

DESIRED OUTCOMES

Everybody has access to meaningful, rewarding and safe employment. An appropriate balance is maintained between paid work and other aspects of life.

Paid Work

INTRODUCTION

Paid work has an important social role. It provides people with incomes to meet their basic needs and to contribute to their material comfort, and it gives them options for how they live their lives. Paid work is also important for the social contact and sense of self-worth or satisfaction it can give people.

The desired outcomes highlight four aspects of paid work: access to work, the financial return from work, the safety of the working environment and the balance between work and other areas of life. Access to work and the financial return from work are related to the performance of the economy. A strong economy creates opportunities for people to work and generates income to increase workers' pay.

For most people, income from paid work is the main factor determining their material standard of living. On average, about two-thirds of total household income is derived directly from labour market income.⁵⁵ Income saved during their working life contributes to the standard of living of many retired people.

The social and personal dimensions of paid work are both important. Meeting challenges at work can contribute to a sense of satisfaction and self-worth. Paid work is more likely to be satisfying where people can find employment to match their skills and abilities.

For many people, much of their social contact is through their jobs. People often gain a sense of belonging or identity from their jobs, identifying themselves and others because of the organisation they work for or the type of work they do.

Conversely, unemployment can isolate people from society and cause them to lose self-confidence. Unemployment is associated with poorer mental and physical health, and lower levels of satisfaction with life.⁵⁶

The quality of work is critically important. A meaningful job can enhance people's satisfaction with their work. An unsafe job, on the other hand, places people's wellbeing at risk.

Work can also be stressful. People may be required to work longer hours than they want to or need to. The desired outcomes acknowledge the importance of maintaining a balance between paid work and other aspects of life including spending time with the family, taking part in leisure and recreational activities, and doing unpaid work such as housework and voluntary work. Where that balance lies will differ from person to person.

INDICATORS

Five indicators are used in this chapter. They are: the unemployment rate, the employment rate, median hourly earnings, workplace injury claims and satisfaction with work-life balance.

Together, these indicators present a picture of people's access to employment, the financial rewards from employment, the safety of employment and the balance between work and other areas of life.

The first indicator is the unemployment rate. The unemployment rate measures the proportion of the total labour force who are without a paid job, who are available for work and who are either actively seeking work or who are about to start a new job. This is a relatively narrow measure of unemployment but it accords closely with the OECD standard measure, allowing international comparisons. Information about long-term unemployment is also provided.

The second indicator is the employment rate. The employment rate provides an alternative picture of people's access to paid work. It is influenced not only by the amount of work available but also by trends in labour force participation. The indicator measures the proportion of the working-age population aged 15–64 years employed for one hour or more a week. Information is provided on the breakdown between full-time and part-time employment. The employment rate complements the unemployment rate as an indicator. The employment rate can be affected by factors including changes in the number of discouraged workers who are not employed but who are not actively seeking work and changes to the working-age population.

Both the unemployment and the employment rates are affected by several factors, including economic conditions, migration flows, people's qualifications and abilities, and their decisions on whether to undertake paid work.

The third indicator measures median hourly earnings from waged and salaried employment. The level of financial return from paid employment independent of the number of hours worked is central to the quality of paid work.

The fourth indicator is the rate of workplace injury claims per 1,000 full-time equivalent employees. Workplace safety is important in its own right, but may also be a proxy for the quality of employment. Jobs should not pose an unreasonable risk to people's lives or physical wellbeing.

The final indicator measures the proportion of the population in paid employment who are satisfied with their work-life balance.

Unemployment

DEFINITION

The unemployment rate is the number of people aged 15 years and over who are not employed and who are actively seeking and available for paid work, expressed as a percentage of the total labour force.

The labour force is defined as the population aged 15 years and over who are either employed or unemployed.

RELEVANCE

This is a key indicator of labour market outcomes and the lack of access to employment. The unemployment rate is an important reflection of overall economic conditions and it gives some sense of the ease with which people are able to move into employment.

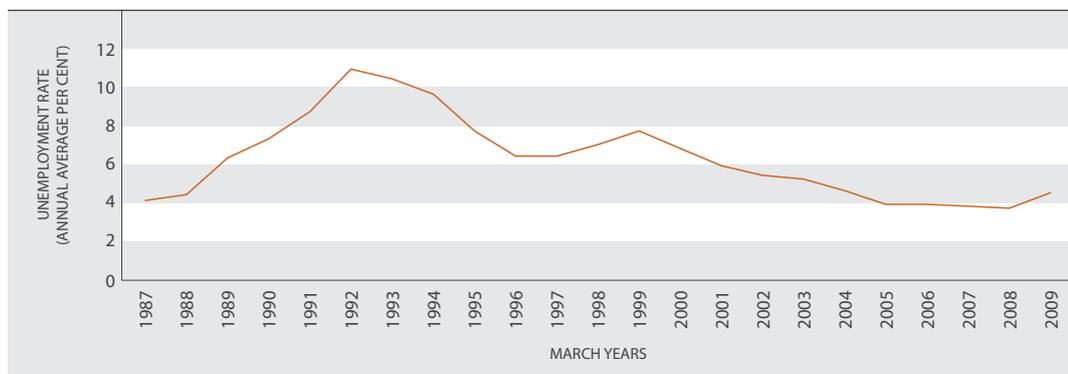
CURRENT LEVEL AND TRENDS

In the year to March 2009, 4.5 per cent of the labour force (or 103,300 people) were unemployed and actively seeking work, an increase from 3.7 per cent (or 82,600 people) in the year to March 2008. This reflects the economic recession over the year to March 2009.

