1998. It was developed by Dr Susan Kullmann (formerly Puz), then Faculty Computing Support Coordinator for the Faculty Center for Professional Development at Cal Poly Pomona, and CPP student technology consultants Jing Chin and Sam Tran.

¹⁹ It should be noted that not all Asian persons have a common Asian surname appearing on this list (e.g. those of Indian or Sri Lankan descent etc.), and not all of those having a common Asian surname are, in fact, Asian (namely, the surname Lee). However, Asian individuals not selected from the common Asian surname sample list will still have an equal opportunity to be selected from one of the three other Electoral Roll lists, namely Māori descent, mesh blocks known to have high proportions of Pacific people, Others, or from the random booster sample of household telephone numbers purchased from Telecom.

Sample stratification

In order to ensure statistically robust subsamples of different ethnic and age groups, a stratified sampling approach was undertaken to ensure that sufficient subsamples of Māori, Pacific peoples and Asian peoples were obtained.

In agreement with the Department, those aged 70 years plus were under-sampled for this survey, as the main audience of interest was non-participants aged 45 to 69 years old.

A quota scheme was programmed into the CATI survey system to monitor and manage the numbers of achieved interviews for the different age and ethnic groups.

Interviewing process

Pre-notification letters for the main sample

The pre-notification letter for this survey was developed in consultation with the Project Team at the Department and sent to all households selected from the telematched, random sample derived from the Electoral Rolls, as detailed above²⁰. The letters explained:

- the high-level purpose of the survey and Research New Zealand's involvement
- the context of the research in relation to the Privacy Act, as well as assuring respondents about the confidentiality of any information provided to Research New Zealand
- that a Research New Zealand interviewer might contact their household in the coming weeks to conduct a voluntary interview.

Interviewing

Trained interviewers conducted the interviews from Research New Zealand's IQS-certified national interview facility in Wellington.

When they contacted a household, Research New Zealand asked to speak to a male in the household aged 45 years and older who was not currently in paid employment. If there were no qualifying males in the household, the interviewer then asked to speak to a female aged 45 years and older who was not currently in paid employment.

Up to eight attempts were made, at different times and on different days to contact a selected household before the attempt to obtain an interview was abandoned and a different household substituted.

As the interviews proceeded, all respondents' answers were captured using computer assisted telephone interviewing (CATI) software.

²⁰ As Telecom does not provide name or address details with purchased lists of telephone numbers, it was not possible to send pre-notification letters to those households randomly selected from the Telecom White Pages only (see our comments on the two proposed sample sources above).

The average interview length was 19 minutes.

Response rate calculation

Research New Zealand's response rates were determined by assigning each household to one of four eligibility classes.

1. Ineligible: households found to not contain any eligible respondents after contact with a person in the household was made.
2. Eligible non-responding: households found to contain at least one eligible respondent, but no respondent was selected, or the selected respondent failed or refused to complete the core survey questions.
3. Eligible responding: households found to contain at least one eligible respondent, with one respondent selected and all core survey questions completed.
4. Unknown eligibility: households where it was not known whether there were eligible respondents usually resident (including full household non-contact, or full refusal of contact person whose eligibility is unknown).

The response was then calculated as follows.

Response Rate = $C / (C + B + [D * (B + C) / (A + B + C)])$, where:

- A = sum of ineligible households (40,383)
- B = sum of eligible non-responding households (4,157)
- C = sum of eligible responding households (869)
- D = sum of households with unknown eligibility (7,291).

Research New Zealand contacted more than 52,000 separate households to achieve the 869 completed interviews, most of which did not qualify to participate in the study (i.e. most households said they did not have any mature non-participants).

Both the response and the cooperation rates were calculated for this study. The survey had an overall response rate of 14.9 percent, which is on the very low side of average. It does reflect low response rates prevalent at the time. The cooperation rate is the number of people, once contacted and identified as eligible, who were prepared to complete the interview. The cooperation rate for this study was 17.3 percent.

In relation to the low response rate, it should be noted that following the Parliamentary Elections in 2005, a significant drop in response rates (eight percentage points on average) was observed for all telephone surveys of the general public, though at the time the CIAG survey was conducted, general public response rates had begun to recover.

The response rates for the different sample locations were:

- Māori Electoral Roll (20.3 percent)
- Pacific mesh blocks (9.5 percent)
- Asian surname list (11.4 percent)
- NZ European/Others (17.7 percent).

The significantly lower response rates among Asian peoples and Pacific peoples were often due to language barriers, particularly among older Asians.

Another relevant factor is that many other public sector organisations have been targeting Asian peoples and Pacific peoples in telephone surveys over the last few years. Given their relatively low numbers in New Zealand in comparison with Māori and NZ European/Others, it is likely that they are being over-surveyed and are suffering from 'respondent fatigue'.

As the CIAG survey was designed to over-sample Asian peoples and Pacific peoples, the low response rates of these two groups had a flow-on effect that lowered the overall response rate of the survey.²¹ The findings for these two groups may also have been affected by their low response rate (that is, they may under- or over-represent some of the issues among Asian peoples and Pacific peoples).

However, as the final survey results were weighted to reflect the age, gender and ethnic distributions of mature non-participants in the workforce (based on the 2001 Census population), it can be argued that the overall research findings are representative of the population of interest overall.

Weighting of results for margins of error calculation, analysis and reporting

A post-stratification scheme was developed in consultation with the DoL to achieve a sample composition that was representative of the age, gender and ethnic distributions of non-participants in the workforce (based on the 2001 Census population), prior to any analysis or reporting.

As the data was weighted by ethnicity, gender and age, the normal margin of error calculations for simple random samples do not apply to the overall sample or the various subgroup samples. To adjust for this, the relevant design effect multiplier was calculated, for the purpose of calculating the maximum margins of error (at the 95 percent confidence level) for analysis and reporting purposes.

The following margins of error (at the 95 percent confidence level) apply to the different sample groups discussed in the report.

²¹ Had Asian peoples and Pacific peoples been as likely to respond as Māori and Others, the survey would have had a response rate of between 18 and 20 percent, which is typical for telephone surveys of the general public conducted during the same time period.

Margins of error at the 95% confidence level

| Sample Groups | Total Sample (Unweighted counts) n=868 | Maximum Margin of Error +/- |
|---------------------------------------|--|-----------------------------------|
| Ethnicity overall²² | | |
| NZ European/Others | 577 | 5.5% |
| Māori | 163 | 10.4% |
| Pacific peoples | 103 | 13.0% |
| Asian peoples | 106 | 12.8% |
| Age overall | | |
| 45 to 54 year olds | 321 | 7.4% |
| 55 to 64 year olds | 280 | 7.9% |
| 65+ year olds | 267 | 8.1% |
| Gender | | |
| Men | 347 | 7.4% |
| Women | 521 | 5.8% |
| Job seeking status | | |
| Currently looking for work | 275 | 8.0% |
| Not looking and non-retired | 274 | 8.0% |
| Retired ²³ | 319 | 7.4% |
| Carer status | | |
| Carer | 352 | 7.1% |
| Non-carer | 516 | 5.8% |
| Total | 868 | 4.5% |

Note: The maximum margin of error for a randomly selected sample of n=868 is $\pm 3.3\%$ at the 95% confidence level. The addition of the boosters of the different ethnic and age groups created a design effect factor estimated to be approximately 1.82. To adjust for this, a multiplier of 1.35 (the square root of the design effect) has been applied to the normal maximum margin of error associated with each of the subsample sizes.

Limitations of the research

When interpreting the research findings, the following issues relating to telephone based survey methodologies should be borne in mind:

- Telephone surveys typically under-represent Pacific peoples and Asian peoples due to higher rates of non-response among these groups.
- A telephone methodology tends to capture members of the public who are comfortable taking part in a survey in English. This biases the results against those who have poor or no English language skills.
- A telephone methodology precludes those without telephones from taking part. This introduces a bias against low socio-economic groups by excluding those who are unable to afford a telephone.

²² In line with Statistics New Zealand's reporting practices, ethnicity has been treated as a multiple response variable to reflect the fact that some New Zealanders identify with more than one ethnic group. Therefore throughout this report when ethnicity is discussed, the sum of the subsamples will exceed 100 percent.

