

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 role in social wellbeing. 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.

For most people, income from paid work is the main factor determining their material standard of living. Wage and salary income makes up around two-thirds of the total income received by New Zealanders aged 15 years and over.⁵⁷ 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. Ideally, work should not only be materially rewarding but it should contribute to other aspects of wellbeing. 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.

Social contact is an important part of wellbeing. 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 through 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.⁵⁸

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 that wellbeing is best served by maintaining a balance between paid work and other aspects of life including spending time with family and friends, 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, work-related injury claims and satisfaction with work-life balance.

The unemployment rate – unemployed persons as a proportion of the labour force – is the official measure reported by Statistics New Zealand (averaged for December years). To be counted as unemployed, a person must not only be out of work, they must also be available for work in the next four weeks and have actively sought work in the past four weeks. This accords closely with the OECD standard measure, allowing international comparisons. Information about long-term unemployment is also provided.

The second indicator, the employment rate, complements the unemployment rate indicator by measuring actual engagement in work among the population aged 15–64 years. Full-time and part-time employment rates are included.

Both the unemployment and the employment rates are affected by several factors, including economic conditions and the availability of work, migration flows, people's qualifications and abilities, family responsibilities, and personal decisions.

The third indicator is median hourly earnings from waged and salaried employment. The level of financial return from paid employment, independent of the number of hours worked, is a key determinant of the standard of living that people can attain.

The fourth indicator is the rate of work-related 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 their physical or mental wellbeing.

The final indicator is 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, as measured by the Household Labour Force Survey.

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.

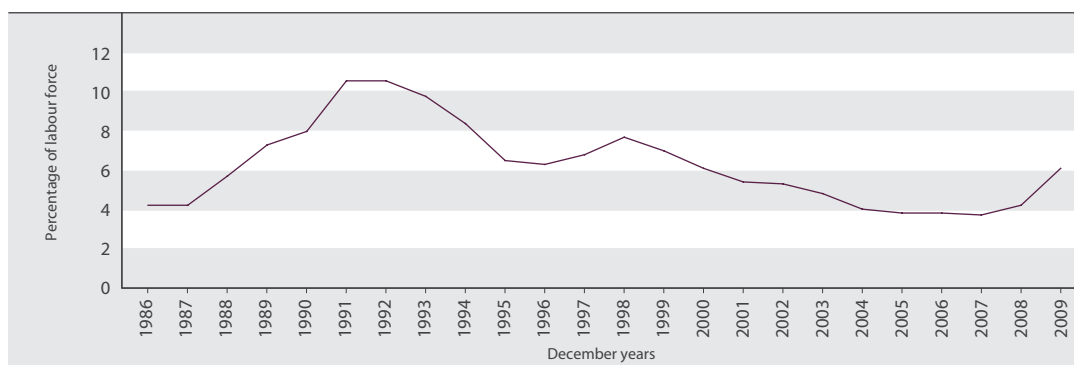
Current level and trends

In the year ended December 2009, 6.1 percent of the labour force (or 141,500 people) were unemployed and actively seeking work, an increase from 4.2 percent (or 95,000 people) in the year ended December 2008. This reflects the lagged impact of the economic recession in New Zealand between March 2008 and March 2009.

The unemployment rate reached a peak of 10.6 percent in 1991 and 1992 (180,400 people unemployed in 1992), fell to 6.3 percent in 1996, rose to 7.7 percent in 1998, then declined steadily between 1999 and 2007. The 2009 unemployment rate was higher than the rate of 4.2 percent (70,500 people) in 1986, when the survey began.

In 2009, 23 percent of the surveyed unemployed who specified their duration of unemployment had been unemployed for a continuous period of six months or more, an increase from the record low of 15 percent in 2008. The 2009 level of long-term unemployment was the same as that recorded in 1986 (23 percent) and substantially lower than the peak of 54 percent in 1992.

Figure PW1.1 **Unemployment rate, 1986–2009**



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

Age and sex differences

Unemployment rates for different age groups have followed similar trends, but are consistently higher among youth. Between 2007 and 2009, the unemployment rate for 15–24 year olds in the labour force was four times higher than the rate for 25–64 year olds, an increase from two-to-three times higher over the previous 20 years. The youth (15–24 years) unemployment rate was higher in 2009 (16.6 percent) than it was in 1998 (15.1 percent).

Unemployment rates were similar for males and females in 2009, after being higher for females than for males between 2002 and 2007 and higher for males than for females in the peak years of unemployment in the early 1990s. There was little sex difference in the unemployment rate for youth aged 15–24 years in 2009 (16.0 percent for males and 17.2 percent for females).