The unemployment rate reached a peak of 10.9 per cent in the year to March 1992 (184,200 people unemployed), then declined steadily between 1999 and 2008. The 2009 unemployment rate was slightly higher than the rate in the year to March 1987 (4.1 per cent or 69,700 people unemployed).

In the year to March 2009, 16 per cent of the surveyed unemployed who specified their duration of unemployment had been unemployed for a continuous period of six months or more, a decline from 17 per cent in 2008. The 2008 level of long-term unemployment was below that recorded in 1987 (26 per cent) and substantially lower than the peak of 54 per cent in the year ended March 1993.

Figure PW1.1 **Unemployment rate, 1987–2009**



Source: Statistics New Zealand, Household Labour Force Survey

AGE AND SEX DIFFERENCES

Unemployment rates for different age groups have followed similar trends, but the rates for those aged 15–24 years have consistently been more than twice the rates for those aged 25–64 years.

Unemployment rates were the same for males and females in the year ended March 2009, after being higher for females than for males between 2003 and 2008, and higher for males than for females in the peak years of unemployment.

Table PW1.1 **Unemployment rates (%), by age and sex, selected years, 1987–2009**

Year	15–24	25–44	45–64	Males 15+	Females 15+	Total 15+
1987	7.9	3.3	1.8	3.7	4.8	4.1
1991	15.6	7.3	5.1	9.1	8.1	8.7
1996	12.3	5.5	3.8	6.3	6.4	6.4
2001	13.1	4.9	3.8	6.0	5.7	5.9
2006	9.7	3.1	2.2	3.5	4.2	3.9
2008	9.9	2.9	1.9	3.4	3.9	3.7
2009	12.1	3.5	2.4	4.5	4.5	4.5

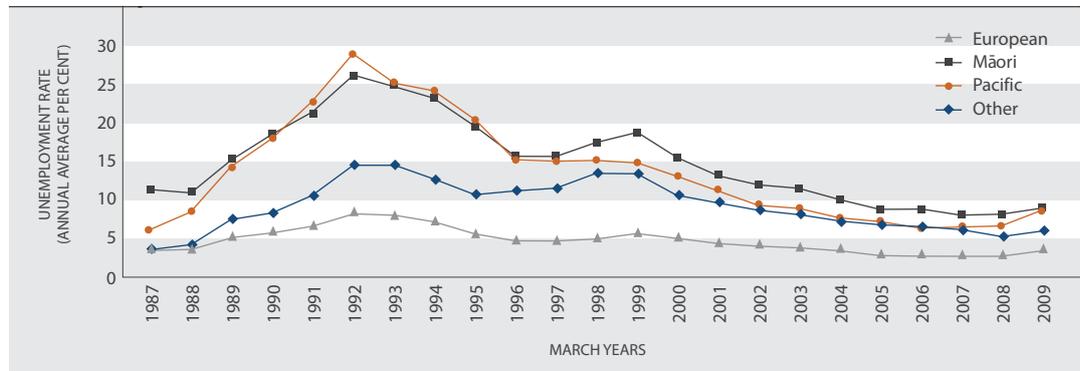
Source: Statistics New Zealand, Household Labour Force Survey
 Note: Average for March years

ETHNIC DIFFERENCES

The Māori unemployment rate rose from 11.2 per cent in the year to March 1987 to a peak of 26.1 per cent in 1992. It fell to a record low of 7.9 per cent in 2007, increased slightly to 8.0 per cent in the year to March 2008, then rose to 8.8 per cent in the year to March 2009. Between 1987 and 1992, the unemployment rate for Pacific peoples rose from 6.1 per cent to 28.8 per cent, the highest rate for any ethnic group. After falling to 6.3 per cent in 2006, the Pacific peoples' unemployment rate increased slightly over the following two years, then rose sharply from 6.5 per cent in the year to March 2008 to 8.5 per cent in the year to March 2009.

The unemployment rate is lowest among people of European ethnicity. Their unemployment rate rose from 3.3 per cent in the year to March 1987 to a peak of 8.1 per cent in 1992, before declining to 3.3 per cent in the year to March 2009 (up from the record low of 2.6 per cent in the years to March 2006–2008). The unemployment rate of the Other ethnic group category (made up mainly of Asians, but includes many recent migrants) increased from 3.5 per cent in the year to March 1987 to peak at 14.4 per cent in 1992 and 1993, fell to 5.2 per cent in the year to March 2008 and increased to 5.9 per cent in the year to March 2009.