²³ For the purposes of analysis and reporting, 'retired' was defined as those who specifically identified themselves as such in Question 3 of the survey, as opposed to being a beneficiary, unemployed or at home full-time.

- In relation to this specific survey, those individuals who have mobile telephones but do not have access to a landline telephone were precluded from participating in the survey, due to budgetary constraints. Those respondents residing in households with unlisted telephone numbers were also precluded.

Processes to manage non-response bias

While the objective of any sampling scheme is to obtain a body of data that can be interpreted as being representative of the population(s) of interest, some potential survey participants become non-respondents because they:

- refuse to respond or lack the ability to respond.
- are not available at the time of the survey, or are otherwise inaccessible due to the nature of the methodology used.

The seriousness of non-response bias depends upon the extent of non-response, as well as how the non-respondents differ from respondents, particularly in relation to the key questions of interest.

Ultimately, the effects of non-response bias cannot be estimated for the purposes of analysis and reporting. However, Research New Zealand took all feasible steps to minimise the extent of non-response by:

- sending pre-notification letters, whenever possible, to prospective households prior to contacting them for an interview
- attempting to contact a selected household at least eight times, at different times and on different days, before the attempt to obtain an interview was abandoned and a different household from the sample was substituted
- providing respondents with the option of scheduled appointments to be interviewed
- using skilled interviewers to generate better rapport with potential respondents when contacting them, thus increasing the likelihood of successfully securing an interview
- specifically assigning Māori, Asian and Pacific interviewers to the relevant sample lists drawn from the Electoral Rolls, to develop better rapport with Māori, Asian and Pacific respondents.

APPENDIX 2 ADDITIONAL TABLES

Demographic profile

Table 1: Age groups

| | Unweighted Sample n=868 | Weighted Sample n=868 |
|--------------------|------------------------------------|----------------------------------|
| 45 to 54 year olds | 37% | 15% |
| 55 to 64 year olds | 32% | 22% |
| 65 to 69 year olds | 21% | 43% |
| 70 plus year olds | 10% | 19% |
| Total | 100% | 100% |

Total may exceed 100% due to rounding.

Table 2: Place of birth by age group

| | Unweighted Sample n=868 | Weighted Sample n=868 | 45 to 54 year olds n=321 | 55 to 64 year olds n=280 | 65 to 69 year olds n=180 | 70 plus year olds n=87 |
|--------------|--|--------------------------------------|---|---|---|---|
| New Zealand | 66% | 73% | 63% | 73% | 77% | 73% |
| Britain/UK | 8% | 12% | 6% | 9% | 13% | 16% |
| China | 2% | 2% | 1% | 3% | 1% | 1% |
| India | 1% | 0% | 2% | 0% | 0% | 0% |
| Samoa | 4% | 1% | 3% | 2% | 1% | 1% |
| South Africa | 0% | 0% | 1% | 0% | 0% | 0% |
| Japan | 0% | 0% | 0% | 1% | 0% | 0% |
| Other | 18% | 12% | 22% | 12% | 8% | 7% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% |

Total may exceed 100% due to rounding.

Table 3: Rural/urban location by age group

| | Unweighted Sample n=868 | Weighted Sample n=868 | 45 to 54 year olds n=321 | 55 to 64 year olds n=280 | 65 to 69 year olds n=180 | 70 plus year olds n=87 |
|---|--|--------------------------------------|---|---|---|---|
| Rural area (under 1,000 pop'n) | 11% | 11% | 15% | 8% | 11% | 12% |
| A small town (1,000 - 9,999 pop'n) | 17% | 18% | 14% | 16% | 22% | 15% |
| A medium sized town (10,000 - 29,999 pop'n) | 13% | 13% | 10% | 19% | 13% | 9% |
| A large town or city (30,000 or more pop'n) | 57% | 57% | 58% | 57% | 54% | 62% |
| Don't know | 2% | 1% | 3% | 0% | 1% | 2% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% |

Total may exceed 100% due to rounding.

Household profile

Table 4: Day-to-day access to or ownership of a car by age group

| | Unweighted Sample | Weighted Sample | 45 to 54 year olds | 55 to 64 year olds | 65 to 69 year olds | 70 plus year olds |
|-------|------------------------------|----------------------------|-----------------------------------|-----------------------------------|-----------------------------------|----------------------------------|
| | n=868 | n=868 | n=321 | n=280 | n=180 | n=87 |
| Yes | 91% | 91% | 92% | 94% | 92% | 85% |
| No | 9% | 9% | 8% | 6% | 8% | 15% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% |

Total may exceed 100% due to rounding.

Table 5: Access to public transport by age group

| | Unweighted Sample | Weighted Sample | 45 to 54 year olds | 55 to 64 year olds | 65 to 69 year olds | 70 plus year olds |
|------------|------------------------------|----------------------------|-----------------------------------|-----------------------------------|-----------------------------------|----------------------------------|
| | n=868 | n=868 | n=321 | n=280 | n=180 | n=87 |
| Yes | 71% | 69% | 68% | 71% | 67% | 73% |
| No | 28% | 30% | 30% | 29% | 33% | 25% |
| Don't know | 1% | 1% | 2% | 0% | 0% | 2% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% |

Total may exceed 100% due to rounding.

Table 6: Personal responsibility for providing care for others (e.g. caring for children, elderly relatives etc) by age group

| | Unweighted Sample | Weighted Sample | 45 to 54 year olds | 55 to 64 year olds | 65 to 69 year olds | 70 plus year olds |
|-------|------------------------------|----------------------------|-----------------------------------|-----------------------------------|-----------------------------------|----------------------------------|
| | n=868 | n=868 | n=321 | n=280 | n=180 | n=87 |
| Yes | 41% | 26% | 60% | 29% | 16% | 19% |
| No | 59% | 74% | 40% | 70% | 84% | 81% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% |

Total may exceed 100% due to rounding.

Table 7: Caring responsibilities by age group

| | Unweighted Sample | Weighted Sample | 45 to 54 year olds | 55 to 64 year olds | 65 to 69 year olds | 70 plus year olds |
|--|------------------------------|----------------------------|-----------------------------------|-----------------------------------|-----------------------------------|----------------------------------|
| | n=352* | n=352 | n=204 | n=92 | n=36 | n=20* |
| Child or children | 72% | 63% | 82% | 58% | 53% | 43% |
| A husband/wife/partner who is ill or injured | 15% | 17% | 14% | 19% | 13% | 30% |
| Other relative who is ill, injured or disabled | 8% | 7% | 6% | 8% | 6% | 10% |
| Elderly relative | 18% | 14% | 18% | 19% | 7% | 10% |
| Someone with a disability other than a relative or partner | 7% | 5% | 6% | 8% | 4% | 0% |
| Other | 4% | 3% | 3% | 6% | 0% | 0% |
| None | 7% | 12% | 3% | 8% | 24% | 20% |
| Total | *** | *** | *** | *** | *** | *** |

Total may exceed 100% because of multiple responses.

**Subsample based on those respondents who are personally responsible for providing care to others.*

Educational profile

Table 8: Time of completion of highest qualification by age group

| | Unweighted Sample n=652 | Weighted Sample n=652* | 45 to 54 year olds n=263 | 55 to 64 year olds n=199 | 65 to 69 year olds n=130 | 70 plus year olds n=60 |
|--|---|--|--|--|--|--|
| In the last 6 months | 2% | 1% | 6% | 0% | 0% | 0% |
| More than 6 months, but less than 1 year | 2% | 1% | 2% | 1% | 0% | 0% |
| 1 to 2 years | 2% | 1% | 5% | 0% | 1% | 0% |
| 3 to 5 years | 5% | 3% | 8% | 2% | 3% | 0% |
| 6 to 10 years | 5% | 4% | 8% | 4% | 3% | 2% |
| More than 10 years | 83% | 88% | 71% | 90% | 90% | 98% |
| Don't know | 1% | 2% | 0% | 2% | 3% | 0% |
| Refused | 0% | 0% | 1% | 1% | 0% | 0% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% |

Total may exceed 100% due to rounding.