Table PW1.1 **Unemployment rate (%), by age group and sex, selected years, 1986–2009**

Year	15–24 years	25–44 years	45–54 years	55–64 years	Males 15+	Females 15+	Total 15+
1986	8.0	3.2	2.1	1.2	3.7	4.9	4.2
1991	19.3	9.1	6.5	5.5	11.2	9.8	10.6
1992	19.1	9.3	6.5	5.9	11.4	9.7	10.6
1996	12.2	5.4	4.2	3.7	6.3	6.3	6.3
2001	12.1	4.6	3.4	3.6	5.5	5.4	5.4
2006	10.0	3.0	2.2	2.0	3.6	4.2	3.8
2007	10.0	2.8	2.1	1.5	3.4	4.0	3.7
2008	11.4	3.3	2.3	2.0	4.1	4.2	4.2
2009	16.6	4.8	3.6	3.2	6.1	6.2	6.1

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

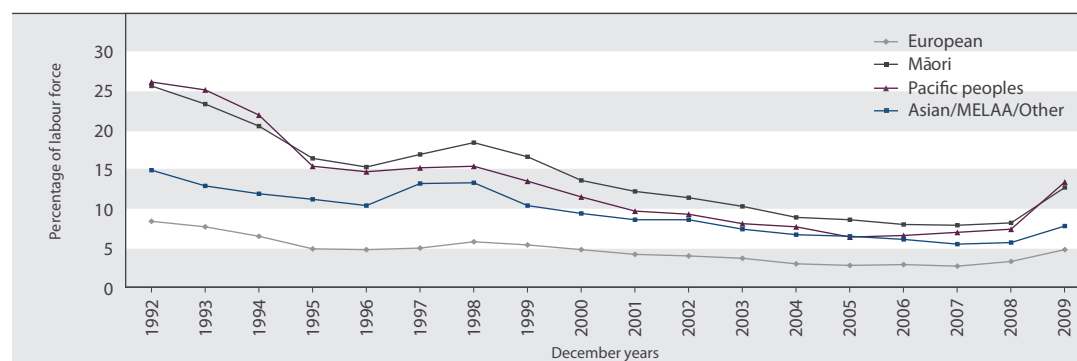
Ethnic differences

The Māori unemployment rate peaked at 25.6 percent in the year to December 1992. It fell to a record low of 7.9 percent in 2007, increased slightly to 8.2 percent in the year to December 2008, then rose to 12.7 percent in the year to December 2009. The unemployment rate for Pacific peoples was 26.1 percent in 1992, the highest rate for any ethnic group. After falling to 6.4 percent in 2005, the Pacific peoples' unemployment rate increased slightly over the following three years, then rose sharply from 7.4 percent in the year to December 2008 to 13.4 percent in the year to December 2009.

The European unemployment rate fell to a record low of 2.7 percent in 2007, then increased to 3.3 percent in 2008 and to 4.8 percent in 2009. The rate for the combined Asian, Middle Eastern/Latin American/African (MELAA) or Other ethnic group category fell to 5.5 percent in 2007, then increased to 5.7 percent in 2008 and to 7.8 percent in 2009.

In 2009, among youth aged 15–24 years, Pacific youth had the highest unemployment rate (27.8 percent), followed by Māori youth (25.7 percent). Rates were considerably lower for European youth (14.1 percent), and youth in the combined ethnic group category, Asian/MELAA/Other (17 percent).

Figure PW1.2 **Unemployment rate, by ethnic group, 1992–2009**



Source: Statistics New Zealand, Household Labour Force Survey
 Notes: (1) Average for December years. (2) Based on the labour force aged 15 years and over. (3) People who reported more than one ethnic group are counted once in each group reported. (4) MELAA stands for Middle Eastern, Latin American, African. (5) From the December 2007 quarter, people responding "New Zealander" are included in the Other ethnic group. Before that quarter, they were included in European.

Regional differences

Northland and Gisborne/Hawke's Bay had the highest unemployment rates in the year to December 2009 (8.9 percent and 8.3 percent, respectively). Southland had the lowest rate (3.5 percent).

International comparison

In the year ended December 2009, New Zealand's harmonised (seasonally-adjusted) unemployment rate of 6.1 percent was the 11th lowest out of 30 OECD countries and lower than the OECD median of 7.7 percent. New Zealand's rate was well below those of Ireland (11.9 percent), the United States (9.3 percent), Canada (8.3 percent) and the United Kingdom (7.6 percent), but above that of Australia (5.6 percent). 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 percent) to one of the highest (21st out of 25 countries in 1992 with a rate of 10.6 percent).⁵⁹

In 2009, New Zealand had the fourth lowest proportion of people unemployed who had been unemployed for six months or longer.⁶⁰

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, as measured by the Household Labour Force Survey.

Relevance

The employment rate is the best available indicator of the prevalence of paid employment. Like the unemployment rate, it is affected by a number of factors, including economic conditions and the availability of work, migration flows, skill levels, family responsibilities and personal decisions.