Figure PW1.2 **Unemployment rate, by ethnic group, 1987–2009**



Source: Statistics New Zealand, Household Labour Force Survey
 Note: Other includes Asian

INTERNATIONAL COMPARISON

In the year ended December 2008, New Zealand's harmonised unemployment rate of 4.2 per cent was the 10th equal lowest (along with Australia's) out of 30 OECD countries and lower than the OECD average of 6.0 per cent. New Zealand's rate was lower than those of the United Kingdom (5.6 per cent), the United States (5.8 per cent) and Canada (6.1 per cent). Since the mid-1980s, New Zealand's unemployment rate relative to other OECD countries has ranged from one of the lowest (fifth out of 19 countries in 1986 with a rate of 4.2 per cent) to one of the highest (21st out of 25 countries in 1992 with a rate of 10.6 per cent).⁵⁷ In 2007, New Zealand had the fifth lowest proportion of people unemployed who had been unemployed for six months or longer.⁵⁸

HEALTH
 KNOWLEDGE AND SKILLS
 PAID WORK
 ECONOMIC STANDARD OF LIVING
 CIVIL AND POLITICAL RIGHTS
 CULTURAL IDENTITY
 LEISURE AND RECREATION
 PHYSICAL ENVIRONMENT
 SAFETY
 SOCIAL CONNECTEDNESS

Employment

DEFINITION

The employment rate is the proportion of the population aged 15–64 years who are employed for at least one hour per week.

RELEVANCE

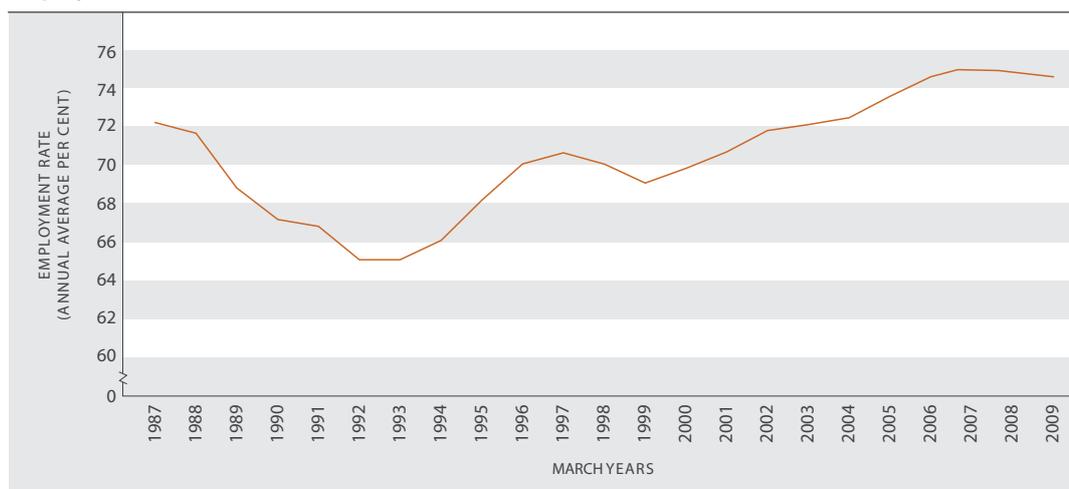
The employment rate is the best available indicator of the prevalence of paid employment. It is affected by trends in both unemployment and labour force participation (the proportion of the working-age population either employed or unemployed).

CURRENT LEVEL AND TRENDS

In the year ended March 2009, 74.6 per cent of 15–64 year olds (2.112 million people) were employed. This was a decrease from 74.9 per cent in the years ended March 2007 and March 2008, the highest rates recorded and reflects the economic recession over the year to March 2009. Between 1987 and 1992, the employment rate fell from 72.2 per cent to 65.0 per cent but has generally risen since, except during the economic downturn of 1998 and 1999.

The full-time employment rate for 15–64 year olds declined sharply between the years ended March 1987 (60.1 per cent) and March 1992 (51.4 per cent), and had almost recovered to the mid-1980s level by 2009 (58.4 per cent). The part-time employment rate increased over the period, from 12.1 per cent in the year to March 1987 to 16.2 per cent in 2009. Although the part-time rate has almost doubled for men since 1986, women continue to have a higher part-time employment rate than men (23.5 per cent compared with 8.5 per cent in the year ended March 2009).

Figure PW2.1 **Employment rate, 1987–2009**



Source: Statistics New Zealand, Household Labour Force Survey

Note: Based on population aged 15–64 years

AGE AND SEX DIFFERENCES

The fall in the employment rate between 1987 and 1992 affected all age groups but was most pronounced for young people aged 15–24 years. Youth employment rates have remained relatively low during the period of employment growth since 1992, possibly because more young people are participating in tertiary education and training. Conversely, employment rates for people aged 45–64 years have grown strongly since 1992, driven mainly by the phasing in of the higher age of eligibility for New Zealand Superannuation, rising employment among women, and an increase in the demand for labour.

The employment rate for women is significantly lower than that for men. This is mainly because women spend more time on childcare and other unpaid household work, and are more likely than men to undertake some form of study or training. However, growth in the employment rate between the years ended March 1992 and March 2009 was stronger for women than for men and the sex difference in the employment rate has narrowed from 16 to 12 percentage points over that time.