**Subsample based on those respondents who have a qualification.*

Past work experience

Table 9: Occupation when last in paid employment by gender

| | Weighted Sample n=857* | Men n=345 | Women n=512 |
|--|---------------------------------------|----------------------|------------------------|
| Office clerks | 11% | 5% | 15% |
| Corporate managers | 10% | 14% | 8% |
| Personal and protective services workers | 8% | 3% | 12% |
| Other associate professionals | 7% | 5% | 9% |
| Teaching professionals | 6% | 5% | 7% |
| Salespersons, demonstrators and models | 6% | 1% | 9% |
| Market-orientated agricultural and fishery workers | 6% | 8% | 5% |
| Labourers and related elementary service workers | 5% | 4% | 5% |
| Life science and health professionals | 4% | 2% | 5% |
| Other professionals | 4% | 4% | 3% |
| Customer services clerks | 4% | 1% | 5% |
| Physical science and engineering associate professionals | 3% | 7% | 0% |
| Building trades workers | 3% | 6% | 0% |
| Stationary machine operators and assemblers | 3% | 2% | 4% |
| Physical, mathematical and engineering science professionals | 2% | 5% | 0% |
| Metal and machinery trades workers | 2% | 5% | 0% |
| Drivers and mobile machine operators | 2% | 3% | 0% |
| Legislators and administrators | 1% | 1% | 1% |
| Life science and health associate professionals | 1% | 0% | 2% |
| Precision trades workers | 1% | 1% | 1% |
| Other craft and related trade workers | 1% | 2% | 1% |
| Building and related workers | 1% | 1% | 0% |
| Industrial plant operators | 0% | 1% | 0% |
| Response unidentifiable (against the New Zealand Standard Classification Guidelines (NZSCO99)) | 7% | 9% | 5% |
| Response outside scope (against the New Zealand Standard Classification Guidelines (NZSCO99)) | 2% | 2% | 2% |
| Total | 100% | 100% | 100% |

Italicised numbers indicate significant differences.

Total may exceed 100% due to rounding.

**Subsample based on those who reported having worked in paid employment.*

Table 10: Type of business or activity of workplace by gender

| | Weighted Sample n=857* | Men n=345 | Women n=512 |
|--|---------------------------------------|----------------------|------------------------|
| Manufacturing | 15% | <i>21%</i> | <i>11%</i> |
| Retail trade | 13% | <i>9%</i> | <i>16%</i> |
| Health and community services | 13% | <i>5%</i> | <i>18%</i> |
| Education | 10% | <i>8%</i> | <i>11%</i> |
| Government administration and defence | 8% | <i>10%</i> | <i>6%</i> |
| Property and business services | 7% | <i>7%</i> | <i>7%</i> |
| Agriculture, forestry and fishing | 6% | <i>7%</i> | <i>5%</i> |
| Personal and other services | 6% | <i>5%</i> | <i>7%</i> |
| Construction | 4% | <i>8%</i> | <i>0%</i> |
| Transport and storage | 4% | <i>5%</i> | <i>3%</i> |
| Accommodation, cafes and restaurants | 3% | <i>1%</i> | <i>4%</i> |
| Finance and Insurance | 3% | <i>2%</i> | <i>3%</i> |
| Communication services | 2% | <i>2%</i> | <i>2%</i> |
| Cultural and recreational services | 2% | <i>2%</i> | <i>2%</i> |
| Wholesale trade | 1% | <i>1%</i> | <i>1%</i> |
| Mining | 0% | <i>1%</i> | <i>0%</i> |
| Electricity, gas and water supply | 0% | <i>1%</i> | <i>0%</i> |
| Response unidentifiable (against the Australian and New Zealand Industrial Classification Index) | 2% | <i>3%</i> | <i>2%</i> |
| Don't know | 0% | <i>0%</i> | <i>1%</i> |
| Total | 100% | 100% | 100% |

Italicised numbers indicate significant differences.

Total may exceed 100% due to rounding.

**Subsample based on those who reported having worked in paid employment.*

Table 11: Reasons for stopping work in paid employment by age group

| | Weighted Sample n=857* | 45 to 54 year olds n=316 | 55 to 64 year olds n=274 | 65 to 69 year olds n=180 | 70 plus year olds n=87 |
|---|---------------------------------------|---|---|---|---|
| Retired | 30% | <i>0%</i> | <i>14%</i> | <i>38%</i> | <i>53%</i> |
| Personal health reasons/ disability (other than injury) | 19% | 16% | 22% | 18% | 19% |
| Was fired/laid-off/dismissed from job/compulsory redundancy (no choice) | 10% | 11% | 10% | 11% | 6% |
| To look after partner/child/parent/ disabled person | 8% | 12% | 9% | 7% | 2% |
| Wanted to leave the job/ wanted to change job/do something different | 6% | 6% | 7% | 8% | 2% |
| Moved to new location/went overseas (but have since returned) | 6% | 10% | 5% | 4% | 6% |
| Had child/children | 5% | <i>14%</i> | 4% | 4% | 3% |
| Didn't want to work anymore | 5% | 3% | 6% | 6% | 5% |
| Contract ended | 4% | 7% | 6% | 4% | 2% |
| Business shut down/relocated to another area | 4% | 4% | 6% | 5% | 1% |
| Was injured | 4% | 6% | 8% | 2% | 1% |
| Got married | 4% | 5% | 3% | 2% | 8% |
| Problems with co-workers/ problems with employer/boss | 3% | 3% | 4% | 2% | 4% |
| Problems with the type of work itself | 2% | 4% | 3% | 1% | 1% |
| Job changed and not able/ didn't want to learn new skills | 2% | 3% | 2% | 2% | 0% |
| Became self-employed (but have since closed business) | 2% | 2% | 2% | 3% | 2% |
| Didn't need the income/money | 2% | 1% | 1% | 3% | 3% |
| Lack of work and hours | 1% | 1% | 1% | 1% | 0% |
| Returned to school/university/polytechnic | 1% | <i>7%</i> | <i>0%</i> | <i>0%</i> | <i>0%</i> |
| Was jailed/imprisoned | 0% | 1% | 0% | 0% | 0% |
| Other | 4% | 5% | 4% | 5% | 3% |
| None | 0% | 0% | 1% | 0% | 0% |
| Total | *** | *** | *** | *** | *** |

Italicised numbers indicate significant differences.

Total may exceed 100% due to multiple responses.

**Subsample based on those respondents who have worked for three or more months.*

Attempts to take up paid work

Table 12: Correlation between job skill training and job-seeking actions undertaken

| | Under-taken job skill training | Checked the job ads in paper | Searched the Internet for jobs | Sent out a CV | Visited workplaces & knocked on doors | Tried friends, family, other contacts | Contacted or registered with Work and Income | Visited/contacted recruitment agencies | Applied for jobs |
|---|---------------------------------------|-------------------------------------|---------------------------------------|----------------------|--|--|---|---|-------------------------|
| Undertaken job skill training | 1.000 | *** | .214 | .246 | *** | *** | .228 | *** | *** |
| Checked the job ads in paper | | 1.000 | .400 | .400 | .290 | .455 | .359 | .295 | .440 |
| Searched the Internet for jobs | | | 1.000 | .482 | .253 | .391 | .214 | .391 | .381 |
| Sent out a CV | | | | 1.000 | .253 | .489 | *** | .533 | .617 |
| Visited workplaces & knocked on doors | | | | | 1.000 | .398 | .262 | .439 | .373 |
| Tried friends, family, other contacts | | | | | | 1.000 | .209 | .425 | .383 |
| Contacted/registered with Work and Income | | | | | | | 1.000 | .305 | *** |
| Visited/contacted recruitment agencies | | | | | | | | 1.000 | .353 |
| Applied for jobs | | | | | | | | | 1.000 |

*** The Correlation is not significant between these variables..

Table 13: Correlation between job skill training, level of education and time highest qualification completed

| | Undertaken job skill training | Highest level of education achieved | Age of highest qualification |
|--|--|--|---|
| Undertaken job skill training | 1.000 | .174 | -.189 |
| Highest level of education achieved | | 1.000 | -.195 |
| Age of highest qualification | | | 1.000 |

The negative direction of the coefficients means that the factors work against each other. For example, the more recent their highest qualification, the less likely respondents were to have done any job skill training