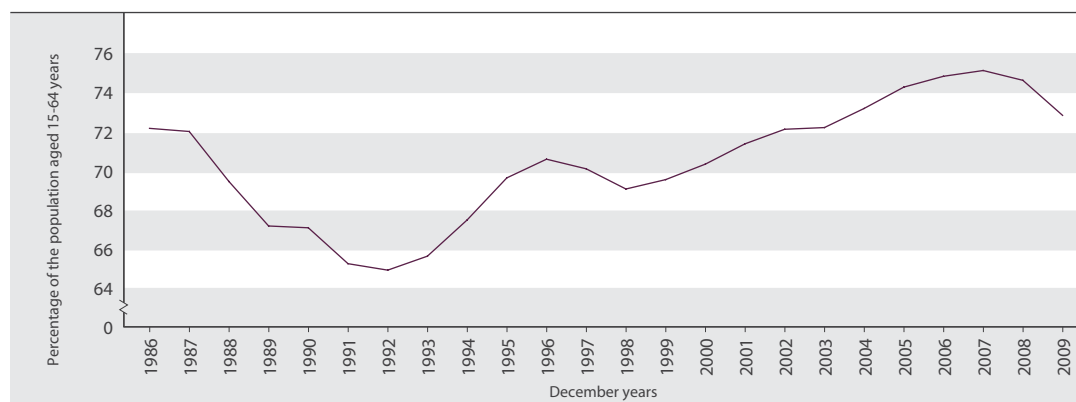
Current level and trends

In the year ended December 2009, 72.9 percent of 15–64 year olds (2.082 million people) were employed. This was a decrease from 74.7 percent in the year ended December 2008 and the record high of 75.2 percent in the year ended December 2007. The decline reflects the lagged impact of the economic recession in New Zealand between March 2008 and March 2009.

The employment rate fell from 72.2 percent in 1986 to a low of 64.9 in 1992 but has generally risen since, except during the economic downturn of 1997/1998 and the most recent recession.

The full-time employment rate for 15–64 year olds declined sharply between 1986 (60.3 percent) and 1992 (51.2 percent), and had almost recovered to the mid-1980s level by 2006 (59.3 percent) before declining in subsequent years (56.8 percent in 2009). The part-time employment rate increased from 11.9 percent in 1986 to 16.3 percent in 2007, and was 16.0 percent in 2009. Although the part-time employment rate has almost doubled for men since 1986, women continue to have a higher part-time employment rate than men (23.1 percent and 8.7 percent, respectively, in 2009).

Figure PW2.1 **Employment rate, 1986–2009**



Source: Statistics New Zealand, Household Labour Force Survey
Notes: (1) Average for December years. (2) Based on the population aged 15–64 years.

Age and sex differences

People aged 25–54 years have the highest employment rates and these changed little over the period 2007 to 2009. In contrast, the employment rate of young people aged 15–24 years fell by nearly 7 percentage points (from 58.2 percent in 2007 to 51.6 percent in 2009). Youth employment rates also fell by more than those of other age groups in the two previous economic downturns of 1987–1992 and 1997/1998. Employment rates for people aged 55–64 years have grown strongly since 1992, driven mainly by the phasing in of a higher age of eligibility for New Zealand Superannuation, rising employment among women, and an increase in the demand for labour.

Women are less likely than men to be employed. 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, the sex difference in the employment rate more than halved between 1986 and 2009, from 24 percentage points to 11 percentage points. This is the result of female employment rates falling less than those of males during the economic downturns of the past 25 years, and increasing more than those of males between 1992 and 2007. Among youth aged 15–24 years, females (49.2 percent) were less likely than males (53.9 percent) to be employed in 2009.

Table PW2.1 **Employment rate (%), by age group and sex, selected years, 1986–2009**

Year	15–24 years	25–44 years	45–54 years	55–64 years	65+ years	Male 15–64	Female 15–64	Total 15–64
1986	68.6	79.2	79.4	48.9	8.8	84.5	60.1	72.2
1991	54.4	73.6	77.0	41.5	6.0	73.6	57.2	65.3
1992	53.0	73.4	76.9	41.4	5.4	73.0	57.1	64.9
1996	58.8	76.8	81.0	53.5	6.6	78.6	62.9	70.6
2001	55.4	77.5	82.1	60.4	8.5	78.6	64.5	71.4
2006	58.2	80.4	84.8	70.2	12.6	81.9	68.2	74.9
2007	58.2	80.7	84.4	71.8	14.1	81.9	68.7	75.2
2008	56.1	80.6	84.5	71.7	15.3	80.9	68.7	74.7
2009	51.6	79.1	83.4	72.1	15.8	78.6	67.4	72.9

