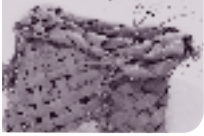




Te Puni Kōkiri
REALISING MĀORI POTENTIAL

Ngā Wāhine Māori i Te Rāngai Mahi Māori Women in the Workforce



KEY FACTS

- Between 1994 and 2004¹ the number of Māori women in the labour force² grew 41%, from 68,000 to 96,000.
- Māori women in full-time employment increased from 67% to 71% over the last ten years.
- Between 1994 and 2004, the number of Māori women who were self-employed increased from 3,200 to 4,800.
- In the same period, the number of Māori women unemployed in the labour force decreased 27%, from 12,900 to 10,100.
- The number of Māori women who completed tertiary qualifications grew 201%, from 3,999 to 12,049, over the last ten years.

In the past ten years Māori women have increased their involvement in the labour force. The unemployment rate for Māori women has dropped and employment and participation rates have both increased. Māori women are now completing more graduate and post-graduate tertiary qualifications. This fact sheet highlights gains made by Māori women in the labour force between 1994 and 2004.

MĀORI WOMEN IN THE LABOUR FORCE

Since 1994 the number of Māori women in the labour force grew 41% from 68,000 to 96,000. This labour force is also aging, as can be seen in Figure 1 below.



Source: Statistics New Zealand. Household Labour Force Survey, 1994 – 2004

In 1994 the 20-24yr age group of the labour force contained more Māori women than any other; in 2004 this majority shifted to become the 35-39yr age group. There are now more Māori women in the labour force; hence this shift cannot be attributed solely to the 1994 population aging ten years.

LABOUR FORCE PARTICIPATION³

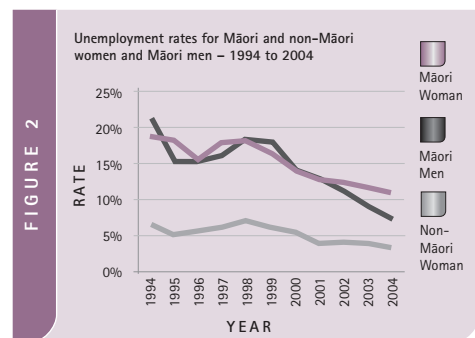
The labour force participation rate for Māori women increased from 50% to 56% from 1994 to 2004. In comparison, during the same period the participation rate for Māori men increased from 70% to 74%.

UNEMPLOYMENT

Figure 2 shows that the unemployment rate for Māori women decreased from 19% to 10% between 1994 and 2004. During the same period, the unemployment rate for Māori men decreased from 21% to 7%.

Unemployment rates for Māori women are still higher than for non-Māori women. However, as

shown in Figure 2, since 1994 this difference has reduced from 12 to seven percentage points.



Source: Statistics New Zealand. Household Labour Force Survey, 1994 – 2004

FULL AND PART TIME EMPLOYMENT

The percentage of Māori women employed full-time has increased from 67% to 71% since 1994. Correspondingly, Māori women in part-time employment decreased from 33% to 29%.

SELF EMPLOYMENT

The number of self-employed Māori women increased from 3,200 in 1994 to 4,800 in 2004. For Māori men, there was an increase from 7,700 to 11,400.



Source: Statistics New Zealand. Household Labour Force Survey, 1994 – 2004

The growth in the community health and personal services (e.g. hairdressing) areas has generated opportunities for Māori women especially.⁴





OCUPATION SKILL LEVELS

The proportions of Māori women employed in "skilled" and "highly skilled" jobs⁵ have increased since 1994.

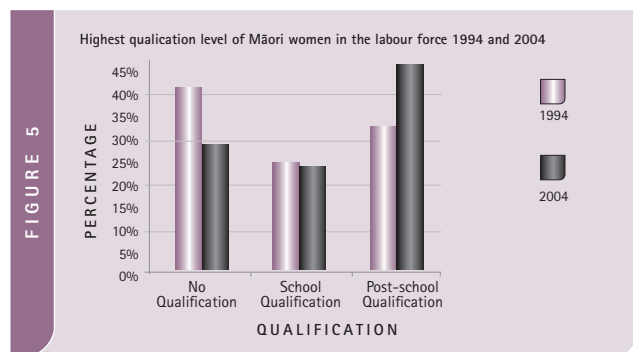


Source: Statistics New Zealand. Household Labour Force Survey, 1994 – 2004

Overall, Māori with higher, post-school qualifications gain employment in occupations of higher skill levels than those who have only school-level qualifications. Hence the increase in Māori women in higher skilled occupations may correspond to the increase in numbers of Māori women completing higher qualifications.