Sources of information

Table 14: Sources of advice on entering/re-entering paid employment by gender and ethnicity

| | Weighted Sample n=868 | Male n=347 | Female n=521 | NZ European/ Others n=505 | Māori n=163 | Pacific peoples n=100 | Asian peoples n=100 |
|---|--------------------------------------|-----------------------|-------------------------|--|------------------------|--------------------------------------|------------------------------------|
| Work and Income/Ministry of Social Development | 21% | 22% | 20% | 21% | 22% | 23% | 18% |
| Newspaper, classified ads | 18% | <i>11%</i> | <i>24%</i> | 19% | 18% | 14% | 18% |
| A career advisor/employment consultant or company | 13% | 14% | 13% | 13% | 15% | 11% | 18% |
| Friends or family | 13% | 13% | 14% | 12% | 15% | 20% | 22% |
| Potential employers | 8% | 9% | 7% | 8% | 9% | 4% | 2% |
| The Internet | 7% | 6% | 7% | 7% | 3% | 4% | 5% |
| The Department of Labour | 6% | 6% | 7% | 7% | 4% | 9% | 2% |
| Education providers | 6% | 4% | 7% | 6% | 5% | 3% | 5% |
| Career Services | 3% | 2% | 4% | 3% | 6% | 4% | 1% |
| Citizens Advice Bureau | 3% | 1% | 4% | 3% | 2% | 7% | 1% |
| The library | 1% | 1% | 1% | 1% | 1% | 1% | 0% |
| Government (not specified) | 1% | 2% | 1% | 1% | 2% | 1% | 0% |
| Immigration New Zealand | 0% | 0% | 0% | 0% | 0% | 2% | 1% |
| The Ministry of Economic Development | 0% | 0% | 0% | 0% | 0% | 1% | 0% |
| New Zealand Trade and Enterprise | 0% | 0% | 0% | 0% | 1% | 1% | 0% |
| Chamber of Commerce | 0% | 0% | 0% | 0% | 0% | 0% | 1% |
| Other | 9% | 11% | 8% | 10% | 9% | 9% | 3% |
| Nobody/nowhere/wouldn't look for advice | 12% | 15% | 10% | 12% | 12% | 15% | 16% |
| Don't know | 23% | 21% | 24% | 23% | 16% | 23% | 25% |
| Total | *** | *** | *** | *** | *** | *** | *** |

Italicised numbers indicate significant differences.

Total may exceed 100% because of multiple responses.

Table 15: Likelihood of using information channels by ethnicity

| | Weighted Sample Mean | NZ European/ Others Mean | Māori Mean | Pacific peoples Mean | Asian peoples Mean |
|---|-------------------------------------|---|-----------------------|-------------------------------------|-----------------------------------|
| Face-to-face | 6.3 | <i>6.3</i> | <i>7.2</i> | <i>6.5</i> | <i>4.9</i> |
| Paper or printed hard copy (e.g. brochures/flyers) | 5.8 | <i>5.9</i> | <i>6.2</i> | <i>4.7</i> | <i>4.4</i> |
| By telephone | 4.8 | <i>4.8</i> | <i>5.7</i> | <i>5.3</i> | <i>3.7</i> |
| The Internet | 3.7 | <i>3.8</i> | <i>3.9</i> | <i>2.0</i> | <i>3.9</i> |
| Television/radio | 3.2 | <i>3.1</i> | <i>3.6</i> | <i>4.6</i> | <i>3.6</i> |

Italicised numbers indicate significant differences.

Reasons for not taking up paid employment

Table 16: Reasons for not looking for paid employment in the last six months by gender and ethnicity

| | Weighted Sample n=593* | Male n=230 | Female n=363 | NZ European/ Others n=423 | Māori n=109 | Pacific peoples n=65 | Asian peoples n=53 |
|---|---------------------------------------|-----------------------|-------------------------|--|------------------------|-------------------------------------|-----------------------------------|
| Can't work/disabled/health reasons | 27% | 28% | 26% | 25% | 43% | 37% | 32% |
| Don't need to work | 20% | 26% | 17% | 22% | 9% | 6% | 13% |
| Don't want to work | 19% | 16% | 20% | 20% | 13% | 3% | 20% |
| Retirement | 19% | 28% | 14% | 20% | 15% | 11% | 13% |
| Age | 9% | 9% | 10% | 9% | 11% | 17% | 5% |
| Have to look after a child | 5% | 2% | 7% | 4% | 10% | 14% | 16% |
| Have to look after someone other than a child | 5% | 2% | 6% | 4% | 9% | 18% | 7% |
| Education/training issues | 2% | 4% | 2% | 2% | 2% | 1% | 10% |
| Tired of looking and not finding work | 1% | 2% | 0% | 1% | 1% | 2% | 0% |
| Tired of being rejected | 1% | 2% | 0% | 1% | 1% | 0% | 0% |
| Never worked | 0% | 0% | 0% | 0% | 0% | 1% | 0% |
| No time to work/busy | 6% | 4% | 7% | 7% | 5% | 0% | 0% |
| Other | 7% | 7% | 7% | 8% | 4% | 2% | 4% |
| None | 1% | 0% | 1% | 1% | 1% | 3% | 2% |
| Don't know | 1% | 0% | 1% | 1% | 0% | 3% | 0% |
| Total | *** | *** | *** | *** | *** | *** | *** |

Italicised numbers indicate significant differences.

Total may exceed 100% due to multiple responses.

**Subsample based on those respondents who have worked for three or more months.*

Issues making it difficult to take up paid employment

Table 17: Correlations between job skill and employment related issues

| | Having the right types of skills employers are looking for | Being under-qualified for the jobs available | Difficulties getting transport to work | Employers believe older workers will not pick up the skills for the job quickly enough | The cost of training or studying for new skills | Being over-qualified for the jobs available | A lack of work experience | Having access to training to gain new skills | Being used to a certain level of salary/ wage | Being used to a certain level of management or responsibility |
|--|--|--|--|--|---|---|---------------------------|--|---|---|
| Having the right types of skills employers are looking for | 1.000 | .406 | .110 | .235 | .220 | *** | .354 | .315 | *** | .128 |
| Being under-qualified for the jobs available | | 1.000 | .151 | .285 | .266 | -.086 | .438 | .188 | *** | .110 |
| Difficulties getting transport to work | | | 1.000 | .118 | .227 | *** | .154 | .206 | *** | .079 |
| Employers believe older workers will not pick up the skills for the job quickly enough | | | | 1.000 | .204 | .074 | .241 | .093 | *** | .118 |
| The cost of training or studying for new skills | | | | | 1.000 | *** | .233 | .340 | .113 | .125 |
| Being over-qualified for the jobs available | | | | | | 1.000 | *** | .077 | .252 | .159 |
| A lack of work experience | | | | | | | 1.000 | .201 | *** | .115 |
| Having access to training to gain new skills | | | | | | | | 1.000 | .084 | .104 |
| Being used to a certain level of salary/wage | | | | | | | | | 1.000 | .320 |
| Being used to a certain level of management or responsibility | | | | | | | | | | 1.000 |

*** Correlation is not significant between these variables.

Table 18: Correlations between personal and life situation related issues

| | Personal health reasons or a disability | Responsibilities for caring for children | Responsibilities for caring for a partner/parent or disabled person | The costs of returning to school or taking up training to gain new skills | Having less time with family/friends and whānau | Having less leisure time or time for yourself | Having less time to do volunteer work or work in your community |
|---|--|---|--|--|--|--|--|
| Personal health reasons or a disability | 1.000 | .148 | .113 | .096 | -.099 | -.122 | *** |
| Responsibilities for caring for children | | 1.000 | .276 | .128 | .228 | .094 | *** |
| Responsibilities for caring for a partner/parent or disabled person | | | 1.000 | .083 | .162 | .082 | *** |
| The costs of returning to school or taking up training to gain new skills | | | | 1.000 | *** | *** | *** |
| Having less time with family/friends and whānau | | | | | 1.000 | .452 | .455 |
| Having less leisure time or time for yourself | | | | | | 1.000 | .303 |
| Having less time to do volunteer work or work in your community | | | | | | | 1.000 |