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

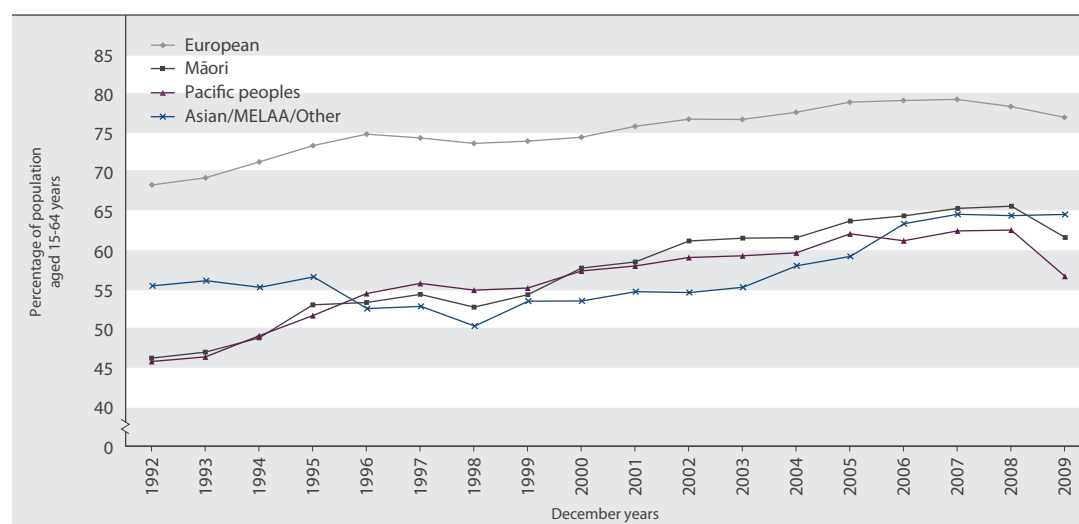
Ethnic differences

Māori and Pacific peoples had the lowest employment rates in 1992 but their rates showed the strongest recovery as economic conditions improved. The Māori employment rate peaked at 65.7 percent in the year to December 2008, then fell back to 61.7 percent in 2009, the same rate as in 2003 and 2004. The Pacific employment rate reached 62.7 in 2008, then fell to 56.8 in 2009, the lowest rate since 1999.

After declining slightly between 1996 and 1998, the European employment rate reached a record high of 79.3 percent in the year to December 2007, then fell to 78.4 percent in 2008 and to 77.0 percent in 2009. The combined Asian, Middle Eastern/Latin American/African (MELAA), Other (including “New Zealander”) ethnic group category had the lowest employment rate in the economic downturn of 1998 (50.5 percent). By 2007, the rate for this combined group had increased to 64.7 percent and was at the same level in 2009.

In 2009, among youth aged 15–24 years, employment rates varied from 57.1 percent for European youth, 42.3 percent for Māori youth, 37.4 percent for Pacific youth and 43.6 percent for youth of the combined Asian/MELAA/Other ethnic group category.

Figure PW2.2 **Employment rate, by ethnic group, 1992–2009**



Source: Statistics New Zealand, Household Labour Force Survey
 Notes: (1) Average for December years. (2) Based on the population aged 15–64 years. (3) People who reported more than one ethnic group are counted once in each group reported. (4) MELAA stands for Middle Eastern, Latin American, African. (5) From the December 2007 quarter, people responding “New Zealander” are included in the Other ethnic group. Before that quarter, they were included in European.

International comparison

In the year to December 2009, New Zealand was ranked sixth highest of 30 OECD countries with an employment rate of 72.9 percent for people aged 15–64 years. This was well above the OECD median of 67.0 percent. Switzerland had the highest employment rate in 2009 (79.2 percent). The New Zealand rate in 2009 was higher than those of Australia (72.0 percent), Canada (71.5 percent), the United Kingdom (70.6 percent), the United States (67.6 percent) and Ireland (62.5 percent). In 2009, New Zealand had a higher male and female employment rate than Australia, the United Kingdom, the United States and Ireland but had a lower female employment rate than Canada.⁶¹

Median hourly earnings

Definition

Median hourly earnings from all wages and salaries for employees aged 15 years and over earning income from wage and salary jobs, as measured by the New Zealand Income Survey, adjusted for inflation.