QUALIFICATIONS

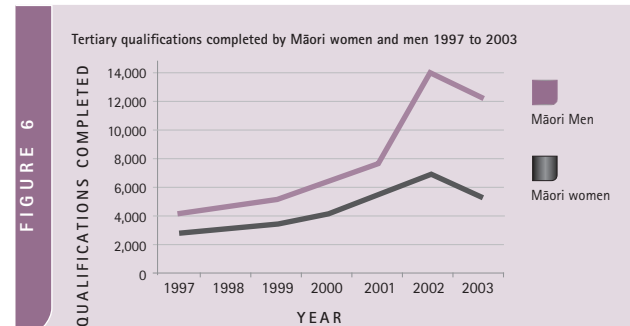
Figure 5 shows that the percentage of Māori women in the labour force with no qualifications decreased from 1994 to 2004.



Source: Statistics New Zealand. Household Labour Force Survey, 1994 – 2004

The percentage of Māori women with qualifications increased at all levels between 1994 and 2004.

As shown in Figure 6, the number of Māori women who completed a tertiary qualification increased rapidly between 1997 and 2003.



Source: Ministry of Education, 2005. Graduates and Qualifications Completed

Between 1997 and 2003, completions of tertiary qualifications for Māori women increased by 201%. In comparison, completions of tertiary qualifications for Māori men increased by 109% over the same period.

Table 1 shows that Māori women completed more qualifications in each tertiary study level in 2003 than in 1997.

The increases in completions of study by Māori women at the Diploma and Certificate level were higher than at Post-graduate and Bachelor level.

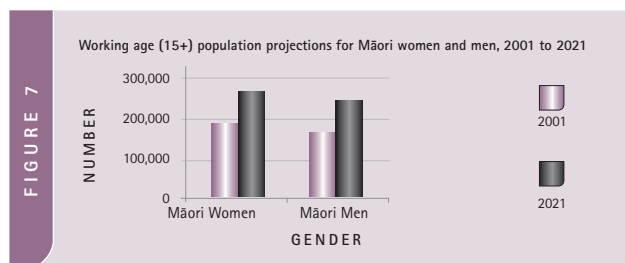
TABLE 1: NUMBER OF QUALIFICATIONS COMPLETED, AT EACH STUDY LEVEL, BY MĀORI WOMEN

	Māori Women	
	1997	2003
Post-graduate	199	360
Bachelor	1,005	1,438
Diploma	622	3,296
Certificate	2,173	6,951
Total	3,999	12,045

Source: Ministry of Education, 2005. Graduates and Qualifications Completed

WORKING AGE POPULATION PROJECTIONS

The number of Māori women in the working age group (15+) is projected to increase from 191,600 in 2001 to 268,020 in 2021, an increase of 76,420 or 39%. The number of Māori men aged 15+ is expected to increase from 178,180 to 256,230, an increase of 78,050 or 43%.



Source: Statistics New Zealand. Māori Population Projections, 2001(base) – 2021, Series 6

FOOTNOTES 1 All years mentioned in this report are for the calendar year ending 31 December. 2 Note: Labour force is defined by Statistics New Zealand as: members of the working-age (15+) population who identified themselves as employed or unemployed. 3 Labour force participation is the percentage of the working age (15+) population who are either employed or unemployed and seeking work. 4 Department of Labour. *Workinsight*. December 2004. 5 The three skill levels are defined by the individual's occupation type and based on Department of Labour definitions. Highly Skilled: managers and professionals. Skilled: associate professionals, technicians and trades workers. All other occupations are considered Semi-Skilled/Elementary.

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