Table PW2.1 **Employment rate (%), by age and sex, selected years, 1987–2009**

Year	15–24	25–44	45–64	65+	Males 15–64	Females 15–64	Total 15–64
1987	68.3	79.1	65.0	8.8	84.3	60.3	72.2
1991	57.8	74.8	61.6	6.4	75.6	58.2	66.8
1996	59.1	76.3	68.7	6.0	78.4	61.8	70.0
2001	54.2	77.0	72.1	7.7	78.1	63.5	70.6
2006	57.3	80.4	78.0	11.6	81.5	67.9	74.6
2008	57.5	80.4	79.0	14.3	81.6	68.4	74.9
2009	55.6	80.6	78.9	15.6	80.5	68.9	74.6

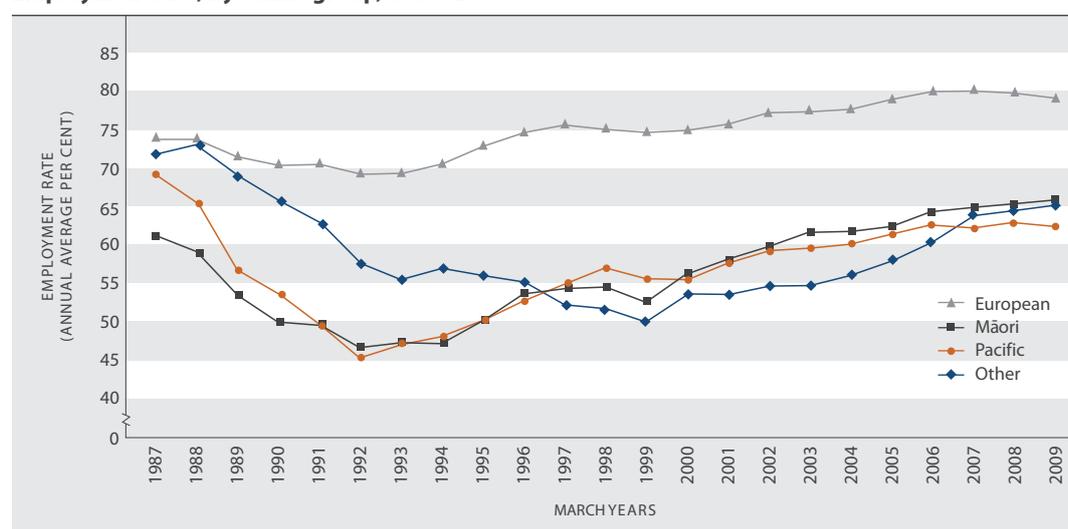
Source: Statistics New Zealand, Household Labour Force Survey
 Note: Average for March years

ETHNIC DIFFERENCES

The employment rates for Māori and Pacific peoples showed the steepest fall between 1987 and 1992, but also the strongest recovery as economic conditions improved. In the year to March 2009, the Māori employment rate, at 65.6 per cent, was slightly higher than the rate for the previous year (65.1 per cent) and had surpassed the 1987 level (61.0 per cent). In contrast, the Pacific peoples' employment rate declined slightly between the 2008 and 2009 March years (from 62.8 per cent to 62.4 per cent) and they were still less likely to be employed than in 1987 (69.0 per cent). Pacific peoples have had the lowest employment rate since 2007.

After declining slightly between 1987 and 1992, the European employment rate reached a record high of 79.9 per cent in the year to March 2007, then fell slightly to 79.6 per cent in 2008 and to 79.1 per cent in 2009. The European employment rate had surpassed the level of the mid-1980s (73.8 per cent in 1987) by the mid-1990s. The employment rate for the Other (including Asian) ethnic group, which includes many new migrants, has shown the most change over the period, falling from the second highest in the late-1980s to the lowest over the decade to 2006. Faster growth in employment from 2003 to 2007 saw this group exceed the employment rate of Pacific peoples. The Other employment rate, like that of Māori, has continued to increase, from 64.4 per cent in the year to March 2008 to 65.0 per cent in the year ended March 2009.

Figure PW2.2 **Employment rate, by ethnic group, 1987–2009**



Source: Statistics New Zealand, Household Labour Force Survey
 Note: Based on population aged 15–64 years

INTERNATIONAL COMPARISON

In the year to December 2008, New Zealand was ranked seventh highest of 30 OECD countries with an employment rate of 74.7 per cent for people aged 15–64 years. This was well above the OECD average of 66.6 per cent. Iceland had the highest employment rate in 2008 (84.2 per cent). The New Zealand rate in 2008 was higher than those of Canada (73.7 per cent), Australia (73.2 per cent), the United Kingdom (72.7 per cent) and the United States (70.9 per cent). New Zealand had a higher male and female employment rate than the United Kingdom, the United States and Australia in 2008 but had a lower female employment rate than Canada.⁵⁹

Median hourly earnings

DEFINITION

Real median hourly earnings from all wages and salaries for employees earning income from wage and salary jobs, as measured by the New Zealand Income Survey.