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

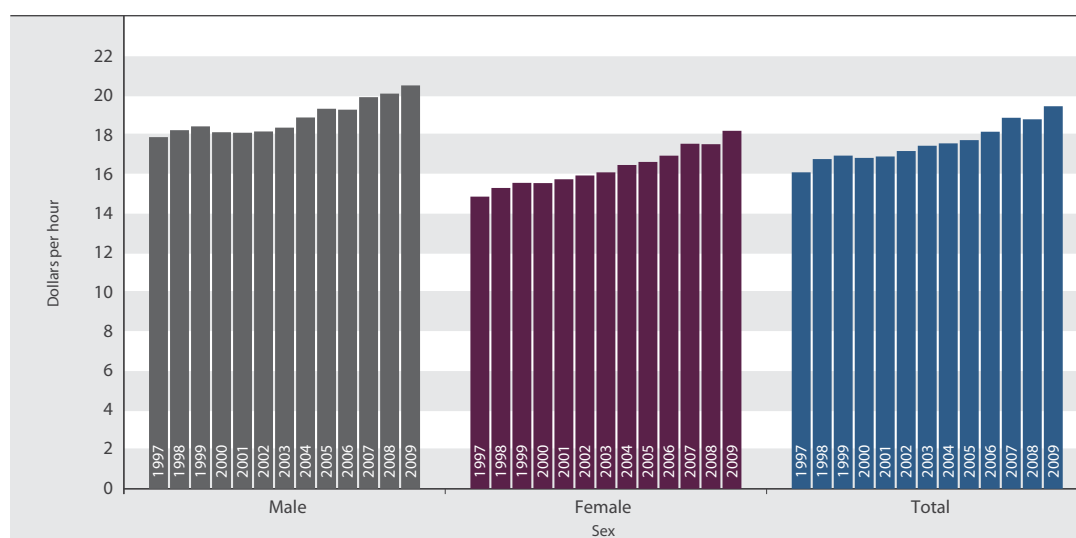
In the June 2009 quarter, half of all people employed in wage and salary jobs earned more than \$19.47 an hour. In the year to the June 2009 quarter, real (inflation-adjusted) median hourly earnings rose by 66 cents an hour or 4 percent. Over the 12 years to the June 2009 quarter, real median hourly earnings increased by \$3.36 an hour or 21 percent.

Hourly earnings are higher for full-time wage earners than for those working part-time. In the June 2009 quarter, the median hourly wage was \$20.83 for people employed full-time in wage and salary jobs and \$15.00 for part-time employees.

By qualification level, median hourly earnings ranged from \$26.56 for employees with a degree at bachelor's level or higher, to \$16.00 an hour for those with no qualifications.

Employees in professional occupations had the highest median hourly earnings, at \$27.50. This is nearly twice the median hourly earnings of service and sales workers, at \$14.00 an hour.

Figure PW3.1 **Median hourly earnings from wage and salary jobs (in June 2009 dollars), by sex, June quarters, 1997–2009**



Source: Statistics New Zealand, New Zealand Income Survey

Age differences

In 2009, median hourly earnings from wage and salary jobs were highest at ages 35–39 years (\$23.02) and 30–34 years and 40–44 years (both \$22.00). This compares with \$12.50 an hour for 15–19 year olds and \$17.54 for those aged 65 years and over.

By five-year age groups, the increase in employees' real median hourly earnings over the 12 years to 2009 was largest for those aged 15–19 years (29 percent) and smallest for those aged 20–24 years (10 percent). Across broad age groups, real median hourly earnings increased over that period by 14 percent for those aged 15–24 years, 20 percent for those aged 25–44 years, 17 percent for those aged 45–64 years and 24 percent for those aged 65 years and over.

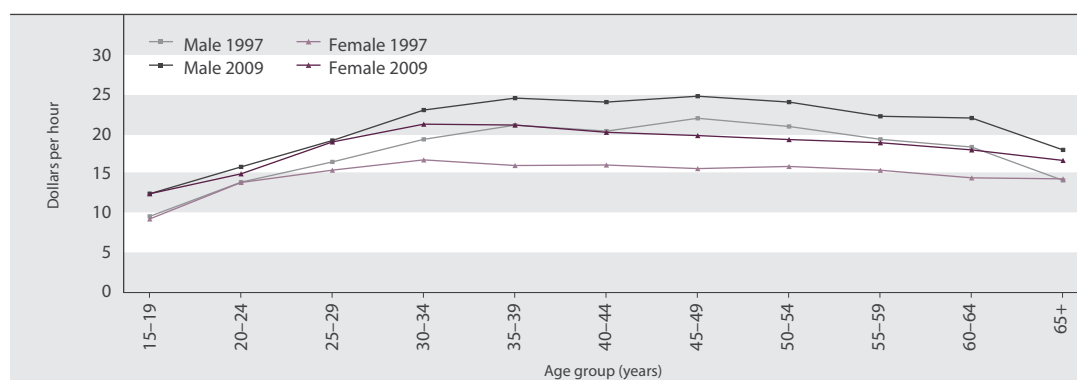
Sex differences

The median hourly wage was \$20.53 for male employees and \$18.22 for female employees in the June 2009 quarter. The increase in real median hourly earnings from 1997 to 2009 was greater for female employees (23 percent) than for male employees (15 percent). Over this period, the ratio of female to male median hourly earnings increased from 83 percent to 89 percent.