Issues for men in taking up paid employment

Table 19: Workplace related issues that would make it difficult for men to work in paid employment

| | Weighted Sample Men n=347 | 45 to 54 year olds n=89 | 55 to 64 year olds n=117 | 65 to 69 year olds n=90 | 70 plus year olds n=51 |
|--|--|--|---|--|---|
| Having the right types of skills employers are looking for | 43% | 51% | 50% | 36% | 47% |
| Employers believe older workers will not pick up the skills for the job quickly enough | 41% | 43% | 50% | 39% | 35% |
| Being under-qualified for the jobs available | 32% | <i>44%</i> | <i>40%</i> | 30% | <i>20%</i> |
| The cost of training or studying for new skills | 36% | <i>54%</i> | 35% | 38% | <i>23%</i> |
| A lack of work experience | 21% | 43% | 19% | 18% | 16% |
| Having access to training to gain new skills | 27% | 29% | 26% | 22% | 34% |
| Being used to a certain level of management or responsibility | 31% | 35% | 33% | 26% | 35% |
| Being used to a certain level of salary/wages | 30% | 38% | 36% | 24% | 30% |
| Being over-qualified for the jobs available | 30% | 36% | 36% | 29% | 22% |
| Difficulties getting transportation to work | 15% | 16% | 20% | 15% | 9% |
| None of the above | 14% | 9% | 7% | 18% | 15% |
| Total | *** | *** | *** | *** | *** |

Italicised numbers indicate significant differences

Total may exceed 100% because of multiple responses.

Table 20: Personal or life situation related issues that would make it difficult for men to work in paid employment

| | Weighted Sample Men n=347 | 45 to 54 year olds n=89 | 55 to 64 year olds n=117 | 65 to 69 year olds n=90 | 70 plus year olds n=51 |
|---|--|--|---|--|---|
| Personal health reasons or disability | 49% | 54% | 50% | 50% | 44% |
| Having less leisure time or time for yourself | 45% | 25% | 34% | 57% | 44% |
| Having less time with family, friends and whānau | 31% | 28% | 30% | 36% | 21% |
| The costs of returning to school or taking up training to gain new skills | 31% | 45% | 36% | 29% | 19% |
| Responsibilities for caring for a partner/parent or disabled person | 17% | 22% | 17% | 18% | 11% |
| Responsibilities for caring for children | 16% | 25% | 19% | 13% | 15% |
| Having less time to do volunteer work or work in your community (asked only of those who currently do volunteer work) | 16% | 9% | 9% | 21% | 18% |
| None of the above | 14% | 19% | 15% | 11% | 17% |
| Total | *** | *** | *** | *** | *** |

Italicised numbers indicate significant differences

Total may exceed 100% because of multiple responses.

Issues for women in taking up paid employment

Table 21: Workplace related issues that would make it difficult for women to work in paid employment

| | Weighted Sample Women n=521 | 45 to 54 year olds n=232 | 55 to 64 year olds n=163 | 65 to 69 year olds n=90 | 70 plus year olds n=36 |
|--|--|---|---|--|---|
| Having the right types of skills employers are looking for | 55% | 58% | 49% | 56% | 56% |
| Employers believe older workers will not pick up the skills for the job quickly enough | 48% | 45% | 45% | 46% | 59% |
| Being under-qualified for the jobs available | 46% | <i>59%</i> | 45% | 46% | <i>36%</i> |
| The cost of training or studying for new skills | 43% | 48% | 40% | 46% | 32% |
| A lack of work experience | 35% | <i>54%</i> | <i>33%</i> | <i>30%</i> | 35% |
| Having access to training to gain new skills | 31% | 36% | 28% | 30% | 36% |
| Being used to a certain level of management or responsibility | 24% | 27% | 26% | 24% | 15% |
| Being used to a certain level of salary/wages | 19% | 26% | 21% | 17% | 13% |
| Being over-qualified for the jobs available | 16% | <i>30%</i> | <i>17%</i> | <i>12%</i> | 8% |
| Difficulties getting transportation to work | 22% | 24% | <i>14%</i> | <i>16%</i> | <i>47%</i> |
| None of the above | 10% | 6% | 13% | 10% | 9% |
| Total | *** | *** | *** | *** | *** |

Italicised numbers indicate significant differences

Total may exceed 100% because of multiple responses.

Table 22: Personal or life situation related issues that would make it difficult for women to work in paid employment

| | Weighted Sample Women n=521 | 45 to 54 year olds n=232 | 55 to 64 year olds n=163 | 65 to 69 year olds n=90 | 70 plus year olds n=36 |
|---|--|---|---|--|---|
| Personal health reasons or disability | 49% | 44% | 49% | 46% | 62% |
| Having less leisure time or time for yourself | 48% | <i>33%</i> | <i>35%</i> | <i>60%</i> | 50% |
| Having less time with family, friends and whānau | 49% | 43% | <i>39%</i> | <i>60%</i> | 40% |
| The costs of returning to school or taking up training to gain new skills | 40% | 47% | 40% | 38% | 38% |
| Responsibilities for caring for a partner/parent or disabled person | 24% | 30% | 26% | 17% | 30% |
| Responsibilities for caring for children | 19% | <i>42%</i> | 17% | 16% | 9% |
| Having less time to do volunteer work or work in your community (asked only of those who currently do volunteer work) | 19% | 14% | 16% | 26% | 7% |
| None of the above | 9% | 17% | 8% | 12% | 9% |
| Total | *** | *** | *** | *** | *** |

Italicised numbers indicate significant differences.

Total may exceed 100% because of multiple responses.

Issues by job-seeking status

Table 23: Correlations between job-seeking status and job skill and personal or life situation issues

| | Currently looking for paid employment/not seeking | Number of job skill issues identified | Number of personal or life situation issues identified | Total # of issues identified |
|--|--|--|---|-------------------------------------|
| Currently looking for paid employment/not seeking | 1.000 | *** | -.272 | -.146 |
| Number of job skill issues identified | | 1.000 | .339 | .871 |
| Number of personal or life situation issues identified | | | 1.000 | .737 |
| Total # of issues identified | | | | 1.000 |

*** Correlation is not statistically significant.

The negative direction of the coefficients identify where two variables work against each other. For example, the greater the number of issues identified, the less likely the respondent is to be looking for paid employment.

Carer issues

Table 24: New Zealand recognised qualifications beyond secondary school by carer status

| | Weighted Sample n=868 | Carer n=352 | Non-carer n=516 |
|---------------------------------------|----------------------------------|------------------------|----------------------------|
| No school examinations | 26% | 27% | 25% |
| Secondary qualification | 30% | 29% | 30% |
| Beyond secondary school qualification | 45% | 44% | 45% |
| Total | 100% | 100% | 100% |

Total may exceed 100% due to rounding.

Table 25: Job skill training or education undertaken in order to enter/re-enter the workforce by carer status

| | Weighted Sample n=868 | Carer n=352 | Non-carer n=516 |
|-----------------------------|----------------------------------|------------------------|----------------------------|
| Yes, had job skill training | 30% | 32% | 29% |
| No job skill training | 70% | 67% | 71% |
| Refused | 0% | 1% | 0% |
| Total | 100% | 100% | 100% |

Total may exceed 100% due to rounding.

Table 26: Correlations between carer status and number of issues

| | Carer/non-carer | Number of job skill issues identified | Number of personal or life situation issues identified | Total # of issues identified |
|--|------------------------|--|---|-------------------------------------|
| Carer/non-carer | 1.000 | *** | .226 | .095 |
| Number of job skill issues identified | | 1.000 | .283 | .878 |
| Number of personal or life situation issues identified | | | 1.000 | .685 |
| Total # of issues identified | | | | 1.000 |

**** Correlation is not statistically significant.*

The positive direction of the coefficients identify where two variables work with each other. For example, the greater the number of issues identified, the greater the likelihood that the respondent was a carer. Note that the relationship between the total number of issues identified (both job skill related and personal or life situation related) and carer status is significant but the correlation is quite weak.

