

## Māori Employment by Occupation

- Māori remain over-represented in the lower skilled occupations and under-represented in the higher skilled occupations. Over the past five years most of the increase in Māori employment has been in the high skilled and skilled categories, which include occupations covered in the expanded table below.

Table 1: Snapshot of Māori Labour Market Outcomes, Years to June 2000 and 2007

	2003 ('000)	2008 ('000)	2003-2008 change ('000)	2003-2008 change (%)
High-skilled occupations	32.7	41.1	8.4	25.7
Skilled occupations	30.0	39.9	9.9	33.0
Semi-skilled occupations	100.4	102.3	1.9	1.9
Low-skilled occupations	21.8	22.6	0.8	3.7

Source: Te Puni Kōkiri (2008)

## Incomes of Māori in Employment

- Median weekly incomes from all sources of income<sup>1</sup> for employed Māori increased by \$111 or 19.8% for between June 2003 and June 2007.<sup>2</sup>
- The following occupational categories had the highest increases in median weekly incomes:
  - service/sales, by \$114 (31.6%);
  - professionals, by \$178 (24.4%);
  - elementary occupations, by \$108 (23.9%);
  - agriculture/fisheries, by \$115 (23.7%); and
  - technicians and associate professionals \$122 (21.2%).
- Wage growth for Māori was weak in the year to June 2007, increasing by 1.6% which was well below the economy-wide growth in wages (6.8%). However, it should be noted that year on year changes in average hourly earnings tend to be volatile when broken down by ethnicity. In addition, the high proportion of new entrants to the labour market in the past year

<sup>1</sup>Note – all sources of income includes wages, salaries, self-employment, government transfers, investments and other sources like private superannuation, private pensions and annuities, Statistics New Zealand, Wellington.

<sup>2</sup>The value of the New Zealand dollar declined by 12.5% over the period 2003 to 2007.



(with Māori employment growing by 8.7%) may also have been a factor in limiting wage growth in the short-term.

- Looking over a longer five-year period, Māori average hourly earnings have still lagged behind the economy-wide average but by a much smaller margin. Māori wages rose by an average of 4.2% per annum between June 2002 and June 2007, from \$14.33 to \$17.58. Over the same period, economy-wide average hourly earnings grew by 5.1% on average per annum from \$16.71 to \$21.41. Lower wage growth among Māori partly reflects the continuing relatively high share of Māori in low-skilled, lesser paid occupations.

Table 2: Māori occupational employment trends, years to June 2003, 2007 and 2008

Occupational employment	2003 ('000)	June 2003 % of total	2007 ('000)	2008 ('000)	June 2008 % of total	% change 2003-2008	% change 2007-2008
Legislators	13.6	7.4	14.9	17.7	8.6	30.1	19.2
Professionals	19.1	10.4	20.4	23.4	11.3	22.5	14.3
Technicians	15.9	8.6	19.7	20.4	9.9	28.7	3.8
Trades	14.1	7.6	20.5	19.5	9.4	38.3	-5.0
Clerks	20.9	11.3	22.3	21.2	10.2	1.3	-4.9
Service & Sales	32.3	17.5	35.6	34.4	16.6	6.5	-3.6
Agriculture & Fishery	16.1	8.7	15.5	12.9	6.2	-19.6	-16.5
Plant & Machinery operators	31.1	16.9	32.6	33.8	16.3	8.9	3.8
<b>TOTAL</b>	<b>184.5</b>	<b>100.0</b>	<b>204.9</b>	<b>207</b>	<b>100</b>	<b>12.2</b>	<b>1.0</b>

Source: House Labour Force Survey, Statistics New Zealand, 2003 – 2008. The four quarters ending June each year are

## Discussion

This workshop focuses on Māori people in the labour market, which will be affected by the economic recession. The incomes for Māori people relate primarily to occupations and employment. Occupations and employment options are strongly influenced by education and skills.

- What are the key issues facing Māori whānau arising from the impacts of economic recession?
- What can Māori do to enhance/mitigate these issues/opportunities or their impacts?
- What are the key points to be communicated to the Employment Summit?