Among wage and salary earners employed full-time in the June 2009 quarter, median hourly earnings were higher for males (\$21.67) than for females (\$19.99). For part-time employees, the sex difference was reversed, with median hourly earnings higher for females (\$15.50) than for males (\$14.00). The pattern was the same in the previous year.

In 2009, there was a sex difference in median hourly earnings at all ages over 20 years. The gap was greatest for employees aged 45–54 years, where the ratio of female to male median hourly earnings was 80 percent. However, the gap has narrowed since 1997 when the ratio of female to male median hourly earnings was 71 percent for 45–49 year olds and 76 percent for 50–54 year olds. Over the 12 years since 1997, the ratio of female to male median hourly earnings increased most for the 35–39 years age group (from 76 percent to 86 percent).

Figure PW3.2 **Median hourly earnings from wage and salary jobs (in June 2009 dollars), by age group and sex, June quarters, 2007 and 2009**



Source: Statistics New Zealand, New Zealand Income Survey

Ethnic differences

In the June 2009 quarter, Europeans and the Other ethnic group (including “New Zealander”), had the highest median hourly earnings for wage and salary earners at \$20.00 an hour. They were followed by the Asian ethnic group and the combined ethnic group category of Middle Eastern, Latin American and African (MELAA), at \$18.00 an hour. The median hourly earnings of Māori were somewhat lower at \$17.50 an hour, while Pacific peoples had the lowest earnings at \$16.50 an hour. However, compared to the June 2008 quarter, Pacific peoples in wage and salary jobs had the greatest increase in real median hourly earnings, up 7 percent, compared to 5 percent for Māori and 4 percent for Europeans.

Between 2008 and 2009, the ratio of Pacific to European median hourly earnings increased from 80 percent to 83 percent, while the ratio of Māori to European median hourly earnings increased from 86 percent to 88 percent. Over the 12 years to 2009, inflation-adjusted median hourly earnings from wage and salary jobs increased by 25 percent for Māori. This was more than the increase for all earners (21 percent). Because of a change in the way ethnic statistics are collected and reported, it is not possible to measure long-term change in median hourly earnings for ethnic groups other than Māori.

Regional differences

In the June 2009 quarter, workers in Auckland and Wellington had the highest median hourly earnings. The median hourly earnings for wage and salary workers was \$20.62 in Auckland, \$20.50 in Wellington and \$19.60 in Canterbury. Median hourly earnings were lowest in the Bay of Plenty (\$17.90), Manawatu-Wanganui and Southland (both \$18.00), Gisborne/Hawke’s Bay (\$18.14) and Northland (\$18.17).

Over the period 1998–2009, real median hourly earnings increased most in Canterbury and Northland (each 24 percent). All regions experienced positive growth in real median hourly earnings over that period.

Work-related injury claims

Definition

The number of work-related 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 work-related injuries comes from the database of claims made to the ACC.

Current level and trends

Provisional data for the 2008 calendar year shows 224,900 work-related injury claims had been reported to the ACC by 31 March 2009. This represents a rate of 117 work-related injury claims per 1,000 full-time equivalent employees (FTEs). This is lower than the provisional rate for 2007 based on claims reported by 31 March 2008 (122 per 1,000 FTEs).

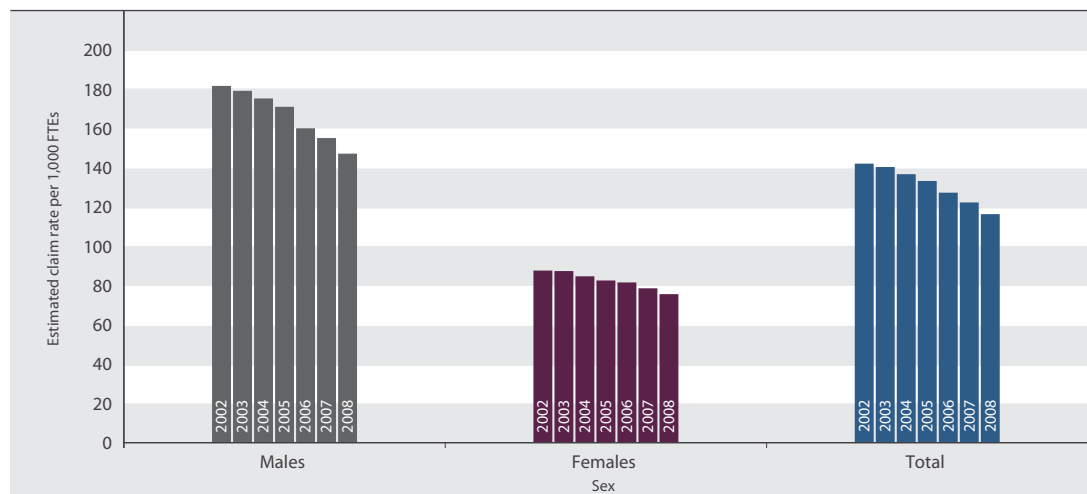
Using final data for the years 2002 to 2007, the work-related injury claim rate dropped from 143 per 1,000 to 123 per 1,000 FTEs.