RELEVANCE

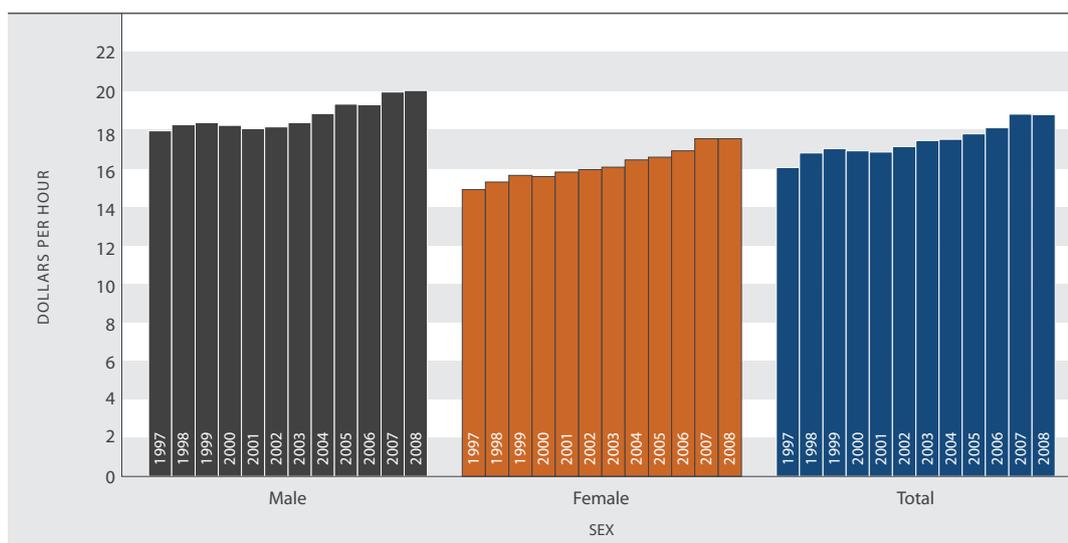
Median hourly earnings from wage and salary jobs is an indicator of the financial return from paid employment, independent of the number of hours worked.

CURRENT LEVEL AND TRENDS

In June 2008, half of all people employed in wage and salary jobs earned more than \$18.75 an hour. The median hourly wage for male employees was \$20.00, while for female employees it was \$17.50.

Real median hourly earnings increased by \$2.73 an hour or 17 per cent in the 11 years to June 2008. The increase over this period was greater for female employees (18 per cent) than for male employees (12 per cent). The ratio of female to male median hourly earnings was 88 per cent in June 2008. It rose from 83 per cent in June 1997 to 88 per cent in June 2001 but has not risen above that level since.

Figure PW3.1 **Median hourly earnings from wage and salary jobs (in June 2008 dollars), by sex, June 1997–June 2008**



Source: Statistics New Zealand, New Zealand Income Survey

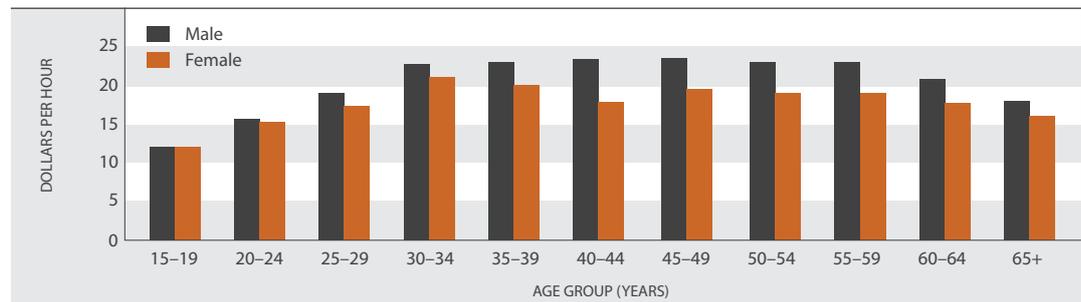
AGE DIFFERENCES

In 2008, median hourly earnings from wage and salary jobs were highest at ages 30–34 years and 35–39 years (\$21.74 and \$21.70 an hour respectively). This compares with \$12.00 an hour for 15–19 year olds. By five-year age groups, the increase in employees' real median hourly earnings between 1997 and 2008 was largest for those aged 15–19 years (26 per cent) and those aged 60–64 years (24 per cent), and smallest for those aged 40–44 years (10 per cent). Across broad age groups, real median hourly earnings between 2007 and 2008 increased by 11 per cent for those aged 15–24 years, 13 per cent for those aged 25–44 years, 16 per cent for those aged 45–64 years and 17 per cent for those aged 65 years and over.

SEX DIFFERENCES

In 2008, there was a difference between the sexes in median hourly earnings for wage and salary earners at all ages over 25 years. The gap was greatest at ages 40–44 years, where the ratio of female to male median earnings for employees was 76 per cent. There was little difference between the earnings of men and women in the under 25 years age groups.

Figure PW3.2 **Median hourly earnings from wage and salary jobs, by age and sex, June 2008**



Source: Statistics New Zealand, New Zealand Income Survey

ETHNIC DIFFERENCES

In June 2008, Europeans had the highest median hourly earnings for wage and salary earners at \$19.50 an hour. In comparison, the Other ethnic group (including Asian) had median hourly earnings of \$17.00. The median hourly earnings of Māori and Pacific ethnic groups were the lowest at \$16.74 and \$15.40, respectively. The ratio of Māori to European median hourly earnings was over 85 per cent between 1998 and 2008, with the exception of 2007, when the ratio fell to 81 per cent. The ratio of Pacific peoples to European median hourly earnings varied between 79 per cent and 85 per cent over the same period.