Table 27: Workplace related issues that would make it difficult to work in paid employment by carer status

| | Weighted Sample n=868 | Carer n=352 | Non-carer n=516 |
|--|----------------------------------|------------------------|----------------------------|
| Having the right types of skills employers are looking for | 50% | 49% | 50% |
| Employers believe older workers will not pick up the skills for the job quickly enough | 45% | 41% | 47% |
| Being under-qualified for the jobs available | 40% | 42% | 40% |
| The cost of training or studying for new skills | 40% | 47% | 37% |
| A lack of work experience | 30% | 36% | 28% |
| Having access to training to gain new skills | 29% | 32% | 28% |
| Being used to a certain level of management or responsibility | 27% | 25% | 27% |
| Being used to a certain level of salary/wages | 23% | 24% | 23% |
| Being over-qualified for the jobs available | 21% | 24% | 20% |
| Difficulties getting transportation to work | 19% | 18% | 20% |
| None of the above | 11% | 14% | 11% |
| Total | *** | *** | *** |

Italicised numbers indicate significant differences.

Total may exceed 100% because of multiple responses.

Table 28: Personal or life situation related issues that would make it difficult to work in paid employment by carer status

| | Weighted Sample n=868 | Carer n=352 | Non-carer n=516 |
|---|----------------------------------|------------------------|----------------------------|
| Personal health reasons or disability | 49% | 52% | 48% |
| Having less leisure time or time for yourself | 47% | 44% | 48% |
| Having less time with family, friends and whānau | 42% | 48% | 39% |
| The costs of returning to school or taking up training to gain new skills | 36% | 44% | 33% |
| Responsibilities for caring for a partner/parent or disabled person | 21% | 38% | 15% |
| Responsibilities for caring for children | 18% | 43% | 9% |
| Having less time to do volunteer work or work in your community (asked only of those who currently do volunteer work) | 18% | 15% | 19% |
| None of the above | 11% | 9% | 12% |
| Total | *** | *** | *** |

Highlighted numbers indicate significant differences.

Total may exceed 100% because of multiple responses.

Table 29: Correlations

| | Carer status | Personal health reasons or a disability | Responsibility for caring for children | Responsibility for caring for a partner/ parent or disabled person | Costs of returning to school or taking up training to gain new skills | Having less time with family/friends and whānau | Having less leisure time or time for yourself | Having less time to do volunteer work or work in your community |
|---|---------------------|--|---|---|--|--|--|--|
| Carer status | 1.000 | *** | .351 | .293 | .078 | .095 | *** | *** |
| Personal health reasons or a disability | | 1.000 | .148 | .113 | .096 | -.099 | -.122 | .057 |
| Responsibilities for caring for children | | | 1.000 | .276 | .128 | .228 | .094 | *** |
| Responsibilities for caring for a partner/ parent or disabled person | | | | 1.000 | .083 | .162 | .082 | *** |
| Costs of returning to school or taking up training to gain new skills | | | | | 1.000 | *** | *** | *** |
| Having less time with family/friends and whānau | | | | | | 1.000 | .452 | .455 |
| Having less leisure time or time for yourself | | | | | | | 1.000 | .303 |
| Having less time to do volunteer work or work in your community | | | | | | | | 1.000 |

***Correlation between these variables is not statistically significant.

APPENDIX 3 QUESTIONNAIRE

Good morning/afternoon/evening my name is ^3 from BRC Marketing and Social Research.

We are conducting some research on behalf of the Department of Labour.

We want to speak to both men and women to ensure we get a good cross section of views. But in your household we would like to talk to a male who is aged 45 years or older and who does not currently work in paid employment, including self-employment. Is there such a person? Could you please tell me his name, and may I speak with him please?

IF MALE NOT AVAILABLE, ASK FOR FEMALE

And are there any females aged 45 years or older who do not currently work in paid employment in this household. Could you please tell me her name, and may I speak with her please?

REINTRODUCE IF NECESSARY

The survey we are doing is about how people can be assisted to get work, if they need or want to, and the reasons some people over 45 years of age are not currently in paid employment. I'm calling to arrange a time to do a 15 to 20-minute interview. When would suit, or is now a good time?

IF NECESSARY

Even though some people may be retired or not wanting to work in paid employment anymore, their thoughts about the reasons some people over 45 years of age are not currently in paid employment and how people can be assisted to get work, if they need or want to, are still important to us.

IF PERSON NOT AVAILABLE, ASK:

When would be a good time for me to call back to speak to him/her?

MAKE APPOINTMENT

IF NO: When would be a more convenient time?

MAKE APPOINTMENT

BACKGROUND INFORMATION ONLY IF NEEDED:

This is genuine market research. I'm not selling anything. Information provided is confidential. We report summary results about groups; we do not identify which individuals have said what. The letter was addressed to [name] and said that BRC Marketing and Social Research would be calling your household to conduct a confidential survey about how people can be assisted to get work, if they need to, and the reasons some people over 45 years of age are not currently in paid employment

READ

As part of our quality improvement process, my Supervisor may listen to this call.

LOCATIONS:

- 1 National
- 2 Māori
- 3 Pacific
- 4 Asian

QUOTAS

- 1 n=850 total
- 2 n=150 Māori
- 3 n=100 Pacific
- 4 n=100 Asian
- 5 n=500 Other
- 6 n=390 age 45-54
- 7 n=390 age 55-69
- 8 n=70 age 70+

SCREENING QUESTIONS

- Q1 First a few questions about yourself to confirm we have a good cross section of people. Could you please tell me which of the following age groups you come into? Read
- 1 45-49
 - 2 50-54
 - 3 55-59
 - 4 60-64
 - 5 65-69
 - 6 70 years and over
 - 7 Under 45 years of age ***DO NOT READ***] Terminate 1
 - 99 Refused ***DO NOT READ***] Terminate 1
- Q2 Can I check whether at present you are...? Read. Code many.
- 1 Self-employed/Business owner]
Terminate 2
 - 2 Full time salary or wage earner]
Terminate 2
 - 3 Part-time salary or wage earner (less than 30 hrs/week)]
Terminate 2
 - 4 Retired
 - 5 At home full time with no children
 - 6 At home full time with children
 - 7 Student
 - 8 Unemployed
 - 96 Other beneficiary
 - 99 Refused ;E ***DO NOT READ***
- Q3 Can you tell me which of these ethnic groups you fit into? You can be more than one. Are you... Read. Code Many
- 1 New Zealand European (or Pakeha)
 - 2 Māori
 - 3 Pacific peoples
 - 4 Chinese
 - 5 Japanese
 - 6 Indian
 - 7 Other Asian
 - 8 Other European
 - 9 Australian
 - 10 North American
 - 96 Other ethnic group
 - 99 Refused ***DO NOT READ*** ;E
- Q4 And were you born in New Zealand, or have you immigrated from overseas? Probe if necessary And what country did you emigrate from?
- 1 Born in New Zealand
 - 2 Britain/ UK
 - 3 China
 - 4 India
 - 5 Samoa
 - 6 USA
 - 7 South Africa
 - 8 Canada
 - 9 Japan
 - 96 Other (specify)
 - 99 Refused

PROFILE QUESTIONS

- Q5 Which of these best describes where you live? Read words and numbers
- 1 Rural area (under 1,000 population)
 - 2 A small town (1,000-9,999 population)
 - 3 A medium-sized town (10,000-29,999 population)
 - 4 A large town or city (30,000 or more population)
 - 98 Don't know ***DO NOT READ***
- Q6 Does your household currently own or have day-to-day access to a car?
- 1 Yes
 - 2 No
 - 98 Don't know
 - 99 Refused
- Q7 Do you have access to public transport?
- 1 Yes
 - 2 No
 - 98 Don't know
 - 99 Refused
- Q8 And which of the following best describes your household? Read.
- 1 Household with youngest child under 5
 - 2 Household with youngest child 5 to 15
 - 3 Household with youngest child over 15
 - 4 Household with no children or none living at home
 - 5 Single/one person household
 - 6 Flat/shared household – not a family household
 - 96 Other ***DO NOT READ***
 - 98 Don't know ***DO NOT READ***
 - 99 Refused ***DO NOT READ***
- Q9 Which of these categories best describes you? Read
- 1 Married/living with partner
 - 2 Separated, divorced, widowed
 - 3 Never married
 - 99 Refused ***DO NOT READ***
- Q9A Are you personally responsible for providing care for others (e.g. caring for children, elderly relatives etc)?
- 1 Yes
 - 2 No] 0
 - 98 Don't know] 0
 - 99 Refused] 0
- Q10 And do you mainly provide care for any of the following? READ. Code many.
- 1 Child or children
 - 2 A husband/wife/partner who is ill or injured
 - 3 Other relative who is ill or injured
 - 4 Elderly relative
 - 5 Someone with a disability other than a relative or partner
 - 96 Other (specify) ***DO NOT READ***
 - 97 None ;E ***DO NOT READ***
 - 98 Don't know ;E***DO NOT READ***
 - 99 Refused ;E***DO NOT READ***

Q11 Thinking now about the type of educational qualifications you have. Do you have any New Zealand recognised qualifications beyond secondary school, such as a trade certificate or degree, for which you had to pass a course lasting at least 3 months full-time or equivalent?