In 2008, 84 percent of all work-related injury claims were for employees. The work-related injury claim rate for the self-employed (not employing others) was much higher than for the rest of the workforce (174 per 1,000 FTEs compared with 110 per 1,000 FTEs).

Injury claims for 2008 reported by March 2009 included 63 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 2007 that were recorded by March 2008 was 67; the final number of fatal injury claims for 2007 was 89. Moreover, not all fatal work-related accidents result in a claim to the ACC.

Figure PW4.1

Estimated work-related injury claim rate per 1,000 full-time equivalent employees, by sex, 2002–2008



Source: Statistics New Zealand (2009c)

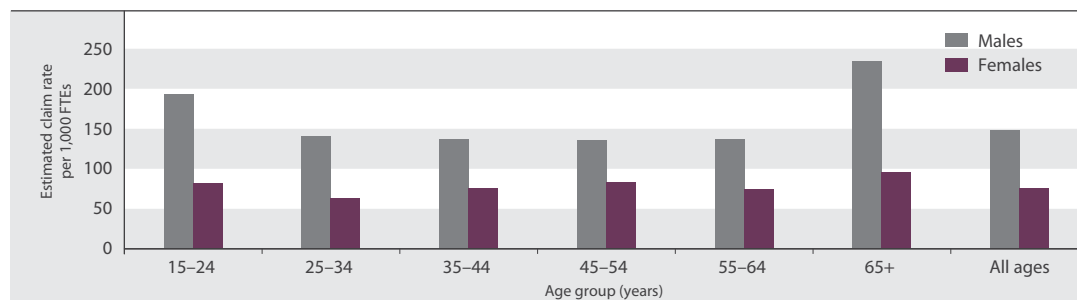
Note: The 2008 data is provisional and subject to change.

Age and sex differences

Provisional 2008 data shows males were around twice as likely as females to experience work-related injuries involving a claim to the ACC (148 per 1,000 FTEs for males compared with 76 per 1,000 FTEs for females).

Although workers aged 65 years and over made only 5 percent of the injury claims, they had the highest work-related injury claim rate (185 claims per 1,000 FTEs). The next highest work-related injury claim rate was for those aged 15–24 years (143 per 1,000 FTEs). Age differences in work-related injury claim rates for females were less pronounced than those for males.

Figure PW4.2 **Estimated work-related injury claim rate per 1,000 full-time equivalent employees, by age group and sex, 2008**



Source: Statistics New Zealand (2009c)
Note: The 2008 data is provisional and subject to change.

Ethnic differences

Work-related injury claim rates were higher for Pacific peoples than for other ethnic groups (143 per 1,000 FTEs in 2008). Injury claim rates for the Other (including Asians) and Māori ethnic groups were 128 per 1,000 FTEs and 112 per 1,000 FTEs respectively in 2008. The European ethnic group, which accounts for 73 percent of all FTEs, had the lowest work-related injury claim rate (105 per 1,000 FTEs).

Table PW4.1 **Work-related injury claims, by ethnicity, 2008**

Ethnic group	Number of claims	Rate per 1,000 FTEs
European	146.9	105
Māori	25.9	112
Pacific peoples	12.7	143
Other (including Asian)	25.4	128
Total	224.9	117

Source: Statistics New Zealand (2009c) Table 5
Notes: (1) Data is provisional. (2) Total includes ethnicity not specified.

Industry differences

The agriculture, forestry and fishing industry group had the highest work-related injury claim rate in 2008, with 152 work-related claims per 1,000 FTEs. There were also relatively high rates in the manufacturing industry (148 claims per 1,000 FTEs) and the construction industry (146 claims per 1,000 FTEs). These three industries account for almost half (48 percent) of all industry-specified work-related injury claims. The lowest work-related injury claim rate was for people working in finance and insurance (19 claims per 1,000 FTEs).

Regional differences

The highest work-related injury claim rates in 2008 were in Gisborne/Hawke's Bay, Otago/Southland and the Bay of Plenty (160, 157 and 156 claims per 1,000 FTEs, respectively). Wellington and Auckland had the lowest rate of claims per 1,000 FTEs (65 and 105, respectively). Auckland, despite its relatively low work-related injury claim rate, had the highest overall number of work-related injury claims at 62,200.