Over the 11 years to June 2008, increases in inflation-adjusted median hourly earnings from wage and salary jobs were highest for Māori (20 per cent), followed by Europeans (17 per cent) and Pacific peoples (14 per cent). Employees from the Other ethnic group (including Asian) experienced the lowest increase in real median hourly earnings from wage and salary jobs (6 per cent).

REGIONAL DIFFERENCES

In 2008, workers in Wellington and Auckland had substantially higher earnings than those in other regions. The median hourly wage for wage and salary earners was \$20.14 in Wellington, \$19.89 in Auckland and \$18.23 in Canterbury. Median hourly wages were lowest in Manawatu-Wanganui and Northland (both \$17.00) and in Gisborne-Hawke's Bay (\$17.30). Over the period 1998–2008, real median hourly wages increased most in Nelson/Tasman/Marlborough/West Coast (19 per cent) and in Canterbury and Northland (both 16 per cent). All regions experienced positive growth in real hourly wages over the period.

Workplace injury claims

DEFINITION

The number of workplace accident insurance claims reported to the Accident Compensation Corporation (ACC) per 1,000 full-time equivalent employees, excluding those employees who received accident and emergency treatment only.

RELEVANCE

Safety at work is an important contributor to wellbeing and the risk of work-related accidents or illness can be seen as one component of the quality of work. The best currently available measure of the incidence of workplace injuries comes from the database of claims made to the ACC.

CURRENT LEVEL AND TRENDS

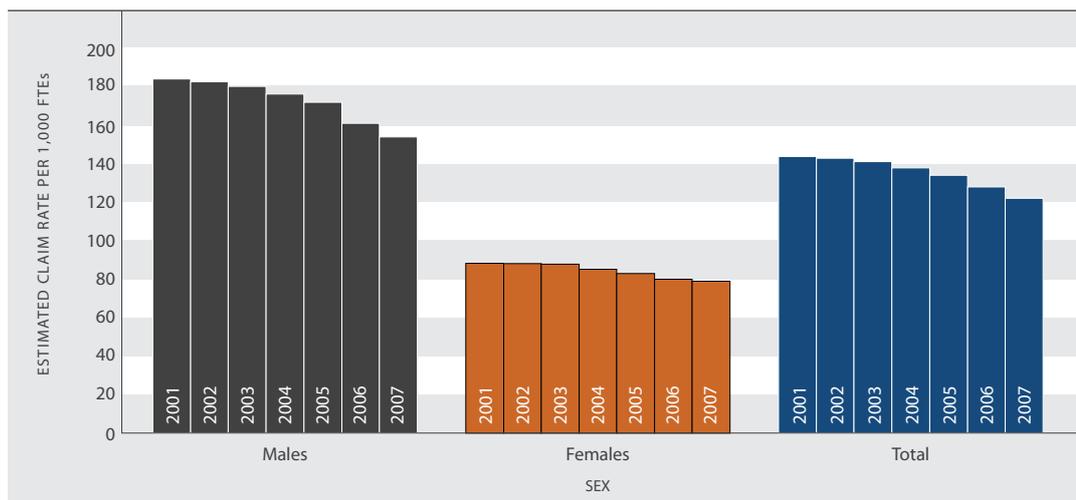
Provisional data for the 2007 calendar year shows 231,300 work-related injury claims had been reported to the ACC by 31 March 2008. This represents a rate of 122 claims per 1,000 full-time equivalent employees (FTEs), lower than the provisional rate for 2006 based on claims reported by 31 March 2007 (126 per 1,000 FTEs).

Using final data for the years 2001 to 2006, the injury claim rate declined from 144⁶⁰ per 1,000 to 128 per 1,000 FTEs.

Eighty-four per cent of all claims were for employees and for people who employed others in their own business. The injury claim rate for the self-employed not employing others was much higher than for the rest of the workforce (183 per 1,000 FTEs compared with 115 per 1,000 FTEs).

Injury claims for 2007 reported by March 2008 included 67 work-related fatalities. This is likely to be an underestimation of the final number of fatalities, because some workers may have died later from injuries received in the period. For example, the number of claims for fatal injuries inflicted in 2006 that were recorded by March 2007 was 81; the final number of fatal injury claims for 2006 was 103. Moreover, not all fatal work-related accidents result in a claim to the ACC.

Figure PW4.1 **Estimated injury claim rate per 1,000 full-time equivalent employees, by sex, 2001–2007**



Source: Statistics New Zealand (2008d)

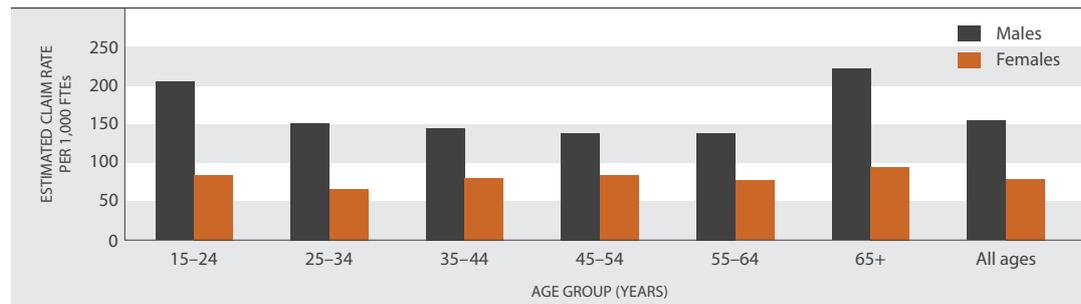
Note: 2007 data is provisional and subject to change