- 1 Yes
- 2 No] 0
- 98 Don't know] 0
- 99 Refused] 0

Q12 Which of these best describes your highest educational qualification? read

- 1 National Certificate, New Zealand Certificate, Trade Certificate
- 2 Polytechnic/university course below Bachelors degree
- 3 Bachelors degree
- 4 Degree higher than Bachelors (Bachelors with honours, Masters, PhD)
- 5 Other (SPECIFY) ***DO NOT READ***
- 6 Don't know ***DO NOT READ***

Q13 If code 1 (Yes) Q11 Skip to 0 What is your highest secondary school qualification? Read

- 1 No school examinations
- 2 School Certificate
- 3 6th form qualification
- 4 School qualification higher than 6th form
- 96 Other (e.g., overseas school) (specify) ***DO NOT READ***
- 98 Don't know ***DO NOT READ***
- 99 Refused ***DO NOT READ***

Q14 If code 1 in 0 skip to 0, else Ask. And when did you complete your highest qualification?

- 1 In the last six months
- 2 More than 6 months, but less than 1 year
- 3 1 to 2 years
- 4 3 to 5 years
- 5 6 to 10 years
- 6 More than 10 years
- 98 Don't know
- 99 Refused

PAST EMPLOYMENT AND REASONS FOR EXITING

Now I'd like to ask you some questions about your experiences in paid employment.

Q15 When was the last time that you worked in paid employment, that is, for salary and wages, for an extended period of three or more months (including temping)? probe clear answer

- 1 In the last six months
- 2 More than 6 months, but less than 1 year
- 3 1 to 2 years
- 4 3 to 5 years
- 5 6 to 10 years
- 6 More than 10 years
- 97 Never worked] 0
- 98 Don't know
- 99 Refused] 0

Q16 Do you regularly temp for organisations for periods of less than three months?

- 1 Yes
- 2 No
- 98 Don't know
- 99 Refused

Q17 And the last time you worked in paid employment, what was your occupation? Probe clear answer

- 1 Answer (Specify)
- 97 None
- 98 Don't know
- 99 Refused

Q18 And what was the type of business or activity of your workplace? Probe clear answer

- 1 Answer (Specify)
- 97 None
- 98 Don't know
- 99 Refused

Q19 And were you on a fixed term contract or permanently employed?

- 1 Fixed-term contract
- 2 Permanently employed
- 3 Casual
- 96 Some other arrangement
- 98 Don't know
- 99 Refused

Q20 Approximately, how many hours a week did you usually work?

- 1 Less than 10 hours a week
- 2 Between 10 and 20 hours
- 3 Between 21 and 30 hours
- 4 Between 31 and 40 hours
- 5 More than 40 hours a week
- 6 Varied from week to week
- 98 Don't know
- 99 Refused

Q21 And what was the reason, or reasons, that you stopped working in paid employment? Code many. Probe clear answer

Employer/workplace issues

- 1 Was fired/ laid-off/ dismissed from job
- 2 Compulsory redundancy (no choice)
- 3 Wanted to leave the job
- 4 Contract ended
- 5 Business shut down/relocated to another area
- 6 Problems with co-workers
- 7 Problems with employer/boss
- 8 Problems with the type of work itself
- 9 Job changed and not able/ didn't want to learn new skills
- 10 Lack of work & hours

Personal reasons

- 11 Became self-employed (but have since closed business)
- 12 Retired
- 13 Wanted to change job/ do something different
- 14 Was injured
- 15 Personal health reasons/disability (other than injury)
- 16 Got married
- 17 Had child/ children
- 18 To look after partner/child/parent/disabled person
- 19 Moved to new location
- 20 Went overseas (but have since returned)
- 21 Returned to school/ university/ polytech
- 22 To do volunteer work
- 23 Was jailed/ imprisoned
- 24 Didn't need the income/ money
- 25 Didn't want to work anymore

- 96 Other (specify)
- 97 None ;E
- 98 Don't know ;E
- 99 Refused ;E

CURRENT BEHAVIOUR AND BARRIERS TO WORKING

Q21A And do you currently do any unpaid volunteer work?

- 1 Yes
- 2 No] 0
- 98 Don't know] 0
- 99 Refused] 0

Q21B On average, how many hours a week do you usually work as a volunteer?

- 1 Less than 10 hours a week
- 2 Between 10 and 20 hours
- 3 Between 21 and 30 hours
- 4 Between 31 and 40 hours
- 5 More than 40 hours a week
- 98 Don't know
- 99 Refused

Q21C And what type of volunteering do you do? Probe clear answer

- 1 Answer (Specify)
- 97 None
- 98 Don't know
- 99 Refused

Q22 And are you currently looking for paid employment, in either a full-time or part-time job? Probe clear answer

- 1 Yes full time] 0
- 2 Yes part-time] 0
- 3 Full or part-time (whatever is available)] 0
- 4 Not looking for paid employment
- 99 Refused

Q22A And in the last six months? Probe clear answer

- 1 Yes full time
- 2 Yes part-time
- 3 Full or part-time (whatever is available)
- 4 Not looking for paid employment] 0
- 98 Don't know] 0
- 99 Refused] 0

Q23 DELETED - MOVED TO Q21A

Q24 DELETED - MOVED TO Q21B

Q25 In the last six months have you done any of the following? Read. Code many

- 1 Checked the job advertisements in the newspaper
- 2 Searched the internet for jobs
- 3 Sent out a CV
- 4 Visited workplaces and knocked on doors
- 5 Tried friends, family and other contacts
- 6 Contacted or registered with Work and Income
- 7 Visited or contacted recruitment agencies
- 96 Other (specify) ***DO NOT READ***
- 97 None ;E ***DO NOT READ***
- 98 Don't know ;E ***DO NOT READ***
- 99 Refused ;E ***DO NOT READ***

- Q26 And have you applied for any jobs in the last six months?
 1 Yes
 2 No] 0
 99 Refused] 0
- Q27 If codes 97-99 in 0, or codes 97-99 in 0 skip to 0. And since the last time you worked for an extended period of three or more months, approximately how many times would you say you have actively tried to look for paid employment?
 1 Answer (Specify – Numeric field)
 2 Can't estimate how many times
 97 Never
 98 Don't know
 99 Refused
- Q28 Did the employers give you any reasons as to why you didn't get the job? Probe And what were these reasons? Code many
 1 No reason provided ;E
 2 Not considered suitable
 3 Too many applicants for the job
 4 Preferred someone younger
 5 Not qualified for the job
 6 Lack of New Zealand job experience
 7 Preferred someone else
 8 Lack of suitable skills for the job
 9 Job already taken
 96 Other (specify) ***DO NOT READ***
 97 None ;E ***DO NOT READ***
 98 Don't know ;E ***DO NOT READ***
 99 Refused ;E ***DO NOT READ***
- Q29 if code 4 (not looking for paid employment) 0 ask, else skip to 0 And what are the specific reasons you haven't looked for paid employment in the last six months? Probe Clear Answer. Code Many
 1 Don't want to work
 2 Don't need to work
 3 Never worked
 4 Tired of looking and not finding work
 5 Tired of being rejected
 6 Can't work/disabled
 7 Have to look after a child
 8 Have to look after someone other than a child
 96 Answer (specify)
 97 None
 98 Don't know
 99 Refused
- Q30 And which of the following employment or workplace related issues would make it difficult, for you, to work in paid employment? If necessary ypothetically, if you wanted or needed to return to work, which of the following issues would make it difficult for you? Read RND

| | Yes | No | DK | Ref |
|--|-----|----|----|-----|
| a. Having the right types of skills that employers are looking for | 1 | 2 | 98 | 99 |

| | | | | |
|---|---|---|----|----|
| b. Being under qualified for the jobs that are available | 1 | 2 | 98 | 99 |
| c. Difficulties getting transportation to work | 1 | 2 | 98 | 99 |
| d. Employers believe older workers will not pick up the skills for the job quick enough | 1 | 2 | 98 | 99 |
| e. The cost of training or studying for new skills | 1 | 2 | 98 | 99 |
| f. Being over qualified for the jobs that are available | 1 | 2 | 98 | 99 |
| g. A lack of work experience | 1 | 2 | 98 | 99 |
| h. Having access to training to gain new skills | 1 | 2 | 98 | 99 |
| i. Being used to a certain level of salary/wages | 1 | 2 | 98 | 99 |
| j. Being used to a certain level of management or responsibility | 1 | 2 | 98 | 99 |

Q31 And are there any other employment related issues that would make it difficult for you to work in paid employment?

- 1 Answer (Specify)
- 97 None
- 98 Don't know
- 99 Refused

Q32 And which of the following personal or life situation issues would make it difficult, for you, to work in paid employment? If necessary Hypothetically, if you wanted or needed to return to work, which of the following issues would make it difficult for you? Read RND

| | Yes | No | N/A | DK | Ref |
|--|-----|----|-----|----|-----|
| a. Personal health reasons or a disability | 1 | 2 | 97 | 98 | 99 |
| b. Responsibilities for caring for children | 1 | 2 | 97 | 98 | 99 |
| c. Responsibilities for caring for a partner/ parent or disabled person | 1 | 2 | 97 | 98 | 99 |
| d. The costs of returning to school or taking up training to gain new skills | 1 | 2 | 97 | 98 | 99 |
| e. Having less time with family/ friends and whanau | 1 | 2 | 97 | 98 | 99 |
| f. Having less leisure time or time for yourself | 1 | 2 | 97 | 98 | 99 |
| g. ask if code 1 (Yes) in 0 Having less time doing volunteer work or working in your community | 1 | 2 | 97 | 98 | 99 |

Q33 And are there any other personal or life situation issues that would make it difficult for you to work in paid employment?

- 1 Answer (Specify)
- 97 None
- 98 Don't know
- 99 Refused

RETRAINING AND INFORMATION SOURCES

These next few questions I have are about training and advice in order to enter or re-enter the workforce.

- Q34 Firstly, have you ever undertaken any job-skill training or education in order to enter/re-enter the workforce?
- 1 Yes
 - 2 No] 0
 - 99 Refused] 0
- Q35 And when did you last do any job-skill training? Probe clear answer.
- 1 Currently training now
 - 2 During the last six months
 - 3 More than 6 months, but less than 1 year
 - 4 1 to 2 years
 - 5 3 to 5 years
 - 6 6 to 10 years
 - 7 More than 10 years
 - 98 Don't know
 - 99 Refused
- Q36 And was there anything that made it difficult for you to do this training? Probe if necessary What specifically made it difficult?
- 1 Answer (specify)
 - 2 No difficulties
 - 98 Don't know
 - 99 Refused
- Q37 Ask if code 2 or 99 in 0 else skip to 0 And if you were to do job-skill training or education in order to enter/re-enter the workforce, is there anything that would make it difficult for you to do so? Probe if necessary What specifically would make it difficult?
- 1 Answer (specify)
 - 2 No difficulties
 - 3 Wouldn't do any job-skill training or education
 - 98 Don't know
 - 99 Refused
- Q38 If you were looking for advice on entering/ re-entering paid employment who would you go to? code many. probe to no.
- 1 A career advisor/ employment consultant or company
 - 2 Friends or family
 - 3 Career Services
 - 4 Work and Income/WINZ / Ministry of Social Development (MSD)
 - 5 The Department of Labour
 - 6 Immigration New Zealand (New Zealand Immigration Service)
 - 7 The Ministry of Economic Development
 - 8 New Zealand Trade and Enterprise
 - 9 Citizens Advice Bureau
 - 10 Chamber of Commerce
 - 11 The Library
 - 12 The Internet
 - 13 Government (not specified)
 - 14 Newspaper, classified ads
 - 96 Other (specify)
 - 97 Nobody/ Nowhere/ Wouldn't look for advice ;E

98 Don't know ;E
 99 Refused ;E

Q39 DELETED, NOW Q39A

Q39A Thinking now about how you can get information about entering or re-entering the work force. On a scale from 0 to 10, where 0 means not at all likely, and 10 means extremely likely, how likely are you in getting information from the following? Read.

| | Not at all likely | | | | | | | | | | Extremely likely | | DK | Ref |
|--|-------------------|---|---|---|---|---|---|---|---|---|------------------|----|----|-----|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | | |
| The Internet | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 98 | 99 | |
| Paper or printed hard copy (e.g. brochures/flyers) | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 98 | 99 | |
| By telephone | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 98 | 99 | |
| Face-to-face | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 98 | 99 | |
| Television/radio | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 98 | 99 | |

CURRENT FINANCIAL SITUATION

Q40 The last few questions I have are about your current financial situation. And currently do you personally receive income from any of the following? Read. Code many.

- 1 Unemployment Benefit
- 2 Invalid/Sickness/Disability Allowance
- 3 DPB (Domestic Purposes Benefit)
- 4 National Superannuation
- 5 ACC weekly compensation
- 6 Family assistance/Working for Families/Paid Parental Leave
- 7 Independence allowance
- 8 Student Allowance
- 96 Other (specify) ***DO NOT READ***
- 97 Receiving no benefits ;E ***DO NOT READ***
- 98 Don't know ;E ***DO NOT READ***
- 99 Refused ;E ***DO NOT READ***

Q41 And is anyone else in your household receiving any of those types of income? ***DO NOT READ*** Probe clear answer. Code many

- 1 Unemployment Benefit
- 2 Invalid/Sickness/Disability Allowance
- 3 DPB (Domestic Purposes Benefit)
- 4 National Superannuation
- 5 ACC weekly compensation
- 6 Family assistance/Working for Families/Paid Parental Leave
- 7 Independence allowance
- 8 Student Allowance
- 96 Other (specify)
- 97 Receiving no benefits ;E
- 98 Don't know ;E
- 99 Refused ;E

Q42 And other than the things we have just mentioned, does your household receive any of the following sources of income? Read. Code many

- 1 Partner's income from paid employment
- 2 Income from paid employment (someone other than partner)
- 3 Child support
- 4 Alimony
- 5 Investment income (including real estate/rental income)
- 6 Workplace/Private superannuation
- 96 Other (specify) ***DO NOT READ***
- 97 No other sources of income ;E ***DO NOT READ***
- 98 Don't know ;E ***DO NOT READ***
- 99 Refused ;E ***DO NOT READ***

Q43 Code respondent's sex – Do not read this question

- 1 Male
- 2 Female

Q44 And can I just confirm that you are the male/female in the household who is 45 years or over, and are not currently engaged in paid employment, including self-employment? (Code "Yes" if all three elements are confirmed. If answer to any element is "No", code No.)

1. Yes
2. No
98. Don't know
99. Refused

Q45 Thank you very much for your help. My name is [Q0IV] from BRC Marketing & Social Research. If you have enquiries about this survey, please ring the Project Manager, Michelle Simpson-Edwards on our toll-free number: 0800 500 168. (Wellington respondents 499-3088)

Q99VER INTERVIEWER COMMENT

"_[interviewer] – ARE THERE ANY ADDITIONAL COMMENTS/ISSUES THAT NEED TO BE NOTED?_"

Q99DEC INTERVIEWER DECLARATION

"I certify that this is a true and accurate record of the interview conducted by me in full accordance with the Market Research Code of Practice."

1. Yes] skip to end
2. No

Q99NO INTERVIEWER REASON

"Why have you entered 'No' to the Interviewer Declaration?"