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

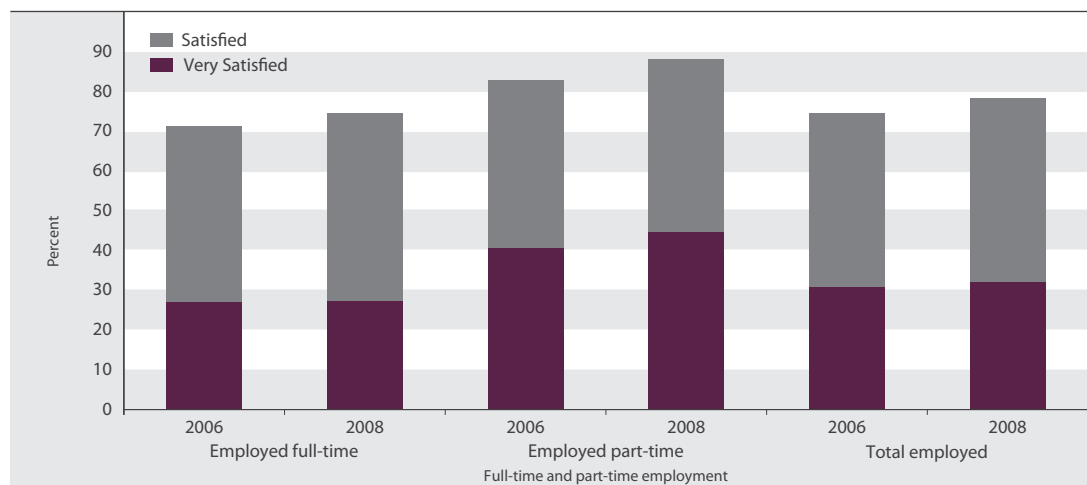
It is important that people find a balance between paid work and other aspects of their lives. When this balance is not found, people may suffer from stress or anxiety. Long working hours or non-standard working hours (eg night shifts) may compromise work-life balance.

Current level and trends

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

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 percent of people in part-time employment were satisfied or very satisfied with their work-life balance, compared to 74 percent of those in full-time employment. The equivalent figures for 2006 were 83 percent and 71 percent, 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**



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

Age differences

Employed people aged 65 years and over were the most satisfied (92 percent) 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 percent) and 45–54 years (72 percent).

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 group, 2008**

	Age group (years)					
	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

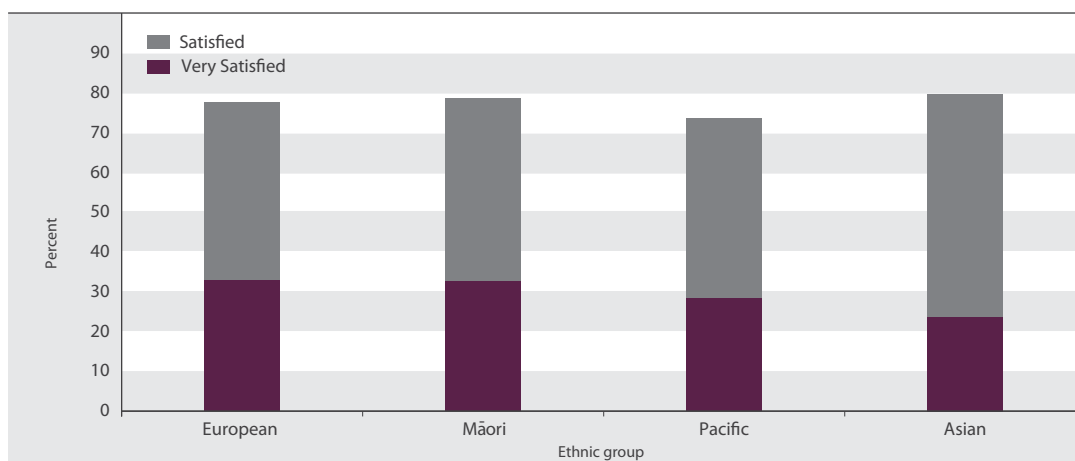
Sex differences

In 2008, employed females (79 percent) had a similar rate of satisfaction with their work-life balance to that of employed males (77 percent). There were also similar rates of satisfaction with work-life balance among male and female full-time workers (75 percent and 72 percent respectively). Satisfaction with work-life balance was highest for both male and female part-time workers (86 percent and 89 percent, 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 percent; Māori, 79 percent; Europeans, 78 percent; and Pacific peoples, 74 percent.

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

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 percent) than those on higher incomes of over \$70,000 (72 percent). 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 percent) and Manukau (80 percent) had the highest levels of satisfaction with their work-life balance, while people in Wellington had the lowest (73 percent).