AGE AND SEX DIFFERENCES

Provisional data for 2007 shows that males were around twice as likely as females to suffer workplace injuries involving a claim to the ACC (154 per 1,000 FTEs for males compared with 79 per 1,000 FTEs for females). This reflects in part a male predominance in relatively dangerous occupations (eg elementary occupations, agriculture and fishing, and plant and machine operating and assembly, where the injury claim rates were 279, 247 and 229 per 1,000 FTEs respectively in 2007).

Although workers aged 65 years and over made only 4 per cent of injury claims, they had the highest injury incidence rate of 177 claims per 1,000 FTEs. The next highest injury incidence rate was recorded for those aged under 25 years (150 per 1,000 FTEs). Age differences in injury claim rates for females were less pronounced than those for males.

Figure PW4.2 **Estimated injury claim rate per 1,000 full-time equivalent employees, by age and sex, 2007**



Source: Statistics New Zealand (2008d)

Note: 2007 data is provisional and subject to change

ETHNIC DIFFERENCES

Workplace injury claim rates are higher for Māori and Pacific peoples than for other ethnic groups (155 per 1,000 FTEs and 152 per 1,000 FTEs respectively in 2007). This reflects their over-representation in more dangerous occupations. In 2007, the injury claim rate for the Other ethnic group (including Asian) was 121 per 1,000 FTEs. The European ethnic group, which accounts for 75 per cent of all FTEs, had the lowest injury claim rate (111 per 1,000 FTEs).

Table PW4.1 **Workplace injury claims, by ethnicity, 2007**

Ethnic group	Number of claims	Rate per 1,000 FTEs
European	157,400	111
Māori	28,400	155
Pacific peoples	13,100	152
Other (including Asian)	24,000	121
Total	231,300	122

Source: Statistics New Zealand (2008d) Table 2

Notes: (1) Data is provisional (2) Total includes ethnicity not specified

INDUSTRY DIFFERENCES

The agriculture, forestry and fishing industry group had the highest injury claim rate in 2007, with 150 claims per 1,000 FTEs. There were also relatively high rates in the manufacturing industry (149 claims per 1,000) and the construction industry (141 per 1,000 FTEs). These three industries account for almost half (49 per cent) of all industry-specified injury claims. The lowest injury claim rate was for people working in finance and insurance (18 per 1,000 FTEs).

In 2007, the work-related fatality rate was highest for the construction industry (9 per 1,000 FTEs) followed by transport and storage (7 per 1,000 FTEs).

REGIONAL DIFFERENCES

The highest work-related injury claim rates in 2007 were in Gisborne/Hawke's Bay, Otago/Southland and the Bay of Plenty (180, 160 and 157 claims per 1,000 FTEs, respectively). Wellington and Auckland had the lowest injury claim rates per 1,000 FTEs (69 and 105, respectively). The variation between figures largely reflects the main industries and occupations in these regions. Auckland, despite its relatively low injury claim rate, had the highest overall number of injury claims at 63,300.

Satisfaction with work-life balance

DEFINITION

The proportion of employed people who are “satisfied” or “very satisfied” with their work-life balance, as reported in the Quality of Life Survey.

RELEVANCE

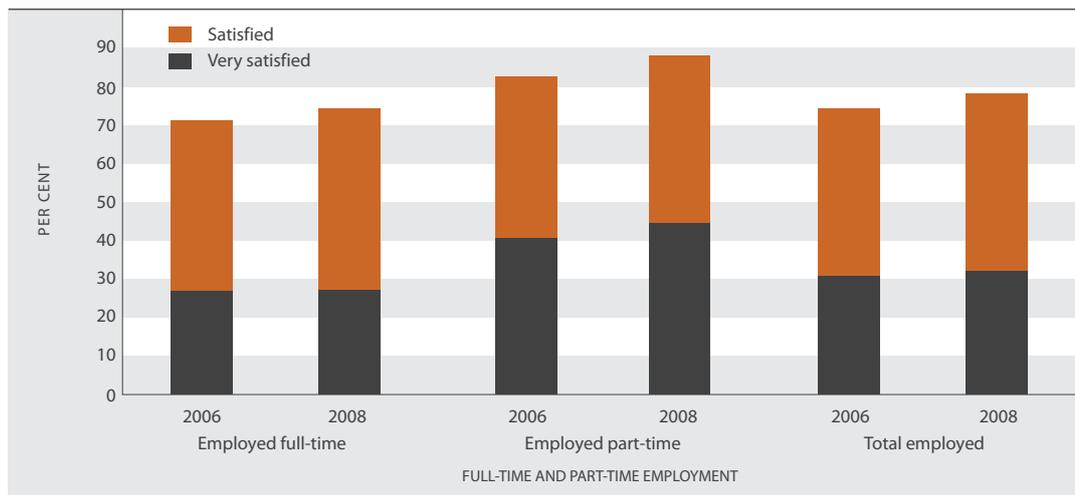
It is important that people find a balance between paid work and other aspects of their lives. When this balance is not found, people may suffer from stress or anxiety. Long working hours or non-standard working hours (eg night shifts) may compromise work-life balance.

CURRENT LEVEL AND TRENDS

In 2008, 78 per cent of employed New Zealanders were satisfied or very satisfied with their work-life balance. This was similar to the level in 2006 (75 per cent).

People in part-time employment were more likely to be satisfied with their work-life balance than people in full-time employment. In 2008, 88 per cent of people in part-time employment were satisfied or very satisfied with their work-life balance, compared to 74 per cent of those in full-time employment. The equivalent figures for 2006 were 83 per cent and 71 per cent, respectively.

Figure PW5.1 **Proportion of employed people who were satisfied with their work-life balance, by full-time and part-time status, 2006 and 2008**



Source: Quality of Life Survey 2006; Quality of Life Survey 2008

AGE DIFFERENCES

Employed people aged 65 years and over were the most satisfied (92 per cent) with their work-life balance in 2008. In all age groups, people employed part-time had higher levels of satisfaction than those employed full-time. Those least likely to be satisfied with their work-life balance were full-time employed people aged 35–44 years (71 per cent) and 45–54 years (72 per cent).

Table PW5.1 **Proportion (%) of employed people who were satisfied or very satisfied with their work-life balance, by full-time and part-time status and age, 2008**

	15–24	25–34	35–44	45–54	55–64	65+
Employed full-time	77	75	71	72	78	85
Employed part-time	85	82	88	87	92	97
Total employed	81	76	75	75	82	92

Source: Quality of Life Survey 2008

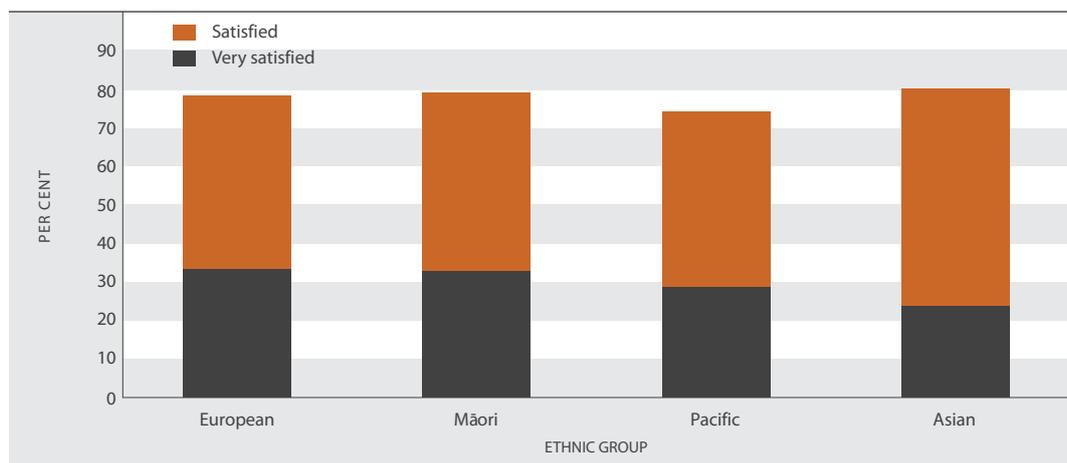
SEX DIFFERENCES

In 2008, employed females (79 per cent) had a similar rate of satisfaction with their work-life balance to that of employed males (77 per cent). There were also similar rates of satisfaction with work-life balance among male and female full-time workers (75 per cent and 72 per cent respectively). Satisfaction with work-life balance was highest for both male and female part-time workers (86 per cent and 89 per cent, respectively).

ETHNIC DIFFERENCES

There was little difference by ethnicity in the proportion of employed people who were satisfied with their work-life balance in 2008: Asians, 80 per cent; Māori, 79 per cent; Europeans, 78 per cent; and Pacific peoples, 74 per cent.

Figure PW5.2 **Proportion of employed people who were satisfied with their work-life balance, by ethnic group, 2008**



Source: Quality of Life Survey 2008

Note: Robust statistics are not available for other ethnicities because of small numbers

HOUSEHOLD TYPE DIFFERENCES

Employed people who live in households with children under 18 years have lower levels of satisfaction with their work-life balance (76 per cent) than those not living with children of that age (81 per cent). A lower proportion of full-time employed females who live in households with children under 18 years were satisfied with their work-life balance (67 per cent).

SOCIO-ECONOMIC DIFFERENCES

Full-time employees with personal incomes of \$30,000 or less were more likely to be satisfied overall with their work-life balance (79 per cent) than those on higher incomes of over \$70,000 (72 per cent). Part-time employees across the personal income scale had high levels of satisfaction with their work-life balance.

REGIONAL DIFFERENCES

Satisfaction with work-life balance among employed people varies across territorial authorities. In 2008, people in Tauranga (81 per cent) and Manukau (80 per cent) recorded the highest levels of satisfaction, while people in Wellington recorded the lowest (73 per